

Challenges of Institutionalising Gender within Public Organisation:
A Study on Selected Government Organisations of Bangladesh

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Savar, Dhaka. November 2004

Acknowledgements

We are indebted to Dr. Kamal Uddin Siddiqui, former Rector of BPATC and Principal Secretary to the Prime Minister's Office for his inspiration for doing research. We would also express our gratitude to the Board of Governors of the Centre for approval of the research proposal and for providing necessary financial support. We also acknowledge our debt to Dr. Saadat Husain, Cabinet Secretary to the Government of Bangladesh and Mr. Mosharraf Hossain, former MDS of BPATC and Training Expert of the project Strengthening Parliamentary Democracy for their guidance to conduct this study.

We are very grateful to Dr. M. Matiur Rahman, Member Directing Staff (Research & Consultancy) of BPATC for his continuous monitoring and encouragement to complete this study. This study could have been never completed without his immense endurance and persistent demands. Special thanks are due to Mr. Mohammad Tazib Uddin (former Assistant Director of BPATC), Lecturer of Sociology of Dhaka College who contributes a lot in preparing the proposal for this study.

We deeply acknowledge our debt to Mr. Md. Jahirul Hoque, National Project Director of Capacity Building for Gender Mainstreaming Project under the Ministry of Women and Children Affairs and Dr. Debashish Roy, Deputy Director (Research) of BPATC for their priceless suggestions for this study.

We further acknowledge our debt to Mr. Md. Mominul Hoque Bhuyan, Member (Administration) of Bangladesh Power Development Board (PDB), Brigadier General Md. Mahbub-ul-Alam (NDC, PSC), Director General of Directorate of Fire Service and Civil Defence, Colonel QM Muhibbur Rahman Azad, PSC, Director (Communication Directorate) of Bangladesh Rifles (BDR) and Mr. Md. Osman Gani, Transport Commissioner of the Directorate of Government Transport for providing necessary support to complete the study successfully.

Officers and staff of Bangladesh Power Development Board (PDB), Directorate of Fire Service and Civil Defence, Bangladesh Rifles (BDR) and Directorate of Government Transport who show very kindness and patience in providing us with required data deserve special appreciation and thanks. We are grateful to the officers of BPATC for their valuable suggestions for improvement of this study.

Researchers
November 2004

Executive Summary

This study attempts to identify the challenges of institutionalising gender within four purposively selected government organisations viz. Bangladesh Power Development Board (PDB), Bangladesh Rifles (BDR), Directorate of Fire Service and Civil Defence and Directorate of Government Transport.

The prime objectives of the study are to determine the present status of women employees within these organisations; identify the constraints of women's employment in their technical positions; suggest measures for employment of women; and to help formulating a policy for institutionalising gender within public organisations of Bangladesh.

To attain these objectives, the study considers few issues such as job nature of the organisations and voice of women employees in decision-making process. The study also considers attitude of male members towards female members within the selected organisations and vis-à-vis; attitude of employees of both sexes towards rendering priority to women's employment and their attitude towards quota system for women employment. Moreover, it addresses the considerations of employees for adopting a policy on sexual harassment of women and a gender policy within their organisations. Further it looks at work practice within the selected organisations responsible for implementing the National Action Plan for Women's Advancement; and extra facilities for women employees to work comfortably within those organisations.

For its convenience, this study purposively selects 84 employees (32 females and 52 males) from these four organisations as respondents and collects data from them through administering two different sets of pre-tested questionnaires. Members of the highest decision making bodies of the organisations also gave interview for the study. Observation method has also been followed. Moreover, secondary data for the study have been collected from books, annual reports and other official documents.

Major Findings

Main functions of all four study organisations are technical and risky in nature. Materialisation of the functions demand both physically and mentally strong persons and employees are required to work in a very adverse and risky situation throughout day and night.

Vacancy announcements of these organisations do not directly encourage women to apply. For example, vacancy announcements of PDB for positions like *Switchboard Attendant* and *different Technical-A grade positions* seek

application only from male citizens of the country. For uniformed service in BDR, vacancy announcements do not allow women to apply. Moreover, women are not always allowed to apply for positions like *Imam/Religion Teachers, Pharmacist (Compounder), Office Assistant-Cum-Typist, Laboratory Technician, Librarian, Sanitary Assistant, Tailors, Boot-makers, Gardener, MLSS, Carpenter, Cook and Sweeper*. Furthermore, in Directorate of Fire Service and Civil Defence vacancy announcements for positions like *Steno-typist, Office Assistant-Cum-Typist, Office Assistant and Sweeper* do not encourage women with due priority to apply. However, although vacancy announcements of the Directorate Government Transport seeks application from citizen of both sexes of the country, they do not encourage women to apply.

This study reveals that representation of women in gazetted and non-gazetted posts of all the four study organisations lag behind the existing quota for women employment. Again no woman represents the highest decision-making bodies of these organisations. Concerning the National Policy for Advancement of Women, all-out efforts should be given to increase the women representation up to 30 per cent in all levels of decision-making bodies of government organisations. However, study does not see any effective efforts from the organisations concerned in this regard. Study observes that annual budget break-up of the organisations do not show the gender picture.

Majority of the female employees of these organisations indulge in clerical nature of job while males are engaged in diversified jobs like administrative, planning, maintenance and mechanical along with clerical.

The study discloses that in all four organisations common features that characterise the recruitment of fewer women employees are technical job nature of the organisations, unfavourable culture of this country, existing government rules and regulations. Moreover, stereotyped attitudes of the authorities to recruit women, unfavourable working environment, lack of requisite technical skills in the relevant fields and the lack of interest in women in pursuing technical and vocational education also cause recruitment of fewer women employees in the study organisations.

Study portrays several measures to elevate the number of women employees in these organisations. These are amendment of the existing recruitment rules of the organisations, bringing about attitudinal changes both in men and women through social mobilisation, rendering relevant training and education to women, automation of the organisation and exemption of women from working beyond office hours.

Study reports that employees of both sexes work together without any feeling of discomforts. Since the number of women in class-I position is insignificant, to a considerable number of employees their voice in decision making process is listen to in most cases.

It is evident from the study that female employees working under male supervisors do not face any problem. Similarly, the male employees working under the supervision of females do not receive any problem. However, the males show the domineering tendency to serve with male supervisors. They mention prompt decision-making capacity, natural competence and technical ability of male supervisors combined with their friendliness and acceptability for feeling more comfort to work under them.

Most of the male employees see the existence of efficiency gap between men and women employees. On the contrary, females nullify the statement above. Study further reveals the divergence of opinions of males on this issue. They claim that household responsibilities, security reasons, inattentiveness, lack of innovation, stereotyped job nature along with biological factors make women less efficient in their work.

The general trend of the employees' view about their attitudes towards their counterparts is cooperative rather than commanding. This study reveals that despite the nonexistence of any record of sexual harassment of women by their male colleagues in the four selected organisations, noticeably, majority of the employees supports adoption of a policy by their organisations against sexual harassment of women. They consider this policy will ensure women's security in work place, bring respect for women, create fear among perverted persons, ensure organisational discipline, encourage women to work and also to build awareness against sexual harassment of women.

Employees who do not consider adopting a policy against sexual harassment of women find the existing laws and rules to be sufficient and reckon that a policy is not required as no sexual harassment occurs in their organisations. Female employees do not face any problem to enjoy leave in addition to maternity.

This study finds that most of the female employees prefer recruitment of women in their organisations. On the contrary, a greater segment of male respondents is against giving priority to women.

Employees consider rendering priority to women's employment to ensure equal rights of women in employment, help their economic independence, to

uplift them from their disadvantaged position, utilize the potentials of educated women and advancement of women.

Employees opposing women's priority in employment mention the existing quota system, merit based recruitment, equal treatment of both men and women and technical job nature of the organisations to be considered.

This study reveals that a larger segment of the employees support the existing quota system for women's employment. The most important ground on which they support the quota system is to create employment opportunities for women since they are in disadvantaged position. They also consider quota system for women's economic independence, proper utilisation of women's academic achievement, ensuring their rights through collective bargaining and for their empowerment.

Employees' disapproval for quota system rests on the consideration of merit based recruitment. They do not support quota system also because women themselves claim equal rights and quota disrespect women's dignity, and think competition in employment would build confidence among women. Moreover, they are against quota system because a huge number of men are unemployed and they think that it discriminates men from women and contradicts constitutional provision of equal rights for both sexes. Moreover, study reveals that most of the employees of the organisations are not at all aware of the National Policy for Advancement of Women.

Most of the employees believe that their organisation should have a gender policy. They consider a gender policy will ensure equal participation of women in work place, create and maintain healthy working environment, improve security for women in future, recognise their potential, help women in solving their problems and help recruitment of women in class-I position. To the employees, the reasons behind not considering a gender policy are as follows: focus on the existing rules are sufficient, as equal rights is given in the Constitution, and women enjoy equal benefits in service.

However, employees suggest providing female employees of their organisations with different types of extra facilities. These are daycare centres, prayer rooms, separate toilets, rest rooms, transport for commuting, canteen, security measures.

A few male employees also suggest several measures for maintaining healthy working environment of their organisations. These are logistic support, training facilities, and cleanliness. They also suggest that women should maintain *purdah*, they should be disciplined and conservative.

Besides these, listening to women, solving their problems, ensuring women friendly environment along with the equal rights are necessary to maintain healthy working environment.

A few female employees also recommend some measures for maintaining healthy working environment of their organisations. These are attitudinal change of men, smoking free office premise, compulsion of technical training for all employees and installation of modern equipment.

Conclusion and Recommendations

Institutionalising gender within an organisation requires equal participation of both women and men in all spheres of that organisation. It further implies providing equal opportunities to both men and women to be employed in that organisation irrespective of the job nature of the organisation. Institutionalisation is a prerequisite for successful implementation of any policy. This study has not covered all aspects of institutionalising gender within the organisations. More research could be conducted on the issues of institutionalising gender within the ministries and other government organisations. However, this study suggests the following measures that may be considered by the authorities concerned:

Advocacy programme for bringing about attitudinal change

Countrywide advocacy programme can be strengthened for bringing about attitudinal changes in both men and women for women employment in particular. Since our culture does not encourage women to participate in technical and non-traditional nature of jobs, advocacy programmes would help to bring attitudinal changes of individuals, of family and the society as well.

Encourage women to apply for the jobs

In technical and non-traditional services of varied nature, vacancy announcements discourage women since they are thought to be incompetent for accomplishing their assigned duties. Nonetheless, had women been given access to those jobs, doubtlessly it can be said that they could have performed almost in the same manner as men. What is necessary is to encourage and inspire them to accept those jobs.

Address the practical gender needs (PGNs) of women

With a view to institutionalising gender within organisations fulfilling the practical gender needs of women demands utmost attention. Important practical gender needs of women within the study organisations are transport for commuting, daycare centres, restrooms and separate toilet facilities. To

fulfill the practical needs the will and determination of the authorities is very important. Authorities may talk to the women employees and let them identify their needs. Thus, authorities can find ways to address those needs.

Provision of Flexitime for Women Employees

The relevant authorities of the organisations may think of making a provision of flexitime for women employees regarding work after office hours to balance their official and household chores. Since women employees have got to look after the domestic works too, the authorities may consider the case earnestly.

Formulation of a policy for sexual harassment against women

Formulation of a policy for sexual harassment against women would come to a good use for ensuring disciplined and secured environment in organisations. The authorities should form a committee to formulate a policy expedient for monitoring sexual harassment against women. Besides the existing government initiatives against abuse and molestation of women, a separate well-planned functional policy would be of greater use to bring all abusers of women under the organisational policy and it would ensure women's security to a greater extent.

Involving women in decision-making process

The concerned authorities should seriously think about representation of women in any decision-making activity. While taking a decision they should also think that the decision taken should not be in any way disturbing for the peaceful coexistence of women employees in the organisations.

Engendering budget of the organisation

Engendering budget is a challenge for institutionalising gender within any organisation, Engendered budget not only shows detailed break-up of annual budget, it portrays amount of allocation provided for addressing gender issues in the organisation. Thus, authorities of the organisations should think of addressing gender issues while preparing their annual budget.

Building awareness about the NP and NAP for Women's Advancement

The government as well as the organisations themselves can take initiatives to make the employees of both sexes aware about the National Policy for Advancement of Women (NP) and the National Action Plan for Women's Advancement (NAP). For the purpose, they can arrange seminars, workshops and symposiums with the employees and build awareness about gender issues.

Amendment of existing rules and regulations of the organisations

Existing recruitment rules and regulations do not render women any preference in getting jobs. Rather, most of the positions of technical and non-traditional nature are reserved only for men. Had the women been recruited in those posts, they could have performed almost in the same manner the men do. Therefore, the government should come forward in issuing a circular ordering that no post should be reserved for men. This initiative would help to bring gender parity in employment.

Rendering technical and vocational training and education to women

Our women lag much behind men in technical and vocational training and education. Without these training and education they cannot compete for technical jobs. Thus, special priority should be given to the issue of rendering technical and vocational training and education to our women. And for the purpose, the government can take steps to attract women to technical and vocational training and education.

Automation of the organisations

Automation of the organisations paves the way for achieving gender parity therein. Physical strength of an employee does not matter much where everything is done with the help of modern equipment and technology. Thus, half of our entire population could be utilised properly with the introduction of automation process.

Render priority to women's employment in the organisations

Institutionalising gender within the organisations requires rendering priority to women's employment that would help to ensure equal rights of women in employment, help their economic independence, uplift them from their disadvantaged position, utilise the potentials of educated women and accelerate the process of advancement of women.

Administrative empowerment of women

To comply with the recommendation of the UN Economic and Social Council for ensuring equal and full participation of women in all levels of decision-making bodies including policy-making positions of the government, the National Policy for Advancement of Women suggests all-out efforts to recruit women in at least 30 per cent of total posts. Thus, authorities of the study organisations should take necessary steps to implement policy measures in conformity to the National Policy for Advancement of Women.

Formulation of a functional gender policy

Institutionalising gender within the organisations requires a functional gender policy. This policy would help to ensure equal participation of women in work place, create and maintain healthy working environment, improve security for women in future, recognise them, and help them in solving their problems and recruitment in all levels.

Table of Contents

<i>Acknowledgements</i>	ii
<i>Executive Summary</i>	iii
CHAPTER ONE	12
<i>Introduction</i>	12
<i>The Issue</i>	12
<i>Rationale of the Study</i>	14
<i>Objective of the Study</i>	15
<i>Scope of the Study</i>	15
<i>Methods of the Study</i>	15
<i>Expected Benefit from the Study</i>	16
<i>Limitations of the study</i>	16
CHAPTER TWO	18
<i>Women's Work and Institutions: Brief Overview</i>	18
CHAPTER THREE	23
<i>INTRODUCTION TO STUDY ORGANISATIONS</i>	23
<i>A. Bangladesh Power Development Board</i>	23
<i>B. Bangladesh Rifles</i>	27
<i>C. Bangladesh Fire Service and Civil Defence</i>	31
<i>D. Directorate of Government Transport</i>	35
CHAPTER FOUR	40
<i>DATA ANALYSIS</i>	40
<i>Bangladesh Power Development Board (PDB)</i>	40
<i>Bangladesh Rifles</i>	46
<i>Directorate of Fire Service and Civil Defence</i>	52
<i>Directorate of Government Transport</i>	57
<i>Views of the Members of the Highest Decision Making Bodies</i>	63
CHAPTER FIVE	68
<i>FINDINGS, CONCLUSIONS AND RECOMMENDATIONS</i>	68
<i>Major Findings</i>	68
<i>Conclusions and Recommendations</i>	72
REFERENCES	77
APPENDICES	79
<i>Appendix-1: Tables</i>	79
<i>Appendix-2: Vacancy Announcements</i>	110
<i>Appendix-3: Questionnaires</i>	124

Chapter One

Introduction

The Issue

Organisations are important arenas of human development. Irrespective of their characters, 'organisations are fundamental features of our societies, and very important ways of mobilizing social energy' (Rao and Stuart, 1997:10). 'Organisations are the context of, and decisive for, our paid working life and for our well-being, and it is therefore of great importance how they function, which logic (goals and means) dominates, which actors and groups set the agenda and how the relations between people are formed' (Alvesson and Billing, 1997:5). For feminists 'organisations are not rational, neutral bodies, but living and breathing microcosms of the societies that house them and the people who inhabit them. The organisations that rule our world are informed by cultural values and patriarchal norms that are anti-women and exclusionary' (Rao and Kelleher, 2000).

Institutionalisation refers to 'the process whereby social practices become sufficiently regular and continuous to be described as institutions', that is 'social practices that are regularly and continuously repeated, are sanctioned and maintained by social norms, and have a major significance in the social structure (Abercrombie, Hill & Turner 1988:12 quoted in Levy 1996). Moreover, 'the institutionalisation of a gender perspective implies the integration of a dynamic social relation which has at its heart the question of power' (Levy, 1996:1).

The UN Decade for Women (1976-1985) is a starting point in which many member states of the UN in the developing countries established some form of national machinery for the advancement of women. Since the Decade over 140 countries have formed official national machineries in the form of women's bureaus, women's ministries or women's desks within a ministry (Beall, 1998). In Bangladesh, Ministry of Women and Children Affairs was established in 1978 in which Women's Directorate, Jatiya Mahila Shanstha (National Women's Association) and Shishu Academy (Children's Academy) are the implementing agencies of this Ministry (GoB, 2000a:25). In addition to this women's NGOs have also been established or shift their focus from general poverty alleviation to women's advancement. Simultaneously international development agencies have also put their efforts to establish women's desks within their organisations (Staudt and Jaquette, 1988; Staudt, 1991).

However, by the end of the Decade, integrating women into development named as 'Women in Development' or WID failed to achieve the expected goal and it was recognised that 'at best development interventions had ignored women and at worst, had actually harmed them' (Beall, 1998). 'One of the most disturbing features of this 'women's sector' is that it is a weak sector. It is characterised by a lack of any real political influence, and is therefore under-funded and under-staffed, both in numbers and qualifications. A key factor underlying these characteristics is the conceptualisation of both the problems and strategies of this sector in terms of women, not gender' (Levy, 1992:135 quoted in Beall, 1998).

Since the UN Decade, organisations started to recognize the need to institutionalise gender fair policies and practices in their own structures and agendas. In 1995, Bangladesh government has reorganised National Council for Women's Development (NCWD) and in 1997, The National Policy for Women's Advancement has been adopted. The GoB has also approved the National Action Plan (NAP) for the Advancement of Women: Implementation of the Beijing Platform of Action in 1998. Institutional mechanisms for the implementation of the NAP are as follows (GoB, 2000a: 11):

- National Council for Women's Development (NCWD)
- The Parliamentary Standing Committee for MWCA
- The Women's Development Monitoring and Evaluation Committee
- MWCA and its implementing agencies: the Directorate for Women's Affairs (DWA) and the Jatiya Mahila Sanstha (JMS)
- The WID Focal Points mechanism
- District and Thana level WID Coordination Committee

Despite the existence of the National Policy for Women's Advancement and significant numbers of institutional mechanisms for the implementation of the NAP, none of these public organisations have a policy for institutionalising gender within these organisations. Since, it is important to understand that *institutionalising* gender within organizations face many-fold and multi-layered challenges in which one can consider *culture* as the most critical, most central, and most difficult challenge to address and overcome. Here culture (organizational culture), according to Macdonald, Springer & Dubel (1998), refers to conventions and unwritten rules of the organisation, its norms of cooperation and conflict, its channels for exerting influence. It can also be described as a collective mindset or 'software of the mind'.

It is also important to understand that the 'women' or 'gender' issue is not an outcome of our own realization. Although government has taken many

initiatives for 'women' or 'gender' development, the results are very few. Because the steps are not taken by sharp analysis of the issue rather as an important sector for gaining foreign aids. 'Women's issues suddenly came to represent a new resource through which a range of individuals and groups could gain access to funds and/or social and political recognition' (White, 1992:15).

Similar scenario is also true for women's NGOs working in Bangladesh. In Bangladesh, a significant number of NGOs, for example CARE-Bangladesh, BRAC, Bangladesh Rural Reconstruction Association (BARRA), Campaign for Popular Education (CAMPE), CARITAS and Mass-line Media Centre (MMC), have formulated gender policy (Gender Trainers Core Group-TCG, 1998), but implementation of gender policy still remain as a 'lip service'. Before the UN Decade, NGOs did not consider 'women/gender' as an issue. "NGOs for which gender has not previously been considered an issue find in 'women's issues' a means to expand their programmes and gain access to new sources of funding" (White, 1992:15).

Rationale of the Study

Institutionalisation is a prerequisite for successful implementation of any policy. Despite the existence of the National Policy for Women's Advancement and significant numbers of institutional mechanisms for the implementation of the NAP, none of these public organisations has a policy for institutionalising gender within these organisations.

Many organizations have responded to the call resulting from the UN Decade for Women to implement gender-fair policies but much remains to be accomplished. And, although policies are implemented, there has to exist a standing *desire* (Macdonald, Springer & Dubel, 1998) to change on the part of staff members and the organisation at large. Cultural challenges present the most difficult obstacles to a successful gender mainstreaming approach. It is a sensitive, complex and arduous process to question culturally dictated norms about the roles of men and women. Nonetheless, understanding both the organizational culture and the broader community culture through this process is critical in order to transform gender roles through effective policy.

Objective of the Study

The main objectives of the study are as follows:

- a) to determine the present status of women employees within selected organisations;
- b) to identify the constraints of women's employment in non-traditional/technical jobs;
- c) to suggest measures for employment of women in technical/non-traditional jobs; and
- d) to help formulating a policy for institutionalising gender within public organisations of Bangladesh.

Scope of the Study

To achieve these objectives of the proposed study, we consider the following issues:

- a) job nature of the organisations;
- b) voice of the women employees within the organisations under study;
- c) attitude of male members towards female members within the organisations and vis-à-vis;
- d) attitude of employees of both sexes towards rendering priority to women's employment;
- e) attitude of the employees towards quota system for employment of women;
- f) considerations of employees for adopting a policy on sexual harassment of women and a gender policy within their organisations;
- g) work practices within the selected organisations responsible for implementing the National Action Plan for Women's Advancement; and
- h) extra facilities for women employees to work comfortably within the study organisations.

Methods of the Study

Selection of the study organisations: For the convenience of the study following four government sector organisations have been selected purposively:

- ◆ Bangladesh Power Development Board (PDB);
- ◆ Bangladesh Rifles (BDR);
- ◆ Directorate of Fire Service and Civil Defense (FSCD); and
- ◆ Directorate of Government Transport (DGT)

Sources of Data: Necessary data for the study have been collected from both primary and secondary sources. Primary data have been collected from questionnaire survey and observation. Secondary sources of data include books, journals, periodicals, annual reports and other related documents.

Respondents: Both male and female employees working at the Head Offices of the concerned organisations have been considered as respondents for this study. Respondents have been interviewed through administering two pre-tested questionnaires. Members of highest decision-making bodies of the organisations have also been interviewed.

Selection of Respondents and Sample Size: Respondents have been selected from almost all levels of the organisations and sample size of the respondents has been determined purposively. Table-1 shows the number of respondents of four selected organisations:

Table-1: Respondents, their class and organisations

Class distribution of the respondents	Name of the organisations								Total No of respondents		
	PDB		BDR		FSCD		DGT		F	M	Total
	F	M	F	M	F	M	F	M			
Class I	5	8	1	7	0	0	0	3	6	18	24
Class II	0	0	1	0	0	3	0	2	1	5	6
Class III	3	7	2	0	7	7	10	9	22	23	45
Class IV	0	0	2	3	0	2	1	1	3	6	9
Total	8	15	6	10	7	12	11	15	32	52	84

Data Presentation and Analysis: Collected data have been presented through simple tables and analysed by using non-inferential statistical tools and techniques.

Expected Benefit from the Study

From this study we have identified few significant barriers of women's employment in the selected organisations that are related to women's advancement. Institutionalising gender within these organisations requires overcoming these barriers. Therefore, we expect that authorities of these organisations may consider findings of this study. We also expect that findings of the study may be used as training material in the relevant training modules/courses.

Limitations of the study

The study has considered only four public sector organisations relevant to technical as well as non-traditional nature of job especially for women in Bangladesh. Thus, this study should not be considered as representative for

all public sector organisations relevant to non-traditional job for women. However, this study can be used as the beginning of understanding the challenges of institutionalising gender within the government organisations, which is a prerequisite for women's advancement of Bangladesh.

Box-1: Summary

Institutionalising gender refers to the inclusion of the gender aspects or the perspectives integrated as a dynamic social relation regularly and continuously repeated being sanctioned and maintained by social norms. Before formulation of a policy institutionalisation is a prerequisite for implementation of that. Prior to that a clear understanding of the organisational culture and the broad community culture is even more important.

The main objectives of the study are to determine the present status of women employees, major constraints, suggest measures for employment of women to help them formulating a policy for institutionalising gender within public organisations of Bangladesh. For satisfying the purpose an intense study was made to know the job nature of some selected organisations attitude of male members towards the female regarding quota system, about policy adoption on sexual harassment of women. Both the primary and the secondary source were explored for the data collection. Employees of both the sexes were selected as respondents. There was participation of all level officials the findings from the study addressing in the organisation need and as well as the training need. Despite the shortcoming of studying only very limited organisations this study can be used as the starting of understanding the problem.

Chapter Two

Women's Work and Institutions: Brief Overview

"The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex or place of birth."

"Women shall have equal rights with men in all spheres of the State and of public."

— *Bangladesh Constitution, Article 28: (1).*

Why is it that only when women want to bring about changes for their own benefit does culture and custom become sacred and unchangeable?

— *Nadia Toubia, Sudanese women's activist at the International Conference on Human Rights in Vienna, 1993.*

The scenario of women's position, her material-ideological relationship with men and the society, for example, gender issue, is capable of explaining the essence of a society. It can shed light on every issue that affects human lives. That includes institutional set up, regulations, priorities, as well as ideological thrust, officially declared and practically followed. It covers gender relations in dynamic perspective of the society, both private and public. It exposes the common standing of women in front of patriarchal assertion of the state, institutions and society at large.

From *paribar* to Workplace

Conditions of women, for example, her rights, power, achievements and deprivation are related to its socio-economic formation and corresponding dominant ideological construct, which is patriarchal in different ways. The ideological hegemony, that characterised our society, justifies women's subordination in the family as well as in the society, in workplaces too. This hegemony defines role and restricts mobility of women, sets her image, limits her area of work, power and powerlessness, her purpose of life and her 'private' and 'public'. When women internalise the hegemonic values as their own, they accept, to a large extent, the assertion of patriarchal rules and behaviour as 'natural' and 'obvious'. Since independence, Bangladesh experienced several changes in socio-economic milieu, but little changes have come to the forefront in relation to the dominant ideological construct regarding image and periphery of women.

In the dominant social value system women are considered as inferior in intellect, nevertheless, dangerously able to create hazard in family, workplaces and society. So, the whole society including *paribar* with a strong support from legal-social framework and cultural construct, consider it very important to make women on the one hand submissive, and on the

other hand attractive for men; on the one hand efficient in household services and non-ambitious on the other. She is considered as incapable of becoming a person, a human being but is accused for any problem or humiliation she usually faces. She along with others, both male and female, look at herself as 'second sex', unable to do many things and destined to do certain jobs. Her dresses, childhood games, leisure items, training, career, nurturing body and mind, sexual behaviour all are scrutinized in that mirror (Muhammad, 2004).

Different faces of Patriarchy

Patriarchy may have different faces. Pre-capitalist patriarchy can be characterized as a set of values and systems that consider women as a subordinate whose mobility must be limited within household and family life. According to this view, household activities, marriage, giving services to husband and family, child bearing and rearing should be the central and single focus of a woman. On the contrary, capitalist patriarchy does not confine women fully in household activities. It brings woman under the fold of capital and labour market, keeping the central point of pre-capitalist views that woman is inferior and subordinate to man, in fact.

The mixture of both patriarchal set of values, capitalist and pre-capitalist ones, exist in Bangladesh which demand both labour for capital and household activities from women, demand both the 'ideal image' and qualification to get jobs as well. In the present mixed scenario, women become doubly burdened and psychological pressure becomes immense. Conflicts both within and with the others become more acute.

Women at Work: Late realization

The general perception about women's emancipation centres on her economic independence and voice in policy making. Integrating women into mainstream economic activities, i.e., to open space for her education, formal employment and creating her direct links to the market have been considered as very important steps in this regard. Before the UN's International Year for Women in 1975, there was a general silence as well as ignorance amongst policy makers in most of the countries about the relevance of women issue in development. It is estimated that prior to that year, less than 1 per cent of standard textbooks on development referred specially to women (Ware, 1981). Since 1975, women issues started getting attention at official level in many countries around the world including Bangladesh primarily not because of realization from within but because of emerging ideas at global level. Women in Development (WID) approach that emerged since the UN year can be called as the 'first wave of official feminism' within the

international development agencies 'sought to make women visible' as a category in development research and policy (Kabeer, 1995).

Women have been engaged in productive activities in Bangladesh for long. That is mostly in agriculture, cost saving and income generating works at household level besides bearing and rearing children and reproduction of labour. These works have not been recognized as economic work. That is reflected in data on labour force until 1989. Labour Force Survey of 1985 showed total female labour force in Bangladesh as 3.2 million but in the next survey female labour force was counted to 21 million. This massive jump of numbers from counting female labour should not be taken as sudden heavy rise of female labour in the market. It happened due to the revision of definition of female labour (BBS, 1990-91 and 1995-96). This revision took place according to the United Nations System of National Accounts (SNA). GDP of Bangladesh (in current price) has also increased by about 30 per cent due to revised GDP estimates based on System of National Accounts (SNA) of the United Nations. Nevertheless, it can be said that since early 1980s women started becoming visible in non-farm activities, manufacturing, service and public institutions. According to the government statistics, only 8 percent women now work against wage, 40 per cent of whom are daily wage labourer (GoB, 2000b).

External influence: Internal Steps

The UN year of women and the subsequent decade of women have made a substantial impact on the development thinking and institutional building in a country like Bangladesh. It happened mostly through the changes in project priorities and changed conditionalities endorsing importance to focus women by the different international funding agencies. International agencies themselves experienced significant changes in attitude and project building regarding women since 1975. It went further after Beijing global conference in 1995. For example, incorporating a gender perspective into all policies and programmes became a mandate of the Beijing Platform for Action for different development institutions.

Establishment of various departments, cells, committees, directories and ministries, also formulating policies to bring women in the forefront started taking place in various countries including Bangladesh. Even after that the picture does not appear encouraging at macro level. Women's participation in top-level positions in the executive branch of government is still low around the world. In the United States, it reached 29 per cent, in Canada, Colombia, Mexico and the Dominican Republic around 20 per cent, and in the remaining countries 16 per cent or less (Gutierrez, 2003: 187).

Women's presence in Public Institutions

Bangladesh, being at the bottom, has many organisations where it goes much below than the global minimum level. In National Social Welfare Council only 2 members are women among 27 members executive committee (GoB, 2000b: 8).

There is no women member in the Agriculture Research Institute, or in higher management level, although there are few at lower levels. Amongst block supervisors only 5 per cent are women. Very recently gender issue has been included in training programme (ibid; 41).

Among senior officials in education ministry only 19 per cent are women; there is only 1 as additional secretary and 1 as deputy secretary. In primary and mass level education there is not a single women officer. Out of 28 big current projects only 2 project directors are women (ibid; 57).

The directorate of Forestry, out of 173 only 13 is with women (ibid; 69). Out of 12700 officials and staff in the ministry of Fisheries and Livestock only 265 are women (ibid; 81).

Women are virtually non-existent in the ministry of home. The last appointment of women in Police department took place in 1990. Only 42 women are working as sub-inspectors. The highest position women so far reached is Superintendent of Police (SP). Women in general suffer from the lack of women personnel in the ministry. Only initiatives in this regard were recent experimental establishments of 4 women investigation cells (ibid; 109).

In different corporations and organs of the Ministry of Industry among 4814 officers only less than 200 or 4 per cent are women. Amongst 22 thousand 9 hundred 38 staff only 725 or 6 percent are women. (ibid; 125)

Women participation is not better in the Ministry of Labour and Manpower. Out of 2481 nearly 7 per cent or less than 2 hundred are women. (ibid; 153)

Ministry of Law and Justice is not an exception. Women, although could enter the lower court still far from the upper posts. There are only 2 women in 82 district and session judge, 13 107 additional district and session judges. (ibid; 173)

Policy and Action

If women are not considered as persons who are active, creative and responsible but looked at as inferior being necessary for reproduction of human species and for a source of pleasure for the men, things will not change by creating documents or projects. Constitutional rights can play little before real social power matrix and ideological construct, patriarchal implicit and explicit.

Public institutions are the links between the State and the people. They enforce and apply 'rules and regulations that help implement policies, create inter-institutional exchange and complementarity and develop communication and negotiation mechanism with different social groups' (Gutierrez, 2003; 185). Institutions should not be considered as neutral actors just devoted for designing and implementing top managerial decisions or acting 'according to established procedures'. They also reflect and reproduce the values, norms and biases of the societies in which they are immersed... The resistance and mechanisms that distort or de-legitimate the gender agenda have been underestimated (ibid). That explains very low performance in institutionalizing women labour even after multiplying projects on women and increasing funds from international agencies in Bangladesh. Recently attention began to emerge to the resistance of actors involved 'and their hidden agenda based on patriarchal opposition' (Longwe 1997, 149).

The countries where women participation is higher at various levels in institutions including policy level are those where awareness of integrating women at different levels grew from within. The government, bureaucracy and people at large cannot change overnight regarding its attitude towards gender relations and women's work just because of the projects carried with international funds. It may happen that policies and rhetoric resulted from the projects coming from outside exist parallel with male biased practices, silent and active in the field.

Our records of Public Institutions regarding gender balance show the resistance from within to end imbalance in addition to policy weaknesses. If we would like to see a society free from gender discrimination and sexual harassment there is no way but to go for larger mobilization to confront and end to all sorts of inequalities and discrimination. It needs no mention that, the roots of social power are organically linked with gender discrimination. In the short run it is feasible to seek conscious efforts in every public institution to have policies and actions against gender discrimination, gender biased appointments, career building and sexual harassment.

Chapter Three

Introduction to Study Organisations

A. Bangladesh Power Development Board

Introduction

Bangladesh Power Development Board (PDB) was created on May 1, 1972 by President's Order No. 59 of 1972 after bifurcation of erstwhile Bangladesh Water and Power Development Authority. On October 1, 1991 Dhaka Electric Supply was separated from the operations of the PDB to act as a separate authority namely Dhaka Electric Supply Authority (DESA). PDB is responsible for major portion of generation, transmission and distribution of electricity throughout the country. The PDB is now under the Power Division of the Ministry of Power, Energy and Mineral Resources.

Vision of the PDB

The vision of the Bangladesh Power Development Board is “to provide quality and reliable electricity to the people of Bangladesh for desired economic, social and human development of the country undertaking institutional and structural reforms leading to the creation of a holding company” (Annual Report, 2003-04).

Mission Statement of PDB

The Bangladesh Power Development Board carries out the following important responsibilities in line with its visions (Annual Report, 2003-04):

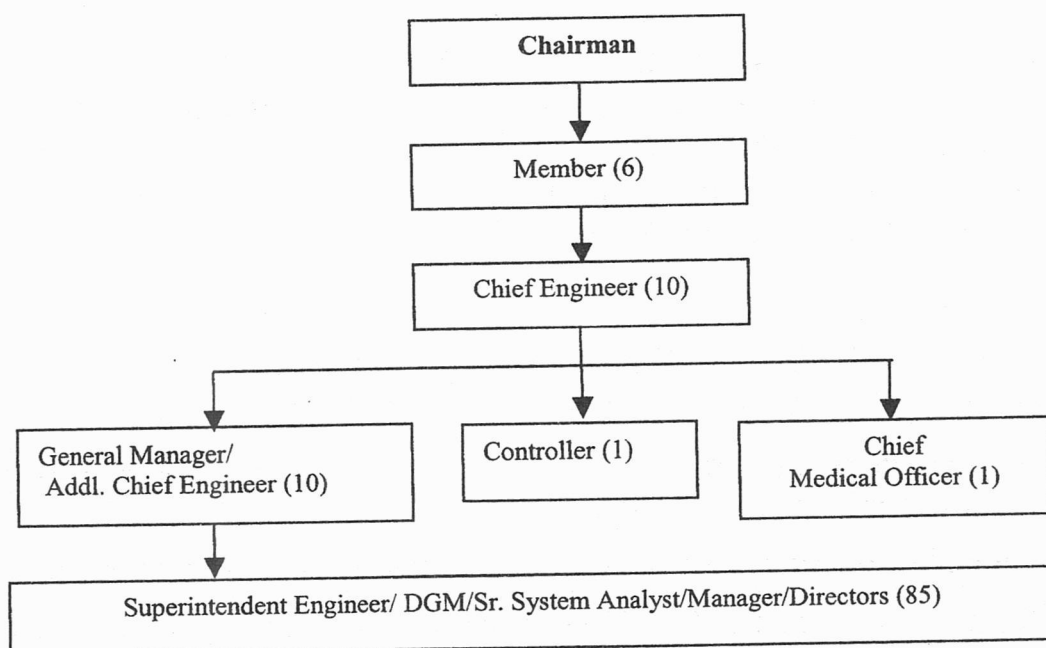
- ❑ To deliver quality electricity at reasonable and affordable prices with professional service excellence.
- ❑ To make electricity available to all citizens on demand by the year 2020.
- ❑ To provide specialised skilled services in operation and maintenance with outstanding performance in generation, transmission and distribution for promoting competition among various power-sector entities.
- ❑ To follow international standard and adopt modern technology and practices in power generation activities.
- ❑ To ensure improved and satisfactory services to the consumers.
- ❑ To develop new mindset for all of its employees congruent with the corporate culture.
- ❑ To reach self-sufficiency by increasing of its income and through reduction of expenditure.

Organisational Setup

A Chairman who acts as its Chief Executive chairs the 7-member Board of the Bangladesh Power Development Board. Mainly male members represent the Board. The structure of the Board is as follows:

- ❑ Chairman
- ❑ Member, Administration
- ❑ Member, Finance
- ❑ Member, Generation
- ❑ Member, Distribution
- ❑ Member, Transmission and System Operation
- ❑ Member, Planning and Development

Concise Organogram



Personnel Strength

The following table portrays the gendered nature of personnel strength of Bangladesh Power Development Board. In class-I and class-II positions, representation of women lags behind the existing quota (10%) for women employment. For class-III and class-IV positions the situation of women's representation is similar. Vacancy announcements of PDB for positions like *Switchboard Attendant* and *different Technical-A Grade positions* seek applications only from male citizens of the country rather than from both sexes. This seems to discourage women to apply for these jobs.

Table2: Personnel Strength of Bangladesh Power Development Board (up to December '03)

Status	Officer		Staff		Total
	Class I	Class II	Class III	Class IV	
Sanctioned	1962	1432	12977	9182	25553
Existing	1621	1271	9780	6282	18954
Male	1534	1230	9386	5997	18147
Female	87 (5.36%)	41 (3.23%)	394 (4.03%)	285 (4.54%)	807 (4.26%)

Source: PDB, 2004

There is no woman representation in the Board, the highest decision making body. Moreover, there is no woman representative in Inquiry and Finance Committee. However, 10 per cent women represent the Evaluation Committee of PDB (Table2). In line with the National Action Plan for Advancement of women, all-out efforts should be given to increase the women representatives up to 35 per cent in all levels of decision-making bodies.

