

# Challenges in Industrial Police Field Work: Insights from Bangladesh

**Md Emran Ahmmed**

PPM, Additional Superintendent of Police, Bangladesh Police

## ABSTRACT

This study examines the formidable challenges faced by Industrial Police-2 Gazipur personnel on the job in Bangladesh. Through focus group discussions with 20 experienced male and female police constables, this research identifies critical issues such as inadequate training in crowd control, legal restrictions, logistical deficiencies, impartiality concerns, intelligence gaps, political influence, trade union coordination gaps, inter-unit cooperation deficits, police image crisis, and inadequate female representation. These findings shed light on crucial factors influencing industrial police operations in Bangladesh and provide practical advice for enhancing their effectiveness and public perception.

**Keywords:** Industrial Police, field challenges, crowd control techniques, impartiality, superior intelligence, political influence, police image crisis

## BACKGROUND

The industry sector is crucial for Bangladesh's foreign exchange earnings, offering substantial employment opportunities and contributing significantly to the economy. However, historically, this sector has faced instability. In the early 21st century, it grappled with turmoil, stagnation, labor discontent, protests, and various demands, posing a severe economic risk and tarnishing the country's global reputation, directly impacting export earnings. In response, the Bangladeshi government established the Industrial Police in 2010 to safeguard the industrial sector, the linchpin of foreign income, resolve industrial disputes, and foster a peaceful relationship between owners and workers.

The Industrial Police's multifaceted efforts have fostered an investment-friendly environment in the industrial realm, bolstering Bangladesh's economy. Their proactive and intelligence-driven policing has ushered in a peaceful atmosphere in industrial zones, boosting production and augmenting the nation's GDP. Nevertheless, the Industrial Police confront numerous challenges in executing this monumental task. This study seeks to identify these challenges and propose policy interventions to address them. As a result, this research seeks to examine and shed light on the complex challenges encountered by Industrial Police-2 Gazipur personnel during field operations in Bangladesh. The ultimate objective is to provide insights and suggestions that can enhance the effectiveness and public perception of the industrial police force. By resolving these issues, the research aims to make Bangladesh's industrial environment safer, more harmonious, and more equitable.

## LITERATURE REVIEW

Industrial enforcement is essential for maintaining law and order in industrial zones, ensuring worker safety, and safeguarding property and assets (Ahmed, 2013). In Bangladesh, a rapidly industrializing

nation, the industrial police confront unique challenges that demand attention and understanding (Ahmed, 2014). This literature review examines the multifarious challenges faced by the Industrial Police in Bangladesh and reveals the complexities of their fieldwork.

The Industrial Police need to consider the historical context. The Industrial Police was formally established in 2010 as a response to the industrial sector's accelerated expansion (Ashraf and Prentice, 2019). Since then, Bangladesh has experienced substantial economic development, and industrial zones and factories have proliferated across the country (Ahmed, Raihan and Islam, 2013). This expansion has necessitated a specialized police force to maintain order and security in these regions.

Managing labor unrest and demonstrations is one of the most significant obstacles encountered by the Industrial Police of Bangladesh (Ahmed, Raihan and Islam, 2013). The country has a long history of labor strikes and demonstrations, which frequently demand better working conditions, higher wages, and enhanced labor rights (Dey and Basak, 2017). The Industrial Police are responsible for maintaining order during these demonstrations while respecting the rights of the employees (Akhter, Rutherford and Chu, 2019). The task of balancing the interests of factory proprietors and workers can be complex and delicate. Priority number one for the Industrial Police is ensuring the safety of industrial employees (Chowdhury, Ahmed and Yasmin, 2014). Accidents and industrial calamities are not uncommon in the industrial zones of Bangladesh. For example, the Rana Plaza collapse in 2013 resulted in significant loss of life and highlighted the need for enhanced safety measures (Kabir *et al.*, 2021). The Industrial Police must actively monitor compliance with safety regulations, respond to emergencies, and collaborate with other agencies to prevent disasters (Barua and Ansary, 2017).

