

FIGHTING AGAINST THE ODD: SUCCESS STORIES OF BANGLADESH POLICE

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- BANGLADESH IS A COUNTRY IN SOUTH ASIA.
- GOVERNMENT: UNITARY PARLIAMENTARY REPUBLIC
- DATE OF BIRTH: 1971
- AREA: 147,570 SQUARE KM
- POPULATION: 170 MILLION (8TH IN THE WORLD)
- GDP: \$751.949 BILLION



A LOOK INTO THE HISTORY OF THE BANGLADESH POLICE

A BRIEF HISTORY OF THE BANGLADESH POLICE

□ POLICING IN THE BRITISH PERIOD

- THE BRITISH PERIOD SAW ENACTMENT OF THE 1861 POLICE ACT
- UNDER THE ACT, EACH PROVINCE WAS PLACED UNDER THE POLICE AND LARGER CONTROL WAS GIVEN TO THE PROVINCIAL GOVERNMENT
- THE 1861 ACT IS CHARACTERIZED BY DUAL CONTROL AND RENDERS POLICE AN AGENCY FOR THE GOVERNMENT IN POWER (THE BRITISH RAJ AT THE TIME)
- POLICE FORCE WAS STRICTLY HIERARCHICAL UNDER THE COLONIAL GOVERNMENT
- ACT OF 1861 NOT IN ALIGNMENT WITH DEMANDS OF MODERN AND LIBERATED BANGLADESH



POLICE IN THE BRITISH PERIOD

A BRIEF HISTORY OF THE BANGLADESH POLICE

- POLICING IN THE PAKISTAN PERIOD AND ROLE IN LIBERATION WAR
 - THE PAKISTAN PERIOD SAW CONTINUATION OF THE CULTURE OF COLONIALISM OVER THEN EAST PAKISTAN
 - THE POLICE PLAYED AN INTEGRAL ROLE IN THE LIBERATION WAR; THE RAJARBAGH POLICE RESISTANCE STANDS AS AN EXAMPLE
 - INDEPENDENCE IN 1971 BROUGHT WITH IS ASPIRATIONS OF CHANGE AND CONTEMPORARY REFLECTION IN POLICING

A BRIEF HISTORY OF THE BANGLADESH POLICE

□ POLICING IN LIBERATED BANGLADESH

- ON 16TH DECEMBER, 1971 THE POLICE FORCE WAS RECOGNIZED IN BANGLADESH
- THE FORCE IS MAINLY RESPONSIBLE FOR MAINTENANCE OF PEACE AND ORDER, PROTECTION OF LIFE AND PROPERTY OF THE PEOPLE AND PREVENTION AND DETECTION OF CRIME
- THE FORCE IS STILL PRIMARILY GUIDED BY THE 1861 ARCHAIC ACT
- THE CULTURE OF COLONIALISM STILL DOMINATES THE POLICE ERA

INFRASTRUCTURAL COMPOSITION OF THE FORCE

THE BANGLADESH POLICE IS MAINLY GOVERNED BY THE
FOLLOWING ACTS:

- THE POLICE ACT - 1861
- CODE OF CRIMINAL PROCEDURE - 1898
- THE POLICE REGULATION, BENGAL - 1943
- THE ARMED POLICE BATTALIONS ORDINANCE – 1979
- RELEVANT METROPOLITAN ACTS

INFRASTRUCTURAL COMPOSITION OF THE FORCE

- THE POLICE ACT OF 1861 IS STILL THE PRIME LEGAL INSTRUMENT FOR THE ACTIVITIES OF THE FORCE
- THE METROPOLITAN POLICE ORDINANCE OF 1976 HELPED REMOVE DUALITY OF CONTROL WITH PASSAGE OF POWERS TO POLICE CHIEF