To consider executive levels, only one woman represents high level executives (Director and above) in the Head Quarters while 85 are men in this position. In case of mid level executives, corresponding figure for women is 69 while it is 800 for men (Table3).

In respect of training, significantly both men and women received in-country training, but in case of total 81 overseas training opportunities, only 6 were availed by women employees while the rest were availed by men. Noticeably, none of the employees has received gender training.

Physical Facilities

Concerning gender, the Directorate provides separate toilet and prayer-room facilities to its women employees at Head Quarters. However, there is no daycare centre in this Directorate for its employees. Women employees get transport facilities whenever required. They have also been provided with residential facilities as required. All women employees enjoy maternity leave though there is no provision of paternity leave for men (Table3).

Table3: Study on mainstreaming Gender in Infrastructure Projects (ADB TA: 4006-BAN)

Distribution of resources and opportunities						
SL	Item	Male		Female		Total
		HQ	Field	HQ	Field	
1.0	Officers and Staff:					
1.1	High level Executives (Directors and above)	85	30	1	-	116
1.2	Mid level executives	800	2319	69	26	3241
1.3	General staff	1113	16318	600	79	18110
2.0	Training (general) received in last two years					
2.1	Training	191	4954	112	171	5428
2.2	In country training	174	4896	108	169	5347
2.3	Overseas training	17	58	4	2	81
3.0	Training (gender) received	NA	NA	NA	NA	NA
4.0	Job quota for female	-	-	4% (officers), 4% (staff)		-
5.0	Other facilities					
5.1	Leave (Maternity/Paternity)	No paternity leave		100%	100%	-
5.2	Transport facility	90%	70%	100%	100%	
5.3	Daycare Centre	NA	NA	NA	NA	NA
5.4	Prayer Room	90%	90%	100%	100%	
5.5	Toilet facility	100%	100%	100%	100%	
6.0	Participation in decision making					
	Participation in different Committees					
6.1	Governing Body/Board	100%	100%	NIL	NIL	
6.2	Highest Decision Making Committee	NA				
6.3	Inquiry Committee	100%	100%	-	-	
6.4	Finance Committee	100%	100%	-	-	
6.5	Evaluation Committee	90%	100%	10%		
6.6	Others					

N. B

1. Bangladesh Power Development Board is fully technology-based organisation. Competent female technical persons are not always available.
2. Most of the Female Officers and Staff are usually posted at Head Quarters upon their preference,
3. Female Officers and Staff have been provided with residential facilities as required by them.
4. Female Officers and Staff are always getting transport facilities upon their requirement.
5. Number of Female Officers and staff: 35-SAE (Sub Assistant Engineer), 20-AE (Assistant Engineer), 8-SDE (Sub Divisional Engineer), 2-XEN (Executive Engineer), and 1-SE (Superintending Engineer).
[Source: Bangladesh Power Development Board].

Budget of the Organisation

Allocation in the revised budget of Bangladesh Power Development Board for fiscal year 2003-04 was Taka 528,100.86 lakh and for fiscal year 2004-05 amounts to Taka 577,625.59 lakh. However, the detailed breakup of budget does not provide the gender picture of the allocation.

Table4: Annual Budget of PDB

(In Lakh Taka)

Heads of Allocations	Fiscal Year	
	2004-05	2003-04 (Revised)
1. Gas	100,,349.00	87,990.00
2. Total Fuel Cost	126809.00	108,310.00
3. Electricity (HPS)	6,108.80	6,568.00
4. Electricity (IPP)	161,555.10	152,785.00
5. Repairing and Maintenance	48,485.00	45,285.00
6. Depreciation	60,025.00	53,542.00
7. Other Administrative Cost	26,146.25	30,056.00
8. Sales and Distribution Cost	5,561.80	5,408.80
9. Administrative Cost	5,469.00	5,398.00
10. Capital Expenditure (Outside ADP)	14,900.00	14,300.00
11. Other Loan/Advance	2,800.00	2,800.00
12. Interest	19,416.64	15,658.06
Total	577,625.59	528,100.86

Source: GoB (2004a) Annual Budget of PDB, 2004-05.

Overall Working Environment

During interview, respondents suggest for imparting more training to them. They also report that men's attitudes towards women employees are positive and overall working environment at Head Quarters is good and friendly.

B. Bangladesh Rifles

Introduction

"The Ever Vigilant Guard of the Border"- Bangladesh Rifles (BDR) is the oldest paramilitary organisation of the country (BDR, 2003). The *Frontier Protection Force*, which was organised in 1794 by the East India Company, is the today's Bangladesh Rifles (BDR, 2004:21). After more than a half century, the *Frontier Protection Force* was reorganised and renamed as *The Eastern Frontier Rifles (Bengal Battalion)* under the Indian Police Act (V of 1861) and Eastern Frontier Rifles (Bengal Battalion) Act (II of 1920). Pakistan regime it was *East Pakistan Rifles (EPR)* and after the independence of Bangladesh, on 3rd March 1972 this force has been renamed as *Bangladesh Rifles (BDR)*. Bangladesh Rifles is now working under the supervision of the Ministry of Home Affairs.

Missions of the Organisation

Bangladesh Rifles has the following three important missions:

- To protect the border of Bangladesh;
- To prevent smuggling; and
- To come under operational control of the Army during emergency and war.

Organisational Setup

The Director General who holds the rank of a Major General heads Bangladesh Rifles. The DG is assisted by a Deputy Director General (DDG), with the rank of a Brigadier General along with four other Directors who hold the rank of a Colonel.

Personnel Strength

The following table shows the gendered nature of personnel strength of Bangladesh Rifles. In class-I and class-II positions, representation of women lags much behind the existing quota (10%) for women employment. For class-III and class-IV positions the situation of women's employment is almost similar. The personnel of BDR are further categorised as uniformed and civil staff. For uniformed staff women's representation is nil while for civil staff it is 3.53 per cent.

Table5: Personnel Strength of Bangladesh Rifles Head Quarters

Status	Officer		Staff		Total
	Class I	Class II	Class III	Class IV	
Sanctioned	407	0	37,029	2,595	40,031
Existing	341	0	36,214	2,595	39,150
Male	333	0	36,133	2,558	39,024
Female	8 (2.35%)	0	81 (0.22%)	37 (1.43%)	126 (0.32%)

Source: GoB (2004) Annual Budget 2004-05, Ministry of Home Affairs (in Bangla)

Although in respect to the National Policy for Advancement of women, all out effort should be given to increase the women representation up to 30 per cent in all levels of decision-making bodies, women are totally absent in those bodies. Women perform the traditional nature of duties in BDR.

Table6: Uniformed and Civil Personal Strength of Bangladesh Rifles (Up to December 2003)

Status	Uniformed Staff	Civil Staff	Total
Sanctioned	36139	3485	39624
Existing	35469	3340	38809
Male	35469	3218	38687
Female	0	118 (3.53)	118

Source: Bangladesh Rifles, 2004

The vacancy announcements do not allow women any scope to be employed in uniformed positions. Women represent the civil positions such as *Midwife, Staff Nurse, OT Assistant, FWV, Sweeper, Ayah and Cook* of this

organisation. However, they are not always allowed to apply for the positions like *Imam/Religion Teachers, Pharmacist (Compounder), Office Assistant-Cum-Typist, Laboratory Technician, Librarian, Sanitary Assistant, Tailors, Boot-makers, Gardener, MLSS, Carpenter, Cook and Sweeper.*

Table7: Category of Female Civil Staff

Serial No.	Position	Sanctioned	Existing	Vacant	Surplus	Comments
a)	Midwife	52	48	04	0	Recruitment against 4 positions under process
b)	Staff Nurse	10	10	0	0	-
c)	OT Assistant	01	01	0	0	-
d)	FWV	21	21	0	0	-
e)	Sweeper	07	07	0	0	-
f)	Ayah	30	30			
g)	Cook	01	01	0	0	-
Total		122	118	0	0	Recruitment against 4 positions under process

Source: Bangladesh Rifles, 2004

Budget of the Organisation

Allocation in the revised budget of BDR for fiscal year 2003-04 was Taka 419,0083.00 thousand and for fiscal year 2004-05 amounts to Taka 460,51,56.00 thousand. The detailed breakup of budget does not provide the gender picture of the allocation.

Table8: Budget (revenue) breakup of Bangladesh Rifles, 2003-04 and 2004-05

(,000 Taka)

Economic Code -	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
4500	Pay of Officers		
4501	Pay of Officers	4,62,00	4,50,00
	Subtotal-Pay of Officers:	4,62,00	4,50,00
4600	Pay of Establishment		
4601	Pay of Staff of the Org.	141,36,00	134,50,00
	Subtotal- Pay of Establishment:	141,36,00	134,50,00
4700	Allowances		
4701	Dearness Allowance	13,48,20	12,85,00
4705	House Rent Allowance	50,23,40	48,40,00
4709	Rest-recreation Allowance	3,88,00	3,85,00
4713	Festival Allowance	23,27,00	22,20,00
4717	Medical Allowance	15,17,60	14,60,00
4725	Laundry Allowance	1,35,00	1,23,00
4726	Barber	1,30,00	1,14,70
4749	Ration	64,40,00	60,00,00
4755	Tiffin Allowance	4,94,20	4,75,00
4765	Travel Allowance	18,00	18,00
4795	Other Allowance	20,09,57	13,93,62
	Subtotal-Allowances:	198,30,97	183,14,32
4800	Supply and Services		
4801	Travel Cost	7,65,60	7,50,00
*4806	Rent-Office	2	2
*4810	Municipal Tax	50,00	43,40
*4811	Land Tax	35,00	30,00

Economic Code	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
*4813	Custom's Tax/VAT	6,50,00	6,50,00
*4815	Postal	70	70
*4816	Telephone/Telegram/Teleprinter	1,70,00	1,70,00
*4819	Water	82,00	82,00
*4821	Electricity	5,00,00	5,00,00
*4822	Gas and Fuel	2,65,00	2,65,00
4823	Petrol and Lubricant	5,00,00	4,75,00
4836	Uniform	12,00,00	9,25,00
4838	Detective Activities	30,00	30,00
4840	Training Cost	80,00	80,00
4846	Transport Cost	10,00	10,00
4847	Award/prize	12,50	12,50
4849	Compensation	10,00	10,00
4868	Medical and Surgical Instrument	5,00,00	4,00,00
4872	Sick-diet	23,00	23,00
4879	Arms and Ammunitions	11,10,00	9,10,00
4899	Other Expenditure	4,00,00	3,50,00
	Subtotal-Supply and Service:	63,93,82	57,16,62
4900	Repairs, Maintenance and Rehabilitation		
4901	Motor Vehicle	2,10,00	2,10,00
4916	Equipment and Accessories	25,00	25,00
4955	Signal/Wireless Equipment	75,00	75,00
4956	Telecommunications equipment	20,00	20,00
4961	Electrical infrastructure	30,00	30,00
4976	Marine Transport	32,00	32,00
4981	Air Transport	20,00	20,00
4991	Other maintenance and repairing	2,00,00	2,00,00
	Subtotal-Repair and Maintenance	6,12,00	6,12,00
5800	Subsidy		
*5801	Food	12,61,77	12,12,89
	Subtotal-Subsidy	12,61,77	12,12,89
	Subtotal-Non-Development Revenue Expenditure	426,96,56	397,55,83
	Non-developmental Capital Expenditure		
6800	Acquisition of Assets		
6807	Motor vehicle	6,96,00	4,40,00
6809	Marine Transport	50,00	50,00
6813	Equipment and other Accessories	1,00,00	1,00,00
6821	Furniture	15,00	15,00
6825	Radio Equipment	3,74,00	3,00,00
	Subtotal-Acquisition of assets:	12,35,00	9,05,00
6900	Acquisition of Land and other resources		
6901	Acquisition/purchase of Land	0	40,00
	Subtotal-Acquisition of Land and other resources	0	40,00
7000	Construction and Works		
7016	Other Buildings and Infrastructure	21,20,00	12,00,00
	Subtotal-Construction and Works	21,20,00	12,00,00
	Subtotal- Non-developmental Capital Expenditure:	33,55,00	21,45,00
	Total-Head Quarter	460,51,56	419,00,83
	Total-Bangladesh Rifles	460,51,56	419,00,83

Source: GoB (2004b) Annual Budget 2004-05, Ministry of Home Affairs.

Overall Working Environment

During interview, respondents report that men's attitudes towards women employees are positive and the overall working environment at BDR Head Quarter is good and friendly.

C. Bangladesh Fire Service and Civil Defence

Introduction

Bangladesh Fire Service and Civil Defence plays a vital role in providing safety to lives and properties of the people of the country. The present Directorate of Fire Service and Civil Defence was created by amalgamating the erstwhile Fire Service and Civil Defence under the Ministry of Home Affairs and Rescue Service of Roads and Highways Directorate under the Ministry of Communication in the year of 1982. At present it functions under the administrative control of the Ministry of Home Affairs with the motto "**Speed Service and Dedication**" (Chowdhury, 2003).

Vision of the Organisation

Visions of the organisation are as follows:

- ❑ To set up fire station in all Upazilas in phases.
- ❑ To modernize and upgrade fire-fighting capability keeping pace with the rapid expansion of urbanization and industrialization.
- ❑ To organise awareness building programmes on fire prevention.
- ❑ To equip the organisation with modern and sophisticated tools and impart training accordingly.
- ❑ To associate local government bodies with Fire Service and Civil Defence and makes the civil defence activities more functional.

Major responsibilities of the Organisation

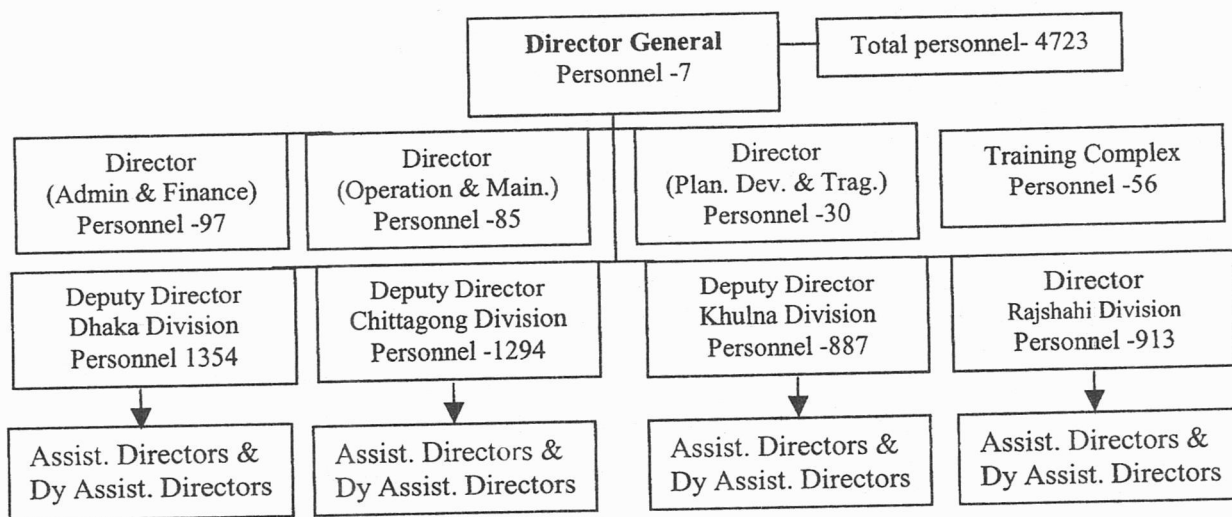
The Directorate of Fire Service and Civil Defence carries out the following important responsibilities in line with its motto and vision:

- ❑ Fire prevention, fire fighting, evacuation of injured and trapped persons, and providing First Aid;
- ❑ Rescue trapped persons from the place of accident and transportation to nearest hospitals;
- ❑ Coordinate Civil Defence Services and impart training to the persons related to civil defence;
- ❑ Provide casualty services (first aid) to the victims of natural disaster and supply drinking water within the locality;
- ❑ Provide fire safety to the V.V.I.Ps whenever required;
- ❑ Assist law enforcing agencies in accordance with their requirements;

Organisational Setup

A Director General (DG), who is assisted by three Directors to run the Directorate as per rules, regulations and directives set by the government, heads the organisation. All activities at the administrative divisional levels are controlled and coordinated by the Deputy Directors. Assistant Directors and Deputy Assistant Directors are entrusted with the responsibilities of the old and new districts respectively. At the field level the fire stations are setup and classified into three classes considering the importance of the place as well as the communication facilities available.

Concise Organogram



Source: Chowdhury (2003)

The Directorate started functioning with 109 Fire Stations in the year of 1982. At present the number has increased to 144 (Alam, 2004). The Directorate has also established a Training Complex located at Mirpur, Dhaka. This Complex imparts training and instructions to the personnel of the Directorate. A Principal heads the Training Complex.

Personnel Strength

Number of women employees in class-I position of the Directorate of Fire Service and Civil Defence is nil and for class-II position it is only around 1 per cent, which lags much behind the existing quota reserved for women employment (10%). In respect to class-III and class-IV positions women employment scenario is almost the same. Vacancy announcements for positions like *Steno-typist*, *Office Assistant-Cum-Typist*, *Office Assistant* and *Sweeper* do not encourage women with due priority to apply. Women representation in decision-making levels is absent since there is no woman belonging to class-I position.

Table9: Personnel Strength of the Directorate of Fire Service and Civil Defence

Status	Officer		Staff		Total
	Class I	Class II	Class III	Class IV	
Sanctioned	44	138	4,428	422	5,032
Existing	17	97	3,467	380	3,961
Male	17	96	3,410	360	3,883
Female	0	1 (1.03%)	57 (1.64%)	20 (5.26%)	78 (1.97%)

Source: GoB (2004) Annual Budget 2004-05, Ministry of Home Affairs.

Budget of the Organisation

Allocation in the revised budget of Directorate of Fire Service and Civil Defence for fiscal year 2003-04 was Taka 48,74,31.00 thousand and for fiscal year 2004-05 amounts to Taka 53,41,04.00 thousand. The detailed breakup of budget does not provide the gender picture of the allocation.

Table10: Budget (revenue) breakup of Directorate of Fire Service and Civil Defence

(<000 Taka)

Economic Code	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
4500	Pay of Officers		
4501	Pay of Officers	1,06,70	1,04,00
	Subtotal-Pay of Officers:	1,06,70	1,04,00
4600	Pay of Establishment		
4601	Pay of Staff of the Org.	13,17,30	12,85,10
	Subtotal- Pay of Establishment:	13,17,30	12,85,10
4700	Allowances		
4701	Dearness Allowance	1,42,40	1,38,91
4705	House Rent Allowance	5,77,90	5,63,80
4709	Rest-recreation Allowance	39,56	38,60
4713	Festival Allowance	2,37,34	2,31,52
4717	Medical Allowance	1,42,60	1,42,60
4721	Hill Allowance	10,00	10,00
4755	Tiffin Allowance	46,16	46,16
4765	Travel Allowance	14,00	14,00
4795	Other Allowance	15,60	15,60
	Subtotal-Allowances:	12,25,56	12,01,19
4800	Supply and Services		
4801	Travel Cost	26,00	25,00
4802	Transfer Cost	7,04	3,50
4804	Miscellaneous Institution	35,00	50,00
*4806	Rent-Office	9,00	9,00
*4810	Municipal Tax	43,43	27,00
*4811	Land Tax	4,00	4,00
*4813	Custom's Tax/VAT	4,00,00	2,56,82
*4815	Postal	3,00	3,00
*4816	Telephone/Telegram/Teleprinter	60,00	60,00
4818	Registration Fee	1,50,00	0
*4819	Water	26,00	26,00
*4821	Electricity	63,00	63,00
4823	Petrol and Lubricant	1,44,44	1,00,00
4831	Books and Periodicals	10	10
4836	Uniform	65,00	65,00

Economic Code	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
4840	Training Cost	10,00	5,00
4892	Royalty	44,37	0
4899	Other Expenditure	33,00	30,00
	Subtotal-Supply and Service:	11,23,38	7,27,42
4900	Repairs, Maintenance and Rehabilitation		
4901	Motor Vehicle	70,00	40,00
4911	Computer and Office Appurtenances	10	10
4916	Equipment and Accessories	1,35,00	1,15,00
4921	Office Building	60,00	60,00
4955	Signal/Wireless Equipment	3,00	2,50
	Subtotal-Repair and Maintenance	2,68,10	2,17,60
	Subtotal-Non-Development Revenue Expenditure	40,41,04	35,35,31
	Non-developmental Capital Expenditure		
6800	Acquisition of Assets		
6813	Equipment and other Accessories	0	22,00
6815	Computer and Accessories	0	1,20
6823	Telecommunication Equipment	0	15,80
*6853	Fire-fighting Equipment	10,00,00	1,00,00
	Subtotal-Acquisition of assets:	10,00,00	10,39,00
	Subtotal- Non-developmental Capital Expenditure:	10,00,00	10,39,00
	Total-Directorate of Fire Service and Civil Defence	50,41,01	45,74,31
	Subsidized Food		
	Non-developmental Revenue Expenditure		
4800	Supply and Services		
4870	Acquisition of Food	3,00,00	3,00,00
	Subtotal-Supply and Services:	3,00,00	3,00,00
	Subtotal-Non-Development Revenue Expenditure:	3,00,00	3,00,00
	Subtotal- Subsidized Food:	3,00,00	3,00,00
	Total-Directorate of Fire Service and Civil Defence:	53,41,04	48,74,31

Source: GoB (2004b) Annual Budget 2004-05, Ministry of Home Affairs.

Physical Facilities

Due to lack of personnel, fire stations, resource (for example transport, water) and modern fire fighting and rescue equipment, employees of this Directorate are not fully capable of providing necessary support to people. Concerning gender, the Directorate provides separate toilet and prayer rooms facilities to its women employees. However, there is no daycare centre in this Directorate for its employees.

Overall Working Environment

During interview, respondents suggest for imparting more training to them. They also report that men's attitude towards women employees are positive and overall working environment at Head Quarter of the Directorate of Fire Service and Civil Defence is good and friendly.

D. Directorate of Government Transport

Introduction

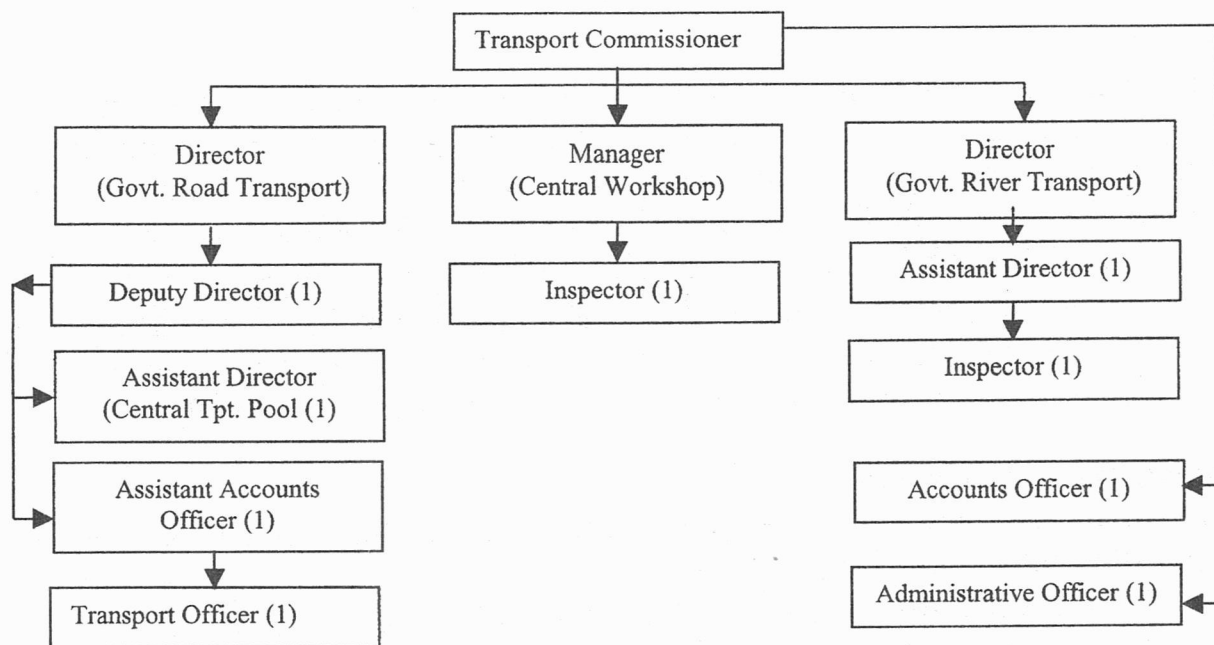
Directorate of government Transport started functioning before the independence of Bangladesh in 1971. Initially it was an independent Directorate named as "Home Transport Directorate". Later on it was attached to S. & G. A. Directorate of East Pakistan. After independence in 1971 this responsibility was shouldered to the Establishment Division. Despite working under the control of the Cabinet Division for a few years, in August 1979, this Directorate again came under the control of the Ministry of Establishment and since then remains under its control (GoB, 1989).

Functions of the Organisation

Directorate of Government Transport carries out the following important responsibilities (GoB, 1989):

- To provide/issue transport to Ministries, Divisions, Directorates and Constitutional Bodies, Commissioners etc. as per authorisation;
- To include all Government transports of Ministries/Divisions and Directorates on book-charge of the Government Transport Directorate;
- To upkeep and maintain Government transport including vessels;
- To allot vehicles, vessels and other marine crafts to different Zilas and the strength of Zila Pools from time to time and transfer any vehicles/vessels/water crafts/speed boats/OBMs from one Zila to another with staff;
- To arrange vehicles and vessels on requisition from outside the Transport Pool whenever any exigency arises;
- To operate petrol pumps;
- To take the charge of all vehicles/vessels donated by relief/aid-giving organisations and get them registered as Bangladesh Government Transport;
- To control all matters related to Government Pool, repairing Government vehicles/vessels;
- To ensure proper care and routine maintenance of all Government Transports on the book charge of the Government Transport Directorate.

Concise Organogram



Source: GoB (1989)

Organisational Setup

A Transport Commissioner who is a Joint Secretary to the Government of Bangladesh heads the organisation. The Transport Commissioner is assisted by two Directors (equivalent to Deputy Secretary) and one Manager (equivalent to Sr. Assistant Secretary) to run the Directorate as per rules, regulations and directives set by the government. Directorate of Government Transport has three wings such as Central Pool, Central Government Motor Vehicle Workshop and Marine.

Personnel Strength

The number of women employees in class-I and class-II positions of the Directorate of Public Transport is nil. In respect to class-III and class-IV positions share of women employees are 0.88 per cent and 2.14 per cent respectively which lag much behind existing quota system (15%) for women employment in non-gazetted posts. Although vacancy announcements of this Directorate seek application from citizen of both sexes of the country, they do not encourage women with due priority to apply. Women representation in decision-making levels is absent since there is no woman belonging to class-I position.

Table11: Personnel Strength of the Directorate of Government Transport

Section	Status	Officer		Staff		Total
		Class I	Class II	Class III	Class IV	
Grand Total	Sanctioned	9	4	1486	198	1697
	Existing	9	3	1357	140	1509
	Male	9	3	1345	137	1494
	Female	0	0	12 (0.88%)	3 (2.14%)	15 (0.99%)

Source: GoB (2004) Annual Budget 2004-05, Ministry of Establishment.

Budget of the Organisation

Allocation in the revised budget of Directorate of Government Transport for fiscal year 2003-04 was Taka 41,35,94.00 thousand and for fiscal year 2004-05 amounts to Taka 57,16,57.00 thousand. The detailed breakup of budget does not provide the gender picture of the allocation.

Table12: Budget (revenue) breakup of Directorate of Government Transport, 2003-04 & 2004-05

Economic Code	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
4500	Pay of Officers		
4501	Pay of Officers	13,15	13,83
	Subtotal-Pay of Officers:	13,15	13,83
4600	Pay of Establishment		
4601	Pay of Staff of the Org.	6,85,38	6,68,16
	Subtotal- Pay of Staff of the Org.:	6,85,38	6,68,16
4700	Allowances		
4701	Dearness Allowance	69,79	68,18
4705	House Rent Allowance	2,72,24	2,66,06
4709	Rest-recreation Allowance	18,37	21,03
4713	Festival Allowance	1,16,36	1,13,70
4717	Medical Allowance	54,34	54,34
4721	Hill Allowance	4,48	4,48
4725	Laundry Allowance	3,00	3,00
4755	Tiffin Allowance	18,02	18,02
4765	Travel Allowance	9,53	9,53
4795	Other Allowance	2,36	2,36
	Subtotal-Allowances:	5,68,49	5,60,70
4800	Supply and Services		
4801	Travel Cost	10,15	10,15
*4805	Overtime	4,74,00	4,74,25
*4810	Municipal Tax	60	60
*4815	Postal	15	15
*4816	Telephone/Telegram/Teleprinter	6,00	6,00
*4819	Water	6,00	6,00
*4821	Electricity	20,65	20,65
4823	Petrol and Lubricant	9,54,60	11,54,60
4831	Books and Periodicals	10	10
4836	Uniform	31,50	32,05
4840	Training Cost	50	50
4856	Raw materials and spare parts	7,05,00	7,55,00
4885	Testing Fees	5,00	9,75

Economic Code	Description	Fiscal Year	
		2004-05	2003-04 (Revised)
4899	Other Expenditure	24,00	24,00
	Subtotal-Supply and Service:	2,23,825	2,49,430
4900	Repairs, Maintenance and Rehabilitation		
4901	Motor Vehicles	3,04,50	3,30,00
4906	Furniture	50	50
4976	Marine Vehicles	5,50	6,75
4991	Other repairs and maintenance	80	80
	Subtotal-Repair and Maintenance	3,11,30	3,38,05
6600	Lump Grant		
**6632	Utility Services Charge	2,00,00	0
	Subtotal- Lump Grant:	2,00,00	0
	Subtotal- Non-developmental Revenue Expenditure:	4,01,657	4,07,504
	Non-developmental Capital Expenditure:		
6800	Acquisition of Assets		
**6807	Motor Vehicles	17,00,00	0
**6809	Marine Vehicles	0	60,00
	Subtotal- Acquisition of Assets:	17,00,00	60,00
	Subtotal-Non-developmental Capital Expenditure:	17,00,00	60,00
	Total	57,16,57	41,35,94

Source: GoB (2004c) Annual Budget 2004-05, Ministry of Establishment.

Physical Facilities

Concerning gender, the Directorate of Government Transport does not provide separate toilet and prayer-room facilities to its women employees. There is no daycare centre in this Directorate for its employees.

Overall Working Environment

During the interview, respondents report that men's attitude towards women employees is positive and overall working environment at the Directorate of Government Transport is good and friendly. However, the researchers observe that working environment therein does not seem to be congenial for women in respect to essential facilities provided.

Box-2: Summary

Bangladesh Power Development Board (PDB)

Power Development Board (PDB) established in May 1972 is primarily responsible for delivering quality electricity at reasonable and affordable prices to all citizens, for ensuring improved and satisfactory services through gaining self-sufficiency. The Chairman, its chief executive, chairs the seven-member Board. Representation of women lags behind the existing quota (10%) preserved for women employment in class I, II, III, and IV positions. In the highest decision making body, the representation of women is nil. However, 10 per cent women represent the evaluation committee. There is only one woman in high executive level against 85 male executives, 69 women against 800 in mid level. Among 81 overseas training opportunities only six were availed by women employees. Physical facilities like toilet, prayer form, transport, residential and maternity leave excepting day care

centre are enjoyed more or less by women employees. The detailed break up of budget does not provide the gender picture of the allocation. Attitude of the male employees towards the female employees is positive and overall working environment is congenial for women.

Bangladesh Rifles (BDR)

Bangladesh Rifles (BDR), the frontier protection forces, shoulders the responsibility of protecting the border, preventing smuggling and operation controlling of the army. A Director General (DG) heads BDR. In all classes of employees of this organisation, the representation of women lags behind the expected level. Vacancy announcements do not allow any scope to be employed in uniformed positions. Women represent only the civil positions such as midwife, staff nurse, OT Assistant, FWV, Sweeper, Ayah and Cook of this organisation. Moreover, they are not always allowed to apply for the positions like Imam, Religion teachers, Pharmacist, Office Assistant cum Typist, Librarian, Tailors, Boot-maker, Gardener, Nurses, Carpenter and Cook. The working environment of this organisation is reported to be congenial. However, the budget allocation does not reflect the gender picture.

Bangladesh Fire Service and Civil Defence (BFSCD)

Bangladesh Fire Service and Civil Defence works to set up fire stations in all upazillas to modernize, upgrade fire fighting capability, organize awareness building programs, equip the organization with modern and sophisticated tools and associate local government bodies with fire service and civil defence. The Director General who is assisted by Directors, Deputy Directors, Assistant Directors and Deputy Assistant Directors heads the department. Representation of women employees in class I position of this organisation is nil and in class II position it is only one per cent. Vacancy announcement for positions like Steno-typist, Office Assistant cum-typist, Office Assistant, and sweeper do not encourage women with due priority to apply. The budget allocation does not indicate the gender picture. Concerning gender, the Directorate provides separate toilet and prayer rooms excepting daycare facilities to its women employees. Men's attitudes towards women employees are positive and overall working environment at Head Quarters of the organisation is good and friendly.

Directorate of Government Transport (DGT)

The DGT provides transport to Ministries, Divisions, Directorates, constitutional bodies and Commissioners etceteras. It further keeps up and maintains government transport including vessels, and allots vehicles, vessels and other marine craft to different zillas. It also arranges vehicles and vessels on requisition from outside the transport pool, operate petrol pumps, take the charge of all vehicles, control all matters and ensure proper care and routine maintenance of all government transports. A transport commissioner heads the organisation. Director, Deputy Directors, Assistant Directors, Inspectors, Accounts Officers and Administrative Officer assist him. Representation of women employees in class I and II positions is nil while in III and IV positions it is less than one per cent. The organisation does not provide separate toilet and prayer-room facilities to its women employees. There is no daycare centre in this Directorate. Though Men's attitude towards women employees is positive, working environment therein does not seem to be congenial for women in respect to essential facilities provided.

Chapter Four

Data Analysis

Bangladesh Power Development Board (PDB)

In all, 23 respondents from different class groups of Bangladesh Power Development Board (PDB) have been interviewed of which 15 are males and 8 are females. Class groups consist of class-I and class-III. Class-I represents about 57 per cent (13) of the respondents where representation of males is about 62 per cent and females is around 38 per cent. Around 43 per cent of the respondents belong to the class-III where males represent 70 per cent and females represent 30 per cent. None of the respondents belong to class-II and class-IV positions (Table-P1).

Out of total 23 respondents around 52 per cent (12) of them represent the age groups ranging from 30-39 years which cover around 83 per cent (10) males and about 17 per cent (2) females. Just thereafter ranks the age group 40-49 that encompasses around 43 per cent (10) of the total respondents. This group includes 40 per cent (4) of the total males and 60 per cent (6) of the total female respondents (Table-P2). Only around 4 per cent (1) of the total respondents are classed in 20-29 years of age group which represents about 7 per cent (1) of the total males while representation of female respondents is nil.

To consider academic attainment, maximum about 83 per cent (19) of the total respondents possesses university degrees. Of the male respondents, corresponding figure for university degree holders is about 58 per cent (11) while for females it is around 42 per cent (8). Out of total 23 respondents, three males have Higher Secondary Education while only one female has crossed junior secondary level (Table-P3).

Out of 15 male respondents 12 are married and the rest three are single. Among the eight females seven are married and one is unmarried (Table-P4).

Service length of the total 23 respondents ranges from less than five to 24 years. Of them maximum 13 respondents have 10-14 years of service. Other respondents have different length of service. Three respondents have 15-19 years of service and another three have 20-24 years of service. Two have less than five years of service and another two have 5-9 years of service (Table-P5). It is also observed that majority of both the female and male respondents have 10-14 years of service in PDB.

Study shows that respondents are involved in three types of responsibilities such as administrative, clerical and planning (Table-P6). Out of total 23 respondents, maximum ten (43%) are vested with administrative job where representation of female is 40 per cent (4) and male is 60 per cent (6). Thereafter, in clerical services have the representation of two-third males and one-third females. Study further indicates that around 17 per cent (4) of total respondents are responsible for planning activities where representation of males is 65 per cent (3) and corresponding figure for females is only 25 per cent (1).

Respondents identify four multivariate factors behind recruiting a few number of women employees in Bangladesh Power Development Board (Table-P7). The most significant factor is the unsuitable job nature of the organisation (17). Three other important barriers that discourage the recruitment of women are the few number of women pursuing engineering education (5), reluctance of authorities to recruit women (4) and unfavourable culture of the country (4).

Four male respondents suggest few measures to overcome the barriers against recruiting women in PDB (Table-P8). These measures include a new organisational set up (1), top-level decisions (1), changes of attitude (1) and exemption of women from night duty (1). Noticeably, five out of 19 respondents do not recommend any specific measure for recruitment of women in a larger scale in PDB.

In response to the question whether the female respondents feel comfortable to work with their male colleagues, cent per cent (8) answer positively (Table-P9). When the male respondents are asked whether they feel comfortable to work with their female colleagues cent per cent (15) of them also reply positively (Table-P10).

Fifty per cent (4) of the female respondents maintain that their voice is always listened to in decision-making process. However, one-fourth (2) of them feel that their voice is sometimes listened to and another one-fourth (2) of them reply that their voice is rarely listened to (Table-P12). To consider the males' opinion regarding this issue, 60 per cent (9) of them opine that women's voice in decision-making process is always listened to. Out of the rest six male respondents, two of them report that women's voice is sometimes listened to while according to the rest four, their voice in decision making process is rarely listened to (Table-P11). To sum up the views of all respondents (16), study reports that majority of women's voice (57%) in decision-making process is always heard.

Study observes that out of 15 male respondents 10 of them work under male supervisors while the rest five work under female supervisors (Table-P12). For females, seven out of eight work under male supervisors while the rest one works under male supervisor. Four out of five male respondents, who work under female supervisors, feel comfortable to work under female supervisors (Table-P13). The rest male member has a feeling of discomfort to work under female supervisors is not sure about the reason (Table-P14). Four out of the said five male respondents have also worked under male supervisors before (Table-P15) and they have not encountered any difficulties while working under their supervision (Table-P16). The female respondents presently working under female supervisors, reports that she has worked under a male supervisor before (Table-P17) and has not encountered any problem (Table-P18). Again seven females currently working under male supervisors maintain that they feel comfort to work under their male supervisors (Table-P19).

Being asked about supervisors under whom the male respondents feel more comfortable to work, one-third (5) of them advocate for male supervisors and the remaining two-third (10) opt for both the males and females (Table-P20).

Male respondents (5) are also asked about their considerations for feeling more comfort to work under a male supervisor (Table-P21). They cite a few such as easy access to the male supervisors (2), friendliness and efficiency of them (2) and their prompt decision making capacity (2). In addition to these, they assert that males are more reliable (1) and naturally competent (1).

