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Editor's Note

Dear Readers,

I am pleased to present to you the latest issue of the PSC Journal, featuring a collection of articles that address some of the most pressing issues in our society today. As we continue to confront the complexities of modern life, it is crucial that we engage with these challenges thoughtfully and proactively.

Our first article examines the pervasive issue of harassment in public transportation faced by working women in Dhaka City. The study presents a comprehensive set of recommendations aimed at enhancing security and fostering a more respectful environment. From increased security measures to gender-sensitive urban planning, the proposed solutions are designed to ensure that women can commute with dignity and confidence.

The second article focuses on the Prevention and Remedy of Land Crimes Act, 2023, discussing the obstacles and best practices in its implementation. This piece is particularly timely as it sheds light on the legal and practical aspects of combating land crimes, a persistent issue that has far-reaching implications for property rights and social justice.

Our third article explores the impact of workplace victimization on female workers, with a specific focus on the ready-made garment sector in Bangladesh. The study offers insights into the challenges faced by women in this vital industry and underscores the need for stronger protections and support systems to safeguard their well-being.

The fourth article delves into the issues related to combating environmental degradation in Bangladesh. As environmental issues increasingly intersect with the broader goal of sustainability, this article highlights the critical role of taking a strategic approach in addressing environmental crimes in Bangladesh.

Finally, our fifth article takes a historical perspective, examining the Police Commission of 1860, which laid the foundation for modern policing in India. This piece traces the evolution of law enforcement in

the region, providing a rich context for understanding the contemporary challenges and responsibilities of the police force.

As you engage with these articles, I hope they will provoke thought, inspire discussion, and ultimately contribute to the betterment of our society. I extend my heartfelt thanks to the authors for their contributions and to the editorial team for their hard work in bringing this issue to fruition.



Mohammad Shahjahan, PPM (Bar), Ph.D.

Director (Research & Publication)
Police Staff College Bangladesh &
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An investigation on Harassment in Public Transportation of Working Women in Dhaka City

Md. Roni Mridha¹

Sadia Sultana Sara²

Abstract: *The study investigates the multifaceted issue of harassment faced by working women in Dhaka City's public transportation system. The research aimed to identify and categorize types of harassment, analyze their prevalence and patterns, assess the impact on women's lives, evaluate existing support mechanisms and legal frameworks, and develop policy recommendations and interventions. A mixed-methods approach was employed, integrating both quantitative and qualitative data to provide a comprehensive analysis. A sample survey of 180 participants and 12 detailed case studies were undertaken. It was found that most female workers on these routes (78%) are employed in low-income jobs in both public and private sectors. The findings revealed that 97.8% of respondents experienced verbal harassment, including catcalling, sexual comments, insults, and abuse. Non-verbal harassment was reported by 82.2% of respondents and included behaviors such as staring, leering, or making lewd gestures. Psychological harassment was reported by 36% of respondents, with catcalling being the most frequent form. The study found that 92% of women experienced a high degree of psychological and emotional impact due to harassment, with 168 out of 180 respondents discussing the significant negative impact on their quality of life. Based on the findings, the study recommends enhanced security measures such as increased presence of security personnel and CCTV surveillance, public awareness and sensitization campaigns, improved reporting mechanisms, designated women-only areas in public transport, stricter legal penalties for offenders, community engagement, and gender-sensitive urban planning.*

Keywords: harassment, public transportation, working women, Dhaka

Background of the Study

Harassment in public transportation is a pervasive issue affecting many urban areas worldwide, and Dhaka City is no exception. As the capital of Bangladesh and one of the most densely populated cities globally, Dhaka's public transport system is a lifeline for millions of its residents, including a significant number of working women. These women rely on buses, rickshaws, and other forms of

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public transport to commute daily, yet their journeys are often marred by various forms of harassment.

The phenomenon of harassment in public transport includes a wide spectrum of inappropriate behaviors, ranging from verbal abuse and unwelcome physical contact to more severe forms of sexual harassment. Sexual harassments is making challenge to continue work and travel (Kabir and Islam, 2023). This persistent issue not only infringes upon the rights and dignity of working women but also affects their mental well-being and sense of security (Dipu and Ferdous, 2019). The fear of harassment can lead to increased anxiety, reduced productivity, and even deter women from participating fully in the workforce.

Despite the severity of the problem, there has been limited academic focus on understanding the specific experiences of working women in Dhaka's public transportation system. Existing studies often provide a general overview of public transport issues without delving into the gender-specific challenges faced by female commuters. This gap in research necessitates a dedicated investigation to highlight the unique difficulties working women encounter and to propose effective measures to mitigate harassment in public transport.

This study aims to address this gap by conducting an in-depth investigation into the nature and extent of harassment experienced by working women in Dhaka City's public transportation system. By examining their daily experiences, the study seeks to shed light on the various forms of harassment these women face, the impact of such experiences on their personal and professional lives, and the coping strategies they employ. Additionally, the study will explore the existing legal and social frameworks addressing harassment and evaluate their effectiveness in providing a safe commuting environment for women.

Through comprehensive data collection and analysis, this research intends to offer actionable recommendations for policymakers, transport authorities, and civil society organizations. By doing so, it aims to contribute to the development of a safer, more inclusive public transportation system that upholds the rights and dignity of all commuters, particularly working women, in Dhaka City.

Problem Statement

Harassment in public transportation is a critical issue in Dhaka City, disproportionately affecting working women who rely on these services for their daily commute. Despite the growing awareness of gender-based violence, the specific experiences of working women in Dhaka's public transport system remain under-explored and inadequately addressed. These women frequently face various forms of harassment, including verbal abuse, unwanted physical

contact, and sexual harassment, which not only violate their personal safety and dignity but also impede their professional and personal lives.

The lack of comprehensive data and targeted research on this subject has resulted in insufficient policy measures and ineffective enforcement mechanisms. Consequently, working women continue to endure these challenges with limited recourse, affecting their mental health, productivity, and overall quality of life. The persistent fear of harassment often forces them to alter their travel routes, modes of transport, or even their work schedules, leading to economic and social repercussions.

Rationale of the Study

The issue of harassment in public transportation is a significant barrier to the mobility and safety of working women in Dhaka City. Despite the critical role that public transport plays in enabling economic participation and social inclusion, the persistent harassment faced by female commuters remains a largely unaddressed problem.

Dhaka City, as one of the most densely populated urban centers, has a vast and complex public transportation network. Working women form a substantial portion of the city's commuting population, yet they often face significant risks of harassment. The lack of safe and reliable transportation options hinders their mobility, affecting their ability to participate fully in the workforce and contribute to the economy. Understanding the specific nature and extent of harassment these women face is essential for developing effective solutions.

Harassment in public transportation is a widespread issue that affects a substantial number of working women in Dhaka. Incidents of verbal abuse, unwanted physical contact, and sexual harassment are frequently reported, yet the true extent of the problem is under-documented. Understanding the prevalence and severity of these incidents is crucial for developing effective interventions.

The harassment experienced by women in public transport has profound implications for their mental and physical well-being. It creates an environment of fear and anxiety, which can lead to decreased productivity at work, increased absenteeism, and even withdrawal from the workforce. These impacts hinder women's economic empowerment and overall quality of life. While gender-based violence has been the subject of considerable research, specific studies focusing on harassment in public transportation within Dhaka are scarce. This gap in the literature means that the unique challenges faced by working women in this context are not fully understood or addressed in existing policies and programs.

Policy and Enforcement Gaps is important area of study justification. Existing policies and legal frameworks aimed at protecting women from harassment in public spaces are often inadequately enforced in the context of public transportation. This study will provide evidence-based insights that can inform more effective policy-making and enforcement.

Objectives of the Study

The main aim of this study is to investigate the nature, prevalence, and impact of harassment faced by working women in Dhaka City's public transportation system and to provide actionable recommendations for creating a safer and more inclusive commuting environment.

Specific Objectives

i) To Identify and Categorize Types of Harassment;

- Investigate the various forms of harassment (verbal, physical, sexual, etc.) experienced by working women in Dhaka's public transport.
- Classify the incidents based on their frequency and severity.

ii) To Analyze the Prevalence and Patterns of Harassment;

- Determine the prevalence of harassment incidents among working women commuters.
- Identify patterns such as time of day, specific routes, and types of transport where harassment is most frequent.

iii) To Assess the Impact of Harassment on Women's Lives;

- Evaluate the psychological, emotional, and physical effects of harassment on working women.
- Understand how harassment affects their professional productivity, attendance, and overall quality of life.

iv) To Evaluate Existing Support Mechanisms and Legal Frameworks; and

- Examine the effectiveness of current legal and institutional measures in place to protect women from harassment in public transportation.
- Identify gaps in enforcement and support services available to victims.

v) To Develop Policy Recommendations and Interventions:

- Propose actionable recommendations for policymakers, public transport authorities, and law enforcement agencies to mitigate harassment.

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- Suggest community-based initiatives and awareness programs to promote a safer and more respectful commuting environment for working women in Dhaka City.

Methodology of the Study

Main Methods

This study employs a mixed-methods approach, integrating both quantitative and qualitative data to investigate harassment in public transportation faced by working women in Dhaka City. This approach enables a comprehensive analysis by combining both sample survey and case study method. Sample survey provide with statistical and structural data about this issue and case study enriched in-depth insight about this issue.

Population

All the working women who faced sexual or physical harassment or experienced this kind of harassment by watching or listening in public transportation in Dhaka city has been considered as study population.

Sampling Methods

The sampling method used is purposive or judgmental sampling, selecting participants who are working women regularly commuting for work, general passengers, bus drivers, and bus helpers. This method ensures that the sample is relevant to the study's objectives.

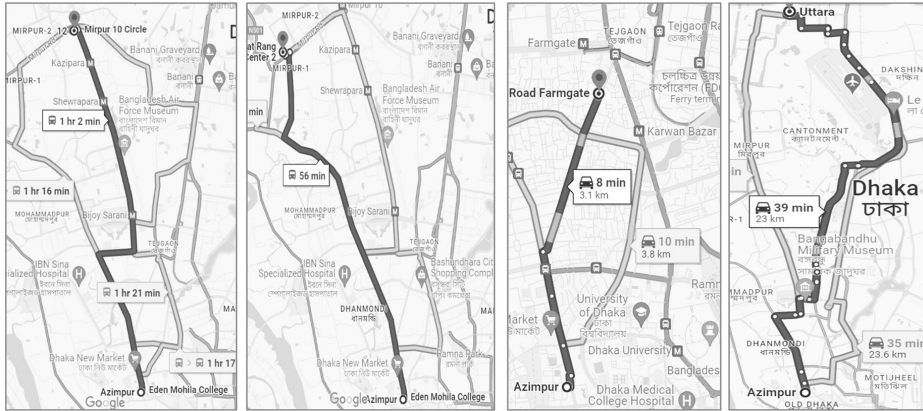
Sample Size

- Total Sample: 180 participants for the survey.
- Case Studies: 12 detailed case studies involving working women, general passengers, bus drivers, and bus helpers.

Study Area

The present study has been conducted in Dhaka city. Purposively 4 Route has been selected for collecting data form respondents. Data collectors use Azimpur bus stand to collect study data. 4 routes of are Azimpur to Mirpur-10, 11, 12, Azimpur to Mirpur 1, 2 via college gate area, Azimpur to Farmgate via green road area. Azimpur to Uttara.

Map 01- Public Transportation Route of the Respondents



Azimpur to Mirpur 10, 11, 12

Azimpur to Mirpur 1

Azimpur to Farmgate

Azimpur to Uttara

Data Collection Methods

For survey a structured questionnaire has develop and used with both close and some open-ended questions to capture demographic information, types and frequency of harassment, and the impact on respondents' lives. Face-to-face interviews conducted at various transit hubs and workplaces.

For case studies in-depth face-to-face interviews techniques has been used by using a semi-structured interview guide to explore personal experiences, perceptions, and suggestions for improving safety. Focus Areas of this guidelines is to collect detailed narratives on incidents of harassment, coping mechanisms, and contextual factors contributing to harassment.

Data Sources

- Primary Data: Collected through surveys and case study interviews.
- Secondary Data: Reviewed from existing literature, reports, and statistical data on public transportation and harassment in Dhaka City.

Data Analysis

Quantitative Analysis:

- Software: SPSS (Statistical Package for the Social Sciences).
- Techniques: Descriptive statistics to summarize data (e.g., frequency, percentages) and inferential statistics to examine relationships and differences.
- Presentation: Results has been presented in tables and graphs for clear visualization.

Qualitative Analysis:

- Method: Thematic analysis to identify and analyze patterns and themes within the case study data.
- Presentation: Case quotations has been used to illustrate key findings and provide a rich, contextual understanding of the issues.

Data Triangulation:

- Purpose: To enhance the validity and reliability of the findings by cross-verifying information from multiple sources (surveys, case studies, secondary data).
- Approach: Comparing and contrasting data from surveys and case studies to identify consistent patterns and discrepancies.

Ethical Considerations

- Informed Consent: Participants has been informed about the study's objectives, procedures, and their rights, with written consent obtained before participation.
- Confidentiality: All personal information has kept confidential, and data will be anonymized to protect participants' privacy.
- Sensitivity: Researchers has approached sensitive topics with care and provide support resources for participants if needed.

This methodology is designed to thoroughly explore the issue of harassment in public transportation, providing valuable insights through a balanced use of quantitative and qualitative data. The integration of case studies with survey data allows for a nuanced understanding of the experiences and challenges faced by working women in Dhaka City.

Findings and Discussion

The following section presents the findings and discussion derived from our investigation into the harassment faced by working women in Dhaka City's public transportation system. Utilizing a mixed-methods approach, this study integrates quantitative data from structured surveys with qualitative insights from in-depth case studies. This dual approach allows for a comprehensive understanding of the prevalence, forms, and impacts of harassment, as well as the effectiveness of current measures aimed at addressing this issue.

In the part of sample survey gender dimension was fix by study method. All respondents were female. But in the case study part male female distribution has done. As public transportation all respondents to Mirpur 10, 11, 12, 1, 2 and

Uttara use bus for travel. Only to go green road and farmgate respondents use leguna as public transport. 45 respondents from every (4) routes provide their valuable input for this study that consist N=180. This study found that most of the female workers in this route (78%) who use public transport in low level income job in both public and private office.