UNITS OF THE BANGLADESH POLICE

- TOURIST POLICE
- RANGE AND DISTRICT POLICE
- METROPOLITAN POLICE
- SPECIAL BRANCH
- CRIMINAL INVESTIGATION DEPARTMENT (CID)
- RAILWAY POLICE
- HIGHWAY POLICE
- INDUSTRIAL POLICE
- POLICE BUREAU OF INVESTIGATION
- SPECIAL SECURITY AND PROTECTION BATTALION
- ARMED POLICE BATTALION
- AIRPORT ARMED POLICE
- RAPID ACTION BATTALION
- POLICE INTERNAL OVERSIGHT
- RIVER POLICE
- POLICE TELECOM AND INFORMATION MANAGEMENT
- DETECTIVE BRANCH
- COUNTER TERRORISM AND TRANSNATIONAL CRIME UNIT
- RANGE RESERVE FORCE

UNDERSTANDING IMPORTANCE OF POLICE CULTURE

SIGNIFICANCE OF CULTURE LIES IN ITS INFLUENCE ON INDIVIDUALS, GROUPS AND ORGANIZATIONAL BEHAVIOR

- CULTURE DIRECTLY RELATES TO PSYCHOLOGICAL STRAIN, EMPLOYEE RETENTION, JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT
- CULTURE ALSO PROVIDES BASIC SENSE OF IDENTITY AND ALLOWS FORMATION OF VALUES PROVIDING SELF-ESTEEM
- POLICE CULTURE IS A RESULT OF MULTIPLE FACTORS NAMELY FUNCTIONALITY OF THE WORK, POSITIONS OF OFFICERS, INDIVIDUAL WORKING STYLES OF OFFICERS, AND THE POLICE ORGANIZATIONS THEMSELVES
- BANGLADESHI POLICING CULTURE INCLUDES ELEMENTS OF SOLIDARITY, SUSPICION, RIGID HIERARCHY, NEPOTISM, REPRESSION, CORRUPTION AND LACK OF MOTIVATION.



CONSTRAINTS OF THE BANGLADESH POLICE & CULTURE

CONSTRAINTS OF THE BANGLADESH POLICE & CULTURE

MORE A REACTIVE AND NOT PROACTIVE FORCE

- REACTIVE MODEL LEAVES LITTLE ROOM FOR EFFECTIVE PREVENTION AND PUBLIC COOPERATION
- HIERARCHICAL MODEL OF FORCE RENDERS THE POLICE A CONTROL AGENT AND NOT ONE FOR SERVICE
- POOR POLICE IMAGE TO PUBLIC

CONSTRAINTS OF THE BANGLADESH POLICE & CULTURE

STRICT HIERARCHY AND NEPOTISM

- STRICT HIERARCHY NOT ONLY HANDICAPS THE ABILITY OF THE FORCE TO ACT INDEPENDENTLY BUT IT HAS ALSO EMBEDDED THE CULTURE OF RESISTANCE TO CHANGE AND APPROACHES FOR IMPROVEMENT
- NEPOTISM IS FURTHER FACILITATED BY THE WAY THE FORCE FUNCTIONS UNDER THE HIERARCHY WITH RECRUITMENT FOCUSED ON RELATIONS AND NOT PROFESSIONALLY
- THE SECURING OF POSITIONS ESPECIALLY AT HIGH RANKS ALSO MEANS THERE IS LITTLE INCENTIVE TO PERFORM BASED ON NEEDS OF THE FORCE AND THE PEOPLE FOR CLIMBING UP RANKS

CONSTRAINTS OF BANGLADESH POLICE & CULTURE

LACK OF CHANGES AND REFORM LEGALLY

- LITTLE REFORM MADE TO THE LEGAL FUNCTIONING OF THE POLICE EXCEPT THE METROPOLITAN ORDINANCE OF 1976
- DUTIES AND SYSTEMS OF THE POLICE REGULATION, BENGAL ORDINANCE OF 1943 ALSO LIMIT THE ACTIVITIES OF THE POLICE TO THAT OF A MERE REACTIVE FORCE.