Respondents are asked if any efficiency gap exists among male and female employees. All the eight female respondents maintain that no efficiency gap exists between the two sexes (Table-P22). On the other hand, four out of 15 male respondents view that there is no efficiency gap while nine of them contend that efficiency gap exists there. Regarding efficiency gap they say that women are less efficient to men due to their household responsibilities (3) and they are not capable of making decisions (2). Moreover, absenteeism is seen more among women (1), they are less attentive (1), less innovative (1) and they find it difficult to work beyond office hours (1). Furthermore, efficiency gap exists in respect to merit and experience (1). However, two male respondents are not sure about the existence of efficiency gap between the male and female employees. Although 12 (52%) of all 23 respondents deny the existence of efficiency gap between the males and females, study reveals that there is a divergence of opinions on this issue.

Respondents are asked about their attitudes towards their counterparts. Seven out of eight female respondents say that their male colleagues are cooperative while only one opines that attitude of male colleagues to their counterparts are commanding. On the other hand, 14 out of 15 males view that female colleagues are cooperative while only one of them opines that attitude of female colleagues to their counterparts are commanding (Table-P23). One female respondent reports that she encounters problem in commuting because of her sex (Table-P24).

Study reveals that there is no record of sexual harassment against women by their male colleagues in Bangladesh Rifles. Female respondents report that their male colleagues have not sexually harassed any of them (Table-P25). Female respondents also inform that their male colleagues have not sexually harassed any of their female colleagues (Table-P26). All male respondents under study further report that none of their male colleagues sexually harassed any of their female colleagues (Table-P27).

Respondents being asked whether the organization should adopt any policy against sexual harassment. Out of eight female respondents, four are in favour of this policy while the rest four of them do not consider any such policy. Among 15 male respondents, 11 of them advocate for the said policy while four of them do not deem it to be necessary (Table-P28). Despite the nonexistence of any record of sexual harassment in PDB, it is noticeable that majority (15) of all 23 respondents support to adopt a policy against sexual harassment by their organisation.

Of the four female respondents who consider a policy against sexual harassment, also justify their opinion. Three of them deem it to be a safeguard for women in future and the rest one hopes that it would create fear among perverted persons (Table-P29). On the other hand, 11 out of 15 male respondents put forward few justifications in favour of adopting a policy against sexual harassment of women such as it would be a safeguard for women (5) that would ensure their security in work place (4). In addition to these, said policy would ensure organisational discipline (3) and create moral and legal bindings (1).

All four female respondents, who find no reasons behind considering a policy against sexual harassment, focus on the existing laws and rules to be enough (4). One female respondent further asserts that policy is not required as no sexual harassment has yet occurred in the organisation. Again, all four male respondents also consider the same reasons for not adopting a policy against sexual harassment of women employees (Table-P30). Regarding enjoying leave in addition to maternity, seven out of eight female

respondents mention that they do not face any problem to enjoy leave in addition to maternity while the rest one maintains that she encounters problem to enjoy it (Table-P31).

In response to the question whether women should be given priority to be employed in this organisation, four out of eight female respondents consider it positively, while the rest four are against giving priority to women (Table-P32). On the other hand, seven out of 15 male respondents have not taken it into account positively while the rest eight are in favour of giving priority to women's employment in their organisation.

Respondents present multifaceted considerations in favour of giving priority to women's employment in their organisation (Table-P33). They consider that it would bring parity in employment (6) and help to utilize the potentials of educated women (2). This priority would also help reduce population growth through women's employment (1), help socioeconomic development (1) and empowerment of women (1). Respondents further maintain that giving priority to women's employment is required because women are in disadvantageous position and existing quota system is not sufficient (1).

Out of 23 respondents 11 of them are not in favour of giving priority to women in employment (Table-P34). They maintain that still the quota system exists (5). Some even argue for merit-based recruitment (3). They talk about ensuring equal opportunity for all (1) and also say that women should not be treated in a different manner from that of men (1). They further think that job nature of their organisation does not require giving priority to women (1) and they hold the view that men take more responsibility than women in society (1).

Regarding preservation of quota for women in employment, out of eight female respondents, four support it and the rest four are against the quota system (Table-P35). Among the male respondents 80 per cent (12) of them support the quota system while the rest 20 per cent (3) are against it.

The most important ground on which the respondents support the quota system (Table-P36) is to create employment opportunities for women since they are in disadvantaged position (10). They also consider quota system to encourage women for paid jobs (5). However two male respondents did not reply to it.

Respondents' disapproval for quota system (Table-P37) rests on the consideration of merit based recruitment (6). They do not support quota system also because women themselves claim equal rights (1).

All the respondents are asked if they are aware of National Policy for Advancement of Women. Study reveals that out of all 23 respondents only seven of them are aware of the Policy while the rest 16 respondents are not at all aware of it (Table-P38). Noticeably, none of the eight female respondents are aware of the said policy.

Around 78 per cent (18) of the total 23 respondents believe that their organisation should have a gender policy while the rest five do not consider such policy (Table-P39).

Respondents' considerations for a gender policy rest on two significant grounds (Table-P40) such as ensuring equality in work place (8) and also for advancement of women (4). Respondents further consider that gender policy would create and maintain healthy working environment (2) and improve security measure for women (1). According to them, a gender policy is required since government policy is difficult to implement (1). However, three male respondents did not mention any consideration.

All five respondents who do not consider gender policy for their organisation (Table-P41) focus on the existing rules to be sufficient (3).

Respondents suggest providing female employees of the organisation with different types of extra facilities (Table-P42). The three most significant of those facilities are daycare centre (15), prayer room (13) and separate toilet (11). Other suggested facilities include rest room (8), transport for commuting (6) and medical facilities (1). However, one male respondent views that no extra facility is required for women.

Nine male respondents suggest few measures for maintaining healthy working environment of their organisation. These are logistic support (4), training facilities (3) and cleanliness (2). They also suggest that women should maintain *purdah*, they should be disciplined and conservative. Besides these, listening to women, solving their problems, ensuring women friendly environment along with ensuring equal rights are necessary to maintain healthy working environment (Table-P43).

Five female respondents also recommend few measures for maintaining healthy working environment of their organisation (Table-P44). These are attitudinal change of men (3), smoking free office premise (1), compulsion of technical training for all employees (1) and installation of modern equipment (1).

Bangladesh Rifles

In all, 16 respondents from different class groups have been interviewed of which 10 are males and 6 are females. Class groups range from class I to class IV. Class-I represents 50 per cent of the respondents where representation of males is about 88 per cent and females is around 12 per cent. Around 31 per cent of the respondents belong to the class-IV where males represent 60 per cent and females represent 40 per cent. Among the female respondents one belong to the class-II position and two belong to the class-III. For male respondents, there is no representation in class-II and class-IV position (Table-B1). Five out of the total 16 respondents represent the age groups ranging from 20-29 years and another five represent 30-39 years. The first age group covers 60 per cent of the total males and 40 per cent of the total females while the second group comprises 40 per cent of the total males and 60 per cent of the total female respondents. Just thereafter ranks the age group 30-39 that encompasses 25 per cent of the total respondents. This group includes 30 per cent of the total males and about 17 per cent of the total female respondents (Table-B2). About 13 per cent of the total respondents are classed in 50 and above age group which represents about 20 per cent of the total males while representation of total female respondents is nil.

To consider the academic attainment, maximum 50 per cent of the total respondents possess university degrees. Of the male respondents, corresponding figure for university degree holders is 70 per cent while for females it is only about 17 per cent. Out of total 16 respondents, only three females have Higher Secondary education. A quarter of the total respondents has crossed junior secondary where male and female respondents have equal share. Only one male respondent has primary education (Table-B3).

Out of ten male respondents all are married. Among the six females 50 per cent are married and another 50 per cent are unmarried (Table-B4).

Service length of the respondents ranges from less than 5 to 30 years and above. Of them maximum 11 respondents have less than five years of service. Other respondents have different length of service. Two have 20-24 years of service, one has 5-9 years and another one has 10-14 years of service (Table-B5). Only one has the service length of 30 years and above. It is also observed that majority of both the female and male respondents have less than 5 years of service in BDR.

Study shows that respondents are involved in multifaceted type of duties such as administrative, medical, training, investigation, legal support,

supervision of the work, gardening, sweeping/cleaning and nursing (Table-B6). Out of total 16 respondents, maximum five (31%) are vested with administrative service in which representation of female is totally absent. Thereafter, in medical, nursing and sweeping services have the representation of one-third males and two-third of the females in each category. Study further indicates that females are totally excluded from the services such as training, investigation, legal support and supervision.

Although a few number of women are involved in civil works in Bangladesh Rifles, study indicates that there is none working in uniformed service. Respondents identify multivariate factors contributing to the non-recruitment of women employees in uniform service of Bangladesh Rifles (Table-B7). Two significant factors merit attention (i) rules and regulations of the organisation discouraging women (10) and (ii) the unsuitable job nature of the organisation (7). Other factors responsible for not recruiting women in BDR include unfavourable working environment of the organisation (1), culture of this country discouraging women for such type of job (2), lack of educated women (1) and vacancy announced only for men (1).

Respondents suggest four measures to overcome the hindrances against recruiting women in uniform service of BDR (Table-B8). Two pivotal measures are to change the existing recruitment rules (5) and to impart training and education for women relevant to the service (4). Two other suggested measures include attitudinal changes in men and women (2) and arrangement of separate accommodation for them if they are recruited for border protection (1). Noticeably, five out of 16 respondents do not recommend any specific measure for overcoming the barriers of women employment in uniform service of BDR.

In answer to the question whether the female respondents feel comfortable to work with their male colleagues cent per cent (6) answer positively (Table-B9). When the male respondents are asked whether they feel comfortable to work with their female colleagues 80 per cent (8) of the respondents reply positively while 20 per cent (2) of them respond negatively (Table-B10). In favour of their opinion these two male respondents assert that female colleagues create problems in day-to-day work due to their familial problem and it is next to impossible to involve female colleagues in the said nature of job like the male soldiers (Table-B11).

Fifty per cent (3) of the female respondents maintain that their voice is always listened to in decision-making process. However, one-third (2) of the respondents feel that their voice is sometimes listened to and one-sixth (1) of the respondents think that voice is rarely listened to (Table-B12). To

consider the males' opinion regarding this issue, 60 per cent (6) of them opine that women's voice in decision-making process is always listened to. Out of the rest four male respondents, three of them report that women's voice is sometimes listened to while according to the rest one, their voice in decision making process is rarely listened to (Table-B12).

To sum up the views of all respondents (16), study reports that women's voice in decision-making process is almost always heard (Table-B12). On the other hand, noticeably out of total six female respondents, only one belongs to the class-I civil position in BDR (Table-B1).

Study observes that all the 10 male respondents work under male supervisors while four out of six female respondents work under female supervisors and the rest two work under males (Table-B13). Study further reports that these two female respondents feel comfortable while working under male supervisors (Table-B14). Four females who work under female supervisors assert that they feel comfortable to work under their supervisors (Table-B15).

All ten male respondents mention that they never worked under any female supervisor (Table-B16). One out of four female respondents, who currently works under the female supervisors, worked under a male supervisor before (Table-B17) and did not encounter any problem (Table-B18). Moreover, two female respondents, who currently work under male supervisor, maintain that they feel comfort to work under their supervision (Table-B19).

Being asked supervisors under whom the male respondents feel more comfortable to work, 80 per cent (8) of them advocate for male supervisors while 20 per cent (2) have the similar feeling for both the sexes (Table-B20).

Male respondents (8) are also asked about their considerations for feeling more comfortable to work under a male supervisor (Table-B21). They mention four considerations such as confidence, prompt and firm decision-making ability of men (5), easy access and frankness of them (4), nature of work (2) and less attentiveness of women due to their family responsibility (1).

Respondents are asked whether any efficiency gap exists among male and female colleagues. All six female respondents maintain that no efficiency gap exists between the two sexes (Table-B22). On the other hand, Five out of ten male respondents view that there is no efficiency gap while the rest five contend that efficiency gap is there. Three males say that men are more efficient and responsible to women due to nature of job while one maintains

that women are less attentive due to their family responsibilities. Furthermore, one male holds the view that women are less prompt than men and according to another respondent, women cannot work beyond office hours. Although 11 (79%) of all 16 respondents deny the existence of efficiency gap between the males and females, study reveals that there is a divergence of opinions on this issue.

Respondents are asked about their attitudes towards their counterparts. All six females view that their male colleagues are cooperative. On the other hand, 90 per cent (9) of 10 males view that female colleagues are cooperative while only one male respondent opines that attitudes of female colleagues to their male counterparts are commanding (Table-B23).

All female respondents report that they do not encounter any problem in their working place because of their sex (Table-B24).

Study reveals that there is no record of sexual harassment against women by their male colleagues in Bangladesh Rifles. Female respondents report that their male colleagues have sexually harassed none of them (Table-B25). Furthermore, female respondents also inform that their male colleagues sexually harassed none of their female colleagues (Table-B26). All male respondents under study further report that none of their male colleagues sexually harassed any female colleague (Table-B27).

Respondents being asked whether the organization should adopt any policy against sexual harassment, three out of the six female respondents are in favour of it while the rest three of them do not consider it. Among 10 male respondents, six of them advocate the said policy while four of them do not deem it to be necessary (Table-B28). Despite the nonexistence of any record of sexual harassment, it is noticeable that majority (9) of all 16 respondents second to adopt a policy against sexual harassment by their organisation.

Out of three female respondents who consider a policy against sexual harassment also justify their opinion. One of them hopes that it would ensure security of women in the work place; one thinks that this policy restrains men from any act of sexual harassment against women and the remaining one suggests that a policy against sexual harassment of women would encourage women to work (Table-B29). The six male respondents also put justification in favour of adopting a policy against sexual harassment against women. According to their justifications this policy would encourage women to work without any fear (3), ensure women's security in work place (1), and restrain men from such activities (1). In addition to these they reckon that

said policy would create fear among perverted people (1) and would ensure organisational discipline (1).

Out of total three female respondents, who find no reasons behind considering a policy against sexual harassment, they all consider the existing laws and rules to be enough. Of the total four male respondents, three of them have the same argument while one thinks that this policy is not required as there is no threat of sexual harassment against women in BDR (Table-B30). Regarding enjoying leave in addition to maternity, all the six female respondents mention that they do not face any problem to enjoy it (Table-B31).

In response to the question if women should be given priority to be employed in this organisation, five out of six female respondents consider it positively, while only one of them is against giving priority to women (Table-B32). On the other hand, nine out of ten male respondents have not taken it into account positively while only one of them is in favour of giving priority to women's employment in their organisation.

Respondents present five considerations in favour of giving priority to women in employment (Table-B33). These are to help reduce unemployment of women (2), ensure economic independence of women (2) and help women to come forward (2). Respondents also view that women's priority in employment brings parity in employment (1) and helps overall socioeconomic development of the nation (1).

Out of 16 respondents ten of them are not in favour of giving priority to women in employment (Table-B34). They argue for merit-based recruitment as it benefits the organisation (3). They also talk about labourious job nature of the organisation (2), importance of men's employment compared to women (2) and existence of quota system for women (2). In addition to these they are against giving priority to women in employment as they think women are not fit for border protection duty (1) and ensuring equal rights is more important than giving priority to women's employment (1).

Regarding preservation of quotas for women in employment, out of six female respondents four support it and the other two oppose it. In case of male respondents they are equally divided in their opinion (Table-B35).

The most important ground on which the respondents support the quota system (Table-B36) is to create employment opportunity for women (6) since they are in disadvantaged position (2). Respondents also consider quota system as women constitute half of the total population (1) and

coexistence of men and women in the working environment would speed up the activities of the organisation (1).

Respondents' disapproval for quota system (Table-B37) rests on the consideration of merit based recruitment (3). Respondents also do not support quota system for ensuring equal rights (2). They further view that quota does not respect women's dignity (1) and competition in employment would build confidence among women (1). Moreover, they are against quota system because a huge number of men are unemployed (1).

All respondents are asked whether they are aware of National Policy for Advancement of women. This study reveals that most of them are not aware of the Policy. However, only four out of the 16 respondents are aware of it (Table-B38).

Around 81 per cent (13) of the total 16 respondents believe that their organisation should have a gender policy while rest of them do not recommend any such policy (Table-B39).

Respondents' considerations for a gender policy rest on two significant grounds (Table-B40) such as create and maintain healthy working environment (5) and ensure equality in work place (5). Respondents further consider that gender policy would improve women's security measures (2), help them in decision-making (2), motivate them to work conveniently (1) and restrain men from ignoring women (1).

One female respondent who does not consider gender policy for their organisation advocates for ensuring equal rights while two male respondents who are against adopting a gender policy, did not justify their opinion (Table-B41).

Respondents suggest providing female employees of the organisation with different types of extra facilities (Table-B42). The three most significant of those facilities are daycare centre (6), transport for commuting (6) and accommodation (3). Other suggested facilities include separate prayer room (1) and rest room (1). However, five out of total 16 respondents view that no extra facility is required for women.

Two male respondents suggest few measures for maintaining healthy working environment of their organisation. These are exemption of women from night duty, listening to women's personal problem and creating opportunity for women to work for their family (Table-B43).

Two female respondents recommend that listening to women and conducting periodic workshop/training would create respect for one another that would help maintaining healthy working environment (Table-B44).

Directorate of Fire Service and Civil Defence

In all, 19 respondents from different class groups have been interviewed of which 12 are males and rest seven are females. Class groups comprise class II to class IV. Class III represents most of the respondents accounting about 74 percent where male and female members have the equal representation. Noticeably, none of the female respondents represent class-I or class-II position while one-quarter of the male respondents represents class II position (Table-F1). The age group that ranges from 40-49 years covers about 42 per cent of the total males and about 29 per cent of the total females. Just thereafter ranks the age group 30-39 that encompasses around one-third of the total respondents. This group includes 25 per cent of the total males and almost 43 per cent of the total female respondents (Table-F2).

To consider the academic attainment, majority of the respondents rests on Higher Secondary Level of which 60 per cent are males and 40 per cent are females. More than a quarter of the respondents of which 60 per cent are males and 40 per cent are females have their graduation degrees (Table-F3). Among 19 respondents all 7 females are married while 10 out of 12 males are of the same status. Only two males are single (Table-F4).

Service length of the respondents range from <5 to 29 years. Of them maximum six belong to the 20-24 years of service length group followed by 25-29 years of service length group represented by five respondents (Table-F5). Four of the total respondents have service length of less than five years and three of them have the length of 15-19 years. It is also observed from the study that majority of both female and male respondents have the service length of 20-29 years.

Study shows that respondents are involved in multifaceted types of duties such as clerical/administrative/financial, rescue and fire fighting, maintenance and technical, nursing, ambulance service, operational, driving and training (Table-F6). Out of total 19 respondents, maximum 12 (63%) are engaged in clerical/administrative/financial job. The study further reveals that 71 per cent (5) of total females represent the aforesaid job while corresponding figure for the total males is 58 per cent (7). The study again indicates that 37 per cent (7) of the total respondents are involved in technical nature of jobs. For females, one is engaged in nursing and another

in operational job. Significantly, none of the female respondents is involved in other nontraditional job like rescue and fire fighting, maintenance and technical, ambulance service and driving.

Respondents identify eight multivariate factors behind recruiting less number of women employees in the Fire Service and Civil Defence (Table-F7). The most significant factor is the unsuitable job nature of the organisation (11). Three other important hindrances that discourage the recruitment of women include stereotyped attitudes/reluctance of authorities (6), unfavourable rules and regulations of the organisation (5), and culture of the country (4). Other factors for it encompass not recruiting women in class-I position (2), unsuitable working environment of the organisation (1), preference given to men in operational work (1), lack of modern equipment for fire fighting (1) and unsuccessful encountering of the viva voce on the part of the women (1). However, two respondents show their ignorance about the barriers of women employment in their organisation.

Respondents also suggest seven multifaceted measures to overcome the hindrances behind recruitment of women in the said organisation (Table-F8). Two pivotal measures are to amend the existing recruitment rules (6) and bring about attitudinal changes in men and women through social mobilisation (5). Other suggested measures include recruitment of women in class-1 position (1), recruitment of more women through quota system (1), encouraging women through arrangement of relevant training (1) and increase of promotional scope (1). Noticeably, seven out of twelve respondents do not recommend any specific measure for overcoming the barriers of women employment in their organisation.

In answer to the question whether the females feel comfortable to work with their male colleagues cent percent respondents answered positively (Table-F9). When the respondents are asked whether the males feel comfortable to work with their female colleagues 85 per cent of the respondents reply positively while rest of them responds negatively (Table-F10).

To answer the question why the respondents do not feel comfortable to work with their female colleagues, 50 per cent of the respondents deem that women are not fit for this job, and they increase their work load while rest of them do not respond at all (Table-F11).

All female respondents maintain that their voice in decision-making process is sometimes listened to. To consider the males' opinion regarding this issue study observes that one-third (4) of them opine women employees have no voice in decision-making process at all while another 33 per cent (4) of them

comment that their voice is rarely listened to. Out of the rest male respondents (4), two of them report that women's voice in decision making process is not heard at all while, according to another two, their voice is always listened to (Table-F12).

To sum up the views of all respondents (19), study reports that women's effective participation in decision-making process is not always seen. Moreover, as there is no woman in Class-I and II position (Table-F1), they have almost no access to decision-making process. However, female respondents report that their superiors sometimes consider their opinion.

Study observes that all the respondents (19) work under male supervisors (Table-F13). Study further reports that female respondents do not encounter any problem while working under male supervisors (Table-F14) and they reassert that they feel comfortable to work under them (Table-F15).

Being asked supervisors under whom the male respondents feel more comfortable to work, 75 per cent of them advocate for males while the rest 25 per cent have the similar feeling for both the sexes (Table-F16).

Male respondents (9) are also asked about their considerations for feeling more comfortable to work under a male supervisor. Maximum 56 percent of them mention the friendliness and free access to the male supervisors while 44 per cent indicate the prompt decision making capacity of the males and 22 per cent consider male supervisors' technical ability. However, 44 per cent of them did not mention any reason (Table-F17).

Respondents are asked whether any efficiency gap exists among male and female colleagues. Of the 7 female respondents, about 85 per cent of them respond that no efficiency gap is there, while 15 per cent of them maintain that women are more efficient to men. On the other hand, 25 per cent of all 12 male respondents view that there is no efficiency gap while another 25 per cent say that women are less efficient. Again another 25 per cent believe that the biological problem of the women make them less efficient. Besides, two respondents think that all women are inefficient and two others reckon that job nature of the organisation makes women inefficient (Table-F18). Although 9 (47%) of all 19 respondents deny the existence of efficiency gap between the males and females, study reveals that there is a divergence of opinions on this issue.

Respondents are asked about their attitudes towards their counterparts. All 7 females view that their male colleagues are cooperative. On the other hand, about 92 per cent of the males view that female colleagues are cooperative.

Only 8 per cent of the male respondents opine that attitudes of female colleagues to their counterparts are negative (Table-F19). Female respondents also report that they do not encounter any problem or harassment in their working place (Table-F20).

Study reveals that there is no record of sexual harassment against women by their male colleagues in the Directorate of Fire Service and Civil Defence. Female respondents report that their male colleagues have sexually harassed none of them (Table-F21). Furthermore, female respondents also inform that their male colleagues sexually harassed none of their female colleagues (Table-F22). All male respondents under study further report that none of their male colleagues sexually harassed any female colleague (Table-F23)

Respondents being asked whether the organization should adopt any policy against sexual harassment, six out of the seven female respondents are in favour of it while one of them does not consider it. Among 12 male respondents, nine of them advocate for the said policy while three of them do not deem it to be necessary (Table-F24). Despite the nonexistence of any record of sexual harassment, it is noticeable that almost all respondents irrespective of their sex second to adopt a policy against sexual harassment by their organisation.

Of the six female respondents who opine in favour of considering a policy against sexual harassment, 83 per cent of them consider it to be a safeguard for women in future. On the other hand, of the nine male respondents, 66 per cent of them have the same view and 22 per cent of them assert that this policy would bring about respect for women (Table-F25).

Of the total four respondents, who find no reasons behind considering a policy against sexual harassment, one female respondent focuses on the departmental action to be enough. Again one of the male respondents opines the working environment to be favourable. However, two male respondents do not put any comment in favour of their opinion (Table-F26). Regarding enjoying leave in addition to maternity, all female respondents mention that they do not face any such problem to enjoy it (Table-F27).

In response to the question whether women should be given priority to be employed in this organisation, cent percent female respondents consider it positively, while only 50 per cent of the male respondents have taken it into account in the same way (Table-F28).

Respondents present seven considerations in favour of giving priority to women in employment. The most prioritised consideration is to ensure equal

rights or human rights in employment (5). Three other significant reckonings include deprivation and disadvantaged position of women in family as well as society; sincerity and spiritedness of women to work; and creation of employment opportunities for women. Respondents also ponder over better interaction of women through employment; proper utilisation of their academic achievement and their empowerment (Table-F29).

Out of 12 male respondents six are not in favour of giving priority to women in employment. They mention four points regarding this. The most pivotal argument of those is technical job nature of this organisation. Other points include prevalence of huge unemployment among men; deterioration of men's morale due to unemployment; and ensuring equal rights in employment irrespective of sex (Table-F30).

Regarding preservation of quota for women in employment, all female respondents have support for it while corresponding figure for male respondents is 83 per cent. However, about 17 per cent of male respondents do not support the quota system (Table-F31).

The two important grounds on which the respondents support the quota system encompass the creation of employment opportunities for women (47%) and ensuring women's rights (24%). Respondents support quota system also for economic independence and empowerment of women. Besides these, one respondent opines that quota system should be maintained only for clerical jobs (Table-F32).

Respondents' disapproval for quota system rests on the consideration of merit based recruitment. Of the two male respondents, one opts for merit while the other did not respond to the issue (Table-F33).

All the respondents are asked whether they are aware of National Policy for Advancement of women. Study reveals that most of them are not aware of the Policy. However, only four of the respondents are aware of it (Table-F34).

Whereas all female respondents believe that their organisation should have a gender policy, only two-third of the total male respondents have the similar opinion (Table-F35).

Respondents' considerations for a gender policy rest on two significant grounds such as ensuring equal participation of women in employment (6) and empowering them (5). Other considerations include helping women in

solving their problem (2), recruitment of women in Class-I position, recognition of women's contribution and collective bargaining (Table F35).

Two out of four male respondents who do not consider gender policy for their organisation assume that the policy may not be implemented at all while other two do not mention any reason (Table-F36).

Respondents suggest providing female employees of the organisation with seven types of extra facilities (Table-F37). The two most significant of those facilities are daycare centre (15) and transport for commuting (9). Other suggested facilities include incentive package in the form of salary or promotion (3), facilities of accommodation (3), rest room (3), prayer room (2), additional leave (1) and doctor (1).

Directorate of Government Transport

In all, 26 respondents from different class groups have been interviewed of which 15 are males and 11 are females. Class groups range from class I to class IV. Class III represents most of the respondents accounting 73 per cent where representation of males is 53 per cent and females is about 47 per cent. Noticeably, none of the female respondents represent class-I or class-II positions while three male respondents represent class-I position and two represent class-II position (Table-T1). Maximum 42 per cent of the respondents represent the age group ranging from 40-49 years. This group covers 40 per cent of the total males and around 45 per cent of the total female respondents. Just thereafter ranks the age group 30-39 that encompasses about 35 per cent of the total respondents. This group includes around 45 per cent of the total female and about 27 per cent male respondents (Table-T2). About one-fifth of the total respondents are classed in 50 and above age group, which comprises about 27 per cent of the total males and only around 9 per cent of total female respondents.

To consider the academic attainment, maximum 46 per cent of the total respondents reached on Higher Secondary Level which includes around 53 per cent of the total males and around 36 per cent of the total female respondents. About 31 per cent of the total respondents possess university degrees of which both the males and females have equal representation (Table-T3). Around 12 per cent of the total respondents have Secondary education and the same percentage of respondents has Junior Secondary education.

Among 26 respondents all 11 females are married while 14 out of 15 males are of the same status. Only one male is unmarried (Table-T4).

Service length of the respondents ranges from less than 5 to 30 years and above. Of them maximum seven belong to the 20-24 years of service length group followed by 15-19 years of service length group represented by six respondents (Table-T5). Five of the total respondents have 10-14 years of service while three of them have 5-9 years and another three have 30 years and above. It is also observed that majority of both the female and male respondents have more than 15 years of service.

Study shows that respondents are involved in multifaceted types of duties such as clerical/auditing and accounting, administrative, maintenance and technical, computer operation, driving, security and supporting service (Table-T6). Out of total 26 respondents, maximum 14 (54%) are involved with clerical service. Study further reveals that job nature of females is mostly clerical (10). One female is responsible for support service (1). Job nature of males encompasses maintenance and mechanical (5), clerical (4), administrative (4), driving (2) and security (1). Study further indicates that about 47 per cent (7) of the total male respondents are involved in technical nature of jobs while, significantly, none of the female respondents is involved in this type of jobs.

Respondents identify multivariate factors behind recruiting less number of women employees in the Directorate of Government Transport (Table-T7). The most significant factor is the unsuitable job nature of the organisation (24). Three other important barriers that discourage the recruitment of women include culture of the country (11), unfavourable working environment (8) and rules and regulations of the organisation (5). Other factors responsible for less employment of women encompass women's disinterest in driving and mechanical work (3), absence of trained women in driving/mechanical field (3) and stereotyped attitude about women's competency is only for clerical position (3). Discouragement of women to join this job (2), reluctance of authority to recruit women (2), lack of interest among women to obtain technical/vocational education (1) and appointment of all officers' level position are on deputation (1) also identify as obstacles for women's employment. However, one female respondent shows her ignorance about the barrier of women employment in their organisation.

Respondents also suggest seven multifaceted measures to overcome the hindrances behind recruitment of women in the said organisation (Table-T8). Three pivotal measures are to bring about attitudinal changes in men and women through awareness building (3), provide women with technical/vocational education through GO-NGO effort (3) and encourage women to apply during vacancy announcement (3). Other suggested measures include promotion of women in class-1 position (1), exemption of

them from night duty (1) and installation of automation in the organisation (1). Noticeably, 12 out of 26 respondents do not recommend any specific measure for overcoming the barriers of women employment in the Directorate of Government Transport.

In answer to the question whether the females feel comfortable to work with their male colleagues around 82 per cent (9) respondents answered positively while rest of them respond negatively (Table-T9) as attitude of their male colleagues is not positive (Table-T10). When the male respondents are asked whether they feel comfortable to work with their female colleagues all respondents reply positively (Table-T11).

Around 36 per cent (4) female respondents maintain that their voice is not heard in decision-making process at all and around 27 per cent (3) assert that their voice is rarely listened to. Significantly, another 36 per cent (4) females affirm that their voice in decision-making process is always listened to. To consider the males' opinion regarding this issue, 40 per cent (6) of them opine that women employees have no voice at all as no women belongs to decision making positions while another 40 per cent (6) of them comment that women's voice is rarely listened to. Out of the rest three male respondents, two of them report that women's voice in decision-making process is always listened to and according to the remaining one, their voice is sometimes listened to (Table-T12).

To sum up the views of all respondents (26), the study finds that women's effective participation in decision-making process is not always seen. Moreover, as there is no woman in Class-I and II position (Table-T1), they have almost no access to decision-making process.

The study also observes that all the 26 respondents work under male supervisors (Table-T13). Study further reports that female respondents do not encounter any problem while working under male supervisors (Table-T14) and they reassert that they feel comfortable to work under them (Table-T15).

Being asked supervisors under whom the male respondents feel more comfortable to work, about 27 per cent (4) of them advocate for males while 33 per cent have the similar feeling for both the sexes (Table-T16). One respondent feels comfortable to work under female respondent while the rest five respondents are not sure about their comparative contentment, as they have never worked under any female supervisor.

Male respondents (4) are also asked about their considerations for feeling more comfortable to work under a male supervisor (Table-T17). They mention four points such as sound and prompt decision making ability of men (2), friendliness (2), good-behaviour and scope of effective bargaining (1). On the other hand, one male respondent, who feels more comfortable under a female supervisor, consider that women are well-behaved, reliable and democratic (Table-T18)

Respondents are asked whether any efficiency gap exists among male and female colleagues. Ten out of 11 female respondents maintain that no efficiency gap is there, while one of them is not sure about the efficiency gap between the two sexes (Table-T19). On the other hand, four out of 15 male respondents view that there is no efficiency gap while six of them are not sure about it. Two males say that men are more efficient while one maintain that women are more efficient to men. Furthermore, one male believes that men are more efficient in administrative job while according another respondent, women are more efficient in clerical jobs. Besides, one male asserts women are less efficient due to their family responsibility (Table-T19). Although 21 (81%) of all 26 respondents deny the existence of efficiency gap between the males and females, Study reveals that there is a divergence of opinions on this issue.

Respondents are asked about their attitudes towards their counterparts. Around 73 per cent (8) of 11 females view that their male colleagues are cooperative while around 27 per cent (3) maintain that attitudes of male colleagues to their counterparts are commanding. On the other hand, about 80 per cent (12) of 15 males view that female colleagues are cooperative. Only one male respondent opines that attitudes of female colleagues to their counterparts are commanding (Table-T20). However, two males show their ignorance on this issue.

Three out of 11 female respondents report that they encounter few problems in their working place as they are women (Table-T21). These problems include neglect and misbehaviour of male colleagues, and other type of problem that they do not specify.

There is no record of sexual harassment against women by their male colleagues in the Directorate of Government Transport. Female respondents report that their male colleagues have sexually harassed none of them (Table-T22). Furthermore, female respondents also inform that their male colleagues did not sexually harass female colleagues (T23). All male respondents under study further report that none of their male colleagues sexually harassed any of their female colleagues (Table-T24)

Respondents being asked whether the organization should adopt any policy against sexual harassment, nine out of the 11 female respondents are in favour of it while two of them do not consider it. Among 15 male respondents, ten of them advocate for the said policy while four of them do not deem it to be necessary and one of them is not sure about it (Table-T25). Despite the nonexistence of any record of sexual harassment, it is noticeable that about three-quarter of all 26 respondents second to adopt a policy against sexual harassment by their organisation.

Of the nine female respondents who opine in favour of considering a policy against sexual harassment, eight (89%) of them consider it to be a safeguard for women in future. On the other hand, of the ten male respondents, seven (70%) of them have the same view and two of them assert that this policy restrains from unsocial activity (Table-T26).

Of the total six respondents, who find no reason behind considering a policy against sexual harassment, three male respondents focus on the existing laws and rules to be enough. They also opine that policy is not required as no sexual harassment has yet occurred in the organisation. However, two female respondents do not put any comment in favour of their opinion (Table-T27). Regarding enjoying leave in addition to maternity, Seven out of 11 female respondents mention that they do not face any such problem to enjoy it while two respondents encounter problem for it (Table-T28). Moreover, two females advocate for a six-month maternity leave.

In response to the question whether women should be given priority to be employed in this organisation, cent per cent female respondents consider it positively, while only 60 per cent of the male respondents has taken it into account in the same way. Significantly, remaining 40 per cent of males perceive it negatively (Table-T29).

Respondents present seven considerations in favour of giving priority to women in employment. The most prioritised consideration is economic independence of women (7). Three other significant reckoning include disadvantageous position of women in society (4); eradication of disparity in employment (4); and advancement of women (3). Respondents also view that women's priority in employment encourages more women to join this job (2) and they would work as a team (1). In addition to this one male respondent advocates women's priority for administrative job (Table-T30).

Out of 12 male respondents six are not in favour of giving priority to women in employment (Table-T31). They mention five points regarding this. The most pivotal argument of those is existence of quota system for women (2).

Other points include women's claim for equal rights (1); preference of merit (1); and absence of qualified women in vehicle repairing (1). In addition to this they do not favour giving priority to women in employment, as women are not discouraged in recruitment process (1).

Regarding preservation of quota for women in employment, all female respondents have support for it while corresponding figure for male respondents is about 47 per cent (7). Significantly, around 53 per cent (8) of total male respondents do not support the quota system (Table-T32).

The most important ground on which the respondents support the quota system is to reduce unemployment among women (44%). Respondents support quota system also for advancement of women (22%); proper utilisation of women's academic achievement (17%); encouragement of women (17%); and bringing parity in employment (6%) (Table-T33).

Respondents' disapproval for quota system rests on the consideration of merit based recruitment (4). Two males against quota system as women claim equal rights, one thinks of it discriminate men and one opines that Constitution states equal rights for both sexes (Table-T34).

All the respondents are asked whether they are aware of National Policy for Advancement of women. Study reveals that most of them are not aware of the Policy. However, only three out of the 26 respondents are aware of it (Table-T35).

Whereas about 82 per cent of the total female respondents believe that their organisation should have a gender policy, only about 54 per cent of the total male respondents have the similar opinion (Table-F36).

Respondents' considerations for a gender policy rest on three significant grounds (Table-T37) such as eradication of discrimination against women in employment (5); advancement of women (3); and strengthening healthy working environment (3). Two other considerations include creating employment for women (2) and enjoying equal benefit like men (1).

Male respondents who do not consider gender policy for their organisation assert that existing government rules are sufficient (3). They further opine that rights should be equal for all (2); women enjoy equal benefit in service; Constitution maintains equal rights (2); and efficiency and qualification should be considered during recruitment (1). However, two female respondents who do not consider adopting a gender policy, do not justify their responses (Table-T38).

Respondents suggest providing female employees of the organisation with different types of extra facilities (Table-T39). The three most significant of those facilities are separate prayer room (17) and toilet (17); and daycare centre (9). Other suggested facilities include rest room (5), canteen (4), transport for commuting (3), extra leave in addition to maternity (3) and security measures (4). In addition to these they also recommend for exemption of women from night duty and impart special training for women (1). However, four out of total 15 respondents view that no extra facility is required for women.

Five male respondents suggest few measures for maintaining healthy working environment of their organisation. These are logistic support, training facilities, cleanliness and women-friendly working environment. Listen to women and solve their problem are also necessary. Besides, males hold the view that women should maintain *purdah*, and they should be disciplined and conservative for maintaining healthy working environment.

For maintaining healthy working environment, two female respondents recommend for smoking free office premise and compulsion of technical training for all the employees.

Views of the Members of the Highest Decision Making Bodies

Bangladesh Power Development Board (PDB)

Vision of Bangladesh Power Development Board is to supply sufficient electricity for desired economic, social and human development of Bangladesh undertaking institutional and structural reformative activity leading to the creation of a holding company. Materialization of the aforesaid vision demands both physically and mentally strong persons. Employees are required to work in a very adverse and risky situation throughout day and night. Thus, it is very tough indeed on the part of women to accomplish these types of risky works.

Vacancy announcements do not directly encourage women to apply, but in case of merit, quota for women and offspring of freedom fighters priority is given to women. For temporary jobs like *Computer Operator* women enjoy priority.

Women employees of this organisation are involved in administration, maintenance of accounts, finance, engineering and computer operation. Almost all women employees (who have been recruited through proper selection process) are efficient. Since they take up the family responsibility along with caring of children, women have a tendency to enjoy more leave

and in some cases they are compelled to leave the office on emergency before the end of the office hour.