Chart 01- Major Problem faced by respondents in public transport

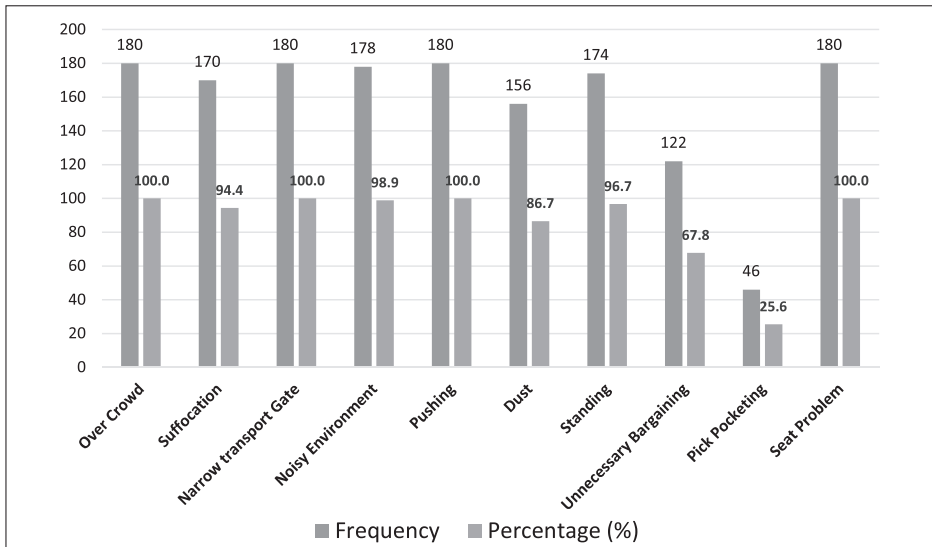


Table 01- Types of harassment faced by respondents

Types of Harassment	Frequency	Percentage
Verbal Harassment	176	97.8
Physical Harassment	122	67.8
Sexual Harassment	43	23.9
Non-Verbal Harassment	148	82.2
Psychological Harassment	65	36
Social Harassment	37	20.5
• <i>Multiple responses</i>		

97.8% of respondents reported experiencing verbal harassment. This form of harassment includes catcalling, sexual comments, insults, and abuse. It is the most common type reported by participants, indicating a pervasive issue within the public transport environment. 67.8% of respondents reported experiencing physical harassment. Physical harassment involves unwanted touching, groping, pinching, or other non-consensual physical contact. While slightly less prevalent than verbal harassment, it remains a significant concern, contributing to the

overall discomfort and insecurity felt by women during their commutes. 23.9% of respondents reported experiencing sexual harassment. This form of harassment includes indecent exposure, sexual gestures, or any behavior of a sexual nature that is unwelcome and creates an uncomfortable or threatening environment. 82.2% of respondents reported experiencing non-verbal harassment. Non-verbal harassment encompasses behaviors such as staring, leering, or making lewd gestures. 65 respondents consist 36% of respondents reported experiencing psychological harassment. Psychological harassment involves intimidation, threats, or other behaviors intended to create fear or distress. 37 responses from 180 respondents reported experiencing social harassment. Social harassment includes exclusion, isolation, or public shaming, which can contribute to feelings of alienation and vulnerability. While less prevalent than other forms of harassment, it underscores the broader societal dynamics that perpetuate gender-based discrimination and mistreatment in public spaces.

Table 02- Prevalence and patterns of harassment faced by the respondents

Patterns	Prevalence and Severity				
	Very Frequently	Occasionally	Rarely	Never	Total
Verbal Harassment					
Catcalling	112	45	11	12	180
Sexual Comments	118	50	10	2	180
Insults	165	13	2	0	180
Physical Harassment					
Unwanted Touching	78	65	5	32	180
Pinching and Fondling	89	75	8	8	180
Blocking or Cornering	170	8	2	0	180
Sexual Harassment					
Indecent Exposure	32	15	109	24	180
Sexual Gestures	137	23	12	8	180
Non-Verbal Harassment					
Staring and Leering	22	12	44	102	180
Lewd Gestures	18	13	8	141	180
Psychological Harassment					
Intimidation	8	4	8	160	180
Threatening Behavior	24	9	22	125	180
Social Harassment					
Exclusion and Isolation	10	6	7	157	180
Public Shaming	18	25	8	129	180

Catcalling a major type of verbal harassment reported very frequently by 62.2% of respondents, occasionally by 25%, rarely by 6.1%, and never by 6.7%. Sexual comments also very frequently reported by 65.6%, occasionally by 27.8%, rarely by 5.6%, and never by 1.1%. Insults is another type of verbal harassment very frequently reported by 91.7%, occasionally by 7.2%, rarely by 1.1%, and never by 0%.

43.3% of respondents reported experiencing unwanted touching very frequently, indicating that it is a common occurrence for a significant portion of working women commuters. Additionally, 36.1% reported experiencing it occasionally, suggesting that it happens intermittently for many respondents. However, it was rarely reported by only 2.8% of respondents, indicating that it is not a common experience for most. A notable 17.8% reported never experiencing unwanted touching, suggesting that a minority of respondents are fortunate enough to avoid this form of harassment altogether. A higher percentage of respondents (49.4%) reported experiencing pinching and fondling very frequently, indicating that it is even more prevalent than unwanted touching. Additionally, 41.7% reported experiencing it occasionally, suggesting a pervasive and recurring issue for many working women commuters. However, it was reported rarely by only 4.4% of respondents, indicating that it is less common for this form of harassment to occur infrequently. Similarly, 4.4% reported never experiencing pinching and fondling, suggesting a small minority who are fortunate enough to avoid this form of harassment entirely.

Blocking or Cornering is a form of harassment was reported very frequently by an overwhelming majority of respondents (94.4%), indicating that it is pervasive and occurs frequently for nearly all working women commuters. Additionally, 4.4% reported experiencing it occasionally, suggesting that it is a recurring issue for a small minority of respondents. It was rarely reported by only 1.1% of respondents, indicating that it is extremely uncommon for this form of harassment to occur infrequently. Notably, none of the respondents reported never experiencing blocking or cornering, suggesting that it is nearly unavoidable for working women commuters in Dhaka City.

From sexual harassment category Indecent exposure is alarming and it very frequently reported by 17.8%, occasionally by 8.3%, rarely by 60.6%, and never by 13.3%. Sexual Gestures is another type very frequently reported by 76.1%, occasionally by 12.8%, rarely by 6.7%, and never by 4.4%. Sexual harassment is increasing on bus and its worst victim are women (World Bank, 2014). Harassment issue in old Dhaka is very common and need immediate action (Haq, 2019).

Only 5.6% of respondents reported experiencing exclusion and isolation very frequently, indicating that it is not a common occurrence for most working

women commuters. Additionally, 3.3% reported experiencing it occasionally, suggesting that it happens intermittently for a small minority of respondents. It was reported rarely by 3.9% of respondents, indicating that it is uncommon for this form of harassment to occur infrequently. Notably, a significant majority (87.2%) reported never experiencing exclusion and isolation, suggesting that it is a relatively rare occurrence for working women commuters in Dhaka City.

A higher percentage of respondents (10%) reported experiencing public shaming very frequently, indicating that it is more prevalent than exclusion and isolation. Additionally, 13.9% reported experiencing it occasionally, suggesting that it is a recurring issue for a larger portion of respondents. It was reported rarely by 4.4% of respondents, indicating that it is less common for this form of harassment to occur infrequently. However, a notable majority (71.7%) reported never experiencing public shaming, suggesting that it is relatively uncommon for working women commuters to face this form of harassment in Dhaka City's public transportation system.

Table 03- Impact of harassment faced by the respondents

Impact Type	Level of Impact			N=180
	High	Moderate	Low	
Psychological and Emotional	165	10	5	180
Physical Health	86	84	10	180
Social and cultural	9	146	25	180
Income Generation (Negative)	25	142	13	180
Professional and productivity	176	3	1	180
Behavioral Change	170	10	0	180
Overall Quality of Life	168	8	4	180

The impact analysis of this study examines how various forms of harassment in public transportation affect the lives of working women in Dhaka City. Through a combination of survey data and detailed case studies, we can understand the profound and multifaceted impacts of harassment on women's personal and professional lives.

Psychological and Emotional Impact

Harassment, particularly frequent and severe forms like verbal and physical harassment, can lead to significant psychological and emotional distress. Women often experience anxiety, fear, and a sense of helplessness while commuting.

This study found 165 women consist 92% having high degree of psychological and emotional impact due to harassment in public transportation and in moderate level this percentage is 5.55% and in low level 2.77%.

“Every day on the bus, I brace myself for the catcalls and groping. It’s like a nightmare that never ends. I feel anxious all the time and have trouble focusing at work because I dread the commute home.” - Case Runa (34)

Impact on Physical Health

Physical harassment, such as unwanted touching and blocking or cornering, not only causes immediate physical discomfort but can also lead to longer-term physical health issues due to the stress and anxiety associated with these experiences. 86 responses come about high level and 84 in moderate level of negative physical impact due to harassment in public transport that consist 94%.

“I was pinned against the wall of the bus by a group of men. They kept brushing against me deliberately. I felt so violated and scared. The constant stress has started giving me severe headaches and stomach issues.” - Respondent Rohima (38)

Socio-cultural, income generation and Professional Impact

81% female working women feel that harassment in public transport have moderate level negative impact on their socio-cultural life. 79% respondent said harassment impacted on their income generation thinking as they are working women. 176 respondents opine that harassment in public transport have high level professional negative impact that consist 98%. Harassment affects women’s professional lives by causing increased absenteeism, decreased productivity, and in some cases, forcing women to change jobs or working hours to avoid harassment.

“I had to switch to a job closer to home because the daily harassment on the bus was unbearable. It was either that or quit working altogether. I couldn’t focus on my tasks because my mind was always on the harassment, I faced every morning and evening.” - Respondent Sadia (19)

Cognitive Behavioral Impact

The persistent fear and anxiety caused by harassment lead to changes in women’s behavior and social interactions and this percentage in high level is 94%. Many women alter their routes, avoid certain times of travel, or even stop using public transportation altogether.

“I now take longer routes and spend more money on safer modes of transport, but even then, I’m always on edge. I avoid going out unless absolutely necessary, and my social life has taken a hit because I fear being harassed.” - Respondent Ruma (32)

Impact on Overall Quality of Life

168 respondents among 180 talked about the impact of harassment on the quality of life in high level. The cumulative effect of harassment severely impacts the overall quality of life for working women. The fear and stress associated with daily commutes lead to a diminished sense of well-being and happiness.

“I used to be a cheerful and outgoing person, but now I’m constantly worried and stressed. My family notices the change, and it’s affecting my relationships in family and friends. The daily harassment has taken a toll on my mental health and overall happiness. My friends already telling my mind goes to short temper level.” - Respondent Farida (37)

Recommendations and Policy Guidelines

Based on the findings of this study on harassment in public transportation faced by working women in Dhaka City, the following recommendations and policy guidelines are proposed:

i) Recommendations

a) Enhanced Security Measures:

Increase the Presence of Security Personnel: Deploy trained security personnel on buses and at major bus stops to deter harassment and respond promptly to incidents.

CCTV Surveillance: Install CCTV cameras in buses and at bus stops to monitor and record incidents of harassment, which can serve as evidence in investigations.

b) Awareness and Sensitization Campaigns:

Public Awareness Campaigns: Launch campaigns to educate the public about the different forms of harassment and the importance of respecting women’s rights in public spaces.

Training Programs for Drivers and Staff: Conduct mandatory training sessions for bus drivers and helpers on how to handle and prevent harassment incidents.

c) Improved Reporting Mechanisms:

Hotline and Mobile Apps: Develop dedicated helplines and mobile apps for reporting harassment, ensuring they are user-friendly and accessible.

Anonymous Reporting: Allow anonymous reporting to protect the identity of victims and encourage more women to come forward.

d) Designated Women-Only Areas:

Women-Only Buses or Sections: Introduce women-only buses or designated sections in buses to provide a safer travel environment.

Priority Seating for Women: ensure reserve seats benefit as rights for women near the front of the bus where they are more visible to the driver and security personnel.

e) Legal and Policy Reforms:

Stricter Penalties: Enforce stricter penalties for offenders to act as a deterrent against harassment.

Implementation of Existing Laws: Ensure effective implementation and enforcement of existing laws related to harassment in public transport.

f) Community Engagement:

Involve Local Communities: Engage local communities in initiatives to create a safer public transport environment through community policing and awareness programs.

Support Groups: Establish support groups (like-social workers) and counseling services for victims of harassment to provide psychological support and guidance.

ii) Policy Guidelines

a) Comprehensive Anti-Harassment Policies

Develop and implement comprehensive anti-harassment policies for public transportation systems, clearly outlining unacceptable behaviors and consequences for violations.

b) Collaboration with Stakeholders

Multi-Agency coordination: Foster collaboration between government agencies, transportation authorities, law enforcement, and non-governmental organizations to address harassment effectively.

Public-Private partnerships: Encourage public-private partnerships to fund and support initiatives aimed at improving the safety of women in public transport.

c) Monitoring and Evaluation:

Regular audits and surveys: Conduct regular audits and surveys to monitor the effectiveness of implemented measures and gather feedback from commuters.

Impact assessment: Periodically assess the impact of policies and initiatives to ensure they are achieving desired outcomes and make necessary adjustments.

d) Inclusive Planning and Design:

Gender-Sensitive urban planning: Incorporate gender-sensitive approaches in urban planning and the design of public transportation systems to enhance safety and accessibility for women.

Infrastructure improvements: Upgrade bus stops and waiting areas with better lighting, clear signage, and safe waiting spaces for women.

e) Education and Empowerment:

School and college programs: Integrate educational programs on gender equality and respect into school and college curriculums to foster a culture of respect from a young age.

Empowerment workshops: Organize workshops to empower women with self-defense skills and knowledge on how to handle and report harassment incidents.

By implementing these recommendations and policy guidelines, authorities can create a safer and more respectful public transportation environment for working women in Dhaka City. These measures will not only reduce the prevalence of harassment but also enhance the overall quality of life and well-being of women commuters.

Conclusion

This study has highlighted the significant prevalence and multifaceted nature of harassment experienced by working women in Dhaka City's public transportation system. The findings reveal that verbal harassment is the most common, affecting 97.8% of respondents, followed by non-verbal harassment at 82.2%, and physical harassment at 67.8%. Sexual harassment, although less frequent, still affects nearly a quarter (23.9%) of the respondents, and psychological harassment impacts 36%. Social harassment, while less prevalent, is still a concern with public shaming reported by 10% of respondents very frequently.

The impact of these harassment experiences is profound, leading to psychological distress, physical health issues, decreased work productivity, and altered commuting behaviors. The study underscores the urgent need for comprehensive measures to address harassment in public transportation, including enhanced security, awareness campaigns, improved reporting mechanisms, designated women-only areas, legal reforms, community engagement, inclusive urban planning, and education and empowerment initiatives. By implementing these recommendations, it is possible to create a safer and more respectful environment for working women in Dhaka City, thereby improving their quality of life and enabling them to commute with dignity and confidence.

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Prevention and Remedy of Land Crimes Act, 2023: Potential Impediments in Implementation

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***Abstract:** The Prevention and Remedy of Land Crimes Act 2023 is a legislative effort aimed at addressing various land-related crimes and disputes in Bangladesh. This study provides an analytical review of the potential challenges in implementing the Act. Utilizing a qualitative approach, secondary data sources were analyzed to examine provisions of the Act within the context of current land-related crimes, the socio-economic environment, and judicial processes. The findings suggest that while the Act's intention is to curb land crimes, challenges such as the complexity of land ownership verification, the bypassing of traditional judicial procedures, and the empowerment of executive magistrates may impede its effectiveness. The study highlights the need for policy adjustments and improved collaboration between stakeholders to ensure the successful application of the Act in safeguarding land ownership and reducing legal disputes.*

Keywords: Land Crimes, Legislation, Implementation, Policy, Governance, Law and order

Introduction

Land rights is a fundamental issue affecting individuals across all classes and professions; however, it often evokes a sense of fear and apprehension. This anxiety stems from the complexities of land-related documentation, particularly in remote areas where legal texts can be impenetrable. In Bangladesh, there exists a cultural norm that shrouds land documents in secrecy, which fosters a climate of group-centric fear.

Conventional laws and regulations concerning land management are perceived as being exclusive to a select few—primarily legal professionals—who perpetuate this fear among the general populace. Consequently, ordinary citizens tend to distance themselves from land transactions, leading to various complications for those wishing to buy or sell land. This environment creates opportunities for unscrupulous individuals and organizations, resulting in significant financial and psychological distress for many.