INADEQUATE STRESS ON INTELLIGENCE

- LITTLE EMPHASIS ON THE PROPER AND EFFECTIVE FUNCTIONING AND UTILITY OF INTELLIGENCE.
- CRIMES ARE INVESTIGATED TO CATER TO THE JUSTICE SYSTEM AND FOR CASES BUT THE NECESSITY OF INTELLIGENCE TO ADD TO DAILY ACTIVITIES OF PREVENTING CRIME AND BUILD ON STRATEGIES IS NOT ACKNOWLEDGED
- TRAINING IS STILL MOSTLY STRESSED ON AWARENESS OF THE LEGAL FRAMEWORK AND CONDUCT WHERE INCORPORATION OF USE OF INTELLIGENCE AND COOPERATION WITHIN FORCES IS OVER SHADOWED

CONSTRAINTS OF BANGLADESH POLICE & CULTURE

POOR INCENTIVES TO FACILITATE MOTIVATION AND STRESS MANAGEMENT

- LIMITED RENUMERATIONS, LACK OF EMPLOYEE FOCUSED STRATEGIES AND LIMITED OWNERSHIP OF PROJECTS TO OFFICERS
- RISK AND STRESSFUL ENVIRONMENT CAN BE ACQUAINTED WITH THE INCREASED FRUSTRATION OF THE FORCE
- CONTINUED STIGMATIZATION FACED BY OFFICERS IN DUTY (ALTHOUGH BE IT A POSSIBLE RESULT OF THE REACTIVE NATURE OF POLICE AND ITS PORTRAYED CULTURE) CAN ENHANCE DISSATISFACTION WITH THE PUBLIC AND UNWILLINGNESS TO CATER TO IT

CONSTRAINTS OF BANGLADESH POLICE & CULTURE

LACK OF RESOURCE, TECHNOLOGICAL ASSISTANCE AND INVESTMENT

- SALARIES REMAIN LOW AND ARE YET TO BE IN LINE WITH THE NEEDS OF THE MODERN LIFESTYLE.
- UNABLE TO ATTRACT THE BEST INDIVIDUALS TO JOIN; PER POLICE TO CATER TO 1000 PEOPLE IN THE POPULATION (INTERPOL.INT, 2018)
- INSUFFICIENT TRAINING PROVIDED
- INSUFFICIENT INVESTMENT ON TECHNOLOGY, EQUIPMENT



EMERGING THREAT TO THE NATION

FIGURE: PERPETRATORS OF THE HOLEY ARTISAN ATTACK

29 PEOPLE WERE KILLED, INCLUDING 20 HOSTAGES (18 FOREIGNERS AND 2 LOCALS), 2 POLICE OFFICERS, 5 GUNMEN, AND 2 BAKERY STAFF

A NEW THREAT TO THE NATION EMERGES

- RISE OF RELIGIOUSLY DRIVEN VIOLENT EXTREMIST GROUPS
- ACTIVITIES OF HUJI, JMB, ANSARULLAH BANGLA TEAM, HIJBUT TAHRIR STRENGTHEN
- BRUTAL HOLEY ARTISAN ATTACK ON JULY 1ST, 2016
- MULTIPLE ATTACKS ON RELIGIOUS MINORITIES AND FREE THINKERS

PAVING THE PATH TO SUCCESS AND TRANSFORMATION OF CULTURE: A SUCCESS STORY

- REACTION TO THREAT TAKEN QUICKLY: COUNTER TERRORISM AND TRANSNATIONAL UNIT (CTTC) FORMULATED IN DECEMBER, 2015
- FUNCTIONS ARE TO COMBAT TERRORISM, CYBERCRIMES, TERRORISM FINANCING AND MOBILE BANKING RELATED CRIMES
- CONSIDERABLE CURBING OF THE NATIONAL THREAT FROM TERRORISM OVER 2 YEAR PERIOD
- EXTENSIVE ENGAGEMENT IN NON TRADITIONAL APPROACHES