Criminal activities, such as larceny, extortion, and drug trafficking, can be prevalent in industrial regions (Demianov, 2023). It is the responsibility of the Industrial Police to combat these criminal elements and maintain a safe environment for workers and enterprises. Understaffing, limited resources, and the need for improved coordination with local law enforcement agencies are obstacles in this regard (Faroque and South, 2022; Jabber, Sakib and Rahman, 2023).

Compliance with regulations is essential for maintaining order in industrial zones. The Industrial Police must ensure compliance with labor laws, environmental regulations, and safety standards by factories and businesses. This requires regular inspections, documentation, and enforcement actions when violations occur. When businesses attempt to avoid complying with the law, conflicts and confrontations arise (Ansary and Barua, 2015).

The Industrial Police frequently operate with restricted personnel and apparatus (Ahamed, 2013). This constraint can hinder their ability to perform their duties effectively (Islam *et al.*, 2018). Inadequate funding for training and infrastructural development can also hinder their ability to respond to new threats and shifting security requirements ('Correlation Between Social Compliance and Export Competitiveness in the RMG Industry of Bangladesh', 2020).

Political interference in Industrial Police operations is a persistent obstacle (Yeasmin Chowdhury and Keya, 2022). Political affiliations of officers, pressure from political parties, and interference in decision-making processes can compromise the force's impartiality and effectiveness (Chowdhury, Islam and Alam, 2019). This difficulty reflects larger governance and accountability issues in Bangladesh (Papon, Nabi and Parvin, 2017).

Coordination and communication are crucial for the Industrial Police to effectively address security threats (Hasan, 2013). It is essential to collaborate with other law enforcement agencies, government entities, and industry stakeholders (Chowdhury, Islam and Alam, 2019). However, obstacles frequently arise due to

bureaucratic red tape, lack of information sharing, and divergent stakeholder priorities (Blumberg *et al.*, 2019).

Training and capacity-building programs have a significant impact on the effectiveness of the Police (Bennell *et al.*, 2022). It is essential to provide officers with adequate training in industrial security issues (Zechner *et al.*, 2023). However, the force frequently confronts difficulties in providing its personnel with regular and current training, which can hinder their ability to adapt to new challenges and technologies (Jonathan-Zamir, Litmanovitz and Haviv, 2023).

This literature review serves as a foundation for future research and policy development, shedding light on the critical issues encountered by the Industrial Police in Bangladesh and highlighting the need for comprehensive solutions to improve their field effectiveness.

## RESEARCH METHODOLOGY

**Research Philosophy:** This study employs a pragmatic approach to research, emphasizing the practicality of addressing real-world challenges encountered by industrial police in the field. It endeavors to bridge the gap between theory and practice by examining concrete problems and their solutions in the context of Industrial Police-2 in Gazipur, Bangladesh.

**Research Approach:** This study employs a qualitative research methodology to obtain a comprehensive understanding of the challenges faced by industrial police constables. Qualitative methods allow for the exploration of complex, context-specific issues through focus group discussions, facilitating rich insights into the lived experiences of police personnel.

**Selection of Method with Justification:** Twenty participants (10 male and 10 female constables) with field experience were selected using persuasive sampling. This method was adopted to ensure that participants had a thorough understanding of the obstacles faced by industrial police officers. The equal representation of genders enhances the study's inclusivity and perspective. Focus Group Discussions (FGDs) were selected as the primary method of data acquisition because they facilitate interactive discussions and encourage participants to freely share their experiences and perceptions.

**Research Strategy:** The research strategy employed is exploratory, with the objective of identifying and comprehending the complex challenges encountered by industrial police officers. The FGDs provided a forum for participants to express their opinions, and thematic content analysis will be used to extract and categorize the main themes and challenges that emerge from the discussions.

**Research Techniques and Data Analysis:** FGDs were audio-recorded and transcribed precisely. The data will be analyzed using thematic content analysis to identify recurring themes and obstacles. Coding of data will be performed utilizing software for qualitative data analysis, followed by categorization and interpretation of findings. The analysis will be conducted iteratively to ensure data saturation and reliability, with a focus on topics relating to crowd control techniques, logistical issues, impartiality, intelligence gathering, political influence, labor organization coordination, inter-unit cooperation, police image crisis, and gender representation.