Representation of women in the Governing Board of PDB is absent. However, they represent other decision-making positions such as Superintendent Engineer, Executive Engineer, and Head of the Office. Attitude of male colleagues of this organisation towards their female colleagues is cooperative. Women employees are not provided with special transportation beyond office hours.

There is no record of sexual harassment of women in PDB. Moreover, the organisation does not think about adopting a policy against sexual harassment of women as no sexual harassment occurred yet. PDB feels the urge of a gender policy since it would ensure accommodations, separate toilets and training that create congenial working environment. Since women are in disadvantageous position the PDB prefers quota system.

Although PDB is aware of the National Policy for Advancement of Women, it is not fully aware of the National Action Plan Women's Advancement. Moreover, there is no WID Focal Point/Sub-WID Focal Point in this organisation. For ensuring equal participation of both men and women in all spheres of the organisation, vacancy announcement could encourage women to apply. For the job like Computer Operator top priority could be given to women. Bangladesh Power Development Board (PDB) is a disciplined organisation. However, since women employees cannot be transferred to outside places of Dhaka owing to social limitation, there is always rush of women employees in Dhaka Office and it creates an embarrassing situation both for the management and concerned officers. Although prevalent working environment of PDB is healthy and congenial, it could be improved through appointing a WID Focal Point.

Bangladesh Rifles

Bangladesh Rifles (BDR) shoulders the responsibilities of protecting the border of the country, preventing smuggling and comes under operational control of the Army during emergency and war. From social point of view and also from organisational aspect, bearing aforementioned responsibilities by women are not still acceptable.

Only in some specified civil positions such as Doctor, Legal Officer, Staff Nurse, Midwife, ayah, sweeper and Family Welfare Visitor women are appointed in this organisation. There is no hindrance to appoint women in a

particular position, but because of varied nature of work, social acceptability, physical ability and above all working place scattered all over the country do not allow women to be recruited. Women employees of BDR are mainly responsible for medical services and health care sectors of the organisation. Women employees are efficient and sincere. There is no significant efficiency gap between women and men.

The number of female representatives in the top level and other level decision making bodies of BDR is nil. Attitude of male colleagues of this organisation towards their female colleagues is cooperative. Women employees are provided with transport for commuting and also with special transportation beyond office hours.

There is no record of sexual harassment of women in BDR. However, the organisation feels the urge of a policy against sexual harassment of women as because it would ensure legal measures against such immoral activities. Organisation also considers constituting a committee for formulating a gender policy. Concerning recruitment of women, merit is preferred to quota system in this organisation.

Bangladesh Rifles is not fully aware of the National Policy for Advancement of Women and the National Action Plan for Women's Advancement as well. Moreover, there is no WID Focal Point/Sub-WID Focal Point in this organisation. However, the organisation feels the urge of a policy for ensuring equal participation of both men and women in all spheres of the organisation. The prevalent working environment of BDR is healthy and congenial.

Bangladesh Fire Service and Civil Defence

Being inspired by the motto "Speed, Service and Dedication" the Directorate of Bangladesh Fire Service and Civil Defence carries out the responsibilities of fire prevention, fire fighting, evacuation of injured and trapped persons. This Directorate also stands besides people to provide casualty services to the victims of both natural and man made disaster. The aforesaid responsibilities demand both physically and mentally strong persons. Employees are required to work in a very adverse and risky situation throughout day and night. These types of work are more suitable for men as a result, of which only few numbers of women are recruited in this organisation. Moreover, vacancy announcement does not encourage women to apply.

Women employees of this organisation usually do the deskwork. However, they also do the limited operational work, for example, exchange of information in control room and work as nursing attendant. Women employees are equally efficient to men except in the case of fire fighting and driving.

Representation of women in the top-level decision making bodies is absent because of operational nature of the Directorate. Attitude of male colleagues of this organisation towards their female colleagues is cooperative. Although women employees are not provided with separate transport for commuting, the Directorate provides them with special transportation beyond office hours.

There is no record of sexual harassment of women in the Directorate of Bangladesh Fire Service and Civil Defence. Moreover, the Directorate does not think about adopting a policy against sexual harassment of women as because number of women employees in this organisation is small and no sexual harassment occurred yet. The Directorate feels the urge of a gender policy since it would provide the recruitment policy along with necessary explanation about how and in which sector men and women can be employed thus avoiding any kind of question or objection related to the recruitment process. As opposed to the male-dominated society that increases the possibility of discrimination against women in employment, the Directorate prefers quota system.

The Directorate of Bangladesh Fire Service and Civil Defence is aware of the National Policy for Advancement of Women and the National Action Plan for Women's Advancement as well. However, due to operational nature of the Directorate, no significant effort is seen in implementing the National Action Plan for Advancement of Women. Moreover, there is no WID Focal Point/Sub-WID Focal Point in this organisation. It is believed that there is no scope for equal participation of both men and women in all spheres of the Directorate. However, quota system would be followed in those spheres where opportunities for equal participation of women prevail. The Directorate of Bangladesh Fire Service and Civil Defence is a disciplined uniformed organisation. Employees of this Directorate work in an adverse and abnormal situation during operational stage in calamitous incidents. The prevalent working environment of the Directorate is healthy and congenial.

Directorate of Government Transport

Directorate of Government Transport shoulders the responsibilities of providing all sanctioned officers, VVIPs and VIPs with motor vehicles and river crafts; and repairing and maintenance of all government motor vehicles and river crafts. Owing to technical job nature (for example driving, mechanics) women are still not interested to build their career in this Directorate.

There is no hindrance to appoint women in a particular position of this organisation. Moreover, vacancy announcements seek application from citizen of both sexes of Bangladesh. Women employees usually do the non-technical or clerical job in this organisation. Their efficiency level is high average. There is no significant efficiency gap in between women and men.

Since there is no Board or recognised decision making Committee in the Directorate of Government Transport, the number of female representatives in those bodies is nil. Moreover, there is no woman employee belonging to class-I position of this organisation. Attitude of male colleagues of this organisation towards their female colleagues is cooperative. Although women employees are not provided with separate transport for commuting, the organisation provides them with special transportation beyond office hours.

There is no record of sexual harassment of women in the Directorate of Government Transport. Moreover, the Directorate does not think about adopting a policy against sexual harassment of women. The organisation also does not feel the necessity to have a gender policy. Furthermore it opposes quota system for employment of women.

The Directorate of Government Transport is not fully aware of the National Policy for Advancement of Women. However, the organisation is aware of the National Action Plan for Women's Advancement. For implementation of the National Action Plan the Directorate discusses the relevant issues in its monthly meeting. There is no WID Focal Point/Sub-WID Focal Point in this organisation. It is believed that merit and qualification would ensure equal participation of both men and women in employment of this organisation. The prevalent working environment of the Directorate is healthy and congenial.

Chapter Five

Findings, Conclusions and Recommendations

Major Findings

This study selects four government organisations purposively such as Bangladesh Power Development Board (PDB), Bangladesh Rifles (BDR), Directorate of Fire Service and Civil Defence and Directorate of Government Transport. Study also selects 84 employees (32 females and 52 males) from these four organisations purposively as respondents and collects data from them through administering two different sets of pre-tested questionnaires. Chief Executive of Directorate of Fire Service and Civil Defence and Directorate of Government Transport and representatives of PDB and BDR are also interviewed for the study.

Main functions of all four study organisations are technical and risky in nature. Materialisation of the functions demands both physically and mentally strong persons and employees are required to work in a very adverse and risky situation throughout day and night.

Vacancy announcements of these organisations do not directly encourage women to apply. Vacancy announcements of PDB for positions like *Switchboard Attendant* and *Technical-A grade different* seek application only from male citizens of the country. For uniformed service in BDR, vacancy announcements do not allow women to apply. Moreover, women are not always allowed to apply for the positions like *Imam/Religion Teachers, Pharmacist (Compounder), Office Assistant-Cum-Typist, Laboratory Technician, Librarian, Sanitary Assistant, Tailors, Boot-makers, Gardener, MLSS, Carpenter, Cook and Sweeper*. Furthermore, in Directorate of Fire Service and Civil Defence vacancy announcements for positions like *Steno-typist, Office Assistant-Cum-Typist, Office Assistant and Sweeper* do not encourage women with due priority to apply. However, although vacancy announcements of the Directorate Government Transport seeks application from citizen of both sexes of the country, they do not encourage women with qualifications to apply.

Study reveals that representation of women in gazetted and non-gazetted posts of all the four study organisations lag behind the existing quota for women employment. Again no woman represents the highest decision-making bodies of these organisations. Concerning the National Policy for Advancement of Women, all-out efforts should be given to increase the women representation up to 30 per cent in all levels of decision-making

bodies of government organisations. However, study does not see any effective efforts from the organisations concerned in this regard. Study also observes that annual budget break-up of the organisations do not show the gender picture.

Out of total 32 female respondents six represents class-I position while out of 52 male respondents 18 represent the same class. Representation of males and females in class-II positions are five and one respectively. It is also revealed that 22 female respondents belong to class-III position and corresponding figure for male is 23. In class-IV position male and female representation are six and three respectively. Regarding age distribution of the respondents, the study observes that age group 30-39 years and 40-49 years comprise 32 respondents each. In respect of academic attainment, study further shows that maximum 40 respondents have graduation and post-graduation degrees from the universities. So far marital status is concerned, most of the respondents are married irrespective of their sexes. Out of 84 respondents, 60 have the service length of 10 years and above.

Majority of the female respondents are engaged in clerical nature of job while male respondents are engaged in diversified nature of jobs like administrative, planning, maintenance and mechanical along with clerical.

Study discloses that in all four organisations common features that characterise the recruitment of fewer women employees are technical job nature of the organisations, unfavourable culture of this country, existing government rules and regulations, stereotyped attitudes of the authorities to recruit women, unfavourable working environment, lack of requisite technical skills in the relevant fields and also the lack of interest in women in pursuing technical and vocational education.

Study portrays several measures to elevate the number of women employees in these organisations. These are amendment of the existing recruitment rules of the organisations, bringing about attitudinal changes both in men and women through social mobilisation, rendering relevant training and education to women, automation of the organisation and exemption of women from working beyond office hours.

Study reports that respondents of both sexes work together without any feeling of discomforts. Seven though the number of women in class-I position is insignificant, a considerable number of respondents opine that their voice in decision-making process is listened to in most cases.

It is evident from the study that female respondents working under male supervisors do not face any problem. Similarly, the male respondents working under the supervision of females do not receive any problem. However, the male respondents show a domineering tendency to serve with male supervisors. They mention prompt decision-making capacity, natural competence and technical ability of male supervisors combined with their friendliness and acceptability for feeling more comfort to work under them.

Most of the male respondents see the existence of efficiency gap between men and women employees. On the contrary, female respondents nullify the above statement. Study further reveals divergence of opinions of males on this issue. They claim that household responsibilities, security reasons, inattentiveness, lack of innovation, stereotyped job nature along with biological factors make women less efficient in their work.

The general trend of the respondents' view about their attitudes towards their counterparts is cooperative rather than commanding. Study reveals that despite the nonexistence of any record of sexual harassment of women by their male colleagues in the four selected organisations, noticeably, majority of the respondents support to adopt a policy by their organisations against sexual harassment of women. They consider this policy to ensure women's security in work place, ensure respect for women, create fear among perverted persons, ensure organisational discipline, encourage women to work and also to build awareness against sexual harassment of women.

Respondents who do not consider adopting a policy against sexual harassment of women find the existing laws and rules to be sufficient and reckon that policy is not required as no sexual harassment occurs in their organisations. Study finds that most of the female respondents give priority to recruitment of women in their organisations. On the contrary, greater segment of male respondents is against giving priority to women. Almost all female respondents mention that they do not face any problem to enjoy leave in addition to maternity.

Respondents consider rendering priority to women's employment to ensure equal rights of women in employment, help their economic independence, to uplift them from their disadvantageous position, utilize the potentials of educated women and advancement of women.

Respondents opposing women's priority in employment mention the existing quota system, merit based recruitment, equal treatment of both men and women and technical job nature of the organisations to be considered.

Study reveals that most of the female respondents and majority of the male respondents support the existing quota system for women's employment. The most important ground on which the respondents support the quota system is to create employment opportunity for women since they are in disadvantageous position. They also consider quota system for women's economic independence, proper utilisation of women's academic achievement, ensuring their rights through collective bargaining and for their empowerment.

Respondents' disapproval for quota system rests on the consideration of merit based recruitment. They do not support quota system also because women themselves claim equal rights and quota disrespect women's dignity, competition in employment would build confidence among women. Moreover, they are against quota system because a huge number of men are unemployed and they think that it discriminates men from women and contradicts constitutional provision of equal rights for both sexes.

Study reveals that most of the respondents are not at all aware of the National Policy for Advancement of Women. Moreover, most of the respondents believe that their organisation should have a gender policy. Respondents consider a gender policy to ensure equal participation of women in work place, create and maintain healthy working environment, improve security for women in future, recognise them, help women in solving their problems and help recruitment of women in class-I positions.

To the respondents, the reasons behind not considering a gender policy are as follows: focus on the existing rules are sufficient, as equal rights is given in the Constitution, as women enjoy equal benefit in service.

Respondents suggest providing female employees of their organisations with different types of extra facilities. These are daycare centres, prayer rooms, separate toilets, rest rooms, transport for commuting, canteen, security measures.

A few male respondents suggest several measures for maintaining healthy working environment of their organisations. These are logistic support, training facilities, and cleanliness. They also suggest that women should maintain *purdah*, they should be disciplined and conservative. Besides these, listening to women, solving their problems, ensuring women friendly environment along with the equal rights are necessary to maintain healthy working environment.

A few female respondents also recommend some measures for maintaining healthy working environment of their organisations. These are attitudinal change of men, smoking free office premises, compulsion of technical training for all employees and installation of modern equipment.

Conclusion and Recommendations

Institutionalising gender within an organisation requires equal participation of both women and men in all spheres of that organisation. It further implies providing equal opportunities to both men and women to be employed in that organisation irrespective of the job nature of the organisation. Institutionalisation is a prerequisite for successful implementation of any policy. Since this study has not covered all aspects of institutionalising gender within the organisations therefore, more research could be conducted on the issues of institutionalising gender within the ministries and other government organisations. However, this study suggests the following measures that may be considered by the authorities concerned:

Advocacy programme for bringing about attitudinal change

Countrywide advocacy programme can be strengthened for bringing about attitudinal changes in both men and women for women employment in particular. Since our culture does not encourage women to participate in technical and non-traditional nature of jobs, advocacy programmes would help to bring attitudinal changes of individuals, of family and the society as well.

Encourage women to apply for the jobs

In technical and non-traditional services of varied nature, vacancy announcements discourage women since they are thought to be incompetent for accomplishing their assigned duties. Nonetheless, had women been given access to those jobs, doubtlessly it can be said that they could have performed almost in the same manner as men. What is necessary is to encourage and inspire them to accept those jobs.

Address the practical gender needs (PGNs) of women

With a view to institutionalising gender within organisations fulfilling the practical gender needs of women demands utmost attention. Important practical gender needs of women within the study organisations are transport for commuting, daycare centres, restrooms and separate toilet facilities. To fulfill the practical needs the will and determination of the authorities is very important. Authorities may talk to the women employees and let them identify their needs. Thus, authorities can find ways to address those needs.

Provision of Flextime for Women Employees

The relevant authorities of the organisations may think of making a provision of flextime for women employees regarding work after office hours to balance their official and household chores. Since women employees have got to look after the domestic works too, the authorities may consider the case earnestly.

Formulation of a policy for sexual harassment against women

Formulation of a policy for sexual harassment against women would come to a good use for ensuring disciplined and secured environment in organisations. The authorities should form a committee to formulate a policy expedient for monitoring sexual harassment against women. Besides the existing government initiatives against abuse and molestation of women, a separate well-planned functional policy would be of greater use to bring all abusers of women under organisational policy and it would ensure women's security to a greater extent.

Involving women in decision-making process

The concerned authorities should seriously think about representation of women in any decision-making activity. While taking a decision they should also think that the decision taken should not be in any way disturbing for the peaceful coexistence of women employees in the organisations.

Engendering budget of the organisation

Engendering budget is a challenge for institutionalising gender within any organisation. Engendered budget not only shows detailed break-up of annual budget, it portrays amount of allocation provided for addressing gender issues in the organisation. Thus, authorities of the organisations should think of addressing gender issues while preparing their annual budget.

Building awareness about the NP and NAP for Women's Advancement

The government as well as the organisations themselves can take initiatives to make employees of both sexes aware about the National Policy for Advancement of Women (NP) and the National Action Plan for Women's Advancement (NAP). For the purpose, they can arrange seminars, workshops and symposiums with employees and build awareness about gender issues.

Amendment of existing rules and regulations of the organisations

Existing recruitment rules and regulations do not render women any preference in getting jobs. Rather, most of the positions of technical and non-traditional nature are reserved only for men. Had the women been recruited in those posts, they could have performed almost in the same manner as men do. Therefore, the government should come forward in issuing a circular

ordering that no post should be reserved for men. This initiative would help to bring gender parity in employment.

Rendering technical and vocational training and education to women

Our women lag much behind men in technical and vocational training and education. Without these training and education they cannot compete for technical jobs. Thus, special priority should be given to the issue of rendering technical and vocational training and education to our women. And for the purpose, the government can take steps to attract women to technical and vocational training and education.

Automation of the organisations

Automation of organisations paves the way for achieving gender parity therein. Physical strength of an employee does not matter much where everything is done with the help of modern equipment and technology. Thus, half of our entire population could be utilised properly with the introduction of automation process.

Render priority to women's employment in the organisations

Institutionalising gender within the organisations requires rendering priority to women's employment that would help to ensure equal rights of women in employment, help their economic independence, uplift them from their disadvantaged position, utilise the potentials of educated women and accelerate the process of advancement of women.

Administrative empowerment of women

To comply with the recommendation of the UN Economic and Social Council for ensuring equal and full participation of women in all levels of decision-making bodies including policy-making positions of the government, the National Policy for Advancement of Women suggests all-out efforts to recruit women in at least 30 per cent of total posts. Thus, authorities of the study organisations should take necessary steps to implement policy measures in conformity to the National Policy for Advancement of Women.

Formulation of a functional gender policy

Institutionalising gender within the organisations requires a functional gender policy. This policy would help to ensure equal participation of women in work place, create and maintain healthy working environment, improve security for women in future, recognise them, and help them in solving their problems and recruitment in all levels.

Box-3: Summary

Along with chief executives, 84 employees from four government organisations such as PDB, BDR, FSCD and DGT were selected for collecting data. Main functions of all the four study organisations are technical and risky in nature. Materialisation of the functions demands both physically and mentally strong persons. Employees are required to work in a very adverse and risky situation throughout day and night.

Vacancy announcements of these organisations do not encourage women to apply. Not a single woman represents the highest decision making bodies of these organisations. Moreover, representation of women in gazetted and non-gazetted posts of all the four study organisations lags behind the existing quota for women employment. Concerning the National Policy for Advancement of Women, all-out efforts should be provided to increase the women representation up to 30 per cent in all levels of decision-making bodies of government organisations. It is also noticed that the annual budget break-up of the organisations do not show the gender picture.

Most of the female employees are indulged in clerical jobs. Unfavourable culture, technical job nature, existing government rules & regulations, stereotyped attitudes of the authorities and lack of interest of women are responsible for the less number of recruitment of women. Amendment of the existing recruitment rules of the organisations, bring about attitudinal changes both in men and women through social mobilization, rendering training and education to women are some of the measures to be taken.

Most of the male employees see the existence of efficiency gap in between men and women employees. On the other hand, female employees nullify the statement above. Study further reveals divergence of opinions of males regarding the existing efficiency gap between the two sexes. They claim that household responsibilities, security reasons, inattentiveness, lack of innovation, stereotyped job nature along with biological factors make women less efficient in their work. To consider policy measures to eliminate sexual harassment against women, employees of both sexes support to adopt a policy by their organisations despite the nonexistence of any such harassment.

Majority of the employees consider rendering priority to women's employment in a larger scale to ensure equal rights of women in employment, help economic independence, uplift them from their disadvantageous position, utilise their potentials and enhance their advancement. Employees also support the existing quota system for women's employment.

Most of the employees are not at all aware of the National Policy for Advancement of Women. However, they believe that their organisation should have a gender policy to ensure equal participation of women in work place, create and maintain healthy working environment, improve security for women in future, recognise them, help women in solving their problems and help recruitment of women in class-I position.

Employees of both sexes suggest providing female employees of their organisations with different types of extra facilities. These are daycare centres, prayer rooms, separate toilets, rest rooms, transport for commuting, canteen, security measures.

Institutionalising gender within an organisation requires equal participation of women and men in all spheres of that organisation. Institutionalisation is a prerequisite for successful implementation of any policy. Study suggests some measures to be considered by the authorities concerned in this regard. These include advocacy programme for bringing about attitudinal changes regarding employment of women that would encourage them to apply for the jobs. Organisations should address the practical gender needs (PGNs) and provide flextime to women so that they can make a balance between their official and household chores. Further organisations badly require formulating a policy for sexual harassment against women. The women employees need to be involved effectively in decision-making process of the organisations. The other steps for institutionalising gender encompass engendering budget, building awareness about the NP and NAP for Women's Advancement and amending the existing rules and regulations of the organisations. Rendering technical and vocational training and education to women, automation of the organisations, administrative empowerment of women and above all formulation of a functional gender policy also demands utmost attention.

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Appendices

Appendix-1: Tables

Bangladesh Power Development Board

TableP1: Class and Sex distribution of the Respondents

Class	Sex		Total
	Female	Male	
Class I	5	8	13
Class II	0	0	0
Class III	3	7	10
Class IV	0	0	0
Total	8	15	23

TableP2: Age and sex distribution of the Respondents

Age Group	Sex		Total
	Female	Male	
20-29	0	1	1
30-39	2	10	12
40-49	6	4	10
Total	8	15	23

TableP3: Academic Qualification of the Respondents

Academic Qualification	Sex		Total
	Female	Male	
Postgraduate	5	6	11
Graduate	2	6	8
Higher Secondary	0	3	3
Secondary	1	0	1
Total	8	12	23

TableP4: Marital Status of the Respondents

Marital Status	Sex		Total
	Female	Male	
Unmarried	1	3	4
Married	7	12	19
Total	8	15	23

TableP5: Length of Service of the Respondents

Length of Service (Year)	Sex		Total
	Female	Male	
<5 years	0	2	2
5-9	0	2	2
10-14	4	9	13
15-19	2	1	3
20-24	2	1	3
Total	8	15	23

TableP6: Job Nature of the Respondents

Job Nature	Sex		Total (N=23)
	Female (n=8)	Male (n=15)	
Clerical	3	6	9
Administrative	4	6	10
Planning	1	3	4
Total	8	15	23

TableP7: Hindrances of Employment of Women in the Organisation

Hindrances	Sex		Total (N=23)
	Female (n=8)	Male (n=15)	
Job nature is not suitable for women	3	14	17
Culture of Bangladesh does not encourage women to join this organisation	1	3	4
Reluctance of authority to recruit women	4	0	4
Less number Of women in engineering education	2	3	5

Multiple responses recorded.

TableP8: Required Measures to overcome Hindrances

Measures	Sex		Total (N=23)
	Female (n=8)	Male (n=15)	
New organisational set up is required	0	1	1
Top level decision is needed	0	1	1
Attitudinal change is required	0	1	1
Exemption women from night duty	0	1	1
No hindrance	8	11	19

TableP9: If the Females Feel Comfort to Work with their Male Colleagues

Response	Number of Respondents (n=8)
Yes	8
No	0
Total	8

TableP10: If the Males Feel Comfort to Work with their Female Colleagues

Response	Number of Respondents (n=15)
Yes	15
No	0
Total	15

TableP11: Voice of Women Employees' in Decision-Making Process

Voice	Sex		Total (N=23)
	Female (n=8)	Male (n=125)	
Voice not at all	0	0	0
Voice rarely listened to	2	4	6
Voice sometimes listened to	2	2	4
Voice always listened to	4	9	13
Total	8	15	23

TableP12: Sex distribution of Supervisory Officers of the Respondents

Sex of the Supervisory Officers	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Male	7	10	17
Female	1	5	6
Total	8	15	23

TableP13: If the Males Feel Comfort to Work under Female Supervisor

Response	Number of Respondents (n=5)
Yes	4
No	1
Total	5

TableP14: Reasons for not Feeling Comfort to Work under Female Supervisor

Reasons	Number of Respondents (n=1)
Not sure	1

TableP15: If the males worked under male Supervisor Before

Response	Number of Respondents (n=5)
Yes	4
No	1
Total	5

TableP16: If males faced any problem while working under male Supervisor

Response	Number of Respondents (n=4)
Yes	0
No	4
Total	4

TableP17: If the Female worked under male Supervisor Before

Response	Number of Respondents (n=1)
Yes	1
No	0
Total	1

TableP18: If Female experienced any problem while working under male Supervisor

Response	Number of Respondents (n=1)
Yes	0
No	1
Total	1

TableP19: If the Females Feel Comfort to Work under Male Supervisor

Response	Number of Respondents (n=7)
Yes	7
No	0
Total	7

TableP20: Supervisor under whom Male Respondents feel more Comfort to Work

Sex of the Supervisor	Number of Respondents
Male	5
Female	0
Both	10
Total	15

TableP21: Considerations of feeling more comfort to work under a Male Supervisor

Considerations	Number of Respondents (n=5)
Easy access	2
Men are more friendly and efficient	2
Men can take right decision in right time	2
Men are more reliable	1
Men are naturally competent	1

TableP22: Efficiency gap among Male and Female colleagues

Efficiency gap	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
No efficiency gap	8	4	12
Women are less efficient due to family responsibilities	0	3	3
Absenteeism is more among women	0	1	1
Women are less attentive	0	1	1
Women cannot work beyond office hours due to security reasons	0	1	1
Women are not active/capable in making decision	0	2	2
Women are not innovative	0	1	1
Efficiency gap exists in merit and experience	0	1	1
Not sure	0	2	2

Multiple response recorded.

TableP23: Attitudes of Male to their Female Colleagues and vice versa

Attitudes	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Cooperative	7	14	21
Commanding	1	1	2
Negative	0	0	0
Total	8	15	23

TableP24: Problems encounter by the Respondents as a woman

Nature of Problems	Number of Respondents (n=1)
Problem faces for commuting	1

TableP25: If Female Respondents were sexually harassed by a Male Colleague

Response	Number of Respondents (n=8)
Yes	0
No	8
Total	8

TableP26: If Respondents' Female Colleagues were sexually harassed by their Male Colleagues

Response	Number of Respondents (n=8)
Yes	0
No	8
Total	8

TableP27: Whether a Male Colleague sexually harassed any Female Colleague

Response	Number of Respondents	Total (n=15)
Yes	0	0
No	15	15
Total	15	15

TableP28: Whether the Organisation should have any Policy against Sexual Harassment

Response	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Yes	4	11	15
No	4	4	8
Total	8	15	23

TableP29: Respondents' Considerations for a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=14)
	Female (n=4)	Male (n=11)	
Safeguard for women	3	5	8
Ensure women's security in the workplace	0	4	4
Ensure moral and legal bindings	0	1	1
Ensure organisational discipline	0	3	3
Create fear among perverted persons	1	0	1

Multiple response recorded

TableP30: Reasons behind not considering a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=8)
	Female (n=4)	Male (n=4)	
Existing laws/rules are sufficient to prevent sexual harassment	4	4	8
As no sexual harassment occurred yet	1	1	2

Multiple response recorded.

TableP31: If Females face any problem to enjoy leave in addition to maternity

Response	Number of Respondents (n=8)
Yes	1
No	7
Total	8

TableP32: Whether women should be given priority to be employed in this Organisation

Response	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Yes	4	8	12
No	4	7	11
Total	8	15	23

TableP33: Respondents' Considerations in favour of women's priority in employment

Considerations	Sex of the Respondents		Total (n=12)
	Female (n=4)	Male (n=8)	
Help reduce population growth through women's employment	0	1	1
To bring parity in employment	3	3	6
Existing quota is not sufficient	0	1	1
As women are in disadvantaged position	0	1	1
To utilize the potentials of educated women	0	2	2
Help social and economic development	0	1	1
Help empowerment of women	1	0	1

Multiple responses recorded

TableP34: Respondents' Considerations against women's priority in employment

Considerations	Sex of the Respondents		Total (n=11)
	Female (n=4)	Male (n=7)	
As quota system exists	0	3	3
Recruitment should be based on merit	3	2	5
Women should not be treated separately	1	0	1
Ensure equal opportunity for all	1	1	2
As job nature is technical	0	1	1
Men take more responsibility than women do in society	0	1	1

Multiple responses recorded

TableP35: Whether the Respondents support quota system for women in employment

Response	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Yes	4	12	16
No	4	3	7
Total	8	15	23

TableP36: Respondents' Considerations for supporting quota system

Considerations	Sex of the Respondents		Total (n=16)
	Female (n=4)	Male (n=12)	
To encourage women	0	5	5
As women are in disadvantageous position	4	6	10
No response	0	2	2

Multiple responses recorded

TableP37: Respondents' Considerations against quota system

Considerations	Sex of the Respondents		Total (n=7)
	Female (n=4)	Male (n=3)	
Recruitment should be based on merit	4	2	6
As women claim equal rights	0	1	1

TableP38: If the Respondents aware of National Policy for Advancement of Women

Response	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Yes	0	7	7
No	8	8	16
Total	8	15	23

TableP39: Whether the Organisation should have a Gender Policy

Response	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Yes	5	13	18
No	3	2	5
Total	8	15	23

TableP40: Respondents' Considerations for a Gender Policy

Considerations	Sex of the Respondents		Total (n=16)
	Female (n=5)	Male (n=11)	
Improve security measures for women	0	1	1
Create and maintain healthy working environment	0	2	2
Ensure equality in workplace	4	4	8
Gender policy is required as government policy is difficult to implement	0	1	1
For women's advancement	2	2	4
No response	0	3	3

Multiple responses recorded

TableP41: Reasons behind not considering a Gender Policy

Considerations	Sex of the Respondents		Total (n=5)
	Female (n=3)	Male (n=2)	
Existing rules are sufficient	3	1	4
No response	0	1	1

TableP42: Suggested extra facilities for female Employees of the Organisation

Suggested extra facilities	Sex of the Respondents		Total (N=23)
	Female (n=8)	Male (n=15)	
Daycare centre	4	11	15
Prayer room	6	7	13
Separate toilet	7	4	11
Rest room	3	5	8
Transport for commuting	3	3	6
Medical facilities	0	1	1
No extra facility is required if equal rights is ensured	0	1	1

Multiple responses recorded.

TableP43: Suggestion of Male Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents (n=9)
Women should maintain <i>purdah</i>	1
Women should be disciplined	1
Women should be conservative	1
Listen to women and solve their problem	1
Cleanliness	2
Women friendly working environment	2
Logistics support (furniture, light/fan)	4
Training facilities	3
Ensure equal rights	1

Multiple response recorded.

TableP44: Suggestion of Female Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents (n=5)
Attitudinal change of men	3
Office should be declared as smoke free	1
Make technical training compulsory for all employees	1
Modern equipment	1

Multiple response recorded.

Bangladesh Rifles

TableB1: Class and Sex distribution of the Respondents

Class	Sex		Total
	Female	Male	
Class I	1	7	8
Class II	1	0	1
Class III	2	-	2
Class IV	2	3	5
Total	6	10	16

TableB2: Age and sex distribution of the Respondents

Age Group	Sex		Total
	Female	Male	
20-29	3	2	5
30-39	2	3	5
40-49	1	3	4
50 and above	0	2	2
Total	6	10	16

TableB3: Academic Qualification of the Respondents

Academic Qualification	Sex		Total
	Female	Male	
Postgraduate	0	3	3
Graduate	1	4	5
Higher Secondary	3	0	3
Junior Secondary	2	2	4
Primary	0	1	1
Total	6	10	16

TableB4: Marital Status of the Respondents

Marital Status	Sex		Total
	Female	Male	
Unmarried	3	0	3
Married	3	10	13
Total	6	10	16

TableB5: Length of Service of the Respondents

Length of Service (Year)	Sex		Total
	Female	Male	
<5 years	4	7	11
5-9	0	1	1
10-14	1	0	1
15-19	0	0	0
20-24	1	1	2
25-29	0		
30 years and above	0	1	1
Total	6	10	16

TableB6: Job Nature of the Respondents

Job Nature	Sex		Total (N=16)
	Female (n=6)	Male (n=10)	
Administrative	0	5	5
Medical	2	1	3
Training	0	1	1
Investigation	0	1	1
Legal support	0	1	1
Supervision	1	0	1
Gardening	0	1	1
Sweeping/Cleaning	2	1	3
Nursing	2	1	3

Multiple responses recorded

TableB7: Hindrances of Employment of Women in this Organisation

Hindrances	Sex		Total (N=16)
	Female (n=6)	Male (n=10)	
Job nature is not suitable for women	2	5	7
Working environment of the organisation is not favourable for women	0	1	1
Culture of Bangladesh does not encourage women to join this organisation	1	1	2
Rules/regulations of this organisation do not encourage women to join this organisation	5	5	10
Lack of educated women	1	0	1
Vacancy announcing for men	0	1	1

Multiple responses recorded.

TableB8: Required Measures to overcome Hindrances

Measures	Sex		Total (N=16)
	Female (n=6)	Male (n=10)	
Separate accommodation is required if women are recruited for border protection	0	1	1
Attitudinal change is required	0	2	2
Imparting proper training and education for women	1	3	4
Require change in recruitment rules	2	3	5
Not sure	4	1	5

Multiple response recorded.

TableB9: Whether the Females Feel Comfort to Work with their Male Colleagues

Response	Number of Respondents
Yes	6
No	0
Total	6

TableB10: Whether the Males Feel Comfort to Work with their Female Colleagues

Response	Number of Respondents
Yes	8
No	2
Total	10

TableB11: Reasons for not feeling comfort to with female colleagues

Reasons	Number of Respondents (n=2)
Female colleagues create problems in day to day office work due to their personal familial responsibilities	1
Involving female colleagues in work is not possible like male soldiers	1

TableB12: Voice of Women Employees' in Decision-Making Process

Voice	Sex		Total (N=16)
	Female (n=6)	Male (n=10)	
Voice not at all	0	0	0
Voice rarely listened to	1	1	2
Voice sometimes listened to	2	3	5
Voice always listened to	3	6	9
Total	6	10	16

TableB13: Sex distribution of Supervisory Officers of the Respondents

Sex of the Supervisory Officers	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Male	2	10	12
Female	4	0	4
Total	6	10	16

TableB14: Whether the Females Feel Comfort to Work under Male Supervisor (N=)

Response	Number of Respondents (n=2)
Yes	2
No	0
Total	2

TableB15: Whether the Females Feel Comfort to Work under Female Supervisor

Response	Number of Respondents (n=4)
Yes	4
No	0
Total	4

TableB16: Whether the males worked under male Supervisor Before

Response	Number of Respondents (n=10)
Yes	0
No	10
Total	10

TableB17: Whether the Females worked under male Supervisor Before

Response	Number of Respondents (n=4)
Yes	1
No	3
Total	4

TableB18: If the female faced any problem while working under male Supervisor

Response	Number of Respondents (n=1)
Yes	0
No	1
Total	1

TableB19: If the Females Feel Comfort to Work under Male Supervisor

Response	Number of Respondents (n=2)
Yes	2
No	0
Total	2

TableB20: Supervisor under whom Male Respondents feel more Comfort to Work

Sex of the Supervisor	Number of Respondents (n=10)
Male	8
Female	0
Both	2
Total	10

TableB21: Considerations of feeling more comfort to work under a Male Supervisor

Considerations	Number of Respondents (n=8)
Easy access and frankness of male supervisors	4
Male supervisors are confident, prompt and firm decision maker	5
Due to nature of work	2
Women are less attentive due to their family responsibility	1

Multiple response recorded

TableB22: Efficiency gap among Male and Female colleagues

Efficiency gap	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
No efficiency gap	6	5	11
Women are less attentive due to family responsibilities	0	1	1
Women are less prompt than men	0	1	1
Women cannot work beyond office hours	0	1	1
Men are more efficient/responsible due to job nature	0	3	3
Multiple response recorded			

TableB23: Attitudes of Male to their Female Colleagues and vice versa

Attitudes	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Cooperative	6	9	15
Commanding	0	1	1
Negative	0	0	0
Total	6	10	16

TableB24: Problems Faced by the Respondents as a woman

Nature of Problems	Number of Respondents (n=6)
No problem faced	6

TableB25: Whether Female Respondents were sexually harassed by a Male Colleague

Response	Number of Respondents (n=6)
Yes	0
No	6
Total	6

TableB26: If female Respondents' Female Colleagues were sexually harassed by their Male Colleagues

Response	Number of Respondents (n=6)
Yes	0
No	6
Total	6

TableB27: Whether a Male Colleague sexually harassed any Female Colleague

Response	Number of Respondents (n=10)
Yes	0
No	10
Total	10

TableB28: If the Organisation should have any Policy against Sexual Harassment

Response	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Yes	3	6	9
No	3	4	7
Total	6	10	16

TableB29: Respondents' Considerations for a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=9)
	Female (n=3)	Male (n=6)	
Ensure women's security in the workplace	1	1	2
Restrain men from act of sexual harassment	1	1	2
Exemplary punishment would create fear among perverted people	0	1	1
Ensure organisational discipline	0	1	1
Policy would encourage women to work	1	3	4

Multiple response recorded

TableB30: Reasons behind not considering a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=7)
	Female (n=3)	Male (n=4)	
Existing laws/rules are sufficient to prevent sexual harassment	3	3	6
No scope for sexual harassment in the organisation	0	1	1

TableB31: If Female Employees face any problem to enjoy leave in addition to maternity

Response	Number of Respondents
Yes	0
No	6
Total	6

TableB32: Whether women should be given priority to be employed in this Organisation

Response	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Yes	5	1	6
No	1	9	10
Total	6	10	16

TableB33: Respondents' Considerations in favour of women's priority in employment

Considerations	Sex of the Respondents		Total (n=6)
	Female (n=5)	Male (n=1)	
Help reduce unemployment among women	2	0	2
To bring parity in employment	0	1	1
More women would come forward	2	0	2
Help economic independence of women	2	0	2
Help social and economic development	1	0	1

Multiple responses recorded

TableB34: Respondents' Considerations against women's priority in employment

Considerations	Sex of the Respondents		Total (n=10)
	Female (n=1)	Male (n=9)	
Merit based recruitment benefit the organisation	1	2	3
As job nature of the organisation labourious	0	2	2
Employment of men is more important than women	0	2	2
Women are not fit for border protection	0	1	1
Ensure equal rights rather than priority	1	0	1

TableB35: Whether the Respondents support quota system for women in employment

Response	Sex of the Respondents		Total (N=16)
	Female (n=4)	Male (n=10)	
Yes	4	5	9
No	2	5	7
Total	6	10	16

TableB36: Respondents' Considerations for supporting quota system

Considerations	Sex of the Respondents		Total (n=9)
	Female (n=4)	Male (n=5)	
Create employment opportunity for women	4	2	6
As women are half of the population	0	1	1
Both men and women can work together	0	1	1
As women are in disadvantageous position	1	1	2

Multiple responses recorded

TableB37: Respondents' Considerations against quota system

Considerations	Sex of the Respondents		Total (n=7)
	Female (n=2)	Male (n=5)	
Recruitment should be based on merit	1	2	3
To ensure equal rights	1	1	2
Competition would built confidence among women	0	1	1
As huge unemployment exists among men	0	1	1
Quota does not respect women's dignity	0	1	1

TableB38: If the Respondents aware of National Policy for Advancement of Women

Response	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Yes	2	2	4
No	4	8	12
Total	6	10	16

TableB39: Whether the Organisation should have a Gender Policy

Response	Sex of the Respondents		Total (N=16)
	Female (n=6)	Male (n=10)	
Yes	5	8	13
No	1	2	3
Total	6	10	16

TableB40: Respondents' Considerations for a Gender Policy

Considerations	Sex of the Respondents		Total (n=13)
	Female (n=5)	Male (n=8)	
Improve security for women in future	1	1	2
Create and maintain healthy working environment	0	5	5
Ensure equality in workplace	4	1	5
Motivate women to work properly	0	1	1
Men would not ignore women	1	0	1
Help them in decision making	1	1	2

Multiple responses recorded

TableB41: Reasons behind not considering a Gender Policy

Considerations	Sex of the Respondents		Total (n=3)
	Female (n=1)	Male (n=2)	
To ensure equal rights	1	0	1
Not sure	0	2	2

TableB42: Suggested extra facilities for female Employees of the Organisation

Suggested extra facilities	Sex of the Respondents		Total (n=16)
	Female (n=6)	Male (n=10)	
Daycare centre	3	3	6
Transport for commuting	1	5	6
Prayer room	0	1	1
Rest room	0	1	1
Accommodation	3	0	3
No extra facility required	1	4	5

Multiple responses recorded.