SELECTED STATISTICS OF THE CTTC

- 53 OPERATIONS CONDUCTED AGAINST TERROR SUSPECTS
- ENGAGEMENT IN 18 GUN FIGHTS WITH TERRORISTS
- 78 CASES FILED
- 265 MILITANTS ARRESTED
- 67 MILITANT DEATHS IN POLICE ACTION

CULTURE OF CHANGE EMERGING

USE OF PROACTIVE METHODS INSTEAD OF PURELY REACTIVE ONES

- DERADICALIZATION PROGRAMS FOR TERRORISTS
- FAMILY ENGAGEMENT PROGRAMS
- REFORMATION AND RE-EDUCATION PROGRAMS
- VICTIM SUPPORT PROGRAMS INTRODUCED

CULTURE OF CHANGE EMERGING

ENHANCEMENT OF PUBLIC IMAGE

- ❑ BREAKING BARRIER OF ARCHAIC ROLE THROUGH PROGRAMS WITH CIVIL SOCIETY (RESEARCH PROJECTS, SEMINARS, WORKSHOPS FOCUSED ON CVE, PVE AND AWARENESS ISSUES)
- ❑ USE OF PEOPLE FRIENDLY APPROACHES TO INCREASE PUBLIC ENGAGEMENT WITH POLICE FORCE (EXAMPLE: HALLO CT APP, DEDICATED SOCIAL MEDIA PAGES)
- ❑ CONTINUOUS SEMINARS AND WORKSHOPS WITH FAMILIES OF TERRORISTS, VICTIM GROUPS, ACADEMIC INSTITUTIONS FOR STRATEGIC PROACTIVE APPROACHES



Hello CT

THE HELLO CT APP IS TO ENHANCE PUBLIC ENGAGEMENT AGAINST
TERRORISM

CULTURE OF CHANGE EMERGING

INVESTMENT ON TEAM MEMBERS

- ❑ EMPHASIS ON STRENGTHENING INTELLIGENCE THROUGH ENRICHMENT PROGRAMS OF CT POLICE OFFICERS
- ❑ POLICE OFFICERS INVESTED ON THROUGH WORKSHOPS, PARTICIPATION IN CONFERENCES AND PUBLISHING OF WORKS ON FOCUSED AREAS OF RESEARCH
- ❑ ENHANCEMENT OF POLICE OFFICER MOTIVATION AND VALUE SYSTEM THROUGH REGULAR WORKSHOPS AND COURSES CONDUCTED BY INTERNAL TEAM MEMBERS