## **ETHICAL CONSIDERATION**

Ethical considerations include obtaining participants' informed consent, assuring anonymity and confidentiality, and obtaining institutional approval. Participants will be informed of their right to withdraw without repercussions at any time. The research will adhere to the principles of beneficence, nonmaleficence, and autonomy. In addition, the research team will be sensitive to the emotional well-being of participants and will provide support if distress arises during discussions. To protect participant identities, data will be stored securely, and only de-identified results will be shared.

## **LIMITATIONS OF THE RESEARCH**

A potential limitation of this study is its narrow focus on a single industrial police unit in Gazipur, which may restrict the generalizability of its findings to other regions or contexts. Additionally, the use of persuasive sampling may induce selection bias. While FGDs provide abundant qualitative insights, they may not provide a complete comprehension of the challenges. In addition, the study may be limited by the self-reported nature of participant responses, which may be subject to social desirability bias. In spite of this, efforts will be made to mitigate these limitations by ensuring a variety of participant perspectives and executing a rigorous thematic analysis.

## **RESULTS AND DISCUSSION**

This study's findings shed light on the complex challenges encountered by Industrial Police-2 Gazipur personnel on the job. Focus group discussions (FGDs) with twenty police constables yielded a thorough comprehension of the issues affecting industrial police operations in Bangladesh. This section discusses the main themes and challenges that emerged from the data and offers recommendations for improving the efficiency and public perception of the industrial police force.

### **Inadequate Crowd Control Methods and Logistical Deficits**

The findings of this study indicate that industrial police officers operating on the ground in Gazipur, Bangladesh encounter a significant obstacle. With a limited number of personnel at their disposal, these devoted officers are tasked with managing immense crowds of workers. Frequently, these employees do not afford the police the respect they deserve, subjecting them to verbal abuse in various forms. Occasionally, the situation escalates to the point where agitated employees directly assault the police. Therefore, conventional methods of crowd control are ineffective, necessitating specialized training that, regrettably, many industrial police officers lack.

The alarming need for additional logistical and equipment resources for effective riot control operations compounds this difficulty. Gazipur, despite being one of the most important industrial centers in Bangladesh, requires additional facilities and instruments to effectively manage such situations. This conspicuous omission exacerbates the already dire problem of inadequately trained personnel.

In view of these circumstances, it is evident that the Industrial Police in Gazipur are up against a formidable obstacle. Their techniques for crowd control are insufficient, and they require a more robust infrastructure to support their operations. The need for exhaustive training and the provision of adequate resources, such as crowd control equipment, cannot be overstated. These deficiencies jeopardize the safety and effectiveness of the Industrial Police in Gazipur, necessitating a prompt and comprehensive response from authorities.

In conclusion, inadequate crowd control techniques and the lack of logistical and equipment support in Gazipur present a significant obstacle to the Industrial Police's field operations. It is crucial for the safety of the officers and the industrial workforce to address these deficiencies.

### **Limited Legal Authorities:**

Lack of legal authority is a significant obstacle to the effectiveness of industrial police in enforcing labor rights and resolving industrial disputes. This issue stems predominantly from the allocation of responsibilities and duties specified in Rule 10 of the 2017 Industrial Police Rules.

Participants in a recent research study highlighted a scenario in which factory owners persistently disregard their obligations to employees. This often takes the form of withholding wages, bonuses, and other remunerations from employees for extended periods, sometimes months. Despite these obvious labor rights violations, however, the industrial police are unable to take legal action against the factory proprietors.

The essence resides in the allocation of labor-related responsibilities to various government agencies. Industrial police are tasked with maintaining order and guaranteeing labor rights in industrial settings, but they are constrained by the fact that other government agencies are responsible for addressing worker salaries, bonuses, and other entitlements as required by labor laws.