TableB43: Suggestion of Male Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents (n=2)
Exemption of women from night duty	1
Listen to women's personal problem	1
Create opportunity for women to work their family	1

Multiple response recorded.

TableB44: Suggestion of Female Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents (n=2)
Listen to women	1
Periodical workshop/training would create respect for one another	1

Multiple response recorded.

Fire Service and Civil Defense

TableF1: Class and Sex distribution of the Respondents

Class	Sex		Total
	Female	Male	
Class I	0	0	0
Class II	0	3	3
Class III	7	7	14
Class IV	0	2	2
Total	7	12	19

TableF2: Age and sex distribution of the Respondents

Age Group	Sex		Total
	Female	Male	
20-29	1	2	3
30-39	3	3	6
40-49	2	5	7
50 and above	1	2	3
Total	7	12	19

TableF3: Academic Qualification of the Respondents

Academic Qualification	Sex		Total
	Female	Male	
Postgraduate	0	0	0
Graduate	2	3	5
Higher Secondary	4	6	10
Secondary	1	0	1
Junior Secondary	0	3	3
Total	7	12	19

TableF4: Marital Status of the Respondents

Marital Status	Sex		Total
	Female	Male	
Unmarried	0	2	2
Married	7	10	17
Total	7	12	19

TableF5: Length of Service of the Respondents

Length of Service (Year)	Sex		Total
	Female	Male	
<5 years	1	3	4
5-9	0	0	0
10-14	0	1	1
15-19	2	1	3
20-24	3	3	6
25-29	1	4	5
Total	7	12	19

TableF6: Job Nature of the Respondents

Job Nature	Sex		Total (N=19)
	Female (n=7)	Male (n=12)	
Operational	1	0	1
Clerical	5	7	12
Nursing	1	0	1
Rescue and Fire Fighting	0	2	2
Maintenance and Technical	0	2	2
Training	0	1	1
Ambulance Service	0	1	1
Driving	0	1	1

Multiple responses recorded

TableF7: Hindrances of Employment of Women in this Organisation

Hindrances	Sex		Total (N=19)
	Female (n=7)	Male (n=12)	
Job nature is not suitable for women	1	10	11
Working environment of the organisation is not favourable for women	0	1	1
Culture of Bangladesh does not encourage women to join this organisation	2	2	4
Rules/regulations of this organisation do not encourage women to join this organisation	2	3	5
Stereotyped attitudes of authorities to recruit women	5	1	6
Women fail to face viva-voce successfully	1	0	1
Women are not recruited in class-I or official positions	2	0	2
Men are preferred for operational works	1	0	1
Lack of modern equipment for fire fighting	0	1	1
Not Sure	0	2	2

Multiple responses recorded.

TableF8: Required Measures to overcome Hindrances

Measures	Sex		Total (N=19)
	Female (n=7)	Male (n=12)	
Amendment/change in the recruitment rules	4	2	6
Bring changes in attitudes of both men and women through social mobilisation	3	2	5
Recruitment of women in Class-I position	1	0	1
Scope of promotion should be increased	1	0	1
More women should be recruited through quota system until the number is equal to men	1	0	1
Arrangement of proper training would encourage women for this job	0	1	1
Not sure	0	7	7

Multiple response recorded.

TableF9: Whether the Females Feel Comfort to Work with their Male Colleagues

Response	Number of Respondents (n=7)
Yes	7
No	0
Total	7

TableF10: If the Males Feel Comfort to Work with their Female Colleagues

Response	Number of Respondents (n=12)
Yes	10
No	2
Total	12

TableF11: Reasons for not Feeling Comfort to Work with their Female Colleagues

Reasons	Number of Respondents (n=2)
Women are not fit for this job	1
They increase our work load	1
No response	1

Multiple responses recorded.

TableF12: Voice of Women Employees' in Decision-Making Process

Voice	Sex		Total (N=19)
	Female (n=7)	Male (n=12)	
Voice not at all (as no woman belongs to decision-making position)	0	4	4
Voice rarely listened to	0	4	4
Voice sometimes listened to	7	2	9
Voice always listened to	0	2	2
Total	7	12	19

TableF13: Sex distribution of Supervisory Officers of the Respondents

Sex of the Supervisory Officers	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Male	7	12	19
Female	0	0	0
Total	7	12	19

TableF14: If Females experienced any problem while working under male Supervisors

Response	Number of Respondents (n=7)
Yes	0
No	7
Total	7

TableF15: If Females Feel Comfort to Work under Male Supervisor

Response	Number of Respondents (n=7)
Yes	7
No	0
Total	7

TableF16: Supervisor under whom Male Respondents feel more Comfort to Work

Sex of the Supervisor	Number of Respondents (n=12)
Male	9
Female	0
Both	3
Total	12

TableF17: Considerations of feeling more comfort to work under a Male Supervisor

Considerations	Number of Respondents (n=9)
Technical ability of male supervisor	2
Friendly and free access	5
Prompt decision-maker	4
Women are inattentive, inefficient and undisciplined	1
Not sure/No response	4

Multiple response recorded.

TableF18: Efficiency gap among Male and Female colleagues

Efficiency gap	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
No efficiency gap	6	3	9
Women are more efficient to men	1	0	1
Women are gentle	0	1	1
Women are less efficient due to having inborn biological problem and as they are physically weak	0	3	3
All women are inefficient	0	2	2
Job nature makes women inefficient	0	2	2
Men are more efficient	0	3	3

TableF19: Attitudes of Male to their Female Colleagues and vice versa

Attitudes	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Cooperative	7	11	18
Commanding	0	0	0
Negative	0	1	1
Total	7	12	19

TableF20: Problems Faced by the Respondents as a woman

Nature of Problems	Number of Respondents (n=7)
No problem faced	7

TableF21: Whether Female Respondents were sexually harassed by a Male Colleague

Response	Number of Respondents (n=7)
Yes	0
No	7
Total	7

TableF22: If female Respondents' Female Colleagues were sexually harassed by their Male Colleagues

Response	Number of Respondents (n=7)
Yes	0
No	7
Total	7

TableF23: Whether a Male Colleague sexually harassed any Female Colleague

Response	Number of Respondents (n=12)
Yes	0
No	12
Total	12

TableF24: If the Organisation should have any Policy against Sexual Harassment

Response	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Yes	6	9	15
No	1	3	4
Total	7	12	19

TableF25: Respondents' Considerations for a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=15)
	Female (n=6)	Male (n=9)	
Preventive measures for future	5	6	11
Ensure women's security in the workplace	1	0	1
Punishment for sexual harassment create fear	1	0	1
It will bring respect for women	0	2	2
No response	0	1	1

Multiple response recorded

TableF26: Reasons behind not considering a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=4)
	Female (n=1)	Male (n=3)	
Departmental action is enough	1	0	1
As working environment is favourable	0	1	1
No response	0	2	2

Multiple response recorded

TableF27: If Females face any problem in order to get leave in addition to maternity

Response	Number of Respondents
Yes	0
No	7
Total	7

TableF28: Whether women should be given priority to be employed in this Organisation

Response	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Yes	7	6	13
No	0	6	6
Total	7	12	19

TableF29: Respondents' Considerations in favour of women's priority in employment

Considerations	Sex of the Respondents		Total (n=13)
	Female (n=7)	Male (n=6)	
For better interaction	1	0	1
To ensure equal rights/ Human Rights	3	2	5
Women can work more and they are more sincere	2	0	2
For proper utilization of women's academic achievement	1	0	1
Women are deprived of by their family members/ women are in disadvantaged position	1	2	3
For women's empowerment	0	1	1
Create more employment opportunity for women	1	1	2
No response	0	1	1

Multiple responses recorded

TableF30: Respondents' Considerations against women's priority in employment

Considerations	Sex of the Respondents		Total (n=6)
	Female (n=0)	Male (n=6)	
As huge unemployment exists among men	0	1	1
Unemployment of men deteriorate their morale	0	1	1
As nature of job is technical in nature	0	3	3
Rights should be equal	0	1	1
No response	0	1	1

Multiple responses recorded

TableF31: Whether the Respondents support quota system for women in employment

Response	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Yes	7	10	17
No	0	2	2
Total	7	12	19

TableF32: Respondents' Considerations for supporting quota system

Considerations	Sex of the Respondents		Total (n=17)
	Female (n=7)	Male (n=10)	
To create employment opportunity for women	5	3	8
Economic independence of women	1	0	1
To ensure women's rights through collective bargaining	1	3	4
For empowerment of women	0	1	1
Quota system should be considered only for clerical job (such as receptionist, typist etc.)	0	1	1
No response	0	1	1

Multiple responses recorded

TableF33: Respondents' Considerations against quota system

Considerations	Sex of the Respondents		Total (n=2)
	Female (n=0)	Male (n=2)	
Recruitment should be based on merit	0	1	1
No response	0	1	1

TableF34: If the Respondents are aware of National Policy for Advancement of Women

Response	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Yes	2	2	4
No	5	10	15
Total	7	12	19

TableF35: If the Organisation should have a Gender Policy

Response	Sex of the Respondents		Total (N=19)
	Female (n=7)	Male (n=12)	
Yes	7	8	15
No	0	4	4
Total	7	12	19

TableF36: Respondents' Considerations for a Gender Policy

Considerations	Sex of the Respondents		Total (n=15)
	Female (n=7)	Male (n=8)	
To empower women	4	1	5
To ensure equal participation/equality in employment	4	2	6
For collective bargaining	1	0	1
For recognition	1	0	1
Help women in solving their problems	1	1	2
Help recruitment of women in Class-I position	1	0	1
Women's rights will get importance	0	2	2
No response	0	1	1

Multiple responses recorded

TableF37: Reasons behind not considering a Gender Policy

Considerations	Sex of the Respondents		Total (n=4)
	Female (n=0)	Male (n=4)	
Policy will not be implemented	0	2	2
No response	0	2	2

TableF38: Suggested extra facilities for female Employees of the Organisation

Suggested extra facilities	Sex of the Respondents		Total (n=19)
	Female (n=7)	Male (n=12)	
Daycare centre	6	9	15
Transport for commuting	7	2	9
Incentive package (salary, promotion)	1	2	3
Doctor	1	0	1
Additional leave	0	1	1
Accommodations	0	3	3
Rest room	0	3	3
Separate prayer room	0	2	2
No extra facility should be given to women	0	1	1
No response	0	3	3

Multiple response recorded

Directorate of Government Transport

TableT1: Class and Sex distribution of the Respondents

Class	Sex		Total
	Female	Male	
Class I	0	3	3
Class II	0	2	2
Class III	10	9	19
Class IV	1	1	2
Total	11	15	26

TableT2: Age and sex distribution of the Respondents

Age Group	Sex		Total
	Female	Male	
20-29	0	1	1
30-39	5	4	9
40-49	5	6	11
50 and above	1	4	5
Total	11	15	26

TableT3: Academic Qualification of the Respondents

Academic Qualification	Sex		Total
	Female	Male	
Postgraduate	1	1	2
Graduate	3	3	6
Higher Secondary	4	8	12
Secondary	2	1	3
Junior Secondary	1	2	3
Total	11	15	26

TableT4: Marital Status of the Respondents

Marital Status	Sex		Total
	Female	Male	
Unmarried	0	1	1
Married	11	14	25
Total	11	15	26

TableT5: Length of Service of the Respondents

Length of Service (Year)	Sex		Total (N=26)
	Female (n=11)	Male (n=15)	
<5 years	0	1	1
5-9	1	2	3
10-14	1	4	5
15-19	5	1	6
20-24	3	4	7
25-29	1	0	1
30 and above	0	3	3
Total	11	15	26

TableT6: Job Nature of the Respondents

Job Nature	Sex		Total (N=26)
	Female (n=11)	Male (n=15)	
Clerical/Audit and accounts	10	4	14
Administrative	0	4	4
Maintenance and mechanical	0	5	5
Driving	0	2	2
Security	0	1	1
MLSS	1	0	1

Multiple responses recorded

TableT7: Hindrances of Employment of Women in this Organisation

Hindrances	Sex		Total (N=26)
	Female (n=11)	Male (n=15)	
Job nature is not suitable for women	9	15	24
Working environment of the organisation is not favourable for women	6	2	8
Culture of Bangladesh does not encourage women to join this organisation	7	4	11
Rules/regulations of this organisation do not encourage women to join this organisation	5	0	5
Women are not interested to work as a driver or mechanic	1	4	5
Absence of trained women in driving/mechanical field	0	3	3
Women are not encouraged to join this job	2	0	2
Reluctance of authority to recruit women	2	0	2
Women are not interested to obtain technical/vocational education	0	1	1
Women are fit for clerical nature of work	0	3	3
All official level positions are appointed on deputation	1	0	1
No hindrance	0	1	1

Multiple responses recorded.

TableT8: Required Measures to overcome Hindrances

Measures	Sex		Total (N=26)
	Female (n=11)	Male (n=15)	
Exemption of women to work beyond office hour or at night	0	1	1
Change of attitudes through awareness raising	2	1	3
Provide women with technical/vocational education through GO/NGO efforts	0	3	2
Installation of automation system help women to do this job	0	1	1
Vacancy announcement should encourage women to apply	2	1	3
Women may be promoted to officers level position	1	0	1
Not sure	6	8	14

Multiple response recorded.

TableT9: Whether the Females Feel Comfort to Work with their Male Colleagues

Response	Number of Respondents (n=11)
Yes	9
No	2
Total	11

TableT10: Reasons for feeling not comfort to work with their Male Colleagues

Reasons	Number of Respondents (n=2)
Attitudes of male colleagues is not positive	2

TableT11: Whether the Males Feel Comfort to Work with their Female Colleagues

Response	Number of Respondents
Yes	15
No	0
Total	15

TableT12: Voice of Women Employees' in Decision-Making Process

Voice	Sex		Total (N=26)
	Female (n=11)	Male (n=15)	
Voice not at all (as no woman belongs to decision-making position)	4	0	4
Voice rarely listened to	3	6	9
Voice sometimes listened to	0	1	1
Voice always listened to	4	2	6
No woman belongs to decision-making position	0	6	6
Total	11	15	26

TableT13: Sex distribution of Supervisory Officers of the Respondents

Sex of the Supervisory Officers	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Male	11	15	26
Female	0	0	0
Total	11	15	26

TableT14: If Females experienced any problem while working under male Supervisor

Response	Number of Respondents (11)
Yes	0
No	11
Total	11

TableT15: Whether the Females Feel Comfort to Work under Male Supervisor

Response	Number of Respondents (11)
Yes	11
No	0
Total	11

Reason for feeling not comfort is not mention by the respondent.

TableT16: Supervisor under whom Male Respondents feel more Comfort to Work

Sex of the Supervisor	Number of Respondents (15)
Male	4
Female	1
Both	5
Not sure as never work under female supervisor	5
Total	15

TableT17: Considerations of feeling more comfort to work under a Male Supervisor

Considerations	Number of Respondents (n=4)
Men are sound and prompt decision-maker	2
More scope to effective bargaining	1
Men are understandable/friendly	2
Men are well-behaved	1

Multiple responses recorded.

TableT18: Considerations of feeling more comfort to work under a Female Supervisor (N=1)

Considerations	Number of Respondents Percentage
Women are well-behaved	1
Women are reliable	1
Women are democratic	1

Multiple responses recorded.

TableT19: Efficiency gap among Male and Female colleagues

Efficiency gap	Sex of the Respondents		Total (N=19)
	Female (n=11)	Male (n=15)	
No efficiency gap	10	4	14
Women are more efficient to men	0	1	1
Women are less efficient due to family problem	0	1	1
Men are more efficient	0	2	2
Women are more efficient in clerical job (typist)	0	1	1
Men are more efficient in administrative job	0	1	1
Men are evasive/perfunctory	0	1	1
Not sure as there is no female colleague	1	6	7

Multiple responses recorded.

TableT20: Attitudes of Male to their Female Colleagues and vice versa

Attitudes	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Cooperative	8	12	20
Commanding	3	1	4
Negative	0	0	0
Not sure	0	2	2
Total	11	15	26

TableT21: Problems Faced by the Respondents as a woman

Nature of Problems	Number of Respondents (n=3)
Respondents are neglected as they are women	2
Encounter other type of problem	1
Some male officers misbehave with them	1

Multiple response recorded.

TableT22: If Female Respondents were sexually harassed by their Male Colleagues

Response	Number of Respondents (n=11)
Yes	0
No	11
Total	11

TableT23: If Female Respondents' Female Colleagues were sexually harassed by their Male Colleagues

Response	Number of Respondents (n=11)
Yes	0
No	11
Total	11

TableT24: Whether a Male Colleague sexually harassed any Female Colleague

Response	Number of Respondents (n=15)
Yes	0
No	15
Total	15

TableT25: If the Organisation should have any Policy against Sexual Harassment

Response	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Yes	9	10	19
No	2	4	6
Not sure	0	1	1
Total	11	15	26

TableT26: Respondents' Considerations for a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=19)
	Female (n=9)	Male (n=10)	
Preventive measures for future/for redress	8	7	15
Create fear	0	1	1
Restrain from unsocial activities	0	2	2
Build awareness against sexual harassment	0	1	1
Women can work without any threat of sexual exploitation	1	0	1

Multiple response recorded

TableT27: Reasons behind not considering a Policy against Sexual Harassment

Considerations	Sex of the Respondents		Total (n=6)
	Female (n=2)	Male (n=4)	
Existing laws/rules are sufficient to prevent sexual harassment	0	3	3
As sexual harassment is not occurred yet in this organisation	0	3	3
No response	2	0	3

Multiple response recorded

TableT28: If Female face any problem to enjoy leave in addition to maternity

Response	Number of Respondents (n=11)
Yes	2
No	7
Maternity should be extended up to six months	2
Total	11

TableT29: Whether women should be given priority to be employed in this Organisation

Response	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Yes	11	9	20
No	0	6	6
Total	11	15	26

TableT30: Respondents' Considerations in favour of women's priority in employment

Considerations	Sex of the Respondents		Total (N=20)
	Female (n=11)	Male (n=9)	
For economic independence/ solvency of women	3	4	7
As women are in disadvantaged position	1	3	4
To eradicate disparity in employment	2	2	4
Priority should be given for administrative job	0	1	1
More women will join	2	0	2
Women would be worked as a team	1	0	1
For advancement of women	3	0	3

Multiple response recorded

TableT31: Respondents' Considerations against women's priority in employment

Considerations	Sex of the Respondents		Total (N=6)
	Female (n=0)	Male (n=6)	
As quota system is exists	0	2	2
As women claim equal rights	0	1	1
Merit should be preferred	0	1	1
As women are not discouraged during recruitment process	0	1	1
As there is no qualified women in vehicle repairing	0	1	1

Multiple response recorded

TableT32: Whether the Respondents support quota system for women in employment

Response	Sex of the Respondents		Total (N=26)
	Female (n=4)	Male (n=15)	
Yes	11	7	18
No	0	8	8
Total	11	15	26

TableT33: Respondents' Considerations for supporting quota system

Considerations	Sex of the Respondents		Total (n=18)
	Female (n=11)	Male (n=7)	
Proper utilisation of women's academic achievement	2	1	3
More women would come forward/ Help reduce unemployment among women	5	3	8
As women are lag behind men in employment	1	3	4
To encourage women	2	1	3
To bring parity in employment	1	0	1

Multiple response recorded

TableT34: Respondents' Considerations against quota system

Considerations	Sex of the Respondents		Total (n=8)
	Female (n=0)	Male (n=8)	
Recruitment should be based on merit	0	4	4
As women claim equal rights	0	2	2
Quota system discriminates men	0	1	1
As equal rights is given in the Constitution	0	1	1

TableT35: If the Respondents aware of National Policy for Advancement of Women

Response	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Yes	1	2	3
No	10	13	23
Total	11	15	26

TableT36: If the Organisation should have a Gender Policy

Response	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Yes	9	5	14
No	2	10	12
Total	11	15	26

TableT37: Respondents' Considerations for a Gender Policy

Considerations	Sex of the Respondents		Total (n=14)
	Female (n=9)	Male (n=5)	
Help advancement of women	1	2	3
Create employment opportunity for women	0	2	2
To strengthen healthy working environment	1	2	3
Eradicate discrimination in employment	5	0	5
Women would get equal benefit as like as men	1	0	1

Multiple responses recorded

TableT38: Reasons behind not considering a Gender Policy

Considerations	Sex of the Respondents		Total (n=12)
	Female (n=2)	Male (n=10)	
Existing government rules are sufficient	0	3	3
Equal rights for all/All are human being	0	2	2
As women enjoy equal benefit in service	0	2	2
As equal rights is given in the Constitution	0	2	2
Efficiency and qualification should be considered	0	1	1
Not sure	2	0	2

TableT39: Suggested extra facilities for female Employees of the Organisation

Suggested extra facilities	Sex of the Respondents		Total (N=26)
	Female (n=11)	Male (n=15)	
Separate prayer room	9	8	17
Extra leave in addition to maternity leave	1	2	3
Rest room	0	5	5
Separate Toilet	8	9	17
Daycare centre	4	5	9
Exemption from night duty	0	1	1
Transport for commuting	2	1	3
Canteen	4	0	4
Security measures	2	1	3
Impart special training for women	1	0	1
No extra facility is required	0	4	4

Multiple responses recorded.

TableT40: Suggestions of Male Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents (n=5)
Women should maintain <i>purdah</i>	1
Women should be disciplined	1
Women should be conservative	1
Listen to women and solve their problem	1
Cleanliness	1
Women friendly working environment	1
Logistics support (furniture, light/fan)	2
Training facilities	3

Multiple response recorded.

TableT41: Suggestions of Female Respondents for Healthy Working Environment

Suggested Measures	Number of Respondents Total (n=2)
Office should be declared as smoke free	1
Make technical training compulsory for all employees	1

Multiple response recorded.

SBA-A ২ ৬৩



বাংলাদেশ বিদ্যুৎ উন্নয়ন বোর্ড
শিক্ষানবিশ নিয়োগ বিজ্ঞপ্তি

বাংলাদেশ বিদ্যুৎ উন্নয়ন বোর্ডের বিভিন্ন দপ্তরে বিশেষ করিয়া বিদ্যুৎ কেন্দ্র/বিদ্যুৎ উপ-কেন্দ্রসমূহে (১) সুইচ বোর্ড এটেন্ডেন্ট-এ এবং (২) বিভিন্ন কারিগরি 'এ' গ্রেডে ভূমিগত পূর্ণাঙ্গ পদে নিয়োগ বিজ্ঞপ্তির মাধ্যমে শিক্ষানবিশ হিসাবে ১ (এক) বছরের প্রশিক্ষণের জন্য (বাংলাদেশের পূর্ণাঙ্গ নাগরিকদের নিকট হইতে নির্ধারিত ফরমের দরখাস্ত আহ্বান করা যাইতেছে। শিক্ষাপত্র যোগাযোগ করিতে নং: (১) এম এম সি বা সমমানের পরীক্ষার ও এইচ এম সি বা সমমানের পরীক্ষার নিজস্ব শাখায় দ্বিতীয় বিভাগ/মূলতম জিপিএ-২ ক্রমিক নং (২) এম এম সি বা সমমানের পরীক্ষার নিজস্ব শাখায় দ্বিতীয় বিভাগ/মূলতম জিপিএ-২। সরকারী কারিগরি ইনস্টিটিউট হইতে ট্রেন্ড মেন্স পাস করা যোগ্য প্রার্থীদের অগ্রাধিকার দেওয়া হইবে। প্রশিক্ষণ চলাকালীন সময়ে বিকাশবিশিষ্ট হিসাবে প্রতিমাসে ১৯৭৫/- টাকা প্রশিক্ষণ ভাতা প্রদান করা হইবে। সকলজনকভাবে প্রশিক্ষণ সমাপ্তির পর প্রশিক্ষণ অনুযায়ী সংশ্লিষ্ট পদ পূর্ণাঙ্গ থাকিলে মেধার ভিত্তিতে সুইচ বোর্ড এটেন্ডেন্ট-এ পদে টাঃ ১৯৭৫-১০২৪৭-২৭১০-ইবি-১১০৫১১-০৯২০/- বেতন ফ্রেম (অন্যান্য ডাভানিসহ) ও কারিগরি 'এ' (মেডিয়াম বিভিন্ন পদে টাঃ ১৭৫০-৮০৫৭-২০১০-ইবি-১০৫১১-০৩০০/- বেতন ফ্রেম (অন্যান্য ডাভানিসহ) নিয়োগ বিবেচনা করা হইতে পারে। পদ পূর্ণাঙ্গ থাকিলে প্রশিক্ষণের পর সনদপত্র প্রদান পূর্বক অগ্রাহ্য হইতে পারে। ভবিষ্যতে পদ পূর্ণাঙ্গ নাও হইলে পরীক্ষার ফলাফল বিবেচনা হইতে পারে। নিয়োগ বিবেচিত হইলে বোর্ডের যে কোন বিদ্যুৎ কেন্দ্র/উপ-কেন্দ্রে চাকরী করিতে বাধ্য থাকিতে হইবে। শর্তাবলী:

১. পরসসীমা ২৯-০২-২০০৪ ইং তারিখে ১৮ হইতে ২৫ বছর। বিভাগীয় প্রার্থীদের ক্ষেত্রে সর্বোচ্চ ৩০ বছর।
২. বোর্ডের বিভাগীয় প্রার্থীগণের এবং অন্য কোন সরকারী বা বেসরকারী প্রতিষ্ঠানে চাকরীরত প্রার্থীগণের যথাযথ কর্তৃপক্ষের মাধ্যমে আবেদন করিতে হইবে।
৩. মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার পুত্র ও সন্তান হিসাবে চাকরীপ্রার্থীকে আবেদনপত্রের সংগে মুক্তিযুদ্ধ বিদ্যার সম্মানার্থে সর্বশ্রেষ্ঠ প্রদানপত্র মোতাবেক উপযুক্ত কর্তৃপক্ষ কর্তৃক প্রদত্ত সনদপত্রের সত্যায়িত অনুলিপি আবেদনপত্রের সংগে সংযুক্ত করিতে হইবে (এই সকল প্রার্থীকে চাকরীর আবেদনের উপর অবশ্যই মুক্তিযোদ্ধার সনদ পত্র হস্তক্ষেপ করিতে হইবে)।
৪. শিক্ষানবিশ হিসাবে প্রার্থী নির্বাচনকালে সরকার কর্তৃক সময়ে সময়ে ঘোষিত নির্দেশ অনুযায়ী বিভিন্ন কোটা সংরক্ষণ করা হইবে।
৫. (ক) দরখাস্তের সহিত প্রার্থীদের (১) উপ-পরিচালক (হিসাব), কোষাধ্যক্ষ, বিদ্যুৎ উন্নয়ন বোর্ড, ঢাকা-এর অনুকূলে নির্ধারিত ফি বাকদ ৭৫/- (পঁয়তাল্লিশ) টাকার অফারডযোগ্য ক্রসড-পোষ্টাল অর্ডার (২) সদ্য তোলা তিন কপি সত্যায়িত পাসপোর্ট সাইজের ছবি, (৩) প্রথম শ্রেণীর কর্মকর্তা কর্তৃক সনদ পত্রিকা পাসের সনদ সনদের সত্যায়িত অনুলিপি, (৪) সুইজান অনুযায়ী ১ম শ্রেণীর কর্মকর্তার নিকট হইতে দুইটি চারিত্রিক সমালোচন এবং প্রার্থী যেই জেলার বাসী বাসিন্দা সেই সম্পর্কে নিজ এলাকার ইউনিয়ন পরিষদ চেয়ারম্যান অথবা ওয়ার্ড কমিশনারের নিকট হইতে প্রত্যয়নপত্র, (৫) উপ-জাতীয় প্রার্থীদের ক্ষেত্রে নিজ জেলার জেলা প্রশাসকের নিকট হইতে প্রত্যয়নপত্র, (৬) নিজ ঠিকানা সম্বন্ধিত ও ২ (দুই) টাকা মূল্যের ইম্প্রুভ (২৮×১১) সেরমির সাইজের একটি খাম আবেদনপত্রের সহিত সংযোজন করিতে হইবে।
- (খ) দরখাস্তের নির্ধারিত ফরম (ফটোকপি গ্রহণযোগ্য) অফিস চলাকালীন সময়ে কক নং- ৪০৮ ও ৪১৫ কর্মচারী পরিদপ্তর, বিদ্যুৎ উন্নয়ন বোর্ড, ওয়াশপদা ভবন, (৫ম তলা), মতিশিল্প বা/এ, ঢাকা এবং বোর্ডের সিতরগ/উৎপাদন জোনের প্রধান প্রকৌশলী, টউগ্রাম/ বুধনা/ রাজশাহী/ ময়মনসিংহ/ সিলেট/ কুমিল্লা/ রংপুর ও বরিশাল-এ প্রদত্ত হইতে সংগ্রহ করা যাইবে। আবেদনপত্রে কোন ভুল তথ্য পরিবেশন করিলে অথবা চাহিদাকৃত কাগজপত্র সঠিক ও সম্পূর্ণরূপে সংযোজন করা না হইলে অথবা নির্ধারিত তারিখের পর পাওয়া গেলে আবেদনপত্র সরাসরি বাতিল বলিয়া গণ্য হইবে। কোন পদের ক্ষেত্রেই পরবর্তীতে কোন কাগজপত্র/প্রত্যয়নপত্র গ্রহণ করা হইবে না। বামের ওপর প্রার্থিত পদের নাম স্পষ্টভাবে উল্লেখ করিতে হইবে।
৬. আবেদনপত্র ২৯-০২-২০০৪ ইং তারিখের মধ্যে পরিচালক, কর্মচারী পরিদপ্তর, বিদ্যুৎ উন্নয়ন বোর্ড, ওয়াশপদা ভবন (৫ম তলা), মতিশিল্প বা/এ, ঢাকা-১০০০ ঠিকানায় জমা দিতে/পৌছাইতে হইবে। উক্ত তারিখের পর ডাকযোগে বা যথাযথ কর্তৃপক্ষের মাধ্যমে প্রাপ্ত আবেদনপত্র গৃহীত হইবে না।

ডিএমপি-১৯৮৮-২৫/১
স-০৯২ (১০×২)

পরিচালক,
কর্মচারী পরিদপ্তর, বিউসো, ঢাকা।

১/ ২১.১১.৭১ (৭৫৫৫) ২০১
২/ ২১.১১.৭১ (৭৫৫৫) ২০১

২০-২-৭৬-৭৮
২০-২-৮৭-৭৮

২০-২-৭৮
২০-২-৭৮

Jan Feb ০৪

১৭/০৮/২০০৮ - ১৭/০৮/২০০৮



১৪৭

৭০০/১১/পরিঃখান-নিয়োগ

তারিখ : ৩০ আগস্ট ২০০৩

বাংলাদেশ রাইফেলস এ ৬তম ব্যাচে সৈনিক পদে লোক ভর্তির বিজ্ঞপ্তি

১। নিম্নবর্ণিত যোগ্যতা এবং সর্বস্বিকী মোজাবেক বাংলাদেশ রাইফেলস এ সৈনিক পদে (সিপাহী জিডি) অবিহাতিত পুরুষ নাগরিক ভর্তি করা হবে :

ক্রমিক সং	পদের নাম	শিক্ষাগত যোগ্যতা	বয়স	শারীরিক যোগ্যতা	বেতন স্কেল
১।	সিপাহী (জিডি)	মূলতঃ এমএসসি পাস	১৬ আগস্ট ২০০৩ তারিখে বয়স ১৭ সহ	উচ্চতা-১.৬৭৬ মিটার (৫-৬) উপলব্ধীমানের ক্ষেত্রে-১.৬২৫ মিটার (৫-৫) ওজন-৫৯.৮৬৫ কেজি (১১০ পাউন্ড) উপলব্ধীমানের ক্ষেত্রে ৪৭.১৭৩ কেজি (১০৪ পাউন্ড) বুকের সাপ-৮১, ২৮-৮৬, ৩৬ সেমি (৩২-৩৪) উপলব্ধীমানের ক্ষেত্রে ৭৬, ২৮, ৩৬ (৩০-৩২) কমপক্ষে-৫.০৮ সেমি (২) সম্প্রসারণ দৃষ্টিশক্তি-৬/৬	১৬২৫-৭০০৫- ২০৮০-ই- ১১৫৭৫-২০০৫/ ঢাকা, তৎসহ রাউন্ড ডাক্তারালিয়ন এবং বিশিষ্ট মেডিকেল অফিসার অন্যান্য বেতন ভাতা ও সুযোগ সুবিধাদি।

২। নিম্নবর্ণিত কাসুটি মোজাবেক ০৯০০ খণ্ডিকা হতে লোক ভর্তির কার্যক্রম শুরু হবে :

জেলার নাম	ভর্তি কেন্দ্রের নাম	ভর্তির তারিখ	সাধারণ কোটা	মুক্তিযোদ্ধা সন্তান/ উপলব্ধীমান অন্যদার ও গ্রাম প্রতিরক্ষা সদস্য/সরকারী এডিম্বানা নিবাসী (এডিম্ব)/বিভিন্ন সরকারি সন্তান	দায়িত্বপ্রাপ্ত সেক্টর
কিশোরগঞ্জ	কিশোরগঞ্জ জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, মুন্সিংগ
নারায়ণী	নারায়ণী জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, ঢাকা
ফেনী	ফেনী জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, ফেনী
রাজশাহী/ নাটোর	সেক্টর সদর দপ্তর, রাজশাহী	১৬-৯-২০০৩	০৫	০৬	সেক্টর সদর দপ্তর, রাজশাহী
নওগাঁ	৩৭ রাইফেল ব্যটালিয়ন সদর, নওগাঁ	১৬-৯-২০০৩	০৪	০৫	-ই-
বগুড়া	বগুড়া জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৬	১০	-ই-
জয়পুরহাট	৫ রাইফেল ব্যটালিয়ন সদর, জয়পুরহাট	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, সিনাকপুর
পঞ্চগড়	২২ রাইফেল ব্যটালিয়ন সদর পঞ্চগড়	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, রংপুর
গাইবান্ধা	গাইবান্ধা জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৭	০৮	-ই-
দিনাজপুর	সেক্টর সদর দপ্তর, দিনাজপুর	১৬-৯-২০০৩	০৪	০৫	সেক্টর সদর দপ্তর, দিনাজপুর
পটুয়াখালী/ বরগুনা	পটুয়াখালী জেলা স্টেডিয়াম মাঠ	১৬-৯-২০০৩	০৩	০৪	সেক্টর সদর দপ্তর, বুলাদ
চট্টগ্রাম	চট্টগ্রাম কলেজ মাঠ	১৬-৯-২০০৩	০৭	০৮	সেক্টর সদর দপ্তর, চট্টগ্রাম

৩। ভর্তির সময় অবশ্যই যা সপ্তে আনতে হবে :

- আধাঙ্গিক এবং উচ্চ আধাঙ্গিক তত্ত্বা সম্মান উত্তীর্ণ প্রার্থীদের শিক্ষাবোর্ড কর্তৃক মূল/প্রতিশ্রুতি সনদপত্র। উল্লেখ্য যে, শিক্ষা বোর্ডের শিক্ষা সনদ অনুযায়ী বয়স গণনা করা হবে।
- সর্বমুখ্য বিনামূল্য/অপেক্ষার প্রধান শিক্ষক/অধ্যক্ষ কর্তৃক এসএসসি, এইচএসসি/সম্মান পাসের প্রমাণপত্র যাতে প্রার্থীর স্থায়ী ঠিকানা ও জন্মতারিখ উল্লেখ থাকবে।
- অভিভাবকের সম্মতিসূচক সনদপত্র যা সর্বমুখ্য চেয়ারম্যান/ওয়ার্ড কমিশনার (বা অফিসার) কর্তৃক সত্যায়িত।
- ইউনিয়ন, গারাম/গৌরমজা চেয়ারম্যান/ওয়ার্ড কমিশনার (বা অফিসার) এর নিকট হতে বাংলাদেশী স্থায়ী নাগরিকত্বের সনদপত্র।
- ১ম শ্রেণীর মেডিকেল-অফিসার কর্তৃক প্রদত্ত চারিত্রিক সনদপত্র।
- সদ্য তোলা ৭ (সাত) রূপি পাসপোর্ট সাইজের ছবি (সত্যায়িত ব্যতীত)।

৪। বিশেষ দৃষ্টব্য :