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The prevailing belief is that land law is excessively complicated, rendering it beyond the comprehension of the average person. As a result, many rely on intermediaries during land transactions, a dependence that often leads to deception and exploitation. Greater awareness and understanding of existing laws and regulations governing land ownership could mitigate these risks. The adage, “land will be bought and sold until the Day of Resurrection,” underscores the timeless nature of land transactions; thus, familiarity with the processes involved can empower individuals to navigate this complex landscape more effectively.

In response to these challenges, the Government of Bangladesh has recently enacted the Prevention and Remedy of Land Crimes Act, 2023. This legislation aims to address and mitigate various crimes associated with land disputes. It establishes comprehensive provisions to prevent land-related offenses and to ensure the protection of rights for government entities, semi-government bodies, autonomous institutions, and citizens regarding their land.

The Act comprises 27 sections, which include essential definitions to elucidate key concepts and clarify legal terminology. It delineates the scope of offenses and offers remedial clauses to facilitate the resolution of customary disputes. Notably, one of the distinguishing features of this legislation is its classification of civil matters as criminal offenses, thereby entrusting Executive Magistrates with the authority to both prevent and remedy land-related issues. This innovative approach aims to enhance the efficacy of land governance in Bangladesh and to provide greater protection for land rights.

Objectives

The primary objective of the study is to perform an analytical review of the factors that could potentially affect the smooth implementation of the Prevention and Remedy of Land Crimes Act, 2023.

Specific objectives of the study are:

1. To analyze certain provisions of the the Act in the context of current land-related crimes
2. To discuss challenges and provide policy recommendations for smooth implementation of the Act

Methodology

The study adopts a primarily qualitative approach, relying heavily on secondary data sources to explore the research topic. By utilizing existing literature, reports, and previous studies, the research delves into established knowledge

and insights to form a comprehensive understanding of the subject. This method allows for an in-depth analysis of patterns, trends, and theoretical frameworks that have been previously examined, offering a broad perspective on the issue at hand. The use of secondary data ensures a robust foundation for the qualitative exploration, providing rich contextual information.

Findings and Discussion

Context of Land Crimes

Conflict is a pervasive social phenomenon that has persisted throughout history. From ancient times to the present, it has manifested in various forms and contexts. According to Greek mythology, early human civilization was characterized by happiness and harmony, yet this state was eventually disrupted. Over time, social and economic disparities emerged, giving rise to conflict as a by-product of this imbalance. While numerous factors contribute to conflict in social life, three primary areas often serve as focal points: (a) gender dynamics, (b) property ownership, and (c) power struggles.

In view of this difficult reality, property as well as land and other elements related to land play a special role in criminal organizations. Violent crime can be organized anywhere in a village or city at any time. For this, three factors are attributed as ingredients, greed and profit respectively. Apart from this, the ever-increasing cost of Land and the Land-centric conflict are constantly encouraged.

Throughout the 20th century, gender-based conflict has been the source of fights, murders, injuries, violence against women, and other crimes almost everywhere without exception. As a result, some lost their land and became homeless nomads, while others lost their dignity and lived a tortured life. As Bangladesh is a densely populated country, the importance of land has increased constantly. In this context, land-centric conflict has intensified. Crimes have increased by leaps and bounds and cases have also increased.

Land is therefore considered as a source of civil litigation. According to the calculations given by the Law Minister to the National Assembly on March 31, 2019, the number of pending cases pending in the lower and high courts is more than 35.82 lakh respectively. According to the latest calculation, this number is 4196601. In the last four years, the number of original B cases has increased by 6.14 lakh. On an average, more than 1.53 lakh cases are pending every year. The responsibility of this increase lies more on the existing socio-economic environment and conditions than on the judiciary. A review of public and judicial rates will reveal a rational basis for this increase.

The study shows that some of the causes of land related litigation and disputes are inheritance issues (23%), forced land ownership claims and possession (22%), false documents (19%), false information and data additions to records (18. %), another 18% which includes multiple sales and transfers of property, owner not having record of lien, not having up-to-date record, seller not knowing his lien has been sold by someone else, etc.

The study conducted a survey of 1050 households and found that 17.7 police stations had land problems. This means that one-fifth of *khanas* (households) are affected by land dispute issues. About 50 percent of the house hold documents are not registered or declassified. This is applicable to ancestral property. According to almost half of the households, local arbitrators and lawyers perpetuate existing problems without preventing them or create new problems without solving future problems.

Currently high land prices or increasing land disputes have added fuel to the fire. Social inequality and corruption are acting as new catalysts for global conflict. Also, agricultural land is decreasing due to population growth, industrialization, social degradation and other factors. Increasing use of land for non-productive activities is identified as one of the reasons in this regard. Efforts to launder black money by increasing investment in land have been observed due to increased corruption as a by-product of economic development and the perception of land as capital. A study by Bresley, 1995 noted this trend.

On the other hand, research by Glass et. al. (2015) shows that land has often emerged as a center of conflict due to the social and economic characteristics of a piece of land. According to the types of land disputes, property claims as heirs, creation of fake documents, illegal possession of land by land robbers and brokers, unequal distribution of land due to family disputes, etc., have increased land related crimes.

Context of the Prevention and Remedy of Land Crimes Act, 2023

In 2020, the draft of the Land Act was published, which underwent various stages before ultimately being enacted as law in 2023. The primary objective of this legislation is to establish equality in the administration and management of land. By granting legislative and judicial powers to executive magistrates, the law aims to streamline land governance and enhance accountability. After the passage of the law, extensive discussions and debates among stakeholders have persisted. Concerns and apprehensions regarding its implementation remain prevalent, indicating that the dialogue surrounding this legislation is far from concluded. Various participants continue to express their opinions, highlighting the complexities and challenges inherent in land management in Bangladesh.

Several issues are pertinent in the current context. Firstly, it needs to be seen whether the judiciary has been bypassed in the legislative process by transferring the judicial power to the executive magistrates. This might raise issues related to lack of people's trust in the judiciary. Some have questioned whether there has been any attempt to obstruct the ongoing process of separation of judiciary. It needs to be ascertained whether the proposed law will interfere with the main tone of Article 22 of the Constitution of Bangladesh.

Secondly, it is necessary to consider whether it would defeat the purpose of the existing law. Third, as a result of the law, the caseload in the civil courts will increase rather than decrease - is a matter to be seen. Fourth, the transfer of judicial power to the executive branch of the state, or whether the executive branch is given more priority than the judiciary, should also be considered. An attempt will be made to find answers to the stated questions.

The proposed legislation is considered a high-stakes initiative by stakeholders. An attempt has been made to consolidate the existing land legislation in one place. As a result, the concerns that have arisen are as follows.

- (a) Initiatives have been taken to settle disputes related to land under quasi-judicial management under section 264. It states that there shall be a tribunal in each district to settle cases of wrongful record, partition, chauhardi disputes, illegal occupation and forcible occupation etc.
- (b) The Act has expressly transferred the judicial power to the Executive without complying with the policy of the State as read in Article 22. It has reduced the importance of an independent judiciary as it does not take into account the checks and balances of state power.
- (c) The possibility of an increase in caseload in the Civil Courts cannot be ruled out. At least that's what the statistics say. Because there is enough material to believe that without reforming the number of judges and the judiciary, such legislation can undermine the atmosphere of trust in two important organs of the state.
- (d) The transfer of judicial power to the executive department of the state or giving more priority to the executive department than the judiciary may create misconceptions about the judiciary in the public mind.

Rather than considering the stated concerns as theoretical issues, it will be understood that these concerns are not unfounded, but can be a hindrance to the rule of law, basic human rights and empowerment.

An example is the situation before and after the judicial separation process. Controversy has been going on since the passage of this law mainly due to the

fear that the new system will be used to fulfill the ideology of the powerful and wealthy class. Disruption of the general principles of the existing law may give rise to new complexities. For example, if there is a dispute in the case of the executive department, the executive department itself will appear as a judge and a party.

In most land dispute cases it is difficult to determine which is the disputed record right or possession without considering the documents. In this case, the Tribunal spends necessary time in reviewing the documents along with the related records and settles the issues in opposition. In complex legal proceedings, if an executive magistrate with limited or no training in land-related issues a decision in a short period of time, there is a possibility of failure. It is bound to hamper the original spirit of the law. Law enforcement agencies are referred to in the Act for the remediation and prevention of crime and participation in legal proceedings, but are not defined in Article 2. This can lead to complications as to who exactly bears the remedial responsibility. By defining the matter without ignoring it, it will be possible to specify the responsibilities and duties of the concerned parties.

If the matter raised in the previous paragraph is not resolved, the number of cases related to land disputes is likely to increase rather than decrease and will add a new level of time wastage and create hurdles in obtaining redress for affected individuals and institutions. Besides, in the existing conventional system, if a party loses in the tribunal, the next title suit can be made. It allows two government bodies to decide on the same dispute. There is a possibility that this opportunity will also be undermined with the changes introduced in the new Act.

On the other hand, there are fears that this law can act as a shield for the powerful. For example, individuals and organizations that engage in land grabbing, fraud, fraud and public harassment in the name of land development will be able to indefinitely prevent victims from pursuing their just claims. This possibility also needs to be kept in mind while considering the challenges for implementation of the provisions of this Act.

Implementation Challenges

Securing land ownership is a major challenge. Confirmation of the actual ownership of the land as per the deed appears to be a key consideration during the judicial proceedings. Although the purpose of the law is to reduce the complexity of ensuring land ownership to the real owner instead of the fake owner, the time may not have come to test or evaluate how much it will be possible for the real person, but in the light of experience, it can be assumed that the conviction of establishing the right to land. As expressed in this law, it is difficult to deal with all the challenges in the way of the law (absurdity, creation

of dangerous documents, obstruction, encroachment by building infrastructure) and providing justice by resolving disputes quickly.

Remedial safeguards have not been put in place if there is a high probability of abuse from the use of the hope of punishment and rescue etc. of those aiding and abetting the forcible occupation of land. It would not be unreasonable to consider the attempt made in this Act to empower the Executive Magistrate in place of the Judicial Magistrate as being in conflict with the basic spirit of separation of Judiciary. Till the writing of this article, no steps addressing that question has yet been witnessed. In the light of previous experience of similar initiatives, it can be said that there will exist substantial possibilities of unintended consequences acting as drawbacks to the benefits brought by the Act.

Policy Recommendations and Conclusion

While slogans like “*Dalil Jaar Zamin Tar*” (The Land Belongs to the Holder of the Deed) resonate with many, the reality of land ownership is more complex. Legally, land cannot be transferred or sold without proper deeds and documentation, and obligations such as paying up-to-date land development taxes must be met. The new Land Act introduces several positive elements, such as protections for witnesses, compensation mechanisms, and the criminalization of aiding or abetting land-related crimes. However, the concurrent application of civil and criminal procedures, along with the bypassing of traditional land management processes, raises concerns.

Before the law is fully implemented, it is essential to identify the specific challenges that may arise in various regions. Addressing these issues requires an evaluation of existing laws and a reduction in judicial steps to streamline processes, thereby minimizing the burdens on victims seeking redress. Simplifying the procedures for obtaining compensation documents will be crucial to alleviate the long wait times and financial losses experienced by affected individuals. Moreover, financial irregularities and the inconsistent performance of land management staff contribute to ongoing challenges in land management. Therefore, measures should be taken to enhance the focus and efficiency of government-appointed land administrators and managers in addressing the manifold issues related to land crime and legislation.

Regular dialogues among judicial officers, lawyers, police, and other stakeholders are necessary to strengthen existing land management institutions. Ultimately, this law can yield significant benefits if implemented comprehensively over time. Careful consideration should be given to which sections are enforced stage-by-stage, potentially mirroring the phased implementation seen in other legislation, such as the Road Safety Act 2018. By doing so, the law can adapt to real-world complexities and better serve the needs of the community.

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Impact of Workplace Victimization on Female Workers: An Exploratory Study on the Ready-Made Garment Workers of Bangladesh

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***Abstract:** Workplace victimisation against female garment workers in Bangladesh is a pressing concern that undermines the very sector's economic success. This study aims to address the impact of workplace victimisation on female garment workers. Analysing scientific articles, journals, periodicals, and official websites, the study uncovers the devastating aftermath of workplace victimisation. It not only wreaks havoc on the personal and professional lives of female garment workers but also affects their families, sometimes leading to loss of life. An alarming outcome is the voluntary withdrawal of female workers from the workforce, which not only damages their individual prospects but also hinders women's empowerment. Patriarchal practices that uphold male superiority and perpetuate gender inequality within the garment industry contribute to this victimisation. By disregarding the constitutional, human, and international rights of female garment workers, all stakeholders exploit them and impede their progress through empowerment. Consequently, these workers are compelled to quit their jobs and endure long-term suffering. In conclusion, workplace victimisation poses a significant threat to female garment workers in Bangladesh, impacting their lives and hindering women's empowerment.*

Keywords: victimization, workplace, female garment worker, ready-made garment industry, impact

Introduction

Victimization is a process by which a person's rights are taken away from them. It is an unbalanced interpersonal connection where the victim may experience suffering as a result of abusive behaviour that leads to unjust and harmful behaviour (Karmen, 2015, p. 2). Victimization at work refers to an act of hostility in which workers experience extreme harm due to violence. By the way, violence is a very complex phenomenon of which there is hardly any universal and clear definition. The World Health Organization's (WHO) proposed definition of violence in its 2002 World Report on "Violence and

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Health” has since evolved into a working definition: “the intentional use of physical force or power, threatened or actual against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation” (Daher, 2003, p. 5).

According to the ILO Lloyd’s Register Foundation-Gallup study, over one in five (743 million) people in employment had encountered at least one type of violence or harassment at work globally (ILO, 2022). When it comes to female, the rate is far more shocking than expectation, especially in Bangladesh. The second most common setting for victimization of Bangladeshi females is the workplace (BSS & SID, 2016). The Ready-Made Garment Industry is the best suited workplace of victimization with regards to female garment workers in Bangladesh. The term “garment worker” generally refers to those who work in any of the four textile industry divisions of knitting, dying, spinning and clothing. Female garment workers essentially refer to all those women who work in any of the aforementioned divisions.

RMG (Ready-Made Garment) sector of Bangladesh in the context of export earning has been fetching lion shares having total export earnings of 26.99% higher than the quarterly target of USD 8807.81 million in April-June FY22 as per the statistics of Export Promotion Bureau published in a quarterly review report on RMG Bangladesh (BB et al., 2022). Unfortunately, garment workers, despite being the frontliners in this sector, hardly receive any share in this regard. Additionally, the continuous insecurity and unsafety for female garment workers both inside and outside the workplace has hindered women participation to the workforce as well as towards women empowerment (Sultan, 2018).

There is no specific categorization of workplace victimization against female garment workers just like violence. However, several websites based organizational or institutional or foundational as well as news portal report published some forms of workplace victimization against female garment workers in Bangladesh. Gender-Based Violence (GBV) in the form of physical violence, psychological violence, sexual violence, economical violence etc. is the most common one (K. Akter & Marx, 2021; Dimadura, 2020; Guangzhou, 2013; Pritu, 2018; Yasmin, 2021).

Apart from these GBV, discriminatory practice and denial of rights and inappropriate working policy victimizes female garment workers at a great extent followed by brutal torture including but not limited to violent repression, mass suspension and dismissal, blacklisting, mass firing, and false criminal charges (Worker Rights Consortium, 2019).