This division of labor and authority presents industrial police with a bureaucratic obstacle. It places them in a position where they cannot intervene directly to safeguard workers' rights when factory owners fail to meet their financial obligations. This restriction significantly hinders the ability of the industrial police to perform their duties.

To surmount these obstacles, a more streamlined and coordinated approach to labor-related issues is urgently required. Industrial police should have the legal authority to independently address and settle disputes involving wages, compensation, and other dues. This would allow them to better safeguard the rights and interests of industrial workers, ensuring that they receive fair compensation for their labor. To address the current inadequacies and promote a just and equitable work environment, a more robust legal framework that empowers industrial police is required.

### **Impartiality Issues**

During discussions conducted with participants in this comprehensive study, those serving within the Industrial Police at the grassroots level have vociferously highlighted a matter of utmost concern—impartiality issues. According to their perspective, it is the responsibility of the Industrial Police to cultivate cordial relations between employers and employees while protecting their respective financial interests. However, they have pointed out instances where they find themselves compelled to prioritize the interests of the employers, which poses a substantial ethical dilemma.

In order to clarify this situation, these conscientious members of the Industrial Police provided a notable example. Long overdue wages and incentives were demanded vehemently by protesting workers who, in a particular incident, obstructed a vital roadway to press their demands. In response to this circumstance, the Industrial Police took decisive action to restore public order by forcibly clearing the road of protestors. Nonetheless, it is clear that the Industrial Police lack the authority to exert sufficient pressure on factory proprietors to expedite the payment of these overdue wages and bonuses to the aggrieved employees.

In light of these circumstances, it is undeniable that the Industrial Police officers who participated in this study view their inability to maintain strict impartiality as one of the greatest obstacles they face in

performing their duties. The dilemma resides in the inherent conflict between their role as promoters of industrial harmony and their obligation to act in the best interests of the employers in intervention-required situations.

In light of this, the Industrial Police, an agency charged with the Herculean task of forging a delicate balance between competing interests, faces a crucial ethical dilemma. It is imperative that policymakers and stakeholders in the industrial sphere deliberate upon strategies to address this pervasive impartiality dilemma, so that the Industrial Police can effectively discharge their responsibilities while upholding the principles of fairness and justice for all parties involved. Without a workable remedy, the Industrial Police will continue to face this formidable obstacle, which could hinder their ability to promote harmonious labor relations.

### **Insufficient prior intelligence:**

In the context of this study, participants identified insufficient intellect as a significant barrier to fieldwork. They emphasized that they were frequently dispatched to manage situations where workers blocked roads to assert their demands or where potential trouble was brewing in a factory without adequate information. This paucity of comprehensive knowledge presented a significant obstacle.

Participants emphasized that problems in these factories did not arise overnight, but rather escalated over the course of several days or months. They attributed the severity of these issues to the ineffective collection of intelligence in advance. They believed that the inability to collect pertinent information beforehand had exacerbated these problems.

As a solution, participants advocated vehemently for the significance of intelligence gathering well in advance of fieldwork assignments. They argued that having access to exhaustive information and insights about the situation was essential for making informed decisions and solving their problems effectively. In addition, they suggested that providing them with this intelligence prior to their deployment would substantially improve their ability to handle the challenges they would face during their service.

In conclusion, study participants underscored the importance of prior intelligence in fieldwork, emphasizing that its absence could exacerbate problems that could have been avoided or mitigated with better information. Their recommendation was unambiguous: comprehensive intelligence should be compiled and shared with field personnel prior to assignment in order to ensure more effective and well-informed responses to complex situations.

### **Political Influences:**

Participants in this research consistently cited political influence as one of the most formidable obstacles they faced during their industrial policing fieldwork. According to their accounts, the intertwining of political identities, particularly affiliations with government parties, substantially hampers the ability of the Industrial Police to make independent decisions. In practice, the Industrial Police frequently have their hands tied and are compelled to follow the directives of factory owners who exercise considerable political influence.