- বয়স গণনার ক্ষেত্রে এক্ষেত্রেই গ্রহণযোগ্য নয়।
- এক জেলার প্রার্থী অন্য জেলার ভর্তি জন্য অযোগ্য বলে বিবেচিত হবে।
- কোন রাইফেল/সেক্টর/সরকারী প্রতিষ্ঠান হতে শুলকা/চিকিৎসাজনিত কারণে চাকুরীচ্যুত/অসমর্থ প্রার্থীগণ ভর্তির জন্য অযোগ্য বিবেচিত হবে।
- ভর্তির জন্য আগত প্রার্থীদের কৌশলগত ভাষা প্রদান করা হবে না।
- নিজস্ব অর্থ ও মুক্তিযোদ্ধা প্রার্থীদের সনাক্তকরণ।
(১) বিভিন্ন সরকারী/কর্মচারীদের সন্তানদের জন্য। প্রার্থীর সত্যায়িত ছবি, শিতার রেজিস্ট্রেশন নম্বর, পদবী, নাম উল্লেখ পূর্বক স্থায়ী ঠিকানার সর্বমুখ্য ইউনিয়ন/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার কর্তৃক স্বাক্ষরিত ও টিএনও কর্তৃক প্রমাণিত সনদপত্র উপস্থাপন করতে হবে। এছাড়া কর্মকর্তা/কর্মচারীদের পরিচয়পত্র, ছাড়পত্র, কর্মসূচিপত্র এবং পেনশন বাহি নির্বাচনী পর্বের নিকট উপস্থাপন করতে হবে।
(২) মুক্তিযোদ্ধা সন্তানদের জন্য। গণপ্রজাতন্ত্রী বাংলাদেশ সরকার কর্তৃক অনুমোদিত মুক্তিযোদ্ধা সনদপত্র ও পরিচয়পত্র সনদ আনতে ও উপস্থাপন করতে হবে। এছাড়া মুক্তিযোদ্ধা সন্তান হিসেবে চিহ্নিতকরণের জন্য স্থায়ী ঠিকানার স্থায়ী ইউনিয়ন/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার ওয়ার্ড কমিশনার সন্তান হিসেবে প্রত্যায়নপত্র বা টিএনও/১ম শ্রেণীর মেডিকেল-অফিসার কর্তৃক স্বাক্ষরিত হতে হবে।
(৩) আনসার ও গ্রাম প্রতিরক্ষা সদস্য। জেলা আনসার ও গ্রাম প্রতিরক্ষা অ্যাডজুটেন্ট এর প্রমাণিত, ধানো কর্মকর্তা দ্বারা প্রদত্ত প্রমাণপত্র এবং পরিচয়পত্র উপস্থাপন করতে হবে।
(৪) সরকারী এডিম্বানা নিবাসী এডিম্ব সদস্য। সরকারী ও সরকারী নিবাসন গ্রাণ্ড এডিম্বানার প্রধান কর্মকর্তা কর্তৃক দেয় প্রমাণপত্র যাতে প্রার্থীর পূর্বতম স্থায়ী ঠিকানা, জন্ম এবং এডিম্বানা নিবাসের নিবন্ধনকৃত ব্যক্তিগত নথিও উল্লেখ থাকতে হবে।

৫। ভর্তির জন্য দুই নম্বর ও এতদ্বারা হলে সর্বমুখ্যের বিরুদ্ধে প্রচলিত আইনমুখ্য ব্যবস্থা গ্রহণ করা হবে।

সত্যায়িতকরণ

- ভর্তির সময় দায়িত্বপ্রাপ্ত শিক্ষাবোর্ড যোগ্যতার সনদপত্র এবং অন্যান্য কাগজপত্র ও ঠিকানা পরবর্তীতে ভুল হলে প্রমাণিত হলে সর্বমুখ্য প্রার্থীকে শাস্তিমূলক ব্যবস্থা গ্রহণপূর্বক চাকুরী হতে বহিষ্কার করে পুনঃনির্বাচন করা হবে।
- বাংলাদেশ রাইফেলস এ ৬তম ব্যাচ ভর্তিকারী অফিসার কর্তৃক সত্যায়িত লোক ভর্তি ও নিয়োগপ্রদান প্রদান করা হয়ে থাকে। বিভিন্ন জেলার ভর্তির জন্য প্রত্যেক বা দালালদের কল হতে সতর্ক থাকতে হবে। কেহ প্রতারণা করলে চেষ্টা করলে তাকে নিকটস্থ আইন প্রয়োগকারী সংস্থার নিকট সোপান করতে হবে।

ডিএমপি-১১০৪৮-১/৮
স-৯৪১/২০০৩(১৬/১০)

সিনিয়র সেক্রেটারী অফিসার
সহপরিচালক-১ পদে

২৩/৬/০৬

মানবজমিন

শীমান্তের অতন্দ্র প্রহরী

P-৪

বিজ্ঞপ্তি নং ৭০০/৩১০০/সিসিআস-সিআস

তারিখ: ১১ মার্চ, ২০০৬

বাংলাদেশ রাইফেলস-এ বিভিন্ন ট্রেডে অসামরিক পদে লোক ভর্তির বিজ্ঞপ্তি

১। নিম্নলিখিত যোগ্যতা ও শর্তাবলী মোতাবেক বাংলাদেশ রাইফেলস-এ বিভিন্ন ট্রেডে অসামরিক পদে লোক ভর্তি করা হইবে:

ক্রমিক নং	পদের নাম	শিক্ষাগত যোগ্যতা-এ অধিকার্য	বয়স	বৈশিষ্ট্যগত অঙ্ক	শারীরিক যোগ্যতা	বেতন স্কেল
১।	সহকারী (সংশোধক) পদ সংখ্যা: ১০	একাদশশিক্ষা পাশ অথবা বাংলাদেশ কলেজ একাদশশিক্ষা কর্তৃক প্রদত্ত ৩ বছরের ডিপ্লোমা ইন কমার্শিয়াল ইকোনমিক্স এবং পেশাগত ২ সপ্তাহের সাবরন কলিকাতা প্রতিষ্ঠান হইতে। এছাড়া একাদশশিক্ষা/একাদশ শ্রেণি সম্পন্নদের ক্ষেত্রে প্রযোজ্য হইবে।	১৮ হইতে ৩০ বছর সর্বোচ্চ	১০০ হইতে ১২০ হইতে ১৩০ হইতে	উচ্চতা-১.৬৮মিটার (৫-৬") বিশেষ পেজ ২" শিফটযোগ্য। ওজন-৬৫.৩৬ কেজি (১৪৫ পাউন্ড) চুষের জাপ-১.২০ সেমি (৫") (০২"-০৪") অঙ্গপেশ-৫.০৮ সেমি (২" স্প্যান্ডাল) সুইচ- ৬/৬	৪৩৬৬ বেতন স্কেল ১৯৬৭ স্কেল ১০০০-১২০০০-১৪০০০-১৬০০০- ১৮০০০-২০০০০-২২০০০-২৪০০০- ২৬০০০-২৮০০০-৩০০০০-৩২০০০- ৩৪০০০-৩৬০০০-৩৮০০০-৪০০০০- ৪২০০০-৪৪০০০-৪৬০০০-৪৮০০০- ৫০০০০-৫২০০০-৫৪০০০-৫৬০০০- ৫৮০০০-৬০০০০-৬২০০০-৬৪০০০- ৬৬০০০-৬৮০০০-৭০০০০-৭২০০০- ৭৪০০০-৭৬০০০-৭৮০০০-৮০০০০- ৮২০০০-৮৪০০০-৮৬০০০-৮৮০০০- ৯০০০০-৯২০০০-৯৪০০০-৯৬০০০- ৯৮০০০-১০০০০-১০২০০-১০৪০০- ১০৬০০-১০৮০০-১১০০০-১১২০০- ১১৪০০-১১৬০০-১১৮০০-১২০০০- ১২২০০-১২৪০০-১২৬০০-১২৮০০- ১৩০০০-১৩২০০-১৩৪০০-১৩৬০০- ১৩৮০০-১৪০০০-১৪২০০-১৪৪০০- ১৪৬০০-১৪৮০০-১৫০০০-১৫২০০- ১৫৪০০-১৫৬০০-১৫৮০০-১৬০০০- ১৬২০০-১৬৪০০-১৬৬০০-১৬৮০০- ১৭০০০-১৭২০০-১৭৪০০-১৭৬০০- ১৭৮০০-১৮০০০-১৮২০০-১৮৪০০- ১৮৬০০-১৮৮০০-১৯০০০-১৯২০০- ১৯৪০০-১৯৬০০-১৯৮০০-২০০০০- ২০২০০-২০৪০০-২০৬০০-২০৮০০- ২১০০০-২১২০০-২১৪০০-২১৬০০- ২১৮০০-২২০০০-২২২০০-২২৪০০- ২২৬০০-২২৮০০-২৩০০০-২৩২০০- ২৩৪০০-২৩৬০০-২৩৮০০-২৪০০০- ২৪২০০-২৪৪০০-২৪৬০০-২৪৮০০- ২৫০০০-২৫২০০-২৫৪০০-২৫৬০০- ২৫৮০০-২৬০০০-২৬২০০-২৬৪০০- ২৬৬০০-২৬৮০০-২৭০০০-২৭২০০- ২৭৪০০-২৭৬০০-২৭৮০০-২৮০০০- ২৮২০০-২৮৪০০-২৮৬০০-২৮৮০০- ২৯০০০-২৯২০০-২৯৪০০-২৯৬০০- ২৯৮০০-৩০০০০-৩০২০০-৩০৪০০- ৩০৬০০-৩০৮০০-৩১০০০-৩১২০০- ৩১৪০০-৩১৬০০-৩১৮০০-৩২০০০- ৩২২০০-৩২৪০০-৩২৬০০-৩২৮০০- ৩৩০০০-৩৩২০০-৩৩৪০০-৩৩৬০০- ৩৩৮০০-৩৪০০০-৩৪২০০-৩৪৪০০- ৩৪৬০০-৩৪৮০০-৩৫০০০-৩৫২০০- ৩৫৪০০-৩৫৬০০-৩৫৮০০-৩৬০০০- ৩৬২০০-৩৬৪০০-৩৬৬০০-৩৬৮০০- ৩৭০০০-৩৭২০০-৩৭৪০০-৩৭৬০০- ৩৭৮০০-৩৮০০০-৩৮২০০-৩৮৪০০- ৩৮৬০০-৩৮৮০০-৩৯০০০-৩৯২০০- ৩৯৪০০-৩৯৬০০-৩৯৮০০-৪০০০০- ৪০২০০-৪০৪০০-৪০৬০০-৪০৮০০- ৪১০০০-৪১২০০-৪১৪০০-৪১৬০০- ৪১৮০০-৪২০০০-৪২২০০-৪২৪০০- ৪২৬০০-৪২৮০০-৪৩০০০-৪৩২০০- ৪৩৪০০-৪৩৬০০-৪৩৮০০-৪৪০০০- ৪৪২০০-৪৪৪০০-৪৪৬০০-৪৪৮০০- ৪৫০০০-৪৫২০০-৪৫৪০০-৪৫৬০০- ৪৫৮০০-৪৬০০০-৪৬২০০-৪৬৪০০- ৪৬৬০০-৪৬৮০০-৪৭০০০-৪৭২০০- ৪৭৪০০-৪৭৬০০-৪৭৮০০-৪৮০০০- ৪৮২০০-৪৮৪০০-৪৮৬০০-৪৮৮০০- ৪৯০০০-৪৯২০০-৪৯৪০০-৪৯৬০০- ৪৯৮০০-৫০০০০-৫০২০০-৫০৪০০- ৫০৬০০-৫০৮০০-৫১০০০-৫১২০০- ৫১৪০০-৫১৬০০-৫১৮০০-৫২০০০- ৫২২০০-৫২৪০০-৫২৬০০-৫২৮০০- ৫৩০০০-৫৩২০০-৫৩৪০০-৫৩৬০০- ৫৩৮০০-৫৪০০০-৫৪২০০-৫৪৪০০- ৫৪৬০০-৫৪৮০০-৫৫০০০-৫৫২০০- ৫৫৪০০-৫৫৬০০-৫৫৮০০-৫৬০০০- ৫৬২০০-৫৬৪০০-৫৬৬০০-৫৬৮০০- ৫৭০০০-৫৭২০০-৫৭৪০০-৫৭৬০০- ৫৭৮০০-৫৮০০০-৫৮২০০-৫৮৪০০- ৫৮৬০০-৫৮৮০০-৫৯০০০-৫৯২০০- ৫৯৪০০-৫৯৬০০-৫৯৮০০-৬০০০০- ৬০২০০-৬০৪০০-৬০৬০০-৬০৮০০- ৬১০০০-৬১২০০-৬১৪০০-৬১৬০০- ৬১৮০০-৬২০০০-৬২২০০-৬২৪০০- ৬২৬০০-৬২৮০০-৬৩০০০-৬৩২০০- ৬৩৪০০-৬৩৬০০-৬৩৮০০-৬৪০০০- ৬৪২০০-৬৪৪০০-৬৪৬০০-৬৪৮০০- ৬৫০০০-৬৫২০০-৬৫৪০০-৬৫৬০০- ৬৫৮০০-৬৬০০০-৬৬২০০-৬৬৪০০- ৬৬৬০০-৬৬৮০০-৬৭০০০-৬৭২০০- ৬৭৪০০-৬৭৬০০-৬৭৮০০-৬৮০০০- ৬৮২০০-৬৮৪০০-৬৮৬০০-৬৮৮০০- ৬৯০০০-৬৯২০০-৬৯৪০০-৬৯৬০০- ৬৯৮০০-৭০০০০-৭০২০০-৭০৪০০- ৭০৬০০-৭০৮০০-৭১০০০-৭১২০০- ৭১৪০০-৭১৬০০-৭১৮০০-৭২০০০- ৭২২০০-৭২৪০০-৭২৬০০-৭২৮০০- ৭৩০০০-৭৩২০০-৭৩৪০০-৭৩৬০০- ৭৩৮০০-৭৪০০০-৭৪২০০-৭৪৪০০- ৭৪৬০০-৭৪৮০০-৭৫০০০-৭৫২০০- ৭৫৪০০-৭৫৬০০-৭৫৮০০-৭৬০০০- ৭৬২০০-৭৬৪০০-৭৬৬০০-৭৬৮০০- ৭৭০০০-৭৭২০০-৭৭৪০০-৭৭৬০০- ৭৭৮০০-৭৮০০০-৭৮২০০-৭৮৪০০- ৭৮৬০০-৭৮৮০০-৭৯০০০-৭৯২০০- ৭৯৪০০-৭৯৬০০-৭৯৮০০-৮০০০০- ৮০২০০-৮০৪০০-৮০৬০০-৮০৮০০- ৮১০০০-৮১২০০-৮১৪০০-৮১৬০০- ৮১৮০০-৮২০০০-৮২২০০-৮২৪০০- ৮২৬০০-৮২৮০০-৮৩০০০-৮৩২০০- ৮৩৪০০-৮৩৬০০-৮৩৮০০-৮৪০০০- ৮৪২০০-৮৪৪০০-৮৪৬০০-৮৪৮০০- ৮৫০০০-৮৫২০০-৮৫৪০০-৮৫৬০০- ৮৫৮০০-৮৬০০০-৮৬২০০-৮৬৪০০- ৮৬৬০০-৮৬৮০০-৮৭০০০-৮৭২০০- ৮৭৪০০-৮৭৬০০-৮৭৮০০-৮৮০০০- ৮৮২০০-৮৮৪০০-৮৮৬০০-৮৮৮০০- ৮৯০০০-৮৯২০০-৮৯৪০০-৮৯৬০০- ৮৯৮০০-৯০০০০-৯০২০০-৯০৪০০- ৯০৬০০-৯০৮০০-৯১০০০-৯১২০০- ৯১৪০০-৯১৬০০-৯১৮০০-৯২০০০- ৯২২০০-৯২৪০০-৯২৬০০-৯২৮০০- ৯৩০০০-৯৩২০০-৯৩৪০০-৯৩৬০০- ৯৩৮০০-৯৪০০০-৯৪২০০-৯৪৪০০- ৯৪৬০০-৯৪৮০০-৯৫০০০-৯৫২০০- ৯৫৪০০-৯৫৬০০-৯৫৮০০-৯৬০০০- ৯৬২০০-৯৬৪০০-৯৬৬০০-৯৬৮০০- ৯৭০০০-৯৭২০০-৯৭৪০০-৯৭৬০০- ৯৭৮০০-৯৮০০০-৯৮২০০-৯৮৪০০- ৯৮৬০০-৯৮৮০০-৯৯০০০-৯৯২০০- ৯৯৪০০-৯৯৬০০-৯৯৮০০-১০০০০- ১০০২০০-১০০৪০০-১০০৬০০-১০০৮০০- ১০১০০০-১০১২০০-১০১৪০০-১০১৬০০- ১০১৮০০-১০২০০০-১০২২০০-১০২৪০০- ১০২৬০০-১০২৮০০-১০৩০০০-১০৩২০০- ১০৩৪০০-১০৩৬০০-১০৩৮০০-১০৪০০০- ১০৪২০০-১০৪৪০০-১০৪৬০০-১০৪৮০০- ১০৫০০০-১০৫২০০-১০৫৪০০-১০৫৬০০- ১০৫৮০০-১০৬০০০-১০৬২০০-১০৬৪০০- ১০৬৬০০-১০৬৮০০-১০৭০০০-১০৭২০০- ১০৭৪০০-১০৭৬০০-১০৭৮০০-১০৮০০০- ১০৮২০০-১০৮৪০০-১০৮৬০০-১০৮৮০০- ১০৯০০০-১০৯২০০-১০৯৪০০-১০৯৬০০- ১০৯৮০০-১১০০০০-১১০২০০-১১০৪০০- ১১০৬০০-১১০৮০০-১১১০০০-১১১২০০- ১১১৪০০-১১১৬০০-১১১৮০০-১১২০০০- ১১২২০০-১১২৪০০-১১২৬০০-১১২৮০০- ১১৩০০০-১১৩২০০-১১৩৪০০-১১৩৬০০- ১১৩৮০০-১১৪০০০-১১৪২০০-১১৪৪০০- ১১৪৬০০-১১৪৮০০-১১৫০০০-১১৫২০০- ১১৫৪০০-১১৫৬০০-১১৫৮০০-১১৬০০০- ১১৬২০০-১১৬৪০০-১১৬৬০০-১১৬৮০০- ১১৭০০০-১১৭২০০-১১৭৪০০-১১৭৬০০- ১১৭৮০০-১১৮০০০-১১৮২০০-১১৮৪০০- ১১৮৬০০-১১৮৮০০-১১৯০০০-১১৯২০০- ১১৯৪০০-১১৯৬০০-১১৯৮০০-১২০০০০- ১২০২০০-১২০৪০০-১২০৬০০-১২০৮০০- ১২১০০০-১২১২০০-১২১৪০০-১২১৬০০- ১২১৮০০-১২২০০০-১২২২০০-১২২৪০০- ১২২৬০০-১২২৮০০-১২৩০০০-১২৩২০০- ১২৩৪০০-১২৩৬০০-১২৩৮০০-১২৪০০০- ১২৪২০০-১২৪৪০০-১২৪৬০০-১২৪৮০০- ১২৫০০০-১২৫২০০-১২৫৪০০-১২৫৬০০- ১২৫৮০০-১২৬০০০-১২৬২০০-১২৬৪০০- ১২৬৬০০-১২৬৮০০-১২৭০০০-১২৭২০০- ১২৭৪০০-১২৭৬০০-১২৭৮০০-১২৮০০০- ১২৮২০০-১২৮৪০০-১২৮৬০০-১২৮৮০০- ১২৯০০০-১২৯২০০-১২৯৪০০-১২৯৬০০- ১২৯৮০০-১৩০০০০-১৩০২০০-১৩০৪০০- ১৩০৬০০-১৩০৮০০-১৩১০০০-১৩১২০০- ১৩১৪০০-১৩১৬০০-১৩১৮০০-১৩২০০০- ১৩২২০০-১৩২৪০০-১৩২৬০০-১৩২৮০০- ১৩৩০০০-১৩৩২০০-১৩৩৪০০-১৩৩৬০০- ১৩৩৮০০-১৩৪০০০-১৩৪২০০-১৩৪৪০০- ১৩৪৬০০-১৩৪৮০০-১৩৫০০০-১৩৫২০০- ১৩৫৪০০-১৩৫৬০০-১৩৫৮০০-১৩৬০০০- ১৩৬২০০-১৩৬৪০০-১৩৬৬০০-১৩৬৮০০- ১৩৭০০০-১৩৭২০০-১৩৭৪০০-১৩৭৬০০- ১৩৭৮০০-১৩৮০০০-১৩৮২০০-১৩৮৪০০- ১৩৮৬০০-১৩৮৮০০-১৩৯০০০-১৩৯২০০- ১৩৯৪০০-১৩৯৬০০-১৩৯৮০০-১৪০০০০- ১৪০২০০-১৪০৪০০-১৪০৬০০-১৪০৮০০- ১৪১০০০-১৪১২০০-১৪১৪০০-১৪১৬০০- ১৪১৮০০-১৪২০০০-১৪২২০০-১৪২৪০০- ১৪২৬০০-১৪২৮০০-১৪৩০০০-১৪৩২০০- ১৪৩৪০০-১৪৩৬০০-১৪৩৮০০-১৪৪০০০- ১৪৪২০০-১৪৪৪০০-১৪৪৬০০-১৪৪৮০০- ১৪৫০০০-১৪৫২০০-১৪৫৪০০-১৪৫৬০০- ১৪৫৮০০-১৪৬০০০-১৪৬২০০-১৪৬৪০০- ১৪৬৬০০-১৪৬৮০০-১৪৭০০০-১৪৭২০০- ১৪৭৪০০-১৪৭৬০০-১৪৭৮০০-১৪৮০০০- ১৪৮২০০-১৪৮৪০০-১৪৮৬০০-১৪৮৮০০- ১৪৯০০০-১৪৯২০০-১৪৯৪০০-১৪৯৬০০- ১৪৯৮০০-১৫০০০০-১৫০২০০-১৫০৪০০- ১৫০৬০০-১৫০৮০০-১৫১০০০-১৫১২০০- ১৫১৪০০-১৫১৬০০-১৫১৮০০-১৫২০০০- ১৫২২০০-১৫২৪০০-১৫২৬০০-১৫২৮০০- ১৫৩০০০-১৫৩২০০-১৫৩৪০০-১৫৩৬০০- ১৫৩৮০০-১৫৪০০০-১৫৪২০০-১৫৪৪০০- ১৫৪৬০০-১৫৪৮০০-১৫৫০০০-১৫৫২০০- ১৫৫৪০০-১৫৫৬০০-১৫৫৮০০-১৫৬০০০- ১৫৬২০০-১৫৬৪০০-১৫৬৬০০-১৫৬৮০০- ১৫৭০০০-১৫৭২০০-১৫৭৪০০-১৫৭৬০০- ১৫৭৮০০-১৫৮০০০-১৫৮২০০-১৫৮৪০০- ১৫৮৬০০-১৫৮৮০০-১৫৯০০০-১৫৯২০০- ১৫৯৪০০-১৫৯৬০০-১৫৯৮০০-১৬০০০০- ১৬০২০০-১৬০৪০০-১৬০৬০০-১৬০৮০০- ১৬১০০০-১৬১২০০-১৬১৪০০-১৬১৬০০- ১৬১৮০০-১৬২০০০-১৬২২০০-১৬২৪০০- ১৬২৬০০-১৬২৮০০-১৬৩০০০-১৬৩২০০- ১৬৩৪০০-১৬৩৬০০-১৬৩৮০০-১৬৪০০০- ১৬৪২০০-১৬৪৪০০-১৬৪৬০০-১৬৪৮০০- ১৬৫০০০-১৬৫২০০-১৬৫৪০০-১৬৫৬০০- ১৬৫৮০০-১৬৬০০০-১৬৬২০০-১৬৬৪০০- ১৬৬৬০০-১৬৬৮০০-১৬৭০০০-১৬৭২০০- ১৬৭৪০০-১৬৭৬০০-১৬৭৮০০-১৬৮০০০- ১৬৮২০০-১৬৮৪০০-১৬৮৬০০-১৬৮৮০০- ১৬৯০০০-১৬৯২০০-১৬৯৪০০-১৬৯৬০০- ১৬৯৮০০-১৭০০০০-১৭০২০০-১৭০৪০০- ১৭০৬০০-১৭০৮০০-১৭১০০০-১৭১২০০- ১৭১৪০০-১৭১৬০০-১৭১৮০০-১৭২০০০- ১৭২২০০-১৭২৪০০-১৭২৬০০-১৭২৮০০- ১৭৩০০০-১৭৩২০০-১৭৩৪০০-১৭৩৬০০- ১৭৩৮০০-১৭৪০০০-১৭৪২০০-১৭৪৪০০- ১৭৪৬০০-১৭৪৮০০-১৭৫০০০-১৭৫২০০- ১৭৫৪০০-১৭৫৬০০-১৭৫৮০০-১৭৬০০০- ১৭৬২০০-১৭৬৪০০-১৭৬৬০০-১৭৬৮০০- ১৭৭০০০-১৭৭২০০-১৭৭৪০০-১৭৭৬০০- ১৭৭৮০০-১৭৮০০০-১৭৮২০০-১৭৮৪০০- ১৭৮৬০০-১৭৮৮০০-১৭৯০০০-১৭৯২০০- ১৭৯৪০০-১৭৯৬০০-১৭৯৮০০-১৮০০০০- ১৮০২০০-১৮০৪০০-১৮০৬০



ই(৩২)১৬-
P-15 ঢাকা-২০/৭/১৬

৭০০/২/XX/পরিসংখ্যান-নিয়োগ

তারিখ : ১৪ জুলাই, ২০০৩

বাংলাদেশ রাইফেলস এ ডুত্তম ব্যাচে সৈনিক পদে লোক ভর্তির বিজ্ঞপ্তি

১। নিম্নবর্ণিত যোগ্যতা এবং শর্তাবলী মোতাবেক বাংলাদেশ রাইফেলস এ সৈনিক পদে (সিপাহী) (জিডি) অবিবাহিত পুরুষ নাগরিক ভর্তি করা হবে :

ক্রমিক নং	পদের নাম	শিক্ষাগত যোগ্যতা	বয়স	শারীরিক যোগ্যতা	বেতন স্কেল
১।	সিপাহী (জিডি)	ম্যানতম এসএসসি পাস	১৬ আগস্ট, ২০০৩ তারিখে বয়স ১৭ হতে ২২ বছর	উচ্চতা-১.৬৭৬ মিটার (৫-৬ ৪") ওজন-৪৯.৮৯৫ কেজি (১১০ পাউন্ড) উপজাতীয়দের ক্ষেত্রে ৪৭.১৭৩ কেজি (১০৪ পাউন্ড) হৃদয়ের মাপ-৮১.২৮-৮৬.৩৬ সেং মিঃ (৩২"-৩৪") উপজাতীয়দের ক্ষেত্রে ৭৬.২-৮১.২৮ (৩০"-৩২") কমপক্ষে ৫.০৮ সেং মিঃ (২') সম্প্রসারণ দৃষ্টিশক্তি-৬/৬	১৬২৫-৭৪০৫-২০৮০- ইবি-১১×৭৫-২৯০৫/ ঢাকা ডবল বার্লি ডাড়া বাসস্থান এবং বিবি মোতাবেক প্রাপ্য অন্যান্য বেতন ভাতা ও সুযোগ-সুবিধা

২। নিম্নবর্ণিত কর্মসূচী মোতাবেক ০৯০০ ঘণ্টিকা হতে লোক ভর্তির কার্যক্রম শুরু হবে :

জেলার নাম	ভর্তি কেন্দ্রের নাম	ভর্তির তারিখ	সাধারণ কোটা	মুক্তিযোদ্ধা সন্তান/উপজাতীয়/আনসার ও গ্রাম প্রতিরক্ষা সদস্য/সরকারী অতিমহান্না নিবাসী (এক্স)বিভিয়ার সদস্যদের সন্তান	দায়িত্বপ্রাপ্ত সদস্য
শরিয়তপুর	শরিয়তপুর জেলা টেকিয়াম মাঠ	২৪-৮- ২০০৩	০৩	০৪	সেইসর সদর দপ্তর কুড়িয়া
নারায়ণগঞ্জ	নারায়ণগঞ্জ জেলা টেকিয়াম মাঠ	১৬-৮- ২০০৩	১৪	১৬	সেইসর সদর দপ্তর ঢাকা
মুন্সীগঞ্জ	মুন্সীগঞ্জ জেলা টেকিয়াম মাঠ	২০-৮- ২০০৩	২৩	২৭	-এ-
পাটনা	পাটনা জেলা টেকিয়াম মাঠ	২৪-৮- ২০০৩	১৪	১৬	-এ-
ঢাকা	সেইসর সদর দপ্তর, ঢাকা	২৮-৮- ২০০৩	৪১	৪৯	-এ-
নোয়াখালী	মাইজনী টেকিয়াম মাঠ	১৬-৮- ২০০৩	০৭	০৮	সেইসর সদর দপ্তর কুড়িয়া
চাঁদপুর	চাঁদপুর টেকিয়াম মাঠ	২০-৮- ২০০৩	১৪	১৬	-এ-
রাঙ্গামাটি	সেইসর সদর দপ্তর, রাঙ্গামাটি	১৬-৮- ২০০৩	০৫	০৫	সেইসর সদর দপ্তর রাঙ্গামাটি
বান্দরবান	আরটিসিএলএস	২০-৮- ২০০৩	০৭	০৮	আরটিসিএলএস
চট্টগ্রাম	সেইসর সদর দপ্তর, চট্টগ্রাম	২৪-৮- ২০০৩	১৮	২২	সেইসর সদর দপ্তর কুড়িয়া
কক্সবাজার	১৬ রাইং ব্যাটাঃ সদর, কক্সবাজার	২৮-৮- ২০০৩	১৪	১৬	-এ-
যশোর	১৫ রাইং ব্যাটাঃ সদর, যশোর	২৮-৮- ২০০৩	০৫	০৬	-এ-
রাজশাহী	সেইসর সদর দপ্তর, রাজশাহী	১৬-৮- ২০০৩	০৯	১১	সেইসর সদর দপ্তর রাজশাহী
রংপুর	সেইসর সদর দপ্তর, রংপুর	১৬-৮- ২০০৩	১৮	২২	সেইসর সদর দপ্তর রংপুর
কুড়িয়া	২৪ রাইং ব্যাটাঃ সদর, কুড়িয়া	২০-৮- ২০০৩	০৬	০৬	-এ-
নীলফামারী	নীলফামারী টেকিয়াম মাঠ	২৪-৮- ২০০৩	২৩	২৭	-এ-
লালমনিরহাট	১৯ রাইং ব্যাটাঃ সদর, লালমনিরহাট	২৮-৮- ২০০৩	২৩	২৭	-এ-
ঠাকুরগাঁও	৩ রাইং ব্যাটাঃ সদর, ঠাকুরগাঁও	২০-৮- ২০০৩	০৯	১১	সেইসর সদর দপ্তর কিনাইপুর
সিলেট	৪৩ রাইং ব্যাটাঃ সদর প্রশিক্ষণ মাঠ সিলেট	১৬-৮- ২০০৩	১০	১২	সেইসর সদর দপ্তর সিলেট
হাটহাট	হাটহাট জেলা টেকিয়াম মাঠ	২০-৮- ২০০৩	০৯	১১	-এ-
নৌলতাঝাড়া	নৌলতাঝাড়ের জেলা টেকিয়াম মাঠ	২৪-৮- ২০০৩	০৯	১১	-এ-
সুনামগঞ্জ	১৩ রাইং ব্যাটাঃ সদর, সুনামগঞ্জ	২৮-৮- ২০০৩	০৯	১১	-এ-
ভোলা	ভোলা জেলা টেকিয়াম মাঠ	২০-৮- ২০০৩	১০	১১	সেইসর সদর দপ্তর, সুখান্দা

- ৩। ভাতর সময় অবশ্যই যা মনে আনতে হবে।
ক। মাধ্যমিক এবং উচ্চ মাধ্যমিক তথা সমমান উত্তীর্ণ প্রার্থীদের শিক্ষাবোর্ড কর্তৃক মূল/প্রতিশ্রুতিপত্র সমন্বিত।
খ। উল্লেখ্য যে, শিক্ষাবোর্ডের শিক্ষা সদস্য অনুযায়ী বয়স গণনা করা হবে।
গ। সংশ্লিষ্ট বিদ্যালয়/কলেজের প্রধান শিক্ষক/অধ্যক্ষ কর্তৃক এসএসসি, এইচএসসি/সমমান পাশের প্রমাণপত্র
যাতে প্রার্থীর স্থায়ী ঠিকানা ও জন্ম তারিখ উল্লেখ থাকবে।
ঘ। অভিভাবকের সম্মতিসূচক সমন্বিত যা সংশ্লিষ্ট চেয়ারম্যান/ওয়ার্ড কমিশনার (যা প্রযোজ্য) কর্তৃক সম্মতিত।
ঙ। ইউনিয়ন পরিষদ/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার (যা প্রযোজ্য) এর নিকট হতে বাংলাদেশী স্থায়ী
নাগরিকত্বের সমন্বিত।

নোয়াখালী	মাইজদী টেডিয়াম মাঠ	১৬-৮-২০০৩	০৭	০৮	সেইর সদর দপ্তর কমিটি
চাঁদপুর	চাঁদপুর টেডিয়াম মাঠ	১৬-৮-২০০৩	১৪	১৬	-এ-
রাঙ্গামাটি	সেইর সদর দপ্তর, রাঙ্গামাটি	১৬-৮-২০০৩	০৫	০৫	সেইর সদর দপ্তর রাঙ্গামাটি
বান্দরবান	আরটিসিএলএস	১৬-৮-২০০৩	০৭	০৮	আরটিসিএলএস
চট্টগ্রাম	সেইর সদর দপ্তর, চট্টগ্রাম	১৬-৮-২০০৩	১৮	২২	সেইর সদর দপ্তর চট্টগ্রাম
কক্সবাজার	১৬ রাইঃ ব্যাটাঃ সদর, কক্সবাজার	১৬-৮-২০০৩	১৪	১৬	-এ-
যশোর	১৫ রাইঃ ব্যাটাঃ সদর, যশোর	১৬-৮-২০০৩	০৫	০৬	-এ-
রাজশাহী	সেইর সদর দপ্তর, রাজশাহী	১৬-৮-২০০৩	০৯	১১	সেইর সদর দপ্তর রাজশাহী
	সেইর সদর দপ্তর, রাংপুর	১৬-৮-২০০৩	১৮	২২	সেইর সদর দপ্তর রাংপুর
কুড়িগ্রাম	২৪ রাইঃ ব্যাটাঃ সদর, কুড়িগ্রাম	১৬-৮-২০০৩	০৬	০৬	-এ-
নীলফামারী	নীলফামারী টেডিয়াম মাঠ	১৬-৮-২০০৩	২৩	২৭	-এ-
মাদারনাইট	১৯ রাইঃ ব্যাটাঃ সদর, মাদারনাইট	১৬-৮-২০০৩	২৩	২৭	-এ-
ঠাকুরগাঁও	৩ রাইঃ ব্যাটাঃ সদর, ঠাকুরগাঁও	১৬-৮-২০০৩	০৯	১১	সেইর সদর দপ্তর দিনাজপুর
সিলেট	৪০ রাইঃ ব্যাটাঃ সদর, সিলেট	১৬-৮-২০০৩	১০	১২	সেইর সদর দপ্তর সিলেট
হবিগঞ্জ	হবিগঞ্জ জেলা টেডিয়াম মাঠ	১৬-৮-২০০৩	০৯	১১	-এ-
মৌলভীবাজার	মৌলভীবাজার জেলা টেডিয়াম মাঠ	১৬-৮-২০০৩	০৯	১১	-এ-
সুনামগঞ্জ	১৩ রাইঃ ব্যাটাঃ সদর, সুনামগঞ্জ	১৬-৮-২০০৩	০৯	১১	-এ-
ভোলা	ভোলা জেলা টেডিয়াম মাঠ	১৬-৮-২০০৩	১০	১১	সেইর সদর দপ্তর, পুলনা

- ৩। ভর্তির সময় অবশ্যই যা সঙ্গে আনতে হবে।
- ক। মাধ্যমিক এবং উচ্চ মাধ্যমিক তথা সমমান উত্তীর্ণ প্রার্থীদের শিক্ষাবোর্ড কর্তৃক মূল/প্রতিলিপি সনদপত্র।
- উল্লেখ্য যে, শিক্ষাবোর্ডের শিক্ষা সনদ অনুযায়ী বয়স গণনা করা হবে।
- খ। সংশ্লিষ্ট বিদ্যালয়/কলেজের প্রধান শিক্ষক/প্রধান কর্মকর্তা এসএসসি, এইচএসসি/সমমান পাশের প্রশংসাপত্র যাতে প্রার্থীর স্থায়ী ঠিকানা ও জন্ম তারিখ উল্লেখ থাকবে।
- গ। অভিভাবকের সম্মতিসূচক সনদপত্র যা সংশ্লিষ্ট চেয়ারম্যান/ওয়ার্ড কমিশনার (যা প্রযোজ্য) কর্তৃক সত্যায়িত।
- ঘ। ইউনিয়ন পরিষদ/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার (যা প্রযোজ্য) এর নিকট হতে বাংলাদেশী স্থায়ী নাগরিকত্বের সনদপত্র।
- ঙ। ১ম শ্রেণীর গেজেটেড অফিসার কর্তৃক প্রদত্ত চারিত্রিক সনদপত্র।
- চ। সদ্যভোলা ৭ (সাত) কপি পাসপোর্ট সাইজের ছবি (সত্যায়িত ব্যতীত)।
- ছ। বিশেষ ছবি।
- জ। বয়স গণনার ক্ষেত্রে এডিভেডিউ গ্রহণযোগ্য নয়।
- ঝ। কোন বাহিনী/সংস্থা/সরকারী প্রতিষ্ঠান হতে শৃংখলা/চিকিৎসাজনিত কারণে চাকুরীছাড়/অসমর্থ প্রার্থীগণ ভর্তির জন্য অযোগ্য বিবেচিত হবে।
- ঞ। ভর্তির জন্য আগত প্রার্থীদের কোনরূপ ভাতা প্রদান করা হবে না।
- ট। বিজ্ঞান ও মুক্তিযোদ্ধা প্রার্থীদের সন্মতিকরণ।
- (১) বিজ্ঞান কর্মকর্তা/কর্মচারীদের সন্তানদের জন্য। প্রার্থীর সত্যায়িত ছবি, পিতার রেজিমেন্ট নম্বর, পদবী, শ্রম উল্লেখপূর্বক স্থায়ী ঠিকানার সংশ্লিষ্ট ইউনিয়ন/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার কর্তৃক স্বাক্ষরিত ও টিএনও কর্তৃক প্রতিলিপি সনদপত্র উপস্থাপন করতে হবে। এছাড়া কর্মকর্তা/কর্মচারীদের পরিচয়পত্র, ছাড়পত্র, কার্যমুক্তিপত্র এবং পেনশন বহিঃনির্বাহী পর্যদের নিকট উপস্থাপন করতে হবে।
- (২) মুক্তিযোদ্ধা সন্তানদের জন্য। গণপ্রজাতন্ত্রী বাংলাদেশ সরকার কর্তৃক অনুমোদিত মুক্তিযোদ্ধা সনদপত্র ও পরিচয়পত্র সঙ্গে আনতে ও উপস্থাপন করতে হবে। এছাড়া মুক্তিযোদ্ধা সন্তান হিসেবে চিহ্নিতকরণের জন্য স্থায়ী ঠিকানার স্থানীয় ইউনিয়ন/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার ওরসভাত সন্তান হিসেবে প্রত্যয়নপত্র বা টিএনও/১ম শ্রেণীর ম্যাজিস্ট্রেট দ্বারা প্রতিলিপি সনদপত্র হতে হবে।
- (৩) আনসার ও গ্রাম প্রতিরক্ষা সদস্য। জেলা আনসার ও গ্রাম প্রতিরক্ষা এ্যাডজুটেন্ট এর প্রতিলিপি, থানা কর্মকর্তার দ্বারা প্রদত্ত প্রত্যয়নপত্র এবং পরিচয়পত্র উপস্থাপন করতে হবে।
- (৪) সরকারী এডমিশনাল নিবাসী এডমিসি সদস্য। সরকারী ও সরকারী নিবন্ধনপ্রাপ্ত এডমিশনাল প্রধান কর্মকর্তা কর্তৃক দেয় প্রশংসাপত্র যাতে প্রার্থীর পূর্বতম স্থায়ী ঠিকানা, জন্ম এবং এডমিশনাল নিবাসের নিবন্ধনকৃত ব্যক্তিগত নথিও উল্লেখ থাকতে হবে।
- ৫। ভর্তির জন্য ভূমি নথিপত্র ও প্রত্যয়নপত্র হলে সংশ্লিষ্টদের বিরুদ্ধে প্রচলিত আইনানুগ ব্যবস্থা গ্রহণ করা হবে।