It is very unfortunate that although the issue of workplace victimization is not new but still exist significantly having the perpetrator free in this society. Recognizing the criticality of the issue ILO prepared an international convention against sexual harassment at the workplace along with the revision of the Labour Act, 2006 in 2013 and formulation of Labour Rule in 2015 addressing rights of workers to ensure a decent work environment. However, the baseline study of Shojag by DRI (Development Research Initiatives) between March and June 2018 with 382 female garment workers from Savar, Ashulia and Gazipur areas revealed there is no clarity about penalties against perpetrators of workplace victimization at RMG in Bangladesh and law regarding this is nothing but word of mouth (Sultan, 2018).

According to the American Federation of State, County and Municipal Employees, the issue of workplace victimisation has a wide range of negative effects, including serious and disabling psychological harm, post-traumatic stress disorder (PTSD), emotional issues like self-doubt, depression, fear, and post-traumatic stress syndrome, loss of sleep, irritability, disturbed relationships with family members, friends, and co-workers, decreased ability to function at work, and increased absenteeism (AAETS, 2020). The impact is one step further more dangerous here in the RMG sector in Bangladesh as it provides high risk of HIV disease apart from physical, mental and psychological maldevelopment (Mahmood, 2020).

Besides, due to excessive treatment cost and only 1% health insurance coverage, female garment workers in spite of working hard in the poor working environment hardly receive medical facilities as per the statement of Professor Dr. Syed Abdul Hamid of the Institute of Health Economics of Dhaka University (Mim, 2021). Even, there is lack of sufficient and nutrient food supply without canteen facility and suitable lunch room in the RMG sector despite being mentioned in the BLA, 2006 which is around 65% of the RMG factories (Mia et al., 2020). Therefore, minimum livelihood earning has become a challenging reality for the female garment workers here in Bangladesh despite contributing to the rapid growth of the economy (Moazzem & Arfanuzzaman, 2018). That is why the stated problem is chosen in this study. The study is an attempt to explore the overall circumstances of workplace victimization against female garment workers addressing its brutal impact on them.

Objectives

Female garment workers are the frontliners at the RMG industry in Bangladesh. But the practice of workplace victimization against them is a brutal reality. The fundamental aim of this article is to depict impacts, root causes and national and

international legal protocol of workplace victimization against female garment workers as well as potential remedies to solve workplace victimization.

Methodology

This research paper is a review-based study work based on objective approach. In general, data were secondary in nature. A systematic review of literature was carried out on the well-established English literature and available in the database of Absco, JSTR, SAGE, Google Scholar, Embase, Medline, PubMed United Nations etc.

Authentic websites associated with the concerned topic were also visited including but not limited to ACD (Asian Centre for Development), AFWA (Asia Floor Wage Alliance), BGMEA (Bangladesh Garment Manufacturers and Exporters Association), BKMEA (Bangladesh Knitwear Manufacturer and Exporters Association), BBS (Business Bureau of Statistics), BCWS (Bangladesh Centre for Worker Solidarity), BGWUC (Bangladesh Garments Workers Unity Council), CCC (Clean Clothing Campaign), CPD (Centre of Policy Dialogue), CWS (Centre for Women's Studies), ESSR (Economic and Social Sciences Research), EPB (Export Promotion Bureau), FWF (Fear Wear Foundation), GIZ (The Deutsche Gesellschaft für International Zusammenarbeit), ICDDR (International Centre for Diarrhoeal Disease Research), IFC (International Finance Corporation), IGC (International Growth Centre), ILO (International Labour Organization), ITUC (International Trade Union Confederation), MJF (Manusher Jonno Foundation), MFO (Micro Finance Opportunity), OSH (Occupational Safety and Health), RSC (RMG Sustainability Council), SANEM (South Asian Network on Economic Modelling), SF (Shojag Foundation), WBS (World Bank Statistics), WHO (World Health Organization), WRC (Worker Rights Consortium), WTO (World Trade Organization), WTU (World Trade Union) etc.

In addition to this, relevant newspaper, both English and Bengali was reviewed and categorized throughout the paper. “Workplace”, “violence”, “victimization”, “female”, “garment-worker”, “impact” etc. keywords were used. The literature search was carried out between 2018 to 2023 to be synthesized and reviewed for analysis. A good number of articles, journals, reports and websites from 2003 to 2023 were followed throughout the paper. The study is descriptive in nature, and it provides recent impact of workplace victimization against female garment workers.

Results and Discussion

Bangladesh is a developing country which battles complexities on a regular basis. Even amidst the Covid-19 pandemic, it has once again secured second place

*Table 1: Comparative Statement on Export of RMG & Total Export of Bangladesh
(Value in Million USD)*

Year	Export of RMG	Total Export of Bangladesh	% of RMG's to Total Export
2011-2012	19089.73	24301.90	78.55
2012-2013	21515.73	27027.36	79.61
2013-2014	24491.88	30186.62	81.13
2014-2015	25491.40	31208.94	81.68
2015-2016	28094.16	34257.18	82.01
2016-2017	28149.84	34655.90	81.23
2017-2018	30614.76	36668.17	83.49
2018-2019	34133.27	40535.04	84.21
2019-2020	27949.19	33674.09	83.00
2020-2021	31456.73	38758.31	81.16
2021-2022	42613.15	52082.66	81.82

Source: EPB compiled by BGMEA

rank in the global readymade garment export market in 2021 which is published in the World Trade Statistics Review (WTSR), 2022(Kalerkantho, 2022). Where it is a matter of pride that Bangladesh's ready-made garment export has grown strongly over the time of irresistible Covid-19 crisis, the vulnerable lifestyle of garment workers especially of female garment workers frustrate us dangerously.

*Table 2: World Merchandise Export & Import by Bangladesh, 2011-2021
(Value in Million USD)*

Year	Export	Import
2011	24439	36214
2012	25127	34173
2013	29114	37085
2014	30405	41119
2015	32379	42047
2016	34894	44772
2017	35851	52836
2018	39252	60495
2019	39337	59094
2020	33605	52804
2021	44223	80448

Source: WTSR, 2022

In spite of rapid progress in the RMG export sector(BGMEA, 2023) as stated in the following chart why they are still victimized and how they are being affected through this victimization is the desired answer that is going to be brought to light in this article.

Additionally, WTO (World Trade Organization) has revealed through UNCTAD estimate that Bangladesh has climbed four places above among the leading traders of commercial services to 70th position in 2021. Also, the merchandise growth in least developed countries especially Bangladesh has witnessed a boost in both export and import(WTO, 2022).

Table 3: RMG workers by major production section, 2010-2018

Production section	Average numbers of workers by sections				Change in percentage points 2010-2018	
	Year 2010		Year 2018		Male	Female
	Male	Female	Male	Female		
Sewing	29.9%	70.1%	32.6%	67.4%	2.7	-2.7
Knitting	57.6%	42.4%	61.9%	38.1%	4.3	-4.3
Cutting	59.3%	40.7%	59.8%	40.2%	0.5	-0.5
Finishing	37.3%	62.7%	42%	58%	4.7	-4.7
Dying	98.3%	1.7%	98.4%	1.6%	0.1	-0.1
Packaging and printing	56.5%	43.5%	53.8%	46.2%	-2.7	2.7
Washing	82.8%	17.2%	82.9%	17.1%	0.1	-0.1
Embroidery	98.7%	1.3%	98.9%	1.1%	0.2	-0.2
Total	36.6%	63.4%	39.5%	60.5%	2.9	-2.9

Source: ILO and UN Women “Enterprise level survey”, Study on the RMG Sector in Bangladesh, 2018

Impact of Workplace Victimization against Female Garment Workers

A. Decline of female garment workers

Female garment workers are the backbone of the RMG (Ready-Made Garment) industry in Bangladesh. This sector has reached to its peak due to the hardcore efforts of women as the primary workforce (Kanya, 2022b).But the rate of female workers in comparison with male shows us a dark figure as currently

thought of female garment workers being around 80% of the workforce has become a conventional thought (M. Akter, 2022). In support of this shadowy picture ILO's baseline study on male and female comparative participation is presented below (Matsuura & Teng, 2020).

Again, the ACD (Asian Centre for Development) report, 2015-2020 stated that every year the number of workers in the garment sector increased by 1% through the following distributions of gender-based labour force increase (A. K. E. Haque & Bari, 2021).

- Male workers- increased by 4% and
- Female workers- increased by 0.7%.

Besides, the lack of training facilities shows little scope for female in comparison with male garment workers which has added fuel to this declination along with the above mentioned forms of victimization against female garment workers (N. Akhter, 2022). Moreover, the research report titled as "The impact of Covid-19 on women workers in the Bangladesh garment industry" by The University of Aberdeen and the Modern Slavery and Human Rights Policy and Evidence Centre declared increase sexual and verbal abuse against female workers during pandemic as a cause of female labour shortage in this sector (Kanya, 2022a).

Furthermore, the ETI (Ethical Trading Initiative), GIZ and Brac University jointly conducted research, funded by the Sustainable Textile Initiative revealed that in 2021, 51.1% women workers have voluntarily left compared to 49% in 2015. The reasons outlined behind their leaving as per the report are included below.

- Absence of child caring opportunity- 26.6%
- Lack of support during pregnancy- 17.89%
- Age appropriateness- 11.93%
- Work load, long working hours and low salaries- 19.29% (Munni, 2023).

This sudden declination is a matter of concern for not only the victimized female garment workers but also for the RMG sector in a broad sense.

B. Threat for women empowerment

The process by which women take control of their life and develop the capacity to make strategic decisions is known as empowerment, according to the United Nations Economic and Social Council of 2002 (Völker & Doneys, 2021). Women's empowerment in the RMG industry is based on four factors, including: a) their financial support of the family; b) their access to resources and facilities in the city; c) their education; and d) their development of skills

through training, counselling, and problem-solving with coworkers (Billah & Manik, 2017). In case of Bangladesh although majority of the workforce are the female garment workers, but unsafe working environment with unexpected accidents, cheap labour or unpaid labour and due to trade liberalization policies hampers female workers' access to and control of economic resources, decision making and participation in the RMG (Ready-Made Garment) industry (Uddin, 2015; Zaman, 2020). Additionally, the suffering is not limited to the workplace. It continued outside the workplace, even at home. Despite being working women, the traditional role of them does not change. Even after working prolonged hours, they are expected to cook, clean and perform their household chores in spite of being pregnant due to their need of money (Naved & Akhter, 2018). Findings of the IGC (International Growth Centre) showed that only 10% of

Table 4: Comparative Position of Male and Female garment workers as per Grade (Value in Percentage)

Grade	Female	Male
Grade 1	0.8	1.6
Grade 2	1.0	2.0
Grade 4 to 7	83.8	67.7

Source: ILO, 2018

female garment workers occupy managerial positions in Bangladesh's garment sector with a discriminatory promotion rate including below.

- Female trainees-55% (even though female trainees are equal or more effective managers than their male counterparts) and
- Male trainees promotion rate- 85% (Sili, 2018).

The position of the female workers is mostly belonged to the lowest rung in comparison with the male workers as per the joint study of ILO (International Labour Organization) and UN Women, 2019 which is declared that there was no improvement of enhancing women's representation in managerial and leadership position. A small picture in this regard is portrayed in the following table based on a study report published in the 'NEWAGE' newsportal (M. Haque, 2022).

Latest debate on women's empowerment as a garment worker versus as an entrepreneur published in the news report of 'The Business Standard' throughout an argumentative statement revealed that theoretically female garment workers are financially independent leading towards a big aspect of women empowerment. However, women being only 5% in the management or top post end up having to hand over their salaries to their husband leading to a delusional version of women empowerment (Dharitree, 2023).

C. Deterioration in family life

The impact of workplace victimization against female garment workers does not remain within the workplace but also extent to hampering female garment worker's life at home and communities. There is both direct and indirect link. Discriminatory practices inside the workplace along with negative attitude of family members towards this job victimizes female garment workers in a different way. But cheap wage with endless poverty bind them to live a substandard life even after doing bloody manual work (Afrin et al., 2003). As their salaries are low, they do overtime during weekends. Therefore, the married female garment workers fail to provide much time for their families and children. As a result, they become unhappy in their family life (Jahan, 2014). Additionally, the factory owners prefer young rural women as they are available at a very cheaper wage but can work hard being labelled as “helpers” without any kind of knowledge of their rights (Uddin, 2015).

Because of their imbalanced family life in terms of time and money, RMG industry has driven rural working mother to experience high level of guilt, anxiety and stress as they have to stay away from their children leaving them in the village (Naved & Akhter, 2018). Due to the existence of so called conventional culture they face domestic violence because of their unexpected late night shift (M. Akter & Ahmed, 2018). The study report of ICDDR (International Centre for Diarrhoeal Disease Research) Bangladesh found out that exploitation of female in the garment industry and expecting them to do household activity back at home have created an imbalanced life for female garment workers leading to emotional toll (Naved & Akhter, 2018).

Besides, in a jointly organized roundtable discussion on “The situation of women workers in the RMG sector in Bangladesh” on July 8, 2018 by MJF (Manusher Jonno Foundation) and the Daily Star, Nazneen Shifa, a research scholar of CWS (Centre for Women's Studies), JNU in Delhi recognized that GBV (Gender-based Violence) as enmeshing with the regular work environment of female garment workers from which it is tough to find out exact number of women being victimized or abused (Khan, 2018). A three-stage stratified survey report on 1119 garment workers from 160 factories of Bangladesh 2020, published by ACD (Asian Center for Development) revealed insufficient average income in relation to average household expenditure (A. K. E. Haque & Bari, 2021).

Again, in a latest study conducted by SANEM (South Asian Network on Economic Modelling) and MFO (Micro Finance Opportunity) portrayed in a news portal report stated that garment worker's average monthly wage is 50% lower than the minimum living wages for which workers have to rely on excess hours of work leaving behind their family life to make up for this gap. The study

report further added that depending on area and the living wage benchmark, the current wage gap per month includes (NEWAGE, 2023)-

- Women- 9,408 Tk. (49%) to 15,616 Tk. (60%) and
- Men- 7,947 Tk. (41%) to 14,400 Tk. (55%).

Abnormal rise in the cost of living due to the upward inflation and house rents has made BGWUC (Bangladesh Garments Workers Unity Council) to demand 175% monthly minimum wage hike to 22,000 Tk. from existing 8,000 Tk. (Star, 2023). However, it gives us hope towards minimization of economical victimization.

D. Depressive symptoms among workers

Depression is a growing health issue in both developed and developing countries. Forced labour to meet the production is compulsory for female garment workers. But even after doing overtime work they become victims of cheating because of unpaid labour leading to stress without complain (Uddin, 2015). In a study report published in International Journal of Social Psychiatry depicted that 23.5% working women of lower economic status are associated with depression. Among them 20.9% are female garment workers (Fitch et al., 2017).

A baseline survey of a quasi-experimental study known as HER respectSurvey data, 2016, conducted on female garment workers found out that female garment workers experience high rates of IPV (Intimate Partner Violence) which is approximately 69%, either witnessed or experienced and WPV (Work Place Violence) which is 73% leading to depressive symptomatology among 40% of female garment workers (Al Mamun et al., 2018).

Another cross-sectional descriptive study on 360 female garment workers of Dhaka city in Bangladesh identified four most common psychological complexities due to psychological abuse which is approximately 40% (Mahmud et al., 2018):

- Depression-69%
- Mood disorder-59%
- Phobia-50%
- Anxiety-48%.