This intersection of politics and industrial operations has given rise to a troubling perception among employees. Many workers have come to view the Industrial Police not as impartial law enforcers, but rather as agents acting on behalf of factory owners, essentially serving as intermediaries or facilitators to advance the factory owners' interests, especially in specific geographic areas. This perception, which is

anchored in the intertwining of political power and industrial influence, poses a significant barrier to the Industrial Police's ability to effectively carry out their duties at the grassroots level.

The experiences of the participants illuminate the complex web of relationships and power dynamics that frequently characterize the landscape of industrial policing. Influence wielded by factory proprietors with political ties makes the impartial enforcement of industrial regulations a difficult task. As a result, not only does this situation undermine the Industrial Police's credibility, but it also generates a sense of disillusionment among the workers who rely on them for protection and fair treatment.

Addressing this issue of political influence in industrial policing is vital for ensuring that the welfare and rights of employees are safeguarded and that the industrial sector operates within the bounds of the law and ethical standards. This multi-faceted issue necessitates a thorough examination of the intersection of politics and industry, as well as potential reforms that can help restore trust and transparency in the enforcement of industrial regulations.

### **Absence of coordination with labor unions:**

Gazipur's lack of coordination with labor unions is a significant challenge that must be addressed in order to enhance industrial relations and regional peace. With over a hundred labor unions operating in Gazipur, it has become evident that the Industrial Police and these unions lack effective communication and collaboration.

According to the findings of this study, coordination between the Industrial Police-II in Gazipur and the labor unions is noticeably lacking. This disparity has caused numerous issues in the industrial sector. Workers have reported instances in which labor federations have directly and indirectly incited incidents such as road blockades, factory vandalism, and police attacks.

Nonetheless, it is essential to acknowledge that labor unions play a vital role in protecting the rights and interests of workers. Instead of viewing these labor organizations solely as troublemakers, the Industrial Police should consider engaging with them proactively. By establishing open channels of communication and cooperation with labor leaders, many issues that escalate into major conflicts can be resolved before they reach a crisis point.

The study suggests that the Industrial Police should prioritize establishing solid relationships with labor unions as one of its main recommendations. This requires regular meetings, communication, and collaboration on matters of mutual concern. In addition, the authorities must be proactive and communicate with these labor organizations in order to avoid potential conflicts.

In conclusion, addressing the dearth of coordination between the Industrial Police and trade unions in Gazipur is necessary for preserving industrial peace and preventing the escalation of conflicts. By fostering improved relationships and communication channels, numerous regional issues can be resolved in a more constructive and peaceful manner.

### **Inter-unit cooperation deficits**

The participants in this study have identified a crucial issue for the effective execution of their duties on the ground: the pervasive need for sincere cooperation from other organizations involved in their operations. This obstacle severely hinders their capacity to carry out their responsibilities efficiently.

In addition to the industrial police, numerous institutions play crucial roles in the field, including the Gazipur Metropolitan Police (GMP), Gazipur District Police, Gazipur District Administration, Department of Inspection for Factories and Establishments, The Bangladesh Garment Manufacturers and

Exporters Association (BGMEA), Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA), The Bangladesh Textile Mills Association (BTMA), and various local government agencies. It is anticipated that these organizations will collaborate to address issues as they arise.

However, study participants have noted that cooperation from these institutions, other than the police, is frequently deficient when significant problems arise. Despite being required by law to resolve these issues, these organizations sometimes attempt to shift their responsibilities to law enforcement. Participants in the study identified this reluctance to cooperate and perform their assigned roles as a significant obstacle. The non-cooperation of these pertinent institutions complicates the problem-solving process and places an unnecessary burden on the industrial police, who may already be overworked. This issue underscores the need for enhanced inter-agency coordination and a more comprehensive approach to addressing challenges in the field. Only by fostering authentic collaboration among all stakeholders can these vital responsibilities be carried out efficiently and effectively, ultimately to the benefit of the larger community and the industries they serve.

### **Police public image crisis:**

Participants in the study cast light on a critical issue that plagues the industrial police force in their field-level operations: the police's persistent image crisis. This crisis poses a formidable obstacle to their ability to effectively carry out their duties.