CULTURE OF CHANGE EMERGING

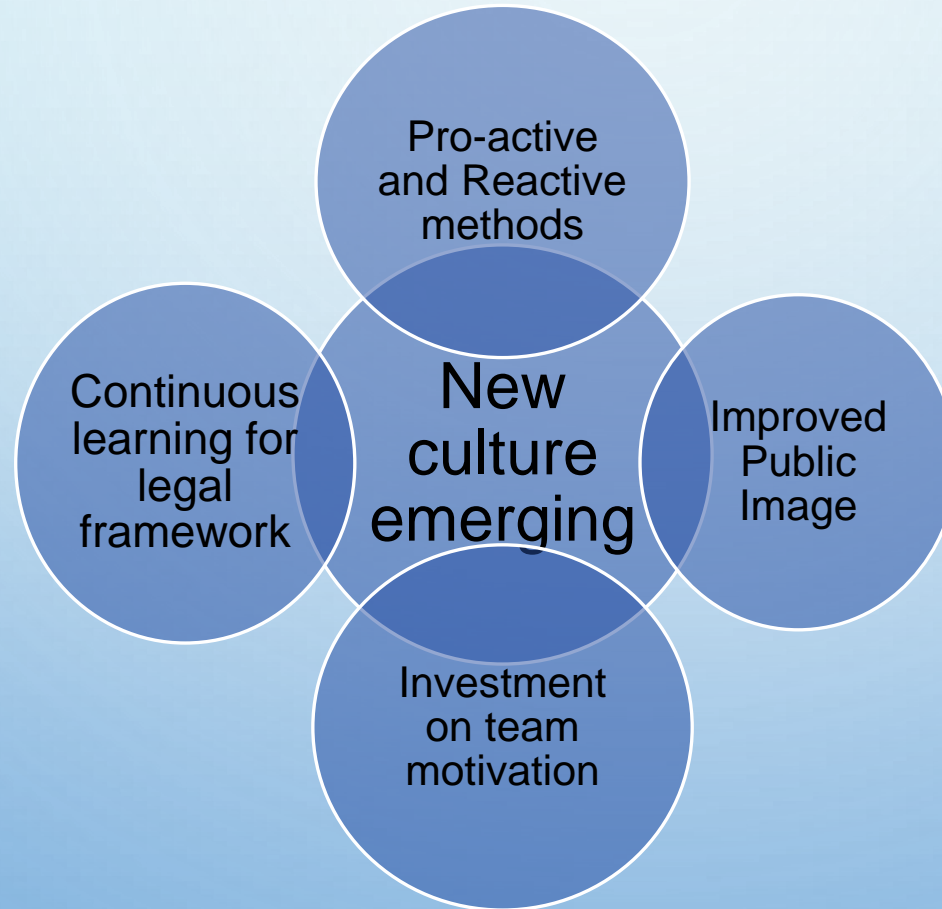
CONTINUOUS LEARNING AND ADAPTION IN LEGAL FRAMEWORK

- ❑ FORMULATION OF ANTI-TERRORISM ACT (2009)
- ❑ ANTI-TERRORISM ACT ALLOWS MOBILIZATION OF SPECIAL TRIBUNALS FOR QUICK DISPOSAL OF TERRORIST OUTFITS AND MEMBERS
- ❑ ADOPTION OF DEATH PENALTY IN RESPONSE TO ZERO TOLERANCE POLICY OF GOVERNMENT AGAINST TERRORISM
- ❑ USE OF SOCIAL MEDIA CONTENT AS EVIDENCE PAVED WAY FOR EFFECTIVE INVESTIGATION AND CASE BUILDING

HOW DID THE UNIT EFFECTIVELY BUILD THE CULTURE AND MOVE TOWARDS SUCCESS?

1. PROPER USE OF PRO-ACTIVE METHODS ALONG SIDE REACTIVE METHODS TO CURB ENGAGEMENT IN VIOLENT EXTREMISM
2. ENHANCEMENT OF PUBLIC IMAGE TO BUILD SUPPORT AND UNDERSTANDING WITHIN INSTITUTIONS, CIVIL SOCIETY AND MASSES
3. INVESTMENT ON TEAM MEMBERS IN VARIOUS WAYS TO MAINTAIN EMPLOYEE MOTIVATION AND PERFORMANCE
4. CONTINUOUS LEARNING AND RAPID ACTION APPLIED TO LEGAL FRAMEWORK

DIAGRAM TO PORTRAY BUILDING OF NEW CULTURE



CONCLUDING REMARKS

THE EMERGENCE OF A NEW CULTURE WITHIN THE BANGLADESH POLICE HAS HELPED BRING HOPE FOR REFORMATION WITHIN THE SECTOR

HOWEVER, MAINTENANCE AND CONTINUED INVESTMENT PAIRED WITH EFFECTIVE LEADERSHIP AND INSTITUTIONAL SUPPORT CAN TRULY ASSIST IN ITS ESTABLISHMENT AT A LARGER SCALE FOR THE NATION

FUTURE HOPE

- *BANGLADESH POLICE IS EVOLVING THROUGH A PARADIGM SHIFT, CONCENTRATING MORE TO BE PEOPLE ORIENTED RATHER ONLY JUST TO ENSURE THE IMPLICATION OF LAW AND ORDER*

The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text is centered in the middle of the frame.

THANK YOU!

QUESTIONS?