Apart from this, in terms of time and money , female garment workers who are rural mothers fail to afford to take care of their children in their designated workplace making them to experience high levels of stress, guilt and anxiety (S. Akhter et al., 2017; Naved & Akhter, 2018).

E. Health issues

WHO (World Health Organization) currently defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”, which is formulated in 1948. The ability to adapt and self-manage in the face of social, physical and emotional changes etc. was proposed by Machteld Huber and Colleagues as changing emphasis in this definition (Huber et al., 2011). Bangladesh RMG industry is an example where there is absolute absence of this defined segments especially for female garment workers. A study conducted on 200 female garment workers to find out the health status of female worker in RMG sector depicted some brutal truth in this context. The study identified several from health issues including (Ahmed & Raihan, 2014).

- Health problem related with skeleton and muscle system,
- Health problem caused from sexual contact,
- Health problem caused from unhealthy working environment,
- Health problem caused from long working hours,
- Health problem caused from imbalanced diet,
- Health problem related with respiratory and circulatory system and
- Health problem related with common disease.

Besides, unsafe working conditions, factory owners’unlawful strict rules, frequent overtime working even in the last stage of pregnancy and denial of maternity rights put female garment workers to the vulnerable stage of health risks (Uddin, 2015).Additionally, the rude behaviour of the supervisor makes female workers sick. Physical and verbal abuse make them mentally instable. Sexual harassment leads to severe health fluctuation. However, due to poor

Table 5: Health problems of RMG workers

Year 2018	Year 2021	Year 2023
<ul style="list-style-type: none"> ○ Depression-69% ○ Mood disorder-59% ○ Phobia-50% ○ Anxiety-48% (Mahmud et al., 2018) 	<ul style="list-style-type: none"> ○ Musculoskeletal pain-78.1% ○ Headache- 57.9% ○ Fever-52.2% ○ Abdominal pain-24.6% (Hasan et al., 2021) 	<ul style="list-style-type: none"> ○ Backache-53% ○ Muscle ache- 32% ○ Headaches- 41% ○ Fatigue- 36% ○ Dizziness- 31% ○ Gastric problems/ ulcers- 25% ○ Joint pain – 14% (Raihan & Chowdhury, 2023).

economic status they cannot take action against the perpetrator. They suffer so much pain. Absence of apology from the perpetrator makes it horrible for them (S. Akhter et al., 2019).

According to a survey study report published in “The Daily Star”, a snapshot of self-reported chronic health conditions of female garment workers has been found. Diarrhoea, pain at joint, hypertension and blood pressure, vision impairments, sleep issues, asthma, anxiety, gout, diabetes and heart attack etc. were reported to be the most prevalent one (Alamgir, 2019). Apart from this, prolonged working hours with force but unpaid labour leads to several diseases and illness like headache, eye trouble, ear ache, musculoskeletal pain etc. (Industrial Global Union, 2021).

A number of cross-sectional study, survey based interview study and baseline study published in different news portal and website stated unsafe working environment, inadequate working circumstances, failure to pay minimum wage, lax legal protections, absence of provisions for basic services, protracted working conditions, long hours without breaks, ergonomic conditions, overtime, and a lack of time to eat healthful meals, etc. are the main factors behind RMG workers suffering from both long term and temporal diseases (Hasan et al., 2021; Mahmud et al., 2018; Raihan & Chowdhury, 2023) which are included in the following table.

F. Severe death

A series of recent studies conducted by ICDDR (International Centre for Diarrhoeal Disease Research Bangladesh) explored both physical and emotional health and welfare issues of female garment workers which indicated that the female workers who produce clothing are at such health risk that they will never be able to afford (Naved & Akhter, 2018). In addition to this, female garment workers are the main target of sexual harassment either by lineman or supervisor or manager to which 20% of women respondent in a study agreed and 14% strongly agreed (Habib et al., 2018).

This heinous act poses great threat of being attacked with sexually transmitted disease leading to death to the female workers. According to UNICEF, there is risk of HIV infection among garment workers. The female garment workers are prone to sexually transmitted disease and HIV due to workplace violence including gender inequality, multiple partner sex, rape violence etc. (Mahmood, 2020). Lack of proper ventilation, sunlight as well as fear of losing job during pregnancy affects both their physical and mental health leading to life-threatening accidents such as the 2013 Rana Plaza incident (Zaman, 2020). While in general, female garment workers are required to do overtime to meet

their daily production quota of 100 shirts per hour, only 0.6% of the retail price of a T-shirt goes to them.

On the other hand, factory owner, the brand label and the retailer takes respectively 4%, 12% and 59% as per the CCC (Clean Clothes Campaign) (Naved & Akhter, 2018; S. Rahman & Yadlapalli, 2021). Apart from deadliest incidents in the RMG sector, suicidal ideation is one of the most cause of concerns. Even after surviving from dangerous building collapse, fire incidents etc., the ongoing socio-cultural constraints, economic hardship, PTSD, depression and critical health issues lead to suicidal ideation and death (Kabir et al., 2021).

Additionally, female garment workers are the easiest one to become victims of underpayment, sexual harassment and sextortion in strenuous working conditions for which the recent study of the Transparency International hold corruption as mainly responsible. The best example in support of this is the world's worst garment factory disaster of 2013 Rana Plaza where over 1,100 people died and another 2,500 were injured (K. Rahman, 2022).

G. Reduction of production speed

Declining of female workers in RMG industry does not mean that the industry is losing manpower. Because male workers are replacing them. But the male counterpart in spite of technical ability is unable to match the speedy production process. In 2017, DBL Group conducted a study on 42 women-led teams. It is found that their performance was three percent higher than that of teams led by boys (BWnews, 2021).

Many research studies demonstrate that women may excel in mid-management. They view their female team members in supervisory roles with a more gender-sensitive lens and are more modest and supportive to them. This empathy will guarantee a better workplace (Jabbar, n.d.) Training programs are underway in 60 factories through the donor-funded 'Gender Equality and Returns' or GEAR. According to GEAR, production capacity of sewing lines led by trained female supervisors increased by five percent (Khan, 2018).

Root Causes of Workplace Victimization against Female Garment Workers

All human lives become meaningful when rights of females are upheld. At the same time all of us have to suffer in the long run if those rights are denied. In that case the core question is that why their rights are violated in spite of its immense benefits in our lives. The following reasons are outlined below for better understanding.

Patriarchal Attitude: Patriarchalism lies on the core of Bangladesh being one of the world's most patriarchal societies (Kabeer & Mahmud, 2004). It

dominates not only in the domestic matters but also in the workplace too. The mere decision to participate in the labour force is not the decision of the females rather than it is the male members in this patriarchal societies who dictate or guide such decision (Rahman and Islam, 2013a). The most appropriate example of such a workplace is the RMG Industry where patriarchal attitude is still dominating in the world of work treating female abusively as their subordinate (S. Akhter et al., 2019).

Moreover, the number of female garment workers in leadership position is only 1% dictating that they are nothing but the targets of victimization despite serving most in the workforce. Even since 1978, the inception of BGMEA, there has only one woman so to say Dr. Rubana Huq in the president position (Masud, 2022). This attitude justify how employers can behave abusively to the female garment workers without any hesitation in support of the existing male domination in this patriarchal culture.

Societal power structure: The RMG sector of Bangladesh is regulated by the culture with uneven power structure. The participation of females in the higher position of the companies such as General Manager or Production Manager or even Head of Merchandiser and so on is comparatively very little where half of the companies' swing mashing operators are female, whereas 95% of their supervisor are male as stated by the joint survey of International Labour Organization (ILO) and UN Women (The Business Standard, 2022).

Another report of ILO stated that 20% of the female workers in the RMG sector are forced to quit their job only because of misconduct by management (Masud, 2022). So, the male counterpart unconditionally possesses decision making authority in this sector. The research survey jointly conducted by BLAST, BRAC, Christian Aid, Nari Paksha and SNV in 2018 revealed that 83% of female workers were sexually harassed by factory supervisor and managers. It indicates that supervisors are the superior with solid power whereas the female workers are powerless marginalized group being the easy target of victimization (Elias 1986, 1993; Dignan 2005; Dixon et al. 2006; Walklate 2015; de Rafael & Fernández-Prados, 2019).

Socio-demographic class: Female garment workers in Bangladesh basically belong to the rural areas who are financially very poor with weak academic background and underprivileged (Mustafa et al., 2016). Due to their poor economic status, they are afraid of retaliation and the supervisor or manager exploit them denying their existence. A shocking indicator in that case is that only 1.5% female garment workers have confessed about experiencing misconduct from their supervisors or male co-workers while 98% denied experiencing any misconduct in their workplaces (Rahman and Islam, 2013b).

Gender inequality: It is true that RGM industry recruit more female than male in the factory. But as gender identities works as a big challenge in Bangladesh, they have to face multiple disparities in the workplaces just because they are females (Feldman, 2001). RMG sector is of no different at all. The latest report of ILO revealed that gender pay gap difference between male and female hourly earnings is as high as 22% for Bangladesh where female dominate at the bottom and male dominate at the top (Munni, 2022).

Besides this, female garment workers are subjected to do overtime duty having fewer career prospects when it comes to promotion as per the study report of Karmojibi Nari and CARE Bangladesh (Star, 2017).

Impossible target fulfilment: The Financial Express article “Wages and Gender-Based Violence” by the Bangladesh Center for Workers Solidarity (BCWS) and FEMNET on garment workers in Bangladesh revealed that the primary cause of violence in textile factories is the extreme pressure to meet an impossible goal brought on by fast fashion and the exploitative purchasing practises of the fashion companies (Munni Monira, 2022). It has targeted ready-made garment (RMG) industry employees, causing them to experience a variety of disorders, such as sickness and despair (Amin, 2019).

The supervisor often inappropriately touches the female workers with the excuse of company benefits. Verbal abuse in the disguise of official productivity is very common in this regard that is to say 72% along with being grabbed, groped and hit on the head for not meeting their targets are very regular forms of victimization for the female garment workers in Bangladesh (ActionAid, 2019).

A report into garment factories in six Asian countries reveals that female workers being surveyed have disclosed that the harassment in the RGM sector increase when the target increases. Also, complaint against this does not matter, what matters is the finishing of production target (Hoskins, 2022).

Denial of labour rights: Like other occupational sector female garment workers also possess some basic rights such as right to wages, right to leaves and holidays, right to welfare, right to compensation, right to leisure and recreation, right to medical facilities, right to participation in trade union, right to safety in the workplace, right to remedies under laws etc. but the ongoing picture of the RGM sector depicts how casually these rights are violated on the daily basis.

In a meeting organized by Bangladesh Mahila Parishad on 18 November 2019, it was presented how labour rights are violated in a discussion meeting with female workers from various sectors on “Equal Wages and Safety of Women at Workplace”. Only 2% of the cost of an item of clothes that a customer purchases in Australia, according to the international relief organisation Oxfam, goes to the

worker who manufactured it. A top fashion sector CEO, in comparison, can earn more in four days than a Bangladeshi garment factory worker can in a lifetime (Schkolnik, 2020).

Unawareness of the rights: Female garment workers are the backbone of the RMG Industry. They have rights which are still unmet. But the crucial point behind this is that majority of the female workers have no knowledge regarding their rights as published in the jointly organized roundtable discussion about the situation of women workers in the RMG sector in Bangladesh by Manusher Jonno Foundation (MJF) and The Daily Star on July 8, 2018. As per the discussion, 32% workers do not know where they can file complain (Jugantor, 2018).

A research partnership between Fair Labour Association (FLA) and Awaj Foundation, conducted to better understand the status of female workers' rights, revealed startling findings: although the majority of workers (92%) believed that they are aware of the law regarding maternity rights, about a third of respondents had no clear understanding of the duration of leave, and more than half (56%) stated that maternity leave is 15 weeks, whereas it is 16 weeks under the Bangladesh Labour Law of 2006 (A.F, 2018).

Refusal to report: The tendency of the female garment workers not to report GBV (Gender- Based Violence) as well as harassment they face is one of the major causes of victimization against them. Female garment workers prefer to suppress their grievance and refrained from lodging complaints out of fear of reprisal and public shaming (Amin, 2019).

Absence of anti-sexual committee: Sexual harassment is a heinous form of victimization that occurs frequently in the RMG sectors of Bangladesh. Absence of anti-sexual committee accelerates the rate of it. A joint survey report declared that 68% of the female garment workers revealed that their factory does not have any committee to prevent sexual harassment (Islam, 2019).

Institutional bureaucracy: The RMG industry refers to such working institution where hierarchy is the heart of it. Ranking structure being the centre of the RMG sector creates weak relation among the production level workers, line man, supervisor as well as the higher authority.

Female garment workers are the defeated groups who have nothing to say but to obey the decision of the higher authority as they are mostly employed at the lower category of jobs like operator, finishing helper, player etc. (IndustriAll Global Union, 2021). That is why they have to suffer violence by the superior as well as the institution itself just like the inmates in the prison as depicted by Schneider, 1996b.

National and International Protection against Workplace Victimization

Female garment workers are the key holders of garment factories. To ensure their participation, it's necessary to provide safe and secure workplace. However, it is a matter of fact that 83% workers feel unsafe at the factories they work in the RMG industry as per the report of 'Shojag (Awaken) Coalition', 2018 (BBC News Bangla, 2019). National and international laws are established to protect the workers from all sorts of workplace victimization. Beside this, some well-known NGOs and Foundations are working to protect workers especially female workers. Major areas of shield to protect female garment workers from violence are included below (Raja, 2020).

The Constitution of Bangladesh, in Articles 14, 15, and 20(1), outlines the rights of workers. Article 14 emphasizes the right to work in an exploitation-free environment and to receive fair remuneration based on merit and capability. However, female garment workers continue to face various forms of exploitation, raising concerns about the practical implementation of this right. Article 15 guarantees employment, social security, and the fulfillment of basic rights in exchange for wages, but women workers often experience wage discrimination and live insecure lives, depriving them of their basic rights.

Besides, in the third chapter of the constitution, there are special articles 34 and 38 about the rights of workers in the fundamental rights. All forms of forced labour are prohibited according to article 34 and give the rights of forming association in the interest of public order and morality according to article 38.

In 2006, a comprehensive 'Bangladesh Labour Act 2006' was enacted by consolidating 27 separate laws. Besides, the Workers Welfare Foundation Act, 2006 for workers in the informal sector and the Domestic Workers Protection and Welfare Policy, 2010 have been enacted for the protection of domestic workers (Bratton, 2020).

Among other human rights, the right to work, right to equal pay for equal work, rest and leisure, including equal access to public employment in one's own country, are protected by the Universal Declaration of Human Rights (UDHR). The 1966 Covenant on Civil and Political Rights (ICCPR) also addresses the enjoyment of rights to freedom from forced labour and equal access to employment; The right to work, the right to appropriate and favourable working conditions, the right to form and join a trade union, the right to benefit from and preserve social security, social insurance, etc., and the right to a reasonable standard of living are all included in the 1966-adopted International Covenant on Economic, Social, and Cultural Rights (ICESCR). Rights, the highest achievement of which declared several rights of the working class, including the right to physical and mental health.

After the International Labour Organization (ILO) was founded in 1919, some international policies for women in the workplace were first adopted. These policies protect women from night work, hard physical work, mining, etc. At the same time, the International Labour Organization prohibits women from working long hours at night and doing dangerous work with high compensation.