The public's negative perception of the Bangladesh Police is a multifaceted problem. There are several reasons for this perception, including historical factors, instances of corruption or abuse of power, and a lack of understanding regarding the police's vital role in maintaining order and protecting the community. As a result of this negative perception, when performing their duties, employees frequently direct their frustration and wrath at the police. The prevalence of verbal abuse and slander makes the already difficult task of maintaining order and security even more difficult.

In addition, study participants revealed that some individuals perceive the police to be aligned with factory proprietors' interests, which contributes to the negative perception. This perception can result in confrontations and aggression, especially on industrial sites.

In essence, the industrial police encounter significant obstacles in their fieldwork due to the public's prevalent negative perception of law enforcement. This image crisis not only jeopardizes the police force's safety and effectiveness, but also inhibits their ability to carry out their duties, which are essential for the welfare and protection of all stakeholders, including workers, factory owners, and the larger community. It is crucial to address this image crisis through effective communication and public relations efforts, as well as by encouraging transparency, accountability, and professionalism within the police force. By fostering public trust and confidence, the industrial police can cultivate an environment in which they can carry out their responsibilities more effectively and in collaboration with all parties involved.

### **Insufficiency of female employees:**

Participants in the study noted that the presence of a greater number of female employees poses a significant obstacle to the successful performance of field-level duties. The vast majority of factory employees in Gazipur are women, and this unique demographic composition demands special attention from law enforcement agencies. Sadly, the need for more female police officers within the ranks of Industrial Police-2 in Gazipur has resulted in a complex issue.



First, the lack of female personnel within Industrial Police-2 has hindered the department's ability to conduct routine raids efficiently. These raids are essential for maintaining law and order in the industrial sector, guaranteeing the safety of a predominantly female workforce, and addressing potential issues. Without a sufficient number of female police officers, the efficacy and frequency of these raids are compromised, leaving a gap in security and law enforcement.

Second, the extant female police officers in the department are increasingly overburdened with work. They are responsible for addressing a variety of issues, including labor disputes and responding to emergencies. The need for more female officers means these dedicated professionals must take on additional responsibilities and work longer hours to mitigate for the deficiency. This places them under a tremendous amount of stress and negatively impacts their overall health and job satisfaction.

Participants in the study correctly identified the Industrial Police-2 in Gazipur's lack of female personnel as one of its most pressing challenges. Relevant authorities must take proactive measures to address this issue. This may involve recruitment campaigns aimed at increasing the number of female police officers, the provision of training and resources to empower existing female officers, and the implementation of policies that encourage a more gender-balanced workforce.

In conclusion, the lack of female personnel in Industrial Police-2 in Gazipur is a complicated issue with far-reaching repercussions. It hinders their ability to perform essential duties effectively and places excessive pressure on female officers who are already overworked. Priority should be given to addressing this issue, as it not only improves the safety and security of the industrial workforce, but also ensures a more equitable and balanced law enforcement team.

## IMPLICATIONS

This research has far-reaching implications and provides suggestions for improving the efficacy and public perception of the industrial police force. In this section, we elaborate on the implications of the investigation.

**Addressing Inadequate Crowd Control Techniques and Logistical Deficits:** This study emphasizes the need for additional crowd control techniques and logistical support for industrial police officers. Authorities must invest in specialized training programs and provide the required equipment and resources for mob control in order to increase the safety of both police officers and industrial employees. This includes riot armor, communication tools, and crowd management training. Improving the Industrial Police's ability to manage sizable crowds will ultimately result in safer work environments.

**Empowering Industrial Police with Legal Authority:** The absence of legal authority for the Industrial Police to address labor rights violations is a critical issue. The Industrial Police should have the authority to take legal action against factory proprietors who violate labor laws, and policymakers should consider revising the regulations to grant this authority. This modification would aid in protecting worker rights and ensuring factory owners are held accountable for their actions, nurturing a fair and just industrial environment.

**Concerns Regarding Impartiality:** The Industrial Police personnel's ethical dilemma of impartiality must be addressed through comprehensive training and guidelines. In situations where the interests of employers and employees conflict, policymakers should establish transparent protocols. Promoting

transparency and equity in decision-making will help rebuild trust and confidence in the Industrial Police's role as mediators.