১। ভর্তির সময় দাখিলকৃত শিক্ষাগত যোগ্যতার সনদপত্র এবং অন্যান্য কাগজপত্র ও ঠিকানা পরবর্তীতে ভুল হলে প্রমাণিত হলে সংশ্লিষ্ট প্রার্থীকে শাস্তিমূলক ব্যবস্থা গ্রহণ পূর্বক চাকুরি হতে বহিস্কার করে পুঁজির নিকট হস্তান্তর করা হবে।

২। বাংলাদেশ রাইফেলস এ কেবলমাত্র ভর্তিকারী অফিসার কর্তৃক সরাসরি লোক ভর্তি ও নিয়োগপত্র প্রদান করা হয়ে থাকে। বিজ্ঞানে ভর্তির জন্য প্রত্যেক বা দাখিলকৃত কবল হতে সতর্ক থাকতে হবে। কেহ প্রত্যয়নপত্র প্রদান করে চেষ্টা করলে তাকে নিকটস্থ আইন প্রয়োগকারী সংস্থার নিকট সোপর্ন করতে হবে।

ডিওএ/পি-১৭৯০৯-১৭/৭
স-৪১২৬(১৮x০)

সিনিয়র রেকর্ড অফিসার
মহাপরিচালকের পক্ষে।

বাংলাদেশ রাইফেলস এ বিভিন্ন ট্রেডে অসামরিক পদে নৌক ভর্তির বিজ্ঞপ্তি

115

সরকারি অনুমোদিত/স্বীকৃত		সরকারি অনুমোদিত/স্বীকৃত			অন্যান্য সুযোগ সুবিধা
প।	অফিস সহকারী কাম-মুদ্রাক্ষরিক	এইচএমসি/পরিচালক/ইংরেজী মুদ্রাক্ষরিক গতি প্রতি মিনিটে ৩০ শব্দ এবং বাংলা মুদ্রাক্ষরিক গতি প্রতি মিনিটে ২০ শব্দ থাকতে হবে।	-এ-	-এ-	
ঘ।	ইমাম/আরাটি	জাজিল পাস। কোরআনে হাফেজগণকে অগ্রাধিকার দেয়া হবে।	-এ-	-এ-	জাতীয় বেতন স্কেল ১৯৯৭ অনুযায়ী ১৮৭০-১৮৮০-২০০০-ইবি-১১১০০-১১১০০/- টাকা অসহ বাকী ভাতা, ব্যতায়ত, টিফিন ভাতা, রেশন, বিনামূল্যে চিকিৎসা ও নিয়মানুযায়ী গ্রাণ্য অন্যান্য সুযোগ সুবিধা।
ঙ।	সহকারী ওবিএম ড্রাইভার (অটো কোট মটর)	নালকর এসএমসি পাস। স্পিড বোর্ড, চারখানা এবং সরকারি প্রতিষ্ঠান/ওয়ার্কস/কোম্পানি হতে ইঞ্জিন মেইনত ও রক্ষণাবেক্ষণের উপর বাস্তব প্রশিক্ষণসহ ২ বছরের বাস্তব অভিজ্ঞতা সনদপত্র। প্রাতিষ্ঠানিক বৃত্তিমূলক প্রশিক্ষণপ্রাপ্তদের ক্ষেত্রে অগ্রাধিকার দেয়া হবে।	-এ-	-এ-	জাতীয় বেতন স্কেল ১৯৯৭ অনুযায়ী ১৮৭০-১৮৮০-২০০০-ইবি-১১১০০-১১১০০/- টাকা অসহ বাকী ভাতা, ব্যতায়ত, টিফিন ভাতা, রেশন, বিনামূল্যে চিকিৎসা ও নিয়মানুযায়ী গ্রাণ্য অন্যান্য সুযোগ সুবিধা।
চ।	কন্ট্রোলার	অটম শ্রেণী পাস। কার্পেন্টার কাজে ৩ পদসরের বাস্তব অভিজ্ঞতা সনদপত্র থাকতে হবে।	-এ-	-এ-	জাতীয় বেতন স্কেল ১৯৯৭ অনুযায়ী ১৮৭০-১৮৮০-২০০০-ইবি-১১১০০-১১১০০/- টাকা অসহ বাকী ভাতা, ব্যতায়ত, টিফিন ভাতা, রেশন, বিনামূল্যে চিকিৎসা ও নিয়মানুযায়ী গ্রাণ্য অন্যান্য সুযোগ সুবিধা।
ছ।	বুট মেকার	অটম শ্রেণী পাস। কোন প্রতিষ্ঠান বা কারখানায় ছুতা পতনী বা মেগামাত সম্পর্কে ২ বছরের বাস্তব অভিজ্ঞতা থাকতে হবে।	-এ-	-এ-	জাতীয় বেতন স্কেল ১৯৯৭ অনুযায়ী ১৮৭০-১৮৮০-২০০০-ইবি-১১১০০-১১১০০/- টাকা অসহ বাকী ভাতা, ব্যতায়ত, টিফিন ভাতা, রেশন, বিনামূল্যে চিকিৎসা ও নিয়মানুযায়ী গ্রাণ্য অন্যান্য সুযোগ সুবিধা।
জ।	ট্রাইলার (মসি)	ইউএস পাস। ট্রাইলার হলে ৩ বছরের বাস্তব অভিজ্ঞতা সনদপত্র থাকতে হবে।	-এ-	-এ-	-এ-
ঝ।	পাচর	অটম শ্রেণী পাস। পানার কাজে অভিজ্ঞতা থাকতে হবে।	-এ-	-এ-	জাতীয় বেতন স্কেল ১৯৯৭ অনুযায়ী ১৮৭০-১৮৮০-২০০০-ইবি-১১১০০-১১১০০/- টাকা অসহ বাকী ভাতা, ব্যতায়ত, টিফিন ভাতা, রেশন, বিনামূল্যে চিকিৎসা ও নিয়মানুযায়ী গ্রাণ্য অন্যান্য সুযোগ সুবিধা।
ঞ।	চাকর	অটম শ্রেণী পাস। চাকরদের ক্ষেত্রে অগ্রাধিকার দেয়া হবে।	-এ-	-এ-	-এ-

- ১। উপরোক্ত পদসমূহে আবেদন (কম্পিউটার), (জ্যোতিষাচারী টেকনিশিয়ান, অফিস সহকারী কাম-মুদ্রাক্ষরিক, ইমাম/আরাটি এবং সহকারী ওবিএম ড্রাইভার) আবেদন ১৪ সেপ্টেম্বর ২০০০ তারিখ ০৯০০ ঘটিকায় সকল জেনার প্রার্থীদের বেসরকারিভাবে প্রেরণের পর নির্দিষ্টকাল মধ্যে প্রাপ্ত হওয়া প্রার্থীদের ০৯ সেপ্টেম্বর ২০০০ তারিখ ০৯০০ ঘটিকায় বাংলাদেশ রাইফেলস, কোর্ট উইথ শিল্পখানা, ঢাকায় উপস্থিত হতে হবে।
- ২। বিজ্ঞপ্তি-এর শর্তানুযায়ী/অনুমোদিত/কর্মসম্পন্ন/সদস্যগণের সন্ধান এবং মুক্তিযোদ্ধা সন্তানদেরকে যোগ্যতার ভিত্তিতে অগ্রাধিকার প্রদান করা হবে। সন্তানদের সন্ধানকরণের জন্য স্থায়ী চিকিৎসা শ্রাবীর প্রতিবেদন/পিতার বৈধিমেয়/সময়, পদবী, নাম উল্লেখ পূর্বক সর্বশ্রেষ্ঠ ইউনিয়ন/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার কর্তৃক স্বাক্ষরিত ও টিএনও কর্তৃক স্বাক্ষরিত সনদপত্র উপস্থাপন করতে হবে। এছাড়া অবসরপ্রাপ্ত/শ্রীম/মুক্তিযোদ্ধা সন্তানদের ক্ষেত্রে পিতার সনদপত্র বা/মুক্তিযোদ্ধা সনদপত্র ও পরিচয়পত্র সংগে আনতে হবে। মুক্তিযোদ্ধা/শ্রীম/মুক্তিযোদ্ধা সন্তানদের ক্ষেত্রে পায় ১৮ হতে ৩২ বছর পর্যন্ত গ্রহণযোগ্য হবে।
- ৩। অতিকালীন সময়ে প্রার্থীদেরকে অবশ্যই নিম্নলিখিত কাগজপত্র সংগে আনতে হবে এবং ভর্তি পর্বের নিকট উপস্থাপন করতে হবে।
 - শিক্ষাপত্র যোগ্যতার এবং অভিজ্ঞতার ফল/প্রতিশ্রুতি সনদপত্র।
 - এসএসসি বা জুনিয়র পাস প্রার্থীদের সর্বশ্রেষ্ঠ বিনামূল্য/কলেজের প্রধান শিক্ষক/অধ্যক্ষ কর্তৃক স্থায়ী চিকিৎসা ও জ্বর তারিখ উল্লেখ সহ প্রমাণপত্র।
 - অভিভাবকের স্বাক্ষরিত সনদপত্র বা সর্বশ্রেষ্ঠ ইউনিয়ন/পৌরসভা চেয়ারম্যান কর্তৃক সত্যায়িত।
 - ইউনিয়ন পরিষদ/পৌরসভা চেয়ারম্যান/ওয়ার্ড কমিশনার-এর নিকট হতে বাংলাদেশী স্থায়ী নাগরিকত্ব ও বৈবাহিক অনুষ্ঠান সম্পর্কিত সনদপত্র।
 - ১ম শ্রেণীর গেজেটেড অফিসার কর্তৃক দেয় চারিত্রিক সনদপত্র।
 - সদ্য তোলা ৫ কপি পাসপোর্ট সাইজের ছবি (সত্যায়িত ছাড়া)।
 - বিবাহিত প্রার্থীদের জন্য কাবিননামার ফল কপি ও স্বামী দ্বারা ০২ (দুই) কপি মুখের ছবি সংগে আনতে হবে।
- ৪। প্রার্থীদেরকে অবশ্যই জাতীয় নথীকায় শ্রাবীরভাবে যোগ্য হতে হবে।
- ৫। কোন বাহিনী/সংস্থা/সরকারী প্রতিষ্ঠান হতে শুল্ক/চিকিৎসানিহিত কারণে চাকুরীচ্যুত/অসমর্থ ব্যক্তিগণের আবেদন গ্রহণযোগ্য নয়।
- ৬। কর্তৃপক্ষ ভর্তি যোগ্যতার নথীকায় সাধে অনামমতসম্পূর্ণ এবং পরিত্রিত বিবরণ তথ্যের কারণে ছাড়াত নিয়োগ বাতিলের ক্ষমতা সংরক্ষণ করেন।
- ৭। নির্বাচনের জন্য আগত প্রার্থীদের কোন ভাতা প্রদান করা হবে না।

সতর্কীকরণ

- ১। বাংলাদেশ রাইফেলস এ কেবলমাত্র অতিকালীন আবেদন কর্তৃক সরাসরি লোক ভর্তি ও নিয়োগপত্র প্রদান করা হয়ে থাকে। বিজ্ঞপ্তি-এর লোক ভর্তির জন্য প্রতারণা বা মাধ্যমসহ করা হতে সতর্ক থাকতে হবে। কোন প্রতারণার চেষ্টা করলে তা কর্তৃপক্ষকে অবহিত করতে হবে।
- ২। ভর্তির সময় মামুলিকৃত শিক্ষাপত্র যোগ্যতার সনদপত্র এবং সয়োজনীয় কাগজপত্র ও চিকিৎসা পরবর্তীতে জমা দানে প্রমাণিত হলে সর্বশ্রেষ্ঠ প্রার্থীকে চাকুরী হতে বহিষ্কার পূর্বক পুনর্নির্বাচন নিকট হস্তান্তর করা হবে।

১৫এফপি-২০০৬-২০/৮/১০০
আম/স-৩৪০৬/০০ (১৬৪৪)

সিনিয়র মেকর্ড অফিসার
মহাপরিচালকের পক্ষে

p-11

তারিখ : ২৯ মার্চ ২০০৪

বাংলাদেশ রাইফেলস-এ বিভিন্ন ট্রেডে অসামরিক পদে লোক ভর্তির বিজ্ঞপ্তি

১। বাংলাদেশ রাইফেলস-এ নিয়োগিত অসামরিক পদে বরং সংখ্যক হ্রাসী ভর্তির জন্য দরখাস্ত আহ্বান করা হয়েছে। নিম্নে প্রতিটি পদের পার্শ্ব-ভর্তির শর্তাবলী প্রদত্ত হল :

ক্রমিক সং.	স্থান নাম	বিজ্ঞাপিত যোগ্যতা ও অধিভুক্ততা	বয়স	ইংরাজিক কেন্দ্র	মাসিক যোগ্যতা	বেতন স্কেল	যে সকল ক্ষেত্রে প্রার্থীপন আবেদন করাতে পারবে
১।	ইন্ড্রাঘাট লিফট (মুখ্য)	কমিউনিকেশন ইঞ্জিনিয়ার হাউসওয়ার্থ অফিসিয়াল মোবাইল	১৮ হতে ৩০ বছর পর্যন্ত	বিদ্যালয়/ অফিসিয়াল/ বিদ্যালয়ে কেন্দ্র বাস ১১ বছরে অধিক হতে হবে	ইন্ড্রা-১.১২১ মিটার (৪'-০") ওজন - ৪৮.৫০ কেজি দ্রুতত মান-১১.১০ সে.মি (৩৫'-০৪") কম্পাঙ্ক - ৪.০৮ সে.মি (৫' নমুনাগত) মুঠ-৩৬-৬৬	৯৯৭৭ বেতন স্কেল ১১৯৭ অনুযায়ী ১১০০-১১২০-১১৪০-১১৬০-১১৮০ ১১১২৪-১১৩০৪-১১৪০৪-১১৫০৪-১১৬০৪-১১৭০৪-১১৮০৪-১১৯০৪-১২০০৪-১২১০৪-১২২০৪-১২৩০৪-১২৪০৪-১২৫০৪-১২৬০৪-১২৭০৪-১২৮০৪-১২৯০৪-১৩০০৪-১৩১০৪-১৩২০৪-১৩৩০৪-১৩৪০৪-১৩৫০৪-১৩৬০৪-১৩৭০৪-১৩৮০৪-১৩৯০৪-১৪০০৪-১৪১০৪-১৪২০৪-১৪৩০৪-১৪৪০৪-১৪৫০৪-১৪৬০৪-১৪৭০৪-১৪৮০৪-১৪৯০৪-১৫০০৪-১৫১০৪-১৫২০৪-১৫৩০৪-১৫৪০৪-১৫৫০৪-১৫৬০৪-১৫৭০৪-১৫৮০৪-১৫৯০৪-১৬০০৪-১৬১০৪-১৬২০৪-১৬৩০৪-১৬৪০৪-১৬৫০৪-১৬৬০৪-১৬৭০৪-১৬৮০৪-১৬৯০৪-১৭০০৪-১৭১০৪-১৭২০৪-১৭৩০৪-১৭৪০৪-১৭৫০৪-১৭৬০৪-১৭৭০৪-১৭৮০৪-১৭৯০৪-১৮০০৪-১৮১০৪-১৮২০৪-১৮৩০৪-১৮৪০৪-১৮৫০৪-১৮৬০৪-১৮৭০৪-১৮৮০৪-১৮৯০৪-১৯০০৪-১৯১০৪-১৯২০৪-১৯৩০৪-১৯৪০৪-১৯৫০৪-১৯৬০৪-১৯৭০৪-১৯৮০৪-১৯৯০৪-২০০০৪-২০১০৪-২০২০৪-২০৩০৪-২০৪০৪-২০৫০৪-২০৬০৪-২০৭০৪-২০৮০৪-২০৯০৪-২১০০৪-২১১০৪-২১২০৪-২১৩০৪-২১৪০৪-২১৫০৪-২১৬০৪-২১৭০৪-২১৮০৪-২১৯০৪-২২০০৪-২২১০৪-২২২০৪-২২৩০৪-২২৪০৪-২২৫০৪-২২৬০৪-২২৭০৪-২২৮০৪-২২৯০৪-২৩০০৪-২৩১০৪-২৩২০৪-২৩৩০৪-২৩৪০৪-২৩৫০৪-২৩৬০৪-২৩৭০৪-২৩৮০৪-২৩৯০৪-২৪০০৪-২৪১০৪-২৪২০৪-২৪৩০৪-২৪৪০৪-২৪৫০৪-২৪৬০৪-২৪৭০৪-২৪৮০৪-২৪৯০৪-২৫০০৪-২৫১০৪-২৫২০৪-২৫৩০৪-২৫৪০৪-২৫৫০৪-২৫৬০৪-২৫৭০৪-২৫৮০৪-২৫৯০৪-২৬০০৪-২৬১০৪-২৬২০৪-২৬৩০৪-২৬৪০৪-২৬৫০৪-২৬৬০৪-২৬৭০৪-২৬৮০৪-২৬৯০৪-২৭০০৪-২৭১০৪-২৭২০৪-২৭৩০৪-২৭৪০৪-২৭৫০৪-২৭৬০৪-২৭৭০৪-২৭৮০৪-২৭৯০৪-২৮০০৪-২৮১০৪-২৮২০৪-২৮৩০৪-২৮৪০৪-২৮৫০৪-২৮৬০৪-২৮৭০৪-২৮৮০৪-২৮৯০৪-২৯০০৪-২৯১০৪-২৯২০৪-২৯৩০৪-২৯৪০৪-২৯৫০৪-২৯৬০৪-২৯৭০৪-২৯৮০৪-২৯৯০৪-৩০০০৪-৩০১০৪-৩০২০৪-৩০৩০৪-৩০৪০৪-৩০৫০৪-৩০৬০৪-৩০৭০৪-৩০৮০৪-৩০৯০৪-৩১০০৪-৩১১০৪-৩১২০৪-৩১৩০৪-৩১৪০৪-৩১৫০৪-৩১৬০৪-৩১৭০৪-৩১৮০৪-৩১৯০৪-৩২০০৪-৩২১০৪-৩২২০৪-৩২৩০৪-৩২৪০৪-৩২৫০৪-৩২৬০৪-৩২৭০৪-৩২৮০৪-৩২৯০৪-৩৩০০৪-৩৩১০৪-৩৩২০৪-৩৩৩০৪-৩৩৪০৪-৩৩৫০৪-৩৩৬০৪-৩৩৭০৪-৩৩৮০৪-৩৩৯০৪-৩৪০০৪-৩৪১০৪-৩৪২০৪-৩৪৩০৪-৩৪৪০৪-৩৪৫০৪-৩৪৬০৪-৩৪৭০৪-৩৪৮০৪-৩৪৯০৪-৩৫০০৪-৩৫১০৪-৩৫২০৪-৩৫৩০৪-৩৫৪০৪-৩৫৫০৪-৩৫৬০৪-৩৫৭০৪-৩৫৮০৪-৩৫৯০৪-৩৬০০৪-৩৬১০৪-৩৬২০৪-৩৬৩০৪-৩৬৪০৪-৩৬৫০৪-৩৬৬০৪-৩৬৭০৪-৩৬৮০৪-৩৬৯০৪-৩৭০০৪-৩৭১০৪-৩৭২০৪-৩৭৩০৪-৩৭৪০৪-৩৭৫০৪-৩৭৬০৪-৩৭৭০৪-৩৭৮০৪-৩৭৯০৪-৩৮০০৪-৩৮১০৪-৩৮২০৪-৩৮৩০৪-৩৮৪০৪-৩৮৫০৪-৩৮৬০৪-৩৮৭০৪-৩৮৮০৪-৩৮৯০৪-৩৯০০৪-৩৯১০৪-৩৯২০৪-৩৯৩০৪-৩৯৪০৪-৩৯৫০৪-৩৯৬০৪-৩৯৭০৪-৩৯৮০৪-৩৯৯০৪-৪০০০৪-৪০১০৪-৪০২০৪-৪০৩০৪-৪০৪০৪-৪০৫০৪-৪০৬০৪-৪০৭০৪-৪০৮০৪-৪০৯০৪-৪১০০৪-৪১১০৪-৪১২০৪-৪১৩০৪-৪১৪০৪-৪১৫০৪-৪১৬০৪-৪১৭০৪-৪১৮০৪-৪১৯০৪-৪২০০৪-৪২১০৪-৪২২০৪-৪২৩০৪-৪২৪০৪-৪২৫০৪-৪২৬০৪-৪২৭০৪-৪২৮০৪-৪২৯০৪-৪৩০০৪-৪৩১০৪-৪৩২০৪-৪৩৩০৪-৪৩৪০৪-৪৩৫০৪-৪৩৬০৪-৪৩৭০৪-৪৩৮০৪-৪৩৯০৪-৪৪০০৪-৪৪১০৪-৪৪২০৪-৪৪৩০৪-৪৪৪০৪-৪৪৫০৪-৪৪৬০৪-৪৪৭০৪-৪৪৮০৪-৪৪৯০৪-৪৫০০৪-৪৫১০৪-৪৫২০৪-৪৫৩০৪-৪৫৪০৪-৪৫৫০৪-৪৫৬০৪-৪৫৭০৪-৪৫৮০৪-৪৫৯০৪-৪৬০০৪-৪৬১০৪-৪৬২০৪-৪৬৩০৪-৪৬৪০৪-৪৬৫০৪-৪৬৬০৪-৪৬৭০৪-৪৬৮০৪-৪৬৯০৪-৪৭০০৪-৪৭১০৪-৪৭২০৪-৪৭৩০৪-৪৭৪০৪-৪৭৫০৪-৪৭৬০৪-৪৭৭০৪-৪৭৮০৪-৪৭৯০৪-৪৮০০৪-৪৮১০৪-৪৮২০৪-৪৮৩০৪-৪৮৪০৪-৪৮৫০৪-৪৮৬০৪-৪৮৭০৪-৪৮৮০৪-৪৮৯০৪-৪৯০০৪-৪৯১০৪-৪৯২০৪-৪৯৩০৪-৪৯৪০৪-৪৯৫০৪-৪৯৬০৪-৪৯৭০৪-৪৯৮০৪-৪৯৯০৪-৫০০০৪-৫০১০৪-৫০২০৪-৫০৩০৪-৫০৪০৪-৫০৫০৪-৫০৬০৪-৫০৭০৪-৫০৮০৪-৫০৯০৪-৫১০০৪-৫১১০৪-৫১২০৪-৫১৩০৪-৫১৪০৪-৫১৫০৪-৫১৬০৪-৫১৭০৪-৫১৮০৪-৫১৯০৪-৫২০০৪-৫২১০৪-৫২২০৪-৫২৩০৪-৫২৪০৪-৫২৫০৪-৫২৬০৪-৫২৭০৪-৫২৮০৪-৫২৯০৪-৫৩০০৪-৫৩১০৪-৫৩২০৪-৫৩৩০৪-৫৩৪০৪-৫৩৫০৪-৫৩৬০৪-৫৩৭০৪-৫৩৮০৪-৫৩৯০৪-৫৪০০৪-৫৪১০৪-৫৪২০৪-৫৪৩০৪-৫৪৪০৪-৫৪৫০৪-৫৪৬০৪-৫৪৭০৪-৫৪৮০৪-৫৪৯০৪-৫৫০০৪-৫৫১০৪-৫৫২০৪-৫৫৩০৪-৫৫৪০৪-৫৫৫০৪-৫৫৬০৪-৫৫৭০৪-৫৫৮০৪-৫৫৯০৪-৫৬০০৪-৫৬১০৪-৫৬২০৪-৫৬৩০৪-৫৬৪০৪-৫৬৫০৪-৫৬৬০৪-৫৬৭০৪-৫৬৮০৪-৫৬৯০৪-৫৭০০৪-৫৭১০৪-৫৭২০৪-৫৭৩০৪-৫৭৪০৪-৫৭৫০৪-৫৭৬০৪-৫৭৭০৪-৫৭৮০৪-৫৭৯০৪-৫৮০০৪-৫৮১০৪-৫৮২০৪-৫৮৩০৪-৫৮৪০৪-৫৮৫০৪-৫৮৬০৪-৫৮৭০৪-৫৮৮০৪-৫৮৯০৪-৫৯০০৪-৫৯১০৪-৫৯২০৪-৫৯৩০৪-৫৯৪০৪-৫৯৫০৪-৫৯৬০৪-৫৯৭০৪-৫৯৮০৪-৫৯৯০৪-৬০০০৪-৬০১০৪-৬০২০৪-৬০৩০৪-৬০৪০৪-৬০৫০৪-৬০৬০৪-৬০৭০৪-৬০৮০৪-৬০৯০৪-৬১০০৪-৬১১০৪-৬১২০৪-৬১৩০৪-৬১৪০৪-৬১৫০৪-৬১৬০৪-৬১৭০৪-৬১৮০৪-৬১৯০৪-৬২০০৪-৬২১০৪-৬২২০৪-৬২৩০৪-৬২৪০৪-৬২৫০৪-৬২৬০৪-৬২৭০৪-৬২৮০৪-৬২৯০৪-৬৩০০৪-৬৩১০৪-৬৩২০৪-৬৩৩০৪-৬৩৪০৪-৬৩৫০৪-৬৩৬০৪-৬৩৭০৪-৬৩৮০৪-৬৩৯০৪-৬৪০০৪-৬৪১০৪-৬৪২০৪-৬৪৩০৪-৬৪৪০৪-৬৪৫০৪-৬৪৬০৪-৬৪৭০৪-৬৪৮০৪-৬৪৯০৪-৬৫০০৪-৬৫১০৪-৬৫২০৪-৬৫৩০৪-৬৫৪০৪-৬৫৫০৪-৬৫৬০৪-৬৫৭০৪-৬৫৮০৪-৬৫৯০৪-৬৬০০৪-৬৬১০৪-৬৬২০৪-৬৬৩০৪-৬৬৪০৪-৬৬৫০৪-৬৬৬০৪-৬৬৭০৪-৬৬৮০৪-৬৬৯০৪-৬৭০০৪-৬৭১০৪-৬৭২০৪-৬৭৩০৪-৬৭৪০৪-৬৭৫০৪-৬৭৬০৪-৬৭৭০৪-৬৭৮০৪-৬৭৯০৪-৬৮০০৪-৬৮১০৪-৬৮২০৪-৬৮৩০৪-৬৮৪০৪-৬৮৫০৪-৬৮৬০৪-৬৮৭০৪-৬৮৮০৪-৬৮৯০৪-৬৯০০৪-৬৯১০৪-৬৯২০৪-৬৯৩০৪-৬৯৪০৪-৬৯৫০৪-৬৯৬০৪-৬৯৭০৪-৬৯৮০৪-৬৯৯০৪-৭০০০৪-৭০১০৪-৭০২০৪-৭০৩০৪-৭০৪০৪-৭০৫০৪-৭০৬০৪-৭০৭০৪-৭০৮০৪-৭০৯০৪-৭১০০৪-৭১১০৪-৭১২০৪-৭১৩০৪-৭১৪০৪-৭১৫০৪-৭১৬০৪-৭১৭০৪-৭১৮০৪-৭১৯০৪-৭২০০৪-৭২১০৪-৭২২০৪-৭২৩০৪-৭২৪০৪-৭২৫০৪-৭২৬০৪-৭২৭০৪-৭২৮০৪-৭২৯০৪-৭৩০০৪-৭৩১০৪-৭৩২০৪-৭৩৩০৪-৭৩৪০৪-৭৩৫০৪-৭৩৬০৪-৭৩৭০৪-৭৩৮০৪-৭৩৯০৪-৭৪০০৪-৭৪১০৪-৭৪২০৪-৭৪৩০৪-৭৪৪০৪-৭৪৫০৪-৭৪৬০৪-৭৪৭০৪-৭৪৮০৪-৭৪৯০৪-৭৫০০৪-৭৫১০৪-৭৫২০৪-৭৫৩০৪-৭৫৪০৪-৭৫৫০৪-৭৫৬০৪-৭৫৭০৪-৭৫৮০৪-৭৫৯০৪-৭৬০০৪-৭৬১০৪-৭৬২০৪-৭৬৩০৪-৭৬৪০৪-৭৬৫০৪-৭৬৬০৪-৭৬৭০৪-৭৬৮০৪-৭৬৯০৪-৭৭০০৪-৭৭১০৪-৭৭২০৪-৭৭৩০৪-৭৭৪০৪-৭৭৫০৪-৭৭৬০৪-৭৭৭০৪-৭৭৮০৪-৭৭৯০৪-৭৮০০৪-৭৮১০৪-৭৮২০৪-৭৮৩০৪-৭৮৪০৪-৭৮৫০৪-৭৮৬০৪-৭৮৭০৪-৭৮৮০৪-৭৮৯০৪-৭৯০০৪-৭৯১০৪-৭৯২০৪-৭৯৩০৪-৭৯৪০৪-৭৯৫০৪-৭৯৬০৪-৭৯৭০৪-৭৯৮০৪-৭৯৯০৪-৮০০০৪-৮০১০৪-৮০২০৪-৮০৩০৪-৮০৪০৪-৮০৫০৪-৮০৬০৪-৮০৭০৪-৮০৮০৪-৮০৯০৪-৮১০০৪-৮১১০৪-৮১২০৪-৮১৩০৪-৮১৪০৪-৮১৫০৪-৮১৬০৪-৮১৭০৪-৮১৮০৪-৮১৯০৪-৮২০০৪-৮২১০৪-৮২২০৪-৮২৩০৪-৮২৪০৪-৮২৫০৪-৮২৬০৪-৮২৭০৪-৮২৮০৪-৮২৯০৪-৮৩০০৪-৮৩১০৪-৮৩২০৪-৮৩৩০৪-৮৩৪০৪-৮৩৫০৪-৮৩৬০৪-৮৩৭০৪-৮৩৮০৪-৮৩৯০৪-৮৪০০৪-৮৪১০৪-৮৪২০৪-৮৪৩০৪-৮৪৪০৪-৮৪৫০৪-৮৪৬০৪-৮৪৭০৪-৮৪৮০৪-৮৪৯০৪-৮৫০০৪-৮৫১০৪-৮৫২০৪-৮৫৩০৪-৮৫৪০৪-৮৫৫০৪-৮৫৬০৪-৮৫৭০৪-৮৫৮০৪-৮৫৯০৪-৮৬০০৪-৮৬১০৪-৮৬২০৪-৮৬৩০৪-৮৬৪০৪-৮৬৫০৪-৮৬৬০৪-৮৬৭০৪-৮৬৮০৪-৮৬৯০৪-৮৭০০৪-৮৭১০৪-৮৭২০৪-৮৭৩০৪-৮৭৪০৪-৮৭৫০৪-৮৭৬০৪-৮৭৭০৪-৮৭৮০৪-৮৭৯০৪-৮৮০০৪-৮৮১০৪-৮৮২০৪-৮৮৩০৪-৮৮৪০৪-৮৮৫০৪-৮৮৬০৪-৮৮৭০৪-৮৮৮০৪-৮৮৯০৪-৮৯০০৪-৮৯১০৪-৮৯২০৪-৮৯৩০৪-৮৯৪০৪-৮৯৫০৪-৮৯৬০৪-৮৯৭০৪-৮৯৮০৪-৮৯৯০৪-৯০০০৪-৯০১০৪-৯০২০৪-৯০৩০৪-৯০৪০৪-৯০৫০৪-৯০৬০৪-৯০৭০৪-৯০৮০৪-৯০৯০৪-৯১০০৪-৯১১০৪-৯১২০৪-৯১৩০৪-৯১৪০৪-৯১৫০৪-৯১৬০৪-৯১৭০৪-৯১৮০৪-৯১৯০৪-৯২০০৪-৯২১০৪-৯২২০৪-৯২৩০৪-৯২৪০৪-৯২৫০৪-৯২৬০৪-৯২৭০৪-৯২৮০৪-৯২৯০৪-৯৩০০৪-৯৩১০৪-৯৩২০৪-৯৩৩০৪-৯৩৪০৪-৯৩৫০৪-৯৩৬০৪-৯৩৭০৪-৯৩৮০৪-৯৩৯০৪-৯৪০০৪-৯৪১০৪-৯৪২০৪-৯৪৩০৪-৯৪৪০৪-৯৪৫০৪-৯৪৬০৪-৯৪৭০৪-৯৪৮০৪-৯৪৯০৪-৯৫০০৪-৯৫১০৪-৯৫২০৪-৯৫৩০৪-৯৫৪০৪-৯৫৫০৪-৯৫৬০৪-৯৫৭০৪-৯৫৮০৪-৯৫৯০৪-৯৬০০৪-৯৬১০৪-৯৬২০৪-৯৬৩০৪-৯৬৪০৪-৯৬৫০৪-৯৬৬০৪-৯৬৭০৪-৯৬৮০৪-৯৬৯০৪-৯৭০০৪-৯৭১০৪-৯৭২০৪-৯৭৩০৪-৯৭৪০৪-৯৭৫০৪-৯৭৬০৪-৯৭৭০৪-৯৭৮০৪-৯৭৯০৪-৯৮০০৪-৯৮১০৪-৯৮২০৪-৯৮৩০৪-৯৮৪০৪-৯৮৫০৪-৯৮৬০৪-৯৮৭০৪-৯৮৮০৪-৯৮৯০৪-৯৯০০৪-৯৯১০৪-৯৯২০৪-৯৯৩০৪-৯৯৪০৪-৯৯৫০৪-৯৯৬০৪-৯৯৭০৪-৯৯৮০৪-৯৯৯০৪-১০০০৪-১০০১০৪-১০০২০৪-১০০৩০৪-১০০৪০৪-১০০৫০৪-১০০৬০৪-১০০৭০৪-১০০৮০৪-১০০৯০৪-১০১০৪-১০১১০৪-১০১২০৪-১০১৩০৪-১০১৪০৪-১০১৫০৪-১০১৬০৪-১০১৭০৪-১০১৮০৪-১০১৯০৪-১০২০৪-১০২১০৪-১০২২০৪-১০২৩০৪-১০২৪০৪-১০২৫০৪-১০২৬০৪-১০২৭০৪-১০২৮০৪-১০২৯০৪-১০৩০৪-১০৩১০৪-১০৩২০৪-১০৩৩০৪-১০৩৪০৪-১০৩৫০৪-১০৩৬০৪-১০৩৭০৪-১০৩৮০৪-১০৩৯০৪-১০৪০৪-১০৪১০৪-১০৪২০৪-১০৪৩০৪-১০৪৪০৪-১০৪৫০৪-১০৪৬০৪-১০৪৭০৪-১০৪৮০৪-১০৪৯০৪-১০৫০৪-১০৫১০৪-১০৫২০৪-১০৫৩০৪-১০৫৪০৪-১০৫৫০৪-১০৫৬০৪-১০৫৭০৪-১০৫৮০৪-১০৫৯০৪-১০৬০৪-১০৬১০৪-১০৬২০৪-১০৬৩০৪-১০৬৪০৪-১০৬৫০৪-১০৬৬০৪-১০৬৭০৪-১০৬৮০৪-১০৬৯০৪-১০৭০৪-১০৭১০৪-১০৭২০৪-১০৭৩০৪-১০৭৪০৪-১০৭৫০৪-১০৭৬০৪-১০৭৭০৪-১০৭৮০৪-১০৭৯০৪-১০৮০৪-১০৮১০৪-১০৮২০৪-১০৮৩০৪-১০৮৪০৪-১০৮৫০৪-১০৮৬০৪-১০৮৭০৪-১০৮৮০৪-১০৮৯০৪-১০৯০৪-১০৯১০৪-১০৯২০৪-১০৯৩০৪-১০৯৪০৪-১০৯৫০৪-১০৯৬০৪-১০৯৭০৪-১০৯৮০৪-১০৯৯০৪-১১০০৪-১১০১০৪-১১০২০৪-১১০৩০৪-১১০৪০৪-১১০৫০৪-১১০৬০৪-১১০৭০৪-১১০৮০৪-১১০৯০৪-১১১০৪-১১১১০৪-১১১২০৪-১১১৩০৪-১১১৪০৪-১১১৫০৪-১১১৬০৪-১১১৭০৪-১১১৮০৪-১১১৯০৪-১১২০৪-১১২১০৪-১১২২০৪-১১২৩০৪-১১২৪০৪-১১২৫০৪-১১২৬০৪-১১২৭০৪-১১২৮০৪-১১২৯০৪-১১৩০৪-১১৩১০৪-১১৩২০৪-১১৩৩০৪-১১৩৪০৪-১১৩৫০৪-১১৩৬০৪-১১৩৭০৪-১১৩৮০৪-১১৩৯০৪-১১৪০৪-১১৪১০৪-১১৪২০৪-১১৪৩০৪-১১৪৪০৪-১১৪৫০৪-১১৪৬০৪-১১৪৭০৪-১১৪৮০৪-১১৪৯০৪-১১৫০৪-১১৫১০৪-১১৫২০৪-১১৫৩০৪-১১৫৪০৪-১১৫৫০৪-১১৫৬০৪-১১৫৭০৪-১১৫৮০৪-১১৫৯০৪-১১৬০৪-১১৬১০৪-১১৬২০৪-১১৬৩০৪-১১৬৪০৪-১১৬৫০৪-১১৬৬০৪	

पं.	प्राप्त (दिनांक)	विवरण (क्या)	प्रति	विवरण/प्रति	विवरण (क्या)	विवरण (क्या)
		विवरण (क्या)	प्रति	विवरण/प्रति	विवरण (क्या)	विवरण (क्या)

ক্র.সং.	বিবরণ	মালিকের নাম	হাতি	বিবরণ	মালিকের নাম	বিবরণ
১.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
২.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৩.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৪.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি

১.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
২.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৩.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৪.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৫.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৬.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৭.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৮.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
৯.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি
১০.	বিবরণ	১৮	হাতি	৩০	বিবরণ	১১২১২৪-৪১০০/ টাকার কলার বাড়ি

১. আবেদনকারী আবেদনকারীর নাম, পিতা/স্বামীর নাম, স্থায়ী ঠিকানা, মর্ত্যমান ঠিকানা, জন্ম তারিখ, শিক্ষাগত যোগ্যতা, জাতীয়তা, বৈবাহিক অবস্থা, অভিজ্ঞতা এবং আনুষঙ্গিক যোগ্যতা ইত্যাদি সনদপত্র প্রদর্শনের মাধ্যমে প্রমাণিত করা হবে।
২. আবেদনকারীর নির্বাচনের ক্ষমতা প্রমাণিত করার জন্য প্রমাণিত করা হবে।
৩. আবেদনকারীর নির্বাচনের ক্ষমতা প্রমাণিত করার জন্য প্রমাণিত করা হবে।
৪. আবেদনকারীর নির্বাচনের ক্ষমতা প্রমাণিত করার জন্য প্রমাণিত করা হবে।
৫. আবেদনকারীর নির্বাচনের ক্ষমতা প্রমাণিত করার জন্য প্রমাণিত করা হবে।

স্বাক্ষর
২০/১০/০৮

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর
কাজী আলাউদ্দিন রোড, ঢাকা

স্মারক নংঃ এফএসডি/সিডি/স-১/ ২০০১/ (প্রশাসন)

নিয়োগ বিজ্ঞপ্তি

ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তরের রাজস্ব বাজে নিয়ন্ত্রিত ন্যূনতম সমূহ পূরণের জন্য যোগ্যতা সম্পন্ন প্রকৃত বাংলাদেশী নাগরিকদের নিকট হইতে দরখাস্ত আহ্বান করা যাইতেছে।

ক্রমিক সং	পদের নাম ও বেতন স্কেল	পদের সংখ্যা	প্রয়োজনীয় যোগ্যতা	যে সকল জেলার প্রার্থীগণ আবেদন করিতে পারিবেন
১।	স্টেনোগ্রাফিক ২১০০- ৪৩১৫/-	১ (এক) টি	ক) কোন বীকৃত শিক্ষাবোর্ড হইতে এইচএমসি পাস বা সমমানের শিক্ষাগত যোগ্যতা এবং খ) প্রতিমিনিটে বাংলা টাইপে ২৫ ও শর্টহ্যান্ডে ৫০ এবং ইংরেজী টাইপে ৩০ ও শর্টহ্যান্ডে ৮০ শব্দের গতি গ) কম্পিউটার জানা প্রার্থীদের অতিরিক্ত অভিজ্ঞতা হিচাবে বিবেচিত হইবে।	মানিকগঞ্জ, মুন্সীগঞ্জ, ফরিদপুর, রাজবাড়ী, টাঙ্গাইল, রাঙ্গামাটি, রাজশাহী, গাইবান্ধা, মুলনা, বাগেরহাট, মাগুরা, নড়াইল, মেহেরপুর, বরিশাল, ঝালকাঠি, পিরোজপুর, পটুয়াখালী ও বরগুনা জেলা ব্যতীত অন্যান্য সকল জেলা।
২।	অফিস সহকারী কম মুদ্রাক্ষরিক ১৮৭৫- ৩৬০৫/-	৫ (পাঁচ) টি	ক) উচ্চ মাধ্যমিক সার্টিফিকেট পাস বা সমমানের শিক্ষাগত যোগ্যতা। খ) প্রতিমিনিটে বাংলা টাইপে ২০ এবং ইংরেজী টাইপে ৩০ শব্দের গতি।	এ
৩।	অফিস সহকারী ১৮৭৫- ৩৬০৫/-	২ (দুই) টি	ক) উচ্চ মাধ্যমিক সার্টিফিকেট পাস বা সমমানের শিক্ষাগত যোগ্যতা।	এ
৪।	সহকারী হোজ রিপেয়ারার ১৫০০- ২৪০০/-	১ (এক) টি	অষ্টম শ্রেণী পাস। সংশ্লিষ্ট কাজে ২ (দুই) বৎসরের অভিজ্ঞতা।	মুন্সীগঞ্জ, নারায়ণগঞ্জ, নরসিংদী, মাদারীপুর, জামালপুর, ফেঞ্চকোনা, বাগেরহাট, খাগড়াছড়ি, রাঙ্গামাটি, কুমিল্লা, চাঁদপুর, ফেনী, রাজশাহী, নাটোর, নীলফামারী, কুষ্টিয়া, মুলনা, মাগুরা, কুষ্টিয়া, বরিশাল ও ঝালকাঠি জেলা ব্যতীত অন্যান্য সকল জেলা।
৫।	দোশা ১৫০০-২৪০০	১ (এক) টি	অষ্টম শ্রেণী পাস।	এ

দরখাস্ত দাখিলের শর্তাবলীঃ

- ১। আবেদনকারীর বয়স ৩০/৩/২০০৮ তারিখে ১৮ হইতে ৩০ বৎসরের মধ্যে হইতে হইবে। মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধা/মহিলা মুক্তিযোদ্ধা সন্তানদের ক্ষেত্রে বয়স ৩২ বৎসর পর্যন্ত বিধিযোগ্য।
- ২। আবেদনপত্র ডাকযোগে আগামী ৩০/৩/২০০৮ইং তারিখের মধ্যে মহাপরিচালক, ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর, ৩৮-৪৬ কাজী আলাউদ্দিন রোড, ঢাকা-১০০০ এই ঠিকানায় পৌঁছাইতে হইবে। প্রার্থীর ডাকযোগে বর্তমান ঠিকানা সুরক্ষিত ২ (দুই) টাকা মূল্যের ডাক টিকেট মুক্ত ৪" x ৪" মাপের একটি খাম দরখাস্তের সহিত পাঠাইতে হইবে।
- ৩। চাকুরীরত প্রার্থীদের আবেদনপত্র যথাযথ কর্তৃপক্ষের মাধ্যমে নির্ধারিত তারিখের মধ্যে পৌঁছাইতে হইবে।
- ৪। আবেদনপত্রের সাথে ২৫/- (পঁচিশ) টাকার পোস্টাল অর্ডার (অফেরতযোগ্য) মহাপরিচালক, ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর, ঢাকা এর অনুকূলে সংযুক্ত করিতে হইবে।
- ৫। নির্ধারিত তারিখের পর কোন আবেদনপত্র গ্রহণযোগ্য হইবে না।
- ৬। আবেদনপত্রের সাথে সকল শিক্ষাগত যোগ্যতাসহ অন্যান্য যোগ্যতা ও অভিজ্ঞতার সনদপত্রের ছায়াছবি (প্রথম শ্রেণীর গেজেটেড কর্মকর্তা কর্তৃক সত্যায়িত), সদ্যভোলা ও (তিন) কপি পাসপোর্ট সাইজের ছবি এবং প্রথম শ্রেণীর গেজেটেড কর্মকর্তার নিকট হইতে চারিত্রিক সনদপত্র, নিজ নিজ এলাকার পৌর চেয়ারম্যান/ওয়ার্ড কমিশনার/ইউপি চেয়ারম্যান কর্তৃক প্রদত্ত সংশ্লিষ্ট জেলার স্থায়ী সাধারণতন্ত্রের সনদপত্রের মূল কপি বা প্রথম শ্রেণীর গেজেটেড কর্মকর্তা কর্তৃক সত্যায়িত ফটোকপি দাখিল করিতে হইবে। প্রত্যেকটি প্রত্যয়নপত্র এবং সত্যায়িত প্রত্যয়নপত্র প্রত্যয়নকারীর নামের সীল থাকিতে হইবে। কোন আবেদনপত্র বা প্রত্যয়নপত্রে কোন প্রকার ঘামাঝামা বা ওভার রাইটিং গ্রহণযোগ্য হইবে না।
- ৭। মুক্তিযোদ্ধার সন্তান হইলে উহার সপক্ষে তাহার পিতা/মাতা মুক্তিযোদ্ধা হইবার বিষয় নিশ্চিত হইবার লক্ষ্যে স্থানীয় চেয়ারম্যান/ওয়ার্ড কমিশনার এর সনদ, পিতা-মাতার অনুকূলে মুক্তিযোদ্ধা হিসাবে যথোপযুক্ত কর্তৃপক্ষ কর্তৃক স্বাক্ষরিত সনদ ইত্যাদির সত্যায়িত কপি (১ম শ্রেণীর সরকারী কর্মকর্তা কর্তৃক সত্যায়িত) আবেদনের সাথে জমা করিতে হইবে।
- ৮। এতিম প্রার্থীদের বেলায় রেজিষ্টার এডিমখানার নিবাসী হইতে হইবে এবং এডিমখানার নিবাসী সনদপত্রে সংশ্লিষ্ট জেলা ম্যাজিস্ট্রেট/উপজেলা নির্বাহী অফিসার কর্তৃক প্রতিস্বাক্ষরিত হইতে হইবে।
- ৯। শহীদ মুক্তিযোদ্ধা সন্তান অথবা এতিম কেটায় প্রার্থীদের আবেদনপত্র এবং প্রেরিত খামের উপরে স্পষ্ট অক্ষরে অবশ্যই মুক্তিযোদ্ধা/এতিম কেটা উল্লেখ করিতে হইবে।
- ১০। ভূমি ঠিকানা, ভূমি সনদপত্র বা ভুল তথ্য প্রদানের মাধ্যমে ফায়ার সার্ভিস ও সিভিল ডিফেন্স বিভাগে নিয়োগপ্রাপ্ত হইলে এবং পরবর্তীতে পুলিশ কর্তৃক সত্যতা প্রতিপাদনে তা উদঘাটিত হইলে তাহাকে চাকুরী হইতে বরখাস্ত এবং তাহার বিরুদ্ধে আইনানুগ ব্যবস্থা গ্রহণ করা হইবে।
- ১১। আবেদনপত্র পাঠানোর খামের উপর অবশ্যই প্রার্থীর পদের নাম ও নিজ জেলা উল্লেখ করিতে হইবে।
- ১২। চাহিদানুসৃত কাগজপত্রবিহীন অসম্পূর্ণ আবেদনপত্র বাতিল বলিয়া গণ্য হইবে।
- ১৩। প্রার্থীকে সাধা কাগজে নিজ হস্তে লিখিত দরখাস্তে (ক) নাম (খ) পিতার নাম (গ) মাতার নাম (ঘ) স্থায়ী ঠিকানা (ঙ) বর্তমান ঠিকানা (চ) নিজ জেলার নাম (ছ) জন্ম তারিখ (জ) জাতীয়তা (ঝ) ধর্ম (ঞ) শিক্ষাগত যোগ্যতা (ট) অভিজ্ঞতা ইত্যাদি উল্লেখ করিতে হইবে।
- ১৪। যে কোন আবেদনপত্র বাতিল, সংরক্ষণ ও পদের সংখ্যা বৃদ্ধিসহ অন্য যেকোন প্রয়োজ্য ক্ষেত্রে কর্তৃপক্ষের সিদ্ধান্তই চূড়ান্ত বলিয়া গণ্য হইবে।
- ১৫। নির্বাচনী পর্ষদীয় অংশগ্রহণের জন্য কোন প্রকার টিএ/ডিএ প্রদান করা হইবে না।

ডিএমপি-৪৫৬৮-২৬/২
স-৬৪৯১ (১৭/৩)

এম আবদুর রাস্তাক চৌধুরী
পরিচালক (প্রশাসন ও অর্থ)।

১৬/১০/১৮
১৬/১০/১৮
১৬/১০/১৮

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর

কাজী আলাউদ্দিন রোড, ঢাকা।

স্মারক নং: এফএসএসডি/সি-১/২০০১/(প্রশাসন)/

পুনঃ নিয়োগ বিজ্ঞপ্তি

ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তরের রাজস্ব খাতের নিয়মিত শূন্য পদ পূরণের জন্য যোগ্য প্রার্থীদের নিকট হইতে দরখাস্ত আহ্বান করা যাইতেছে।

ক্রমিক নং	পদের নাম ও বেতন স্কেল	পদের সংখ্যা	প্রয়োজনীয় যোগ্যতা
১।	টেনেণ্টাইপিষ্ট ২১০০-৪৩১৫/-	১ (এক)টি	ক) কোন স্বীকৃত শিক্ষাবোর্ড হইতে এইচএসসি পাস বা সমমানের শিক্ষাপত্র যোগ্যতা, এবং খ) প্রতি মিনিটে বাংলা টাইপে ২৫ ও শর্তহাতে ৫০ এবং ইংরেজী টাইপে ৩০ ও শর্তহাতে ৮০ শব্দের গতি গ) কম্পিউটার জ্ঞান প্রার্থীদের অতিরিক্ত অধিকৃত হিসাবে বিবেচিত হইবে।

নিম্নে উল্লিখিত জেলা স্বাতন্ত্র্য অন্যান্য জেলায় প্রার্থীগণ আবেদন করিতে পারিবেনঃ

গাজীপুর, মানিকগঞ্জ, মুন্সীগঞ্জ, ফরিদপুর, রাজশাহী, টাঙ্গাইল, রাজশাহী, গাইবান্ধা, খুলনা, বাগেরহাট, মাগুরা, নড়াইল, মেহেরপুর, বরিশাল, ঝালকাঠি, পিরোজপুর, পটুয়াখালী ও বরগুনা জেলা।

দরখাস্ত দাখিলের শর্তাবলীঃ

- আবেদনকারীর বয়স ৩১/১/০৪ তারিখে ১৮ হইতে ৩০ বৎসরের মধ্যে হইতে হইবে। মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধা/মহিলা মুক্তিযোদ্ধা সম্প্রদায়ের ক্ষেত্রে বয়স ৩২ বৎসর পর্যন্ত শিথিলযোগ্য।
- আবেদনপত্র ডাকযোগে আগামী ৩১/১/২০০৪ খ্রিঃ তারিখের মধ্যে মহাপরিচালক, ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর, ৩৮-৪৬ কাজী আলাউদ্দিন রোড, ঢাকা- ১০০০ এই ঠিকানায় পৌছাইতে হইবে।
- চাকুরীভ্রাত প্রার্থীদের আবেদন যথাযথ কর্তৃপক্ষের মাধ্যমে নির্ধারিত তারিখের মধ্যে পৌছাইতে হইবে।
- আবেদনপত্রের সাথে ২৫/- (বিশ) টাকার পোস্টাল অর্ডার (অফেরতযোগ্য) মহাপরিচালক, ফায়ার সার্ভিস ও সিভিল ডিফেন্স অধিদপ্তর, ঢাকা-এর অনুকূলে সংযুক্ত করিতে হইবে।
- নির্ধারিত তারিখের পর কোন আবেদনপত্র গ্রহণযোগ্য হইবে না।
- আবেদন পত্রের সাথে সকল শিক্ষাপত্র যোগ্যতাসহ অন্যান্য যোগ্যতা ও অধিকৃততার সনদপত্রের প্রমাণপত্র (প্রথম শ্রেণীর গেজেটেড কর্মকর্তা কর্তৃক সত্যায়িত), সদ্যতোলা ও (তিন) কপি পাসপোর্ট সাইজের ছবি এবং প্রথম শ্রেণীর গেজেটেড কর্মকর্তার নিকট হইতে চারিত্রিক সনদপত্র, নিজ নিজ এলাকার পৌর চেয়ারম্যান/ওয়ার্ড কমিশনার/ইউনি চেয়ারম্যান কর্তৃক প্রদত্ত সংশ্লিষ্ট জেলার স্থায়ী নাগরিকত্বের সনদপত্র দাখিল করিতে হইবে। প্রত্যেকটি প্রত্যয়নপত্র এবং সত্যায়িত প্রত্যয়নপত্র প্রত্যয়নকারীর নামের সীল থাকিতে হইবে। কোন আবেদন পত্র বা প্রত্যয়ন পত্র কোন প্রকার ঘমামাজা বা ওভার রাইটিং গ্রহণযোগ্য হইবে না।
- মুক্তিযোদ্ধার সন্তান হইলে উহার সপক্ষে তাহার পিতা/মাতা মুক্তিযোদ্ধা হইবার বিষয় নিশ্চিত হইবার লক্ষ্যে স্থায়ী চেয়ারম্যান/ওয়ার্ড কমিশনার-এর সনদ, পিতা মাতার অনুকূলে মুক্তিযোদ্ধা হিসাবে যথোপযুক্ত কর্তৃপক্ষ কর্তৃক স্বাক্ষরিত সনদ ইত্যাদির সত্যায়িত কপি (১ম শ্রেণীর সরকারী কর্মকর্তা কর্তৃক) আবেদনের সাথে জমা করিতে হইবে।
- এতিম প্রার্থীদের বেলায় রেজিস্টার্ড এতিমখানার নিবাসী হইতে হইবে এবং এতিমখানার নিবাসী সনদপত্রের সংশ্লিষ্ট জেলা ম্যাজিস্ট্রেট/উপজেলা নির্বাহী অফিসার কর্তৃক প্রতীক্ষিত হইতে হইবে।
- ভূয়া ঠিকানা, ভূয়া সনদপত্র বা ভুল তথ্য প্রদানের মাধ্যমে ফায়ার সার্ভিস ও সিভিল ডিফেন্স বিভাগে নিয়োগপ্রাপ্ত হইলে এবং পরবর্তীতে পুলিশ কর্তৃক সত্যতা প্রতিপাদনে তা উদঘাটিত হইলে তাহাকে চাকুরী হইতে বরখাস্ত এবং তাহার বিরুদ্ধে আইনানুগ ব্যবস্থা গ্রহণ করা হইবে।
- আবেদনপত্র পাঠানোর খামের উপর অবশ্যই প্রার্থীর পদের নাম ও নিজ জেলা উল্লেখ করিতে হইবে।
- চাহিদাকৃত কাগজপত্র বিহীন অসম্পূর্ণ আবেদনপত্র বাতিল বলিয়া গণ্য হইবে।
- প্রার্থীকে সাদা কাগজে নিজ হস্তে লিখিত দরখাস্ত (ক) নাম (খ) পিতার নাম (গ) মাতার নাম (ঘ) স্থায়ী ঠিকানা (ঙ) বর্তমান ঠিকানা (চ) নিজ জেলার নাম (ছ) জন্ম তারিখ (জ) জাতীয়তা (ঝ) ধর্ম (ঞ) শিক্ষাপত্র যোগ্যতা (ট) অধিকৃততা ইত্যাদি উল্লেখ করিতে হইবে।
- যে কোন আবেদনপত্র দাখিল, সংরক্ষণ ও পদের সংখ্যা বৃদ্ধিসহ অন্য যে কোন প্রয়োজ্য ক্ষেত্রে কর্তৃপক্ষের সিদ্ধান্তই চূড়ান্ত বলিয়া গণ্য হইবে।
- নির্বচনী পরীক্ষায় অংশগ্রহণের জন্য কোন প্রকার টিএ/ডিএ প্রদান করা হইবে।

ডিএফপি-১৫৭-১/১

স-১২৫ (১২০)

এম আশদুর রাস্তাদাক চৌধুরী,
পরিচালক (প্রশাসন ও অর্থ)

১৬/০৮/০৮
০৮/০৮/০৮
০৮/০৮/০৮

স্মারক নং : একএসওসি/প-২১/ (প্রা)/২০০৮/

নিয়োগ বিজ্ঞপ্তি

ফায়ার সার্ভিস ও সিভিল ডিকেন্স অধিদপ্তরে রাজস্ব বাজে নিয়োগিত পদে নিয়োগের নিমিত্তে পদের সাহসে উল্লিখিত
যোগ্যতা সম্পন্ন প্রকৃত বাংলাদেশী নাগরিকদের নিকট হইতে দরখাস্ত আহ্বান করা হইতেছে।

ক্রমিক নং	পদের নাম ও বেতন ফেস	পদের সংখ্যা	বয়স	প্রয়োজনীয় যোগ্যতা
১।	স্টাফ/স্টেশন অফিসার ১১০০-৪০১৫/-	৪৪ (হ্যাণ্ডিপ) টি	১৮ হইতে ৩০ বৎসর	ক) কোন প্রাকৃত বিদ্যালয় হইতে অন্যান্য দাতব্য জিলা বা সমমানের শিক্ষাপত্র যোগ্যতা। খ) শারীরিক যোগ্যতা: উচ্চতা : ৫-৬' ন্যূনতম। বুক : ৩২' ন্যূনতম। ওজন : ১১০ পাউন্ড ন্যূনতম। গ) তড়িৎ শারীরিক গঠন। ঘ) প্রাণীদেরকে অধিবাহিত হইতে হইবে।
২।	ড্রাইভার ১৯৭৫-৩৯২০/-	১৪৫ (একগুণ পয়তালি) টি	১৮ হইতে ৩০ বৎসর	ক) কমপক্ষে ৮ম শ্রেণী পাস। হালকা ও ভারী যানবাহনে চালানোর অভিজ্ঞতা সম্পন্ন বৈধ ড্রাইভিং লাইসেন্সধারী। খ) শারীরিক যোগ্যতা: উচ্চতা : ৫-৬' ন্যূনতম। বুক : ৩২' ন্যূনতম। ওজন : ১১০ পাউন্ড ন্যূনতম। গ) তড়িৎ শারীরিক গঠন। ঘ) প্রাণীদেরকে অধিবাহিত হইতে হইবে।
৩।	ফায়ারম্যান ১৫৬০-২৬৯৫/-	৫৬৪ (চাচপত চৌমাটি) টি	১৮ হইতে ৩০ বৎসর	ক) প্রাকৃত শিক্ষা বোর্ড হইতে কমপক্ষে মাধ্যমিক সার্টিফিকেট অথবা উহার সমমানের পরীক্ষার তত্ত্ব। খ) শারীরিক যোগ্যতা : উচ্চতা : ৫-৬' ন্যূনতম। ওজন : ১১০ পাউন্ড ন্যূনতম। বুক : ৩২' ন্যূনতম। গ) তড়িৎ শারীরিক গঠন। ঘ) প্রাণীদেরকে অধিবাহিত হইতে হইবে।

নিম্নলিখিত জেলার প্রার্থীগণ আবেদন করার প্রয়োজন নাই:-

মানিকগঞ্জ, মুন্সীগঞ্জ, রাজবাড়ী, রামপুরা, পঞ্চগড়, মাগুরা, বরিশাল, ঝালকাঠি জেলা।

দরখাস্ত দাখিলের শর্তাবলী :

- প্রার্থীগণ ৩ (তিন) কপি সদ্যতোলা পাসপোর্ট সাইজের ছবি, শিক্ষাপত্র যোগ্যতা, চারিত্রিক সনদ (১ম শ্রেণীর গেজেটেড
অফিসার কর্তৃক) এবং সহরসি জেলার স্বামী নাগরিকত্ব (নিজ নিজ এলাকার পৌর চেয়ারম্যান/ওয়ার্ড কমিশনার/ইউপি চেয়ারম্যান
কর্তৃক) প্রত্যয়ন পত্রের সত্যায়িত প্রতিলিপি ও সাদা কাগজে সমস্ত লিখিত দরখাস্ত সহ নিম্নলিখিত তারিখ, সময় ও স্থানে পরীক্ষার
জন্য প্রয়োজনীয় প্রকৃতিসহ সকাল ০৯.০০ ঘটিকার উপস্থিত হইতে হইবে। (ছবি, প্রতিটি সত্যায়িত বা প্রত্যয়ন পত্রের ক্ষেত্রে
সত্যায়ন ও প্রত্যয়ন কারী কর্তৃক স্বাক্ষরিত সীল থাকিতে হইবে অন্যথায় আবেদনপত্র বাতিল বলিষ্ঠা পণ্য হইবে)।

ক্রমিক নং	পদের নাম	বিভাগ	পরীক্ষার তারিখ ও সময়	পরীক্ষার স্থান
১।	স্টাফ/স্টেশন অফিসার	চট্টগ্রাম বিভাগ ও সিলেট বিভাগ	২১/৫/২০০৮ সকাল ০৯.০০ ঘটিকা (কাগজপত্র যাচাই বাছাই, শারীরিক যোগ্যতা ও দৌড়বীণ ইত্যাদি)	ফায়ার সার্ভিস ও সিভিল ডিকেন্স ট্রেনিং কমপ্লেক্স মিরপুর (১০ নং খোল চকর) ঢাকা।
	স্টাফ/স্টেশন অফিসার	রাজশাহী বিভাগ	২৩/৫/২০০৮ সকাল ০৯.০০ ঘটিকা (কাগজপত্র যাচাই বাছাই, শারীরিক যোগ্যতা ও দৌড়বীণ ইত্যাদি)	ঐ
	স্টাফ/স্টেশন অফিসার	বুলশা ও বরিশাল বিভাগ	২৬/৫/২০০৮ সকাল ০৯.০০ ঘটিকা (কাগজপত্র যাচাই বাছাই, শারীরিক যোগ্যতা ও দৌড়বীণ ইত্যাদি)	ঐ
	স্টাফ/স্টেশন অফিসার	ঢাকা বিভাগ	২৮/৫/২০০৮ সকাল ০৯.০০ ঘটিকা	ঐ

১৫/০৮/০৮

নিয়োগ বিজ্ঞপ্তি

সরকারী যানবাহন অধিদপ্তরের অধীন কেন্দ্রীয় পরিবহন পুল, জেলা পুল ও বিভাগীয় কমিশনার অফিসসমূহের গাড়ী চালকের শূন্য পদে লোক নিয়োগের উদ্দেশ্যে বাংলাদেশের প্রকৃত পুরুষ/মহিলা নাগরিকদের নিকট হইতে দরখাস্ত আহ্বান করা যাইতেছে।

ক্রমিক নং	পদের নাম	পদের সংখ্যা	বেতন স্কেল	যোগ্যতা
০১।	গাড়ী চালক	১০০ (একশ)টি	১৯৭৫-৩৯২০/-	অষ্টম শ্রেণী। লাইট এবং হেভী গাড়ী চালনার বৈধ লেসমিনেটেড ড্রাইভিং লাইসেন্স থাকিতে হইবে। অভিজ্ঞ চালককে অগ্রাধিকার দেওয়া হইবে।

- নিম্নলিখিত বিবরণসমূহ উল্লেখ পূর্বক সাদা কাগজে বৃহত্তর লিখিত দরখাস্তের সহিত সাম্প্রতিক তোলা ০৩(তিন) কপি পাসপোর্ট সাইজের সত্যায়িত ছবি, শিক্ষাগত যোগ্যতা সনদপত্রের সত্যায়িত কপি এবং গাড়ী চালনার লেসমিনেটেড হেভী এবং লাইট বৈধ লাইসেন্সের সত্যায়িত ফটোকপি সংযুক্ত করিয়া আগামী ২৫/০৭/২০০৮ইং তারিখের মধ্যে অফিস চলাকালীন সময়ে অত্র অধিদপ্তরের প্রশাসনিক কর্মকর্তার বরাবরে আবেদন করিতে হইবে ও তাহার দপ্তরে পৌছাইতে হইবে।
- (ক) নাম, (খ) পিতার/বামীর নাম, (গ) মাতার নাম, (ঘ) স্থায়ী ঠিকানা, (ঙ) বর্তমান ঠিকানা, (চ) শিক্ষাগত যোগ্যতা, (ছ) জন্ম তারিখ, (জ) জাতীয়তা, (ঝ) অভিজ্ঞতা সনদপত্র এবং (ঞ) মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধা সন্তানদের ক্ষেত্রে পিতা/মাতার বৈধ সনদপত্র (সত্যায়িত কপি)।
- লেসমিনেটেড ভারী লাইসেন্স অপ্রাপ্যই থাকিতে হইবে, লেসমিনেটেড ভারী লাইসেন্স ছাড়া কোনক্রমেই আবেদনপত্র গ্রহণযোগ্য নয় এবং ২০০৩ সাল পর্যন্ত নবায়নকৃত সত্যায়িত কপি ছাড়া আবেদনপত্র বিবেচনা করা হইবে না।
- যথাযথ কাগজপত্র ছাড়া পেশকৃত দরখাস্ত বা অসম্পূর্ণ দরখাস্ত গ্রহণযোগ্য হইবে না।
- চাকুরীরত প্রার্থীদের যথাযথ কর্তৃপক্ষের মাধ্যমে আবেদন করিতে হইবে।
- ২৫/০৭/২০০৮ইং তারিখে বয়স সর্বোচ্চ ৩০(ত্রিশ) বৎসর এবং মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধা সন্তানদের ক্ষেত্রে ৩২(বত্রিশ) বৎসর হইতে হইবে। রেজিস্টার্ড ডাকারের নিকট হইতে চোখ ও কান পরীক্ষার মূল সনদপত্র আবেদনের সহিত দাখিল করিতে হইবে।
- কমপক্ষে ০৩ বৎসরের বাস্তব অভিজ্ঞতার সনদপত্রের সত্যায়িত কপি আবেদনপত্রের সহিত দাখিল করিতে হইবে।
- আবেদনকারী বাংলাদেশের যে কোন স্থানে চাকুরী করিতে বাধ্য থাকিবে। নিয়োগের ক্ষেত্রে প্রচলিত সকল কোটা পদ্ধতি অনুসরণ করা হইবে।
- প্রয়োজনীয় শিক্ষাগত যোগ্যতা ও অভিজ্ঞতা থাকা সাপেক্ষে মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তান/আনসার ও গ্রাম প্রতিরক্ষা সদস্যদের/উপজাতীয়দের জন্য নির্দিষ্ট সংখ্যক পদ সংরক্ষিত থাকিবে।
- সংশ্লিষ্ট ইউনিয়ন পরিষদ/পৌরসভা/সিটি করপোরেশন চেয়ারম্যান/কমিশনারের নিকট হইতে নাগরিকত্বের সনদ এবং ১ম শ্রেণীর সরকারী গেজেটেড কর্মকর্তার নিকট হইতে চারিত্রিক সনদের সত্যায়িত কপি আবেদনপত্রের সহিত দাখিল করিতে হইবে।
- পিতার স্থায়ী ঠিকানা ই প্রার্থীর স্থায়ী ঠিকানা হিসাবে গণ্য হইবে।
- স্বামীর উপর পদের নাম এবং জেলার নাম উল্লেখ করিতে হইবে।
- নির্ধারিত ব্যবহারিক টেস্ট ও পরীক্ষায় উত্তীর্ণ প্রার্থীদের নিয়োগ-এর জন্য সুপারিশ করা হইবে এক্ষেত্রে কোন ধরনের চাপ, তদবির/টেলিফোনে সুপারিশ অযোগ্যতা হিসাবে বিবেচিত হইবে।
- উপরের শর্তাবলীর ব্যত্যয় ঘটাইয়া কেহ (যেমন ভূয়া স্থায়ী ঠিকানা ও বয়স, অবৈধ ড্রাইভিং লাইসেন্স, ভূয়া অভিজ্ঞতার সার্টিফিকেট, ভূয়া মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তান হিসাবে ইত্যাদি) আবেদন করিয়া চাকুরীর জন্য বিবেচিত হওয়ার পর তাহা মিথ্যা প্রমাণিত হইলে তাহাকে বিনা নোটিশে চাকুরীছাড় করা হইবে এবং দেশের প্রচলিত আইনে তাহার বিরুদ্ধে মামলা করা হইবে।
- গাড়ী চালক পদে জেলা কোটার যে সকল জেলার প্রার্থীগণ আবেদন করিতে পারিবেন- ঢাকা, গাজীপুর, নরসিংদী, রাজবাড়ী, জামালপুর, শেরপুর, ময়মনসিংহ, কিশোরগঞ্জ, নেত্রকোনা, টাঙ্গাইল, চট্টগ্রাম, কক্সবাজার, ব্রাহ্মণবাড়িয়া, সিলেট, হবিগঞ্জ, মৌলভীবাজার, সুনামগঞ্জ, নওগাঁ, নবাবগঞ্জ, নাটোর, দিনাজপুর, ঠাকুরগাঁও, পঞ্চগড়, রংপুর, নীলফামারী, কুড়িগ্রাম, গাইবান্ধা, লালমনিরহাট, বগুড়া, জয়পুরহাট, পাবনা, সিরাজগঞ্জ, খুলনা, সাতক্ষীরা, যশোর, ঝিনাইদহ, চুয়াডাঙ্গা, পটুয়াখালী।

এফপি-১৪৩২০-৩১/৫/০৮

গ্রাম/স-২৭৩০/০৮(১৪×৩)

পরিচালক (সড়ক)

সরকারী যানবাহন অধিদপ্তর।

महिलायम गिरफ्तार, छात्र।

ভান্নি : ২৪৫৭

সহকারী সামগ্রিক অধিদপ্তর অধীনে বিভিন্ন শাখার জন্য অধিনায়ক-কাম-মুদ্রাকারিক, হিসাব সহকারী, জল সহকারী, জেলা পুষ্টি মেকানিক, ডেমপাচ রাইডার ও সুইপার-এর জন্য পদে প্রাপ্ত নিম্নোক্ত উদ্দেশ্যে
নাগরিকদের প্রাপ্ত পুরস্কার/মহিলা নাগরিকদের নিকট হইতে দ্রব্যাদি আহরণ করা হইবে।

২। নিম্নলিখিত বিবরণসমূহ উল্লেখ্যকর নানা কারণে সহস্রোত্তে নিখিত দরখাস্তের সহিত সাংস্কৃতিক ভাণ্ডার ০৩ (ভিন্ন) কপি সাপোর্ট সাইডের সভ্যগণিত ছবি, শিক্ষাগত যোগ্যতার সমন্বয় প্রদানের সভ্যগণিত কপি এবং ডেসপাচ রাইডারদের পদের জন্য মটর সাইকেল চালানোর লেসিমেন্টেট বৈধ বাইসেস সভ্যগণিত কটোকপি সংযুক্ত করিয়া অগামী ১৯/০৭/২০০৮ ইং তারিখের মধ্যে অফিস চলাকালীন সময়ে প্রশাসনিক কর্মকর্তার বসবার আবেদন করিতে হইবে এবং আবেদনপত্র জাহার কার্যকরে পৌঁছাইতে হইবে।

৩। (ক) নাম (খ) শিতার নাম (গ) বাপের নাম (ঘ) স্বামী ঠিকানা (ঙ) বর্তমান ঠিকানা (চ) শিক্ষাগত যোগ্যতা (ছ) জন্ম তারিখ (জ) জাতীয়তা (ঝ) অভিজ্ঞতা সমন্বয় এবং মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তানদের ক্ষেত্রে শিক্ষা/মাজার বৈধ মুক্তিযুদ্ধের সমন্বয় (সভ্যগণিত)।

৪। যথাযথ কাগজপত্র ছাড়া পেশকৃত দরখাস্ত বা অনাপূর্ণ দরখাস্ত গ্রহণযোগ্য হইবে না।

৫। চাকরিগত প্রার্থীদের যথাযথ কর্তৃপক্ষের মাধ্যমে আবেদন করিতে হইবে।

৬। ১৯/০৭/২০০৮ ইং তারিখে বয়স সর্বোচ্চ ৩০ (ত্রিশ) বৎসর এবং মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তানদের ক্ষেত্রে ৩২ (বত্রিশ) বৎসর হইতে হইবে।

৭। সামাজিকীয় শিক্ষাগত যোগ্যতা ও অভিজ্ঞতা থাকা সাপেক্ষে মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তান/অন্যনাম ও গ্রাম গ্রামিকার সমন্বয়/উপজাতিকার জন্য নিম্নিত সংশ্লিষ্ট বস সংরক্ষিত থাকিবে। নিয়োগের ক্ষেত্রে প্রচলিত সকল কোটা পদ্ধতি অনুসরণ করা হইবে।

৮। সংশ্লিষ্ট ইউনিয়ন পরিষদ/বৌরসভা/নিউকরণের শ্রমের চেয়ারম্যান/কমিশনারের নিকট হইতে সাংগঠনিকের সমন্বয় এবং ১ম শ্রেণীর সরকারী খেজোটেজ কর্মকর্তার নিকট হইতে চারিত্রিক সমন্বয় উভয়ের সভ্যগণিত কপি।

৯। চাকরি প্রার্থীর জন্য যে কোন ধরনের নথি, তদন্ত/উল্লেখিত সুশাসিত অযোগ্যতা বর্ণনা পিনোচিত হইবে।

১০। উপরের শর্তাবলী ব্যতীত ঘটনাস্থল হইয়া কেহ (যেমন কুমার স্বামী ঠিকানা ও বাস, অবৈধ লাইসেন্স, কুমার মুক্তিযোদ্ধা/শহীদ মুক্তিযোদ্ধার সন্তান হিসাবে গমন, অভিজ্ঞতা সমন্বয় ইত্যাদি) আবেদন করিয়া চাকরির জন্য বিবেচিত হওয়ার পর তাহা মিথ্যা প্রমাণিত হইতে ভাঙক বিনা নোটিশ চাকরিহাত করা হইবে এবং প্রদানের প্রচলিত আইনে তাহার বিরুদ্ধে মামলা করা হইবে।

১১। নামের উপরে পদের নাম এবং জেলার নাম উল্লেখ করিতে হইবে।

১২। ক্রমিক নং-১ হইতে ৫ পর্যন্ত পদের জন্য জেলা কোটাযে যে সকল জেলার প্রার্থীগণ আবেদন করিতে পারিবেন সে সকল জেলার নাম- ঢাকা, বাগ্মীপুর, নরসিংদী, সাতক্ষীরা, জামালপুর, নেত্রপুর, ময়মনসিংহ, কিশোরগঞ্জ, মেহেন্দিগাঁও, টাঙ্গাইল, চট্টগ্রাম, কক্সবাজার, ব্রাহ্মণবাড়িয়া, সিলেট, হবিগঞ্জ, মৌলভীবাজার, সুন্দারগঞ্জ, নওগো, নবাবগঞ্জ, নাটোর, দিনাজপুর, ঠাকুরগাঁও, পঞ্চগড়, রাঙ্গপুর, নীলফামারী, কুষ্টিয়া, গাইবান্ধা, ঝালকাঠি, বগুড়া, জয়পুরহাট, পাবনা, মির্জাপুর, যুগা, সাতক্ষীরা, যশোর, বিনাইদহ, দুমুরা, গুটিয়াবাড়ী।

১৩। ক্রমিক নং-৬ নম্বর জমা প্রদানের নথি প্রদানের পরিবর্তে সমন্বয়গত প্রশাসিক দেওয়া হইবে।

Appendix-3: Questionnaires

Questionnaire-1: For Head of the Organisation

Bangladesh Public Administration Training Centre
Savar, Dhaka

Challenges of Institutionalising Gender within Public Organisations: A Study on Selected Government Organisations of Bangladesh

[This questionnaire/interview schedule has been formulated with a view to identifying the prevalent challenges of institutionalising gender within public organisations. Data received from this questionnaire/interview schedule will be used only in research and training. In no way will be revealed the name and whereabouts of the interviewed individuals, You are humbly requested to support in successful completion of the research work through providing necessary information.]

Name of the interviewer :

Place of interview :

Time of interview :

A. Personal information of the interviewed individual

1. Name :
2. Designation :
3. Age :
4. Highest educational attainment :
5. Marital status :
6. Length of service in the present organisation :

B. Information related to institutionalising gender

1. Is there any definite written vision of your organisation?

Yes

No

2. If the response is yes, please mention the vision:

3. Please mention if there is any mission statement of your organisation to achieve this vision:

4. Please mention the reasons of fewer numbers of women employees or no employees in the nontraditional/technical positions (such as car driving, fire fighting, border protection) of your organisation:

5. How many females and males applied for jobs in different levels of your organisation in the last one year?

6. How many females and females of the applicants have received appointment?

7. Are the women encouraged to apply in the advertisement? (Please provide the copies of the last year's vacancy announcements)

8. What are the barriers of employing the women in your organisation?

9. What types of jobs do the female employees of your organisation do?
10. How much efficient are the women employees in your organisation?