The Government of Bangladesh has ratified several conventions adopted by the International Labour Organization. In the light of these conventions under the Bangladesh Labour Act, various laws and regulations have been enacted to provide safe and protective measures for the women of Bangladesh at the workplace. Regulations have also been made to ensure that women are not discriminated against in the workplace.

As a member state of the ILO, Bangladesh is committed to respect the International Labour Standards and Declarations of the ILO Charter; Article 167 of the Platform for Action adopted by the Fourth World Conference on Women organized by the United Nations held in Beijing in September 1995 calls for various programs to increase women's economic self-reliance, including employment opportunities, suitable working conditions and control over labour, capital and technology. Article 180 of the Platform for Action deals with the actions of government employers, trade unions and women's organizations to eliminate occupational segregation and discrimination in the workplace.

Loopholes of Legal Protection against Workplace Victimization

Bangladesh Labour Act-2006 (amendment 2013) is a legal guidebook that serve the purpose of protecting rights of all the workers. But this law does not uphold the proper rights of female garment workers. Although, some issues related to law like safety, security, relation between workers and labour, maternity benefit, payment of wages, compensation for injurious to workers etc. is mentioned on Bangladesh Labour Act -2006 (R. Akter & Bhuyan, 2018).

The law's Chapter IV, Section 45-50, deals with maternity benefits for female employees. In contrast to the typical six-month leave, Section 47 only provides for four months of maternity leave. The need for prolonged maternity leaves in clothing companies without the worry of losing their jobs is highlighted by the deaths of two female workers giving birth in Rana Plaza.

Furthermore, if a worker is gone for more than ten days without authorization, Section 26 permits employers to withhold compensation. The Bangladesh Labour Act-2006's Chapter VI, which addresses worker safety, is rarely put into practise. The terrible repercussions of skipping safety precautions are best illustrated by the sad catastrophe at Rana Plaza. The compensation payments for fatalities and impairments at work are insufficient. to advance as a growing

Besides this labour act the Constitution of the People's Republic of Bangladesh is a well-known written law that supports in every way to ensure the rights of all people. Whereas female garment workers are the source of export processing income in the RMG sector, it is mandatory to protect them from all sorts of violence both inside and outside the factory. It is high time, rather than law creation proper enforcement and appropriate application in the society should be ensured by the Government. In that case joint effort should be made in pursuance with the International Labour Act with strict implication in the betterment of the workers' employment.

Conclusion

The Ready-Made Garment (RMG) industry in Bangladesh is going through a relatively successful period at present. Being in its golden era, the economy of Bangladesh is moving upward with speedy growth. But in its progress there lies unquestionable hardworking of the garment workers especially of female garment workers, who serves the purpose of RMG industry most, both in quantity and quality. However, it is a proven fact that female garment workers are the most ignored one here. All the stakeholders associated with this sector exploit them by denying their rights as well as take advantage of their poor socio-demographic status. Though there is modified laws to uphold their rights, but it is imaginary in practice.

Female garment workers are the easy target of victimization both inside and outside of their workplace. One of the main reasons behind this is poverty. Because poverty creates a perception of risk in vocalizing about the type of victimization, they through the stakeholders, whether the factory owner or supervisor or line manager. Patriarchal culture has added fuel to this process. From ancient period to till now, the practice of patriarchal attitude lies at the core of everything. RMG sector is not different in this context as there is hardly any female superior officer in comparison with male counterparts. Additionally coming from rural background without proper education makes them fall prey to victimization as they have hardly any knowledge of their rights including constitutional rights, human rights as well as labour rights.

It is very unfortunate that in spite of contributing so much at the running of this sector, the female garment workers receive endless pain through several form of victimization. This has negatively impacted not only to the female garment workers but also to the RMG industry as declination of skilled female labourers in workforce. Family loss earning member and fail to secure the basic needs. Even the female garment workers who work prolonged hours without any break just to meet the target hardly receives any medical care for their healthy life. Working in this poor environment-based workplace drive female garment

workers towards headache, bad eyesight, poor hearing, depression, stress and even suicidal and terrorism tendency.

In conclusion, workplace violence against female workers in the garment industry of Bangladesh remains a significant and pressing issue that demands attention and action from all stakeholders. While there have been some efforts to address this problem, including the enactment of laws and the establishment of committees to investigate and report incidents of violence, progress has been slow and inadequate. So, for quick remedy, it is the responsibility of all of us to make garment workers educated, to let them have knowledge about their rights and duties.

Together all the stakeholder such as the Government, law enforcers, governing authority of the RMG factories, the owners of the RMG industry as well as the civilians can tackle this only if they act in corroboration with each other ethically to solve this. The first and foremost focus should be on proper implementation of legal protocols along with education service for the workers to let them know about their rights and motivating them to deal with victimizer and victimization strongly and to help them unitedly to break the superstitious practice of patriarchal, societal as well as institutional power structure that drive towards inequality. In short, creating a safe, secure working environment free from any kind of victimization by the joint- cooperation of the government, industrialists and general public as a whole.

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Strategies for combating environmental degradation of Bangladesh

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***Abstract:** Pollution and other manmade issues are harming the environment of this. Bangladesh is not beyond the harm. The water, air, soil, sediment and atmosphere are polluted by different ways. The plants, animals, birds, fishes, fauna and flora are affected and decreased gradually. Many species of them are in critical danger. In the present process, the environmental problems need to be dealt with specific strategies. Change of approach and emphasis on the use of resources judiciously and enhanced role of police as well as the general public is required to save the environment.*

Keywords: planet, environment, pollution, strategic approach

Introduction

At the beginning of civilization, human interferences induced changes in nature and environment. The human footprints are touching the continents, oceans and even outer space. The unsustainable development and its negative impact expedite the global environmental degradation. Large scale environmental changes are found in recent years. These alterations on temperature, water, soil, sediment, air and plants are enormous, creating adverse effects on ecosystem. The increasing trends of anthropogenic activities are the great threat and that could destroy the green planet (Dong et al., 2014).

Both the developed and developing countries are responsible for environmental degradation. The world leaders are somewhat incautious about environmental problems. At present, the human beings are trying to fulfill all the socio-economic objectives such as to alleviate poverty, creating employment for generations, to promote gender equality, to get health care, shelter and education by different activities. Nevertheless, the human interferences may contribute a substantial negative impact on the environment. Therefore, the economic, socio-cultural welfare and the global environment are now very much concern. In the developing countries, deforestation, chemical pollution, air, water, soil and sediment pollution are common scenario. Bangladesh is one of the few countries of this earth that faces extreme hazards of pollution due to environmental degradation and resource depletion. The ecological hazards of pollution and resource depletion might be a great threat for Bangladesh in future (Khan, 2020).

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Methodology

This manuscript has been prepared on the literature reviews of various manuals, journals, books, newspapers articles, internet materials and news features. Data and information were collected from both primary and secondary sources. Interviews, seminal discussions, speeches, talks and briefing of high officials from law and order agencies in both home and abroad were recorded in carrying out this study.

Findings and Discussion

Water pollution

Water is the most delicate resources of this planet. If it becomes contaminate, it cannot not be performed the reclamation easily. Water resources of Bangladesh are contaminated by domestic and industrial sources and by human activities. The fresh water of Bangladesh is now polluting due to unwise dumping of industrial, household, agricultural and municipal wastes. Furthermore, the inorganic fertilizers, pesticides and insecticides those are used in the crop field wash out with the rain water and mixing with water bodies and polluting water. A research revealed that the water body in urban area is severely polluted rather than rural part. The higher concentration of dissolved oxygen (DO), biochemical oxygen demand (BOD), chemical oxygen demand (COD), electrical conductivity (EC), total dissolved solids (TDS), chromium (Cr), cadmium (Cd) and lead (Pb) were observed in Dhaka region. The highest arsenic concentration was found in the ground water of Lakshimpur. The main sources of pollution in industrial cities are anthropogenic sources like untreated industrial effluents and municipal wastes whereas in rural part the main sources of pollution are agricultural and naturogenic (Sarkar et al., 2019). Untreated industrial wastes and household sewage are discharged into the water bodies, leading to the extinction of aquatic life and the failure of ecosystems (Bashar et al., 2020).

Air Pollution

Bangladesh has been struggling with air pollution for a long. A recent world air quality report stated that Bangladesh has the most polluted air in the world and Dhaka is the second most polluted capital city. Brick kilns, traffic congestion, old buses, fleets of trucks and thousands of other poorly serviced vehicles contribute highly to the pollution. Moreover, dust from roads and construction sites and toxic fumes from industrial sites turn the air quality scenario even worse. It is reported that the fly ash and carbon dioxides from the brick kilns by the surrounding of Dhaka city are incorporating with air and promoting pollution. According to the department of environment (DoE), the density of

airborne particulate matter (PM) has reached 247 micrograms per cubic metre (mcm) in Dhaka which is nearly five times of the permissible limit. Air pollution may cause premature deaths and also various diseases including pulmonary, respiratory and neurological illnesses. Air pollution has also an adverse effect on all other life forms including plants. Another study revealed that owing to air pollution the blood lead levels were observed very high and at toxic levels in children presenting with psychomotor delay and behavioral problems, indicating lead poisoning (Mahmood, 2011).

Noise pollution

Noise is unwanted, unpleasant and annoying sound. In Bangladesh jackhammers, hydraulic horns, factories, industries, machineries, jet planes, radios, televisions and excessively loud music are the main causes behind noise pollution. Like many other mega cities of developing countries, noise pollution in Dhaka city of Bangladesh is a big concern. Here noise is produced from different sources like traffics, loudspeakers, people gathering etc. To mitigate the noise pollution in Dhaka city, the government of Bangladesh has passed an ordinance and has modified the existing traffic control rules (Chowdhury et al., 2010). The expert says that exposure to prolonged or excessive noise has been shown to cause a range of health problems ranging from stress, poor concentration and productivity losses in the workplace, and communication difficulties and fatigue from lack of sleep, to more serious issues such as cardiovascular disease, cognitive impairment, tinnitus and hearing loss. It can also cause permanent loss of hearing.

Soils and sediments pollution

Soils and sediments pollution are going on in Bangladesh. Intensive cultivation, housing, uses of pesticides, insecticides, chemical fertilizers, uses of soils in brick kilns are the causes of soil losses, degradation and pollution. Hill soils are deteriorated by shifting cultivation and deforestation processes. Coastal soils are destroyed through shrimp cultivation. Top soils are also being used by land grabbers for land development and housing. It has been reported that in the south west region of Bangladesh, the soils are degraded through intensive cultivation and by the use of chemical fertilizer. Sediments are also being contaminated throughout the world by anthropogenic activities. Generally, sediments are being contaminated through industrial activities (EPA, 2014). The main problem behind sediment pollution is the entry of heavy metals in food chains. As they are chemically and biologically not degradable, they pose major pollution factors and ultimately make a great harm for aquatic animals as well as human being. Wu et al. (2014) observed the entry of heavy metals in fish due

to sediment pollution and its effect on fish through food chain in the Yangtze River, China. Parizanganeh et al. (2007) conducted an experiment on sediments of the southern Caspian coast and detected adverse effects of sediment pollution on biota.

Rapid industrialization

The rapid industrialization is a great threat in this millennium that can destroy all the components of environment through contamination (Dong et al., 2014). It revealed that in Bangladesh almost all the garments industries were set up rapidly without assessing the environmental issues like surface water pollution, air pollution and health hazardous of the surroundings. Now, the surrounding plants, animals, fishes and water bodies of those industries are about to extinct.

Deforestation

Deforestation is a common phenomenon in Bangladesh. Various organised groups are involved in tree felling and timber business around the country. Timber traders are using a large numbers of trees for furniture. Most of the bricks fields are using fire woods instead of coals. In hilly area, the tribal people are burning the bushes, trees and all types of green vegetation by firing and practicing agriculture which destroying the biodiversity. Due to deforestation, plants, animals, fauna and flora are very much vulnerable (Erni, 2015). The streams of Sajek valley in Rangamati of Bangladesh are being destroyed with the deforestation of surrounding area (Chowdhury, 2020).

Hill cleansing

It is necessary to protect the hills for maintaining environmental balance. Unscientific cultivation in hills is causing degradation and the losses of top soils. Hill cuttings are the regular feature in the Sylhet and Chittagong divisions. Cuttings of hills and transportation of soils materials are now a valuable business for some bad people which causing hill cleansing. It revealed that Khagrachari-Ramgor is now about to plane lands. Many hills of Chittagong city were destroyed by 100 years. Biodiversity are also disappeared with the loss of hills. A syndicate of dishonest people are involved behind the massacre (Ali, 2020).

Shrimp cultivation

In Bangladesh, across the coast, the farmers are cultivating shrimps. Khulna, Satkhira and Bagerhat in the southwest and Chittagong and Cox's Bazar in the southeast are two main production centre of shrimp culture. Currently, there are about 16,237 marine shrimp (*P. monodon*) farms covering 148,093 ha and 36,109 fresh water shrimp (*M. rosenbergii*) farms covering 17,638 ha coastal

area. It is reported that due to shrimp cultivation, the soil salinity are increased and the cultivable land are lost. The animals and plants of the adjacent area are already been extinct (Azad et al., 2008).

High yielding variety cultivation (HYV)

HYV cultivation consumes excessive water, chemical fertilizers and pesticides. Because of HYV cultivation the water table and ground water layer are lowering day by day. Due to intensive cultivation and excessive use of chemical fertilizer, the soil fertility and productivity is losing. Moreover, the physical structures of soils are deteriorated.

Domestic and industrial waste problem

The industrial waste disposal is a great problem in Bangladesh. It has been thrown mostly to the surrounding watersheds. Industry discharges hot water, wastes, various organic, inorganic substances and heavy metals. So, surface and sub-surface water, soils and sediments as much as all lives are being contaminated. Improper dumping from chemicals, plastics, metal industries, garments etc. is deteriorating the environmental qualities. Industrial wastes are being dumped from different industries into water bodies which polluting adjoining water, soil, sediments and plants (Sobhan, 2016).

Disappearances of wet lands and low lands

In Bangladesh, the towns and cities are mainly made by developing low lands. There is a common trend that at first filling wet lands and then makes installations. The watersheds of Bangladesh are in great threat owing to land grabbing activities and its negative impacts are now facing the dwellers and the nation and it could be a severe problem in future. The rivers, ponds, low lands, marshy lands are increasingly decreasing in Bangladesh. The unplanned expansions of Dhaka city as well as other cities, towns, growth centres of Bangladesh are going on. These horizontal expansions have been causing a huge loss for livelihood, cultivable lands, biodiversity, water body, eco-system and natural heritage. The land grabbers are filling the wet lands and making housing, industry, touristic spots and firms. If we filled up the marshy lands unscientifically, the natural drainage and water table would be destroyed (Sobhan, 2017).

Unplanned development and urbanization

Urban planning, construction works and industrial activities are claimed to be the main causes for environmental degradation of the earth (Mah, et al. 2018). One of the main causes of environmental degradation in urban areas is the unplanned urbanization and technical activities. Urbanization and industrialization have

provided livelihood and opportunities to the millions of people in Dhaka but at the same time they have brought in the accompanied problems such as waste disposal, environmental degradation, accumulation of problems in homes and work places, disease-causing agents and pollutants, contamination of air, soil, surface water etc. In Bangladesh, the growth centers are increasing day by day. Lack of integrated efforts and unplanned urbanization are bearing many problems. The wrong sewerage line in house, building, markets or any settlements planning are being caused environmental pollution. In almost all cases, in time of urban planning the drainage lines are not included in the design. In the cities and towns of Bangladesh there are limited or no parking places. In most of the cities or any growth centers no open space for assemblage for emergency. It is common that in the towns, lack of green belts or parks. In addition, unplanned development is responsible for the destruction of riverine and village environment (Babu, 2020).

Endangered Animals, birds, fishes and plants

In Bangladesh, there are freshwater fishes 253 species, amphibians 49 species, reptiles 167 species, birds 566 species and mammals 138 species. Of the invertebrates, 305 species of butterflies and another 141 species of crustaceans are found in Bangladesh. There is no record of loss of any species of fresh water fishes from the country but when threatened categories are concerned nearly one fourth of the species are under threat inclusive of 9 critically endangered, 30 endangered and 25 vulnerable.

This is followed by 27 species as near threatened. The 30 species of fresh water fishes are already been extinct and 9 critically endangered, 30 endangered and 25 vulnerable (Booklet, 2019). One third of the amphibians species are under threatened category. There are 2 species under the critically endangered, 3 endangered and 5 vulnerable. The next higher category being the near threatened includes 6 species. Reptiles as group have lost only 1 species in the country for over a century or more. It is the mugger or marsh crocodile that used to live in the freshwater river ecosystem of the country and possibly it has disappeared by the 1960s. Of the 38 threatened species, 17 are under the critically endangered, 10 endangered and 11 vulnerable. Birds as a group had the highest number of species that have been evaluated, so far. Of the 566 species, 19 have been evaluated as regionally extinct, 10 critically endangered, 12 endangered and 17 vulnerable covering 39 species as under threatened category. Under the mammals, 138 species have been considered. Of these, 11 are regionally extinct, 17 critically endangered, 12 endangered and 9 vulnerable.

For crustaceans, it has not register any loss of species or one belonging to the critically endangered category. Also of the remaining two categories the

endangered includes only 1 and vulnerable 11. So, of all the 7 groups this one has the least number of species under the threatened category. Butterfly is included 305 species so far been confirmed for the country. It has 188 species or 62% are under threatened category. Lack of endemic species in Bangladesh is forcing the IUCN to evaluate the species that are widely distributed but have restricted range in the country or are facing endangerments due to anthropogenic factors as well as natural phenomenon (IUCN, 2015). It is reported that many indigenous species of plants are extinct by last 100 years.

Recommendations

Water pollution

Government approved the policies, ordinance, acts and laws however, due to lack of proper implementation and monitoring water pollution problem increasing day by day. To address the water pollution, the enforcement is needed by the police especially those who are the behind the scene and causing the water pollution such as industries owner and management. Moreover, proposed environmental police might be who can combat, interact, motivate and guide all the concerned as much as could keep role implementation government policies, ordinance, acts and laws and monitoring water pollution activities.

Air pollution

In time of construction works, the settlements should be covered and water spray have to be done that may reduce the particles in air. It is needed to launch a survey of industries, factories and vehicles. The industries, factories and vehicles which emit the smoke over the recommended limits must be stopped by the law enforcers. Strict implementation of rules over industries and traffic can control and diminish the traffic congestion. In addition, police could interact, motivate and guide the stakeholders to create awareness and work together to counteract air pollution.

Noise Pollution

Tape recorders, microphones or drums etc. which exceed permissible limits of noises should be banned. Public education appears to be the best method as suggested by the respondents. However, government and non-government organisations can play a significant role in this process. Police and policing can make a vital role in this context. Police could monitor and supervise over noised vehicles, tape recorder, microphone or drums. Through community policing the awareness building activities could be performed.

Soil and sediment pollution

To save the soils from the pollution, it is needed to stop the industrial, municipal and domestic waste water throwing on the soils. The uses of excessive chemical fertilizers, insecticides and pesticides in the fields have to be stopped. To avoid sediment pollution, discharging of untreated industrial wastes and effluents has to be stopped. As, Bangladesh police have rare interaction capacity, so, they can interact with industries management, farmers as well as land grabbers to address the soil and sediment pollution of Bangladesh.

Rapid industrialisation

Rapid industrialisation has to be stopped. It has to follow the all necessary precautions and steps for setting up an industry. The police can look after those are making new industries without compliance such as destroying landscapes, natural drainage and the topography as well as hill cutting and tree felling. Police can arrest them and produce them in front of court.

Deforestation

Social plantation programme have to be taken in full swing. It is urgent to start afforestation and stop deforestation activities. To protect the hinterlands of Bangladesh from cyclone, tsunami, tornado the forestry, the green belt in coastal area is necessary. It is needed to extend our hands for the protection of rain forest and create more area for them. Domestic forestry programmes should be given priority. Police and community could keep important role to counteract deforestation. Police could activate the community people and launch community policing and counteract deforestation through take legal action and side by side launching social plantation programme.

Hill conservation

Scientific cultivations practices for conserving hill soils have to be started. The hill cutters and soil traders should be brought under law by the police. In this perspective, police have to act as the front-line fighters. Furthermore, police and community could work together and conserve the hills and hillocks of Bangladesh.

Shrimp cultivation

The shrimp cultivation should be confined into selected and prescribed areas. It is needed to create the zoning for the shrimp cultivation. Through community policing as much as by the participations of community and police as well as the sharing information, knowledge and providing all sorts of help and cooperation, the shrimp unorganised cultivation may be brought under control.

High yielding variety cultivation (HYV)

Less water consumed varieties have to be developed. It revealed that owing to HYV cultivation the water layer of western region of Bangladesh especially at Jashore district are lowering. Concerted efforts of police and community are required to create consciousness among all stakeholders to cultivate the seasonal varieties and indigenous varieties.

Domestic and industrial waste problem

At first, the wastes need to classify into two groups hazardous and non-hazardous. The hazardous waste has to be made incineration, while the non-hazardous waste has been recycled or sent to landfills. Each and every industry has to have environment friendly treatment plants. Every industry has to make a green belt with pollutant tolerant plant and flow the waste water and effluent through them. Specialised environmental police could be created and they should be deployed at the industries and the industries premises and monitor and guide the concerned personnel.

Protecting rivers, low lands and wet lands

According to the environmental laws, the land grabbers cannot fill up the low lands. They are doing environmental crimes. They must be brought under legal procedure. Moreover, all the community members have to work in a body for saving the low land (Sobhan, 2017). It is needed to make a list of land grabbers across the country and have to control them by the existing criminal justice system. Police and the proposed environmental police can take control over the land grabbing activities and protect the rivers, low lands and wet lands.

Tackling unplanned urbanization and development

It is necessary to introduce the planned urbanization. Parking probation in market places, shopping malls and in other installations must be included. Proper drainage and sewerage management have to be included into engineering design. In addition, the open spaces must be kept in urban planning. Zoning for industries, residential area and other special departments have to be kept in planning. In time of urban planning and designing, the experienced traffic police officers could contribute a lot for providing their valuable opinions and supports regarding sustainable traffic management, traffic congestions, parking, selection of space, location and feasibility of flyover, over bridge, over pass, under pass and smooth traffic movement.

Saving endangered animals, birds, fishes and plants

More fish sanctuaries have to be declared on various habitat types. All larger wetlands, especially the Haors and coastal areas have to be protected from over

fishing. Amphibians need wholesale protection from over kill. All commerce in reptiles has to be stopped. To protect birds, the forest fire, removal of undergrowth and fragmentation of habitats to be stopped. There should be newly declared sanctuaries to be designated as bird sanctuaries.

Mammals are suffering from the loss of their habitats and being getting killed for meat and skin trade and more and new areas to be brought under protected area management systems. To save the butterflies, the government should pay serious attention in saving food plants, egg-laying and resting plants and the areas holding these in all forests and ensure that these areas are being protected and brought under new protected areas specifically naming some of those as butterfly sanctuaries. Use of insecticides to be restricted as these also kill butterflies, their eggs and larvae. The crustaceans that are in commerce, least known and ecologically important species are to be afforded proper protection (IUCN, 2015). It is reported that are several transnational organized criminal groups are active in the Indian subcontinents that trafficked the turtles, the skins and meats of deer, tigers and snakes. As, police have versatile capabilities such as police have enforcement and interaction capacities, So, police have to take the lead to protect the wild lives, endangered animals, birds, fishes and plants.

Conclusion

Today, the planners and policy makers are thinking about the proper and sustainable use of environmental resources. It has already been started the recycling and pragmatic management of the wastes and wastewater. The ecologists are saying that the developments are not depreciated but it should be sustainable. The environmental sustainability might be achieved through the initiation of green economy and eco-friendly products, services, technology, treatments methods and management phenomenon (UNEP, 2013).

Green village, green city and green industry approach might be started. To counteract environmental problems, effective measures have to be taken. Environmental crimes of Bangladesh could be controlled combined by the department of environmental workers and law enforcers. Moreover, it needs to create an atmosphere to work in a body with all stakeholders including general people. Police and proposed environmental police could play a substantial role and they can interact with all layers of people and stakeholders for the ecological security. Therefore, the environmental components of Bangladesh must be saved through steps including detailed researches on plants as well as all environmental component, making a database on environmental affairs and forming environmental police.

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Police Commission-1860 that laid down the Foundation of Modern Police in India

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***Abstract:** The Police Commission of 1860 marked a pivotal moment in the evolution of policing in India, establishing a framework that would shape modern law enforcement in the subcontinent. This article explores the Commission's role in transitioning from the medieval policing systems of the Mughal era to a structured, professional police force under British colonial rule. By analyzing the Commission's report, we identify its significant recommendations that combined executive policing with judicial authority, encapsulated in the role of the District Magistrate. The Commission not only dismantled the remnants of the previous military-oriented policing structure—represented by positions such as Kotwal and Fauzdar—but also instituted a centralized, uniformed police system. This reformation set the groundwork for the organizational and operational principles of contemporary policing in India. Ultimately, the study highlights how the Police Commission of 1860 not only reflected colonial administrative priorities but also established a legacy that endures in the current policing framework.*

Keywords: Policing reforms, Police Organization, Organizational Structure, British India, colonial administration

Introduction

At present, policing is the most important part in criminal justice procedure in modern benevolent and welfare statehood system. Policemen have to fight as front and first fighting force in protecting and promoting the citizen's rights, property and security. This policing system is not built and developed in a day spasmodically. At present policing is considerably important essence in criminal justice system over the world as well as everywhere the general people are more concerned about policing than any other department of the government because police as well as policing is the most visible functional administrative unit and representative organ of the government in the society.

The government's image depends on police's performance and police perform as the ruling regime's desire. The desire of the ruling regime depends on what type of formation of the government is. Police's image acquiesces government's image. Police is the image maker of the government (Giri Raj, 1993). Before 1860 policing existed in the nebulous form without any unitary central governmental

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control. However, from the very beginning the Calcutta Zamindari policing was very much structured and well organized as the rent and land revenue collection system was in effect in Company Zamindari (Nair, 2007, pp. 43-95). In the Calcutta Company Zamindari policing Nandaram Sen was known as Black Admi as well as the chief of police. He was notorious, corrupt and jailed (Nair, 2007, pp. 47). But this policing system was controlled under Mughal imperium. After the plundering of Pally the Mughal criminal justice system broke down and the vicegerency was shifting from Mughal to British imperium.

This study is an attempt to fill the gap of knowledge that how police got the organizational structure and shape through the first 'Police Commission-1860' in Indian Sub-continent. This study is on some aspects of police administration during the interim shifting period of thorough inquiries of available records. This is new throwing of light in the context of 'Police Science' studies in the Indian Police History. This first 'Police Commission-1860' played the catalytic role to frame the structural shape of police organization which established new organizational order in police history.

The establishment of new organizational order in police history disappeared the Kotwal, Faujdar, Sikdar, Daroga, Thanadar, Barkandaz and Zamindari policing system were medieval Muslim regime. The implementation of first 'Police Commission-1860' started new vestige of authority of new organizational central command. The aim of this work is to narrate how police took administrative and organizational shape from the crippled, amorphous and unstructured essence.

It is historically proved that East India Company's administration stepped out from the company's Zamindari's administration from where later on it stretched all over India and this Zamindari administration was founded at company's Zamindari's three village Sutanatee, Gobindapur and Dihee Calcutta. At the then Sutanatee village there were banyan, pagoda or peepul tree where the founder of Calcutta city Job Charnock established a Baithakkhana (Cutcheri House or Court Building) under this tree. Sitting under the golden Banyan, pagoda or peepul tree Calcutta city's founder Job Charnock smoked the cigarette and dreamed of the forthcoming British empire.

According to the western superstition it is believed that the golden Banyan, pagoda or peepul tree was the symbol of foundation of British imperium and this place later on turned into the name of Calcutta city where British Imperium's capital was founded (Krishna, 1905, p.4). From there the administration stretched out all over India getting legal authority of Calcutta Zamindari over the three villages. In 1799 this golden Banyan, pagoda or peepul tree was cut down (Tapan 2013, p. 9.). The Calcutta Zamindari's administration started with its Zamindari's responsibilities which were law, order maintenance, rent and revenue collection.

Policing was the major part of the Zamindary's responsibilities. The All India policing system derived from company Zamindary policing that developed gradually and took permanent shape as sequel of company Zamindary policing. The aim of this study is to narrate the gradual steps of the then company's decision to organize the policing till the first 'Police Commission-1860'.

Objectives of the Study

This study intends to trace out the fundamental factors that structured the Indian police in organizational shape the objectives of the study. They were:

- (1) to find out the core structural fundamental components that shaped the police in organizational structure and
- (2) what were those structural fundamental components to shape the police in perpetual organizational structure.

Methodology

Logical research work, intuitions and derived common senses are considerably important in the Social Science research field and as sequel these help to produce the new reliable information that may be used as sources of new data. For the sequel it is necessary to follow the systematic process of guideline for conduction of research. This study is conducted through the steps that were taken to reform and develop policing system in the past years. To explore the objectives this study is intend to trace out the historical documents, books, journals and articles relating with relevant issues.

This researching analysis illustrates the historical documents, literature, medieval and ancient data. These historical documents, literature, medieval and ancient data are mainly descriptive. The methodology is descriptive as well as analytical. The analysis will illustrate the historical ancient, medieval Muslim regime and British colonial regime documents. The method of the study explore some historical documents, reports, existing laws, rules, instructions, policies and the then dynastic ruling regime's administrative steps. These data are collected from the documents of the then shifting society. The driving factors, phenomena, experiences of the then society are observed in-deep insight.

Findings and Discussion

Policing is not spasmodic framework of police administration that derived from single incident under neither a particular regime nor a form of derived hotspots' incident. Now days the law-abiding civility in welfare state is well policed. But this attempt is an approach to line out the underlined principles

which played the directing role to portray the skeleton of the police organization. Policing is accumulation of many regimes' administrative experiences, lot of reformation, experiment and initiations that shaped the policing organizational structure. Numerous outrageous incidents, many ruling regime's experiences, many scholars' experiment and multiple reformation are alienated with the advancement of policing.

The government always intends to apply authoritative power with coercion to suppress the opposition's outrageous political opinion but this authoritative power application should be consistent limit for the safety (Melville, 1901, p.XII). Some occidental scholars opined that the Indian police is the creation of British colonial regime (Curry, 1932, p. 17). India is the land of happy hunting place for the plunderers (Edmund, 2013 p.31). In the past in India there was also the existence of states like small republic Avanti, Gandhara, Kausal, Magadha, Panchal as well as other parts of the world similar which were to Greece and Rome (Aggarwal, 2000, p.38).

At the end of 'Matsyanyam' (David, 2011, p. 24) or 'State of Nature' (Majumdar, 1957, p.426) state formation process was in embryonic stage that simonized the formation of policing. Police took explicitly the convenient length to be evolved (Melville, 1901, p.II). In ancient time policing was based on social and religious values and traditions. These were the basic principles of police administration in the ancient Indian society (Spellman, 1964, P.4).

Arrival of Charnock and First British Policing Establishment in India

On the arrival of Job Charnock on 24 August, 1690 he built up a thatched house for security and gave appointment of 100 security guards. This thatched guardhouse was the first Police Station and 100 security guards, a drummer and 2 sergeants were first policemen in the history of company Zamindary policing. After four days of arrival on 28th August, 1690 in a meeting Charnock set to work the necessary following steps –

(1) A Warehouse, (2) Dining Room, (3) Secretary's Office Room to be repaired, (4)A Room to sort Cloths in, (5)Cook Room with Convenience, (6) Apartment for the Company's Servants, (7) The Company's Agent Jeremiah Peachie's Office and House and (8) The Guard House of Security Guards.

Zamindar has inherent responsibility to maintained tranquility, peace, law and order, judiciary as well as collection of rents and land revenues. By dint of Zamindary Deed, the East India Company started to exercise the Zamindary power keeping police and court (Cutcheri) for judiciary activities and sentencing the offenders as Nawab in Murshidabad parallel. The Company created a post of Kotwal to run the Zamindary policing in Calcutta.

Appointment and Gradual Development of Policing in British India

The Company Zamindary in 1703 appointed the following manpower-

Table 1: Manpower Appointed by the Company Zamindary in 1703

Designation	Manpower	Gross Salary
Kotwal	1	4 (Four Rupees)
Peon	15	31 (Thirty-one Rupees in Total)
Paik	10	15 (Fifteen Rupees in Total)

The company appointed an officer designated 'Zamindar' and this Zamindar basically played as the chief of police in the company's Zamindary system. He played the following role-

(1) Collection of revenues, (2) Administration of the Zamindary in the Calcutta town, (3) Played the role as collector, (4) Policing and Magistracy with criminal and civil offence and (5) Determine the toll and tax on the establishment in the town of the inhabitants.

To understand the local system and tradition a native efficient and experienced man was appointed called 'Deputy Zamindar'. This 'Deputy Zamindar' was Nandaram Sen known as 'Black Deputy'. On the increment of mass people in Calcutta city with multiple profession on the 16th February, 1704 the following manpower as police were appointed-

Table 2: Manpower Appointed in Calcutta City on 16 February 1704

Designation	Manpower
Chief Peon	1 (One)
Peon	45 (Forty-Five)
Chobdar/Scepter Bearers	2 (Two)
Goala/Cowman	20 (Twenty)
Total Manpower	68 (Sixty-Eight)

This momentous decision created a full-fledged police force for the Calcutta Town with the mandate of Court of Directors of the British East India Company. A police office was opened with adjacent Cutcheri (Known as Zamindar's Land Revenue Collection Office) office. Johan Zephania Holwell described regarding the police manpower in Calcutta Zamindary that there was one Head Paik, 143 Paiks and 64 night guards.

Acquisition of Power and First Superintendent of Police

After the plunder of Plassey in a letter on March, 1758, from 'Court of Directors' of the East India Company ordered Calcutta Fort William to improve the law and order situation appointing a Kotwal prevailing the native establishment. Company Zamindary appointed Major Alexander Macrabe as chief of Calcutta police. He was the first Superintendent of Police before 1778 (Nair, 2007, p.55&Tapan, 2013, P. 129).

This decision and appointment constituted the police administration and originated the genesis and basement of police organogram in Calcutta city. This momentous decision created a full-fledged police force for the Calcutta Town with the mandate of Court of Directors of the British East India Company. After acquisition of 'Dewani' Company created new post of 'District Supervisor' in 1769 appointing European officers for the land revenue collection. Then police was under the 'District Supervisor' and Zamindar for the necessary policing action. This 'District Supervisor' was the embryo of today's Deputy Commissioner of District Administration.

Administrative Development in Policing during Company Rule

The Company shifted Bengal Capital to Calcutta from Murshidabad on 11th May, 1772 and Warren Hastings came on 13 August, 1772 as Company Governor. He repealed the 'Supervisor' post, reformed police creating 'Committee of Circuit' in 1772-1773. This 'Committee of Circuit' comprised with four persons was the genesis of today's district administration and now the 'Circuit House' derived from that concept. Hastings divided Bengal into 14 (Fourteen) 'Fauzdar' units giving instructions 'for the protection of the inhabitants, for the detection and apprehension of all public robbers within their respective district transmitting constant intelligence of all matters relating to the peace of the country of the presidency'. These 14 (Fourteen) 'Fauzdar' units were-(1) Calcutta, (2) Thanah Muewa, (3) Houghley, (4) Cutwa, (5) Jileeshorpore, (6) Moorshedabad, (7) Godagaree, (8) Sherpore, (9) Attayh, (10) Rajenagure, (11) Bakerganj ,(12) Mirzanagur, (13) Ichakadaand (14) Beervhoom.

All the decisions came from Court of Directors to the Calcutta police administration for implementation. Before 1778, the name of the post of In-Charge of Calcutta Police was known as 'Sheriff of Calcutta Police'. Warren Hastings regularized the post and in a meeting of Governor General in Council took decision to appoint the following manpower in the Calcutta Policing-

Initial Rules and Regulations

On 29th June, 1778 Company Government declared the first rules and regulations for the Calcutta city 'A Rule, Ordinance and Regulations for the

better Management of Police of Town Calcutta’ and Calcutta High Court approved it on 25th July, 1778. Under this rule the first legal Superintendent of Calcutta Police Charles Stafford Playdell was appointed. The Superintendent of Police maintained a Register where the following information was kept-

- (1) of all residents in Calcutta with details of their occupation, places of abode etc.,
- (2) Shops, Shopkeepers, their trade, occupation, nature of commodities vended, etc., and other duties.

‘Governor General in Council’ took decision and appointed 14 (Fourteen) Police Commissioner to implement the followings-

- (1) Two ana tax for per shop, (2) One ana tax for each house, (3) Suppression of criminal and detection of crime (4) Surveillance over the city

Table 3: Manpower Appointed in Calcutta Policing by Warren Hastings

Name of Designation	Manpower
SP	1 (One)
Deputy or Asst, SP	1 (One)
Pike	700 (Seven Hundreds)
Thanadar	31 (Thirty-One)
Naeb/ Thanadar	34 (Thirty-Four)
Zamadar	2 (Two)

1785 Calcutta Gazette and the Embryo of Police Station

On 9 June 1785, the Company Government declared that the Calcutta city was divided into 31 divisions under the same numbers of Thanadars. For the expansion of police in Calcutta these divisions helped to establish the jurisdiction of a police station. These police divisions are as follows-

- 1.Armenian Church 2.Old Fort, 3.Chandpaul Gaut 4.South of the Great
- 5.Durumtulla 6.Old Court House 7. Dumtulla 8. Amragully & Puchanand Tulla 9. China Bazar 10. Chandnee Choke 11.Trul Bazar 12. Gouh Mah Poker
- 13.Chuook Danga 14. Simlah Bazar 15. Lunlunah Bazar 16. Molungah & Putool Dungah 17. Cober Dinger 18. BytaKhannah 19. Sham Pucknuah 20. Soam Bazar, 21. Pudda Puckreah, 22. Coomar Tully 23. Joorra Sanko, 24. Mutchua Bazar 25. Jaun Bazar 26. Dings Bangah 27. Sootanutty Colla 28 . DuoyHuattah 29. Hanse Pookriah 30. Colimbah and 31. Jora Bagaun.

Police Reform under Cornwallis Code

On 12th September, 1786 Charles Cornwallis, the first Marquis landed in Calcutta as Governor General of Company Government in India who played an innovation role in police administration arena in India. He formulated regulations and made it effect on 7th December, 1792, titling 'Regulations for Police of the Collectorship of Bengal, Bihar and Orissa' which is known as 'Regulations XXII of 1793'. A meeting was held on 1st December, 1790 and the munities of that meeting was-

Basing on the meeting of 3rd November, 1790 Governor General declared a notice on title of 'Administration of Justice in Fauzdari and Criminal Courts'. By dint of this notice the Chief criminal Court was established in Calcutta and at the same time at Calcutta, Dhaka, Murshidabad and Patna in the name of 'Judges of the Courts of Circuit for the Divisions' were established. Two 'Quzi', two 'Mufti' experienced on native laws assisted the English Judges to operate the trial. The law 'Regulations XXII of 1793' in the title of 'Regulations for Police of the Collectorship of Bengal, Bihar and Orissa' which is known as 'The foundation of Police Law in Bengal' and in India as well.

From the beginning of Calcutta city some Police Outpost in Calcutta Zamindary and these 17 Police Outposts were renovated during Cornwallis regime. These 17 Police Outposts are- 1. Chitpore, 2. Cowerss Bridge, 3. Hogulcooreah, 4. Ultadanga, 5. Comupara, 6. Manicktala, 7. Ramlochun Garden, 8. Bread Cheese Garden, 9. Entrance of Entally, 10. Nabob's Garden, 11. Burying Ground South park Street, 12. Tree Tulla (Aheritolla), 13. BurjooTullo (BirjiTala), 14. Hospital (Presidency General Hospital), 15. Belvedere Bridge, 16. Kidderpore Bridge and 17. Cooly Bazar or Hastings.

Salient features the crystallized Police towards the 'Police Commission-1860'

After occupation of political power Company gradually took some steps to expand the Empire and to stabilize company build up the administration system. Police was main component of the administration. These steps were before 1860.

Creation of Superintendent of Police Post and its Development, Select Committee, Report of Prince Darka NatThagor, Regulation X of 1808 and Appointment of first SP, Fifth Report-1813, Report of Lord Moira, First Police Manual and Regulation XX in 1817, The Dacoity and Thugee Department, Report of Judge Fredric-1837, Bird Committee-1838, The Bengal Police Committee, Report of Sir Fredric J Holyday, The Police Commission-1860 and the formation of Law Commission (Including Police Act-1861). Gradual deterioration of law and order, the impact of mutiny in 1857, royal proclamation in 1858, in the hope of developed effective administration, Police Act 1859 in Madras, Law

Commission (2nd/1853) instigated the British East India Company government to form 'Police Commission-1860'

Formation of the Police Commission-1860

The court of Directors addressed British East Indian Company government on 24 September 1856 to form 'Police Commission' for thorough reformation of police citing 'The Directors went on to state that the police in India had lamentably failed in accomplishing the ends for which it was established. It was admitted to be a notorious fact that it was all useless for the prosecution and sadly inefficient for the detection of crime. There is moreover a want of general organization and the force attached to each division is too much localised and isolated (Giriraj, 1993, p.57.). Following this instructional letter Company Government appointed a commission headed by H M Court.

On 17th August, 1860 the then government appointed Police Commission (Ahmad, 1961, 73.) to enquire the comprehensive required issue to be reformed (Giriraj, 1993, p.57). The 'Police Commission-1860' was comprised with the six following members under the headed of M. H. Court, President, from North-West Fortier Province.

Prime Features of Police Commission-1860

The then government desired the civil police, separated from military police but the distinct would be quietly like military body (Madan, 1980, P.41). Its primeval duty would be protective, suppressive and detective. The police will be treated as civil police and would work under magistracy (Madan, 1980, P.41). The primeval characteristics are as follows (Curry, 1932, P.33) -

- (1) This police are fully subject to the civil executive government
- (2) The internal administration and discipline would be similar to military
- (3) Police would be under unitary and central command
- (4) Police would be divided into armed and unarmed branch and would be equipped according to requirement
- (5) The police would wear same uniform on duty
- (6) Police would carry arms during on duty
- (7) The Style of police would be Irish Constabulary system
- (8) Police would held the Station Officer, Unit In-Charge, Inspector General
- (9) SP would supervise the functions of village police
- (10) Would be full time and salaried

Recommendations of the Police Commission-1860

The Police Commission was the step of reformation that portrayed the sketch and skeleton of policing in Indian Sub-Continent during the British colonial regime. This commission clean swept out of past Muslim medieval amorphous and gaseous form of policing. Trough the cleaning swept out of medieval Muslim policing system Kotwal, Faujdar, Sikdar, Daroga, Thanadar, Barkandaz and Zamindary were repelled and new policing system was introduced in Indian Sub-Continent. The thorough research and study by the commission is summarized as given bellow-

1. The nomenclature of the activities of policing, designations and definition are reshaped and well-organized.
2. Making difference between military force and organized civil constabulary policing.
3. All-India police would be under unitary central command in same uniform.
4. District Officer, Superintendent of Police, District Police, Subordinate Police, Magistrate, Police General District and perceptions are clarified and well defined.
5. Local and regional policing regulations were repealed.
6. Inspector General, District Magistrate, cooperation between police-magistrate and their bilateral relation were well defined with jurisdictions.
7. Clarification and definition of different type of police like 'Special Police', 'Municipal Police', Additional Police, 'Punitive Police' and Armed-Unarmed Police' were given.
8. Different type of services given by police and duties were clarified.
9. To prevent crime and disorder, as an alternative to their repression by military force and by security of legal punishment.
10. Organizational structure and hierarchy in the command was well defined.

Conclusion

Generally, it is perceived by the mass people that the present form of police is the creation of British colonial regime as well as organizational step to breakaway of the continuation of medieval Muslim's regime. Through the implementation of the 'police Commission-1860's report a professional, regular, full time salaried uniformed under an all-India central unitary command policing system was introduced.

This 'Police Commission-1860' also perpetuated the combination of executive policing and judiciary in the name of 'District Magistrate'. This intensive study traced out that the 'police Commission-1860' instituted organizational and stratified structured policing in the then British India. The enquiries and research showed the desired objects that the reconstruction of policing through the implementation of the 'police Commission-1860's report was on the remnant of medieval Muslim age's policing system.

During the Mughal period the 'Fauzdari' stationed police was military system policing. The Fauzdar and Kotwal were with both infantry and cavalry forces and was directed with military assignment. The 'Police Commission-1860' concluded the continuation of the pre-British policing system establishing the perpetual organizational structure and these guiding principles of the commission's report as fundamental component helped Indian police to be perpetual in shape.

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Police Staff College (PSC) Bangladesh headed forward its formal journey in 2000 with a vision "To Maximize Human Welfare through Quality Policing." In 1998, it was initiated by police policy group and within a few years, in 2002, it has been governed by a Board of Governors chaired by the Honorable Home Minister. The Rector is the chief executive of the institution.

Police Staff College conducts the courses for the participants, in particular police officers, to raise awareness about new ideas, thinking, perception, insight and vision to respond to changing needs of the society. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and ability to identify root cause(s) of problems with a package prescription for solution in the context of national and international scenario.

PSC works for the professional improvement of the senior police officers and executives from other security and law enforcing agencies under the umbrella of Ministry of Home Affairs. It provides quality training to the trainees with the help of a group of resource people in and/or out of police, including university academicians, scholars, lawyers, bureaucrats, justice and officers from Armed Forces.

Police Staff College always emphasizes conducting quality research on contemporary issues in policing and national development. PSC has recently launched its academic endeavor with the Masters of Applied Criminology and Police Management Programme offered to the police officers and non-police personnel who would like to evolve professionalism in crime and policing issues. PSC will work with the aim to establishing the college not only as 'Endeavour for Excellence' but also as a regional 'think tank' for Bangladesh Police as well as SAARC region.