**Prioritizing Intelligence Collection:** The study emphasizes the significance of intelligence gathering prior to fieldwork. Prior to assigning personnel to the field, authorities should establish mechanisms for gathering and disseminating intelligence. This would allow the Industrial Police to be more proactive in addressing emergent issues, preventing conflicts, and maintaining order.

**Avoiding political influence:** To address the issue of political influence, policymakers should consider insulating the Industrial Police from external political pressures. This could involve establishing independent oversight bodies or committees tasked with assuring the Industrial Police's impartiality and integrity. Reducing political interference will increase public confidence in law enforcement and their impartiality in maintaining order.

**Improving Coordination with Trade Unions:** Enhanced coordination with trade unions is essential for preserving industrial peace. The Industrial Police should hold regular meetings and dialogue with labor unions to prevent conflicts and address worker concerns in a more constructive manner. Labor disputes can be prevented from escalating into significant disruptions through collaborative efforts.

**Inclusive policy making:** Policymakers should encourage cooperation and collaboration between various organizations participating in industrial operations. Establishing clear channels of communication and shared responsibilities will facilitate problem resolution and prevent the Industrial Police from being overburdened. Enhanced interagency coordination will result in more effective field-based responses to challenges.

**Protecting police image:** The negative perception of the police can be addressed through proactive public relations initiatives, community engagement, and transparency in police operations. By enhancing their public image, the Industrial Police can cultivate a more cooperative and respectful relationship with the general public, thereby reducing confrontations and verbal abuse during fieldwork.

**Increasing Female Personnel Representation:** In order to address the deficiency of female personnel, authorities should initiate recruitment campaigns and provide additional training and support for female officers. More gender-balanced personnel will improve the Industrial Police's ability to respond to issues involving female employees and foster a more inclusive and equitable environment.

In conclusion, the implications of this study emphasize the urgent need for reforms and enhancements in numerous aspects of industrial policing in Bangladesh. In addition to enhancing the effectiveness of the Industrial Police, addressing these challenges will also contribute to a safer and more harmonious industrial environment, which will ultimately benefit all stakeholders. Policymakers, law enforcement agencies, and relevant institutions should collaborate to implement the recommendations derived from this study, thereby fostering a positive transformation in industrial policing practices.

## CONCLUSION

The challenges encountered by Industrial Police-2 Gazipur in Bangladesh are intricate and require immediate attention and strategic interventions. This research has uncovered critical areas in which the efficacy and public perception of the industrial police force can be improved. Inadequate techniques for crowd control and logistical deficiencies necessitate immediate specialized training and resources to ensure the safety of officers and industrial workers. It is essential to provide industrial police with legal authority in order to effectively address labor rights violations and hold factory proprietors accountable. The need for distinct protocols and ethical guidelines to assist industrial police officers in balancing competing interests is heightened by concerns regarding objectivity. It is impossible to overstate the significance of gathering intelligence beforehand, as it enables proactive problem-solving and conflict prevention. In order to address political influence in industrial enforcement, a comprehensive examination of the intersection of politics and industry must be conducted, with a focus on reforms to ensure impartiality and transparency. Improving coordination with trade unions and related institutions is essential for maintaining industrial peace and resolving disputes in a constructive manner. Through proactive public relations efforts, community engagement, and a commitment to transparency and professionalism, the police image crisis can be mitigated. To address the unique challenges posed by a predominantly female industrial workforce, it is essential to increase the number of female employees. Policymakers, law enforcement agencies, and relevant institutions will need to work collaboratively to implement these recommendations. By addressing these issues comprehensively, Industrial Police-2 Gazipur will be better able to carry out its essential duties of maintaining order, protecting worker rights, and fostering a fair industrial environment in Bangladesh. In a nutshell, this study provides valuable insights into the multifaceted challenges encountered by industrial police officers on the job, laying the groundwork for meaningful reforms that will benefit all Bangladeshi industrial sector stakeholders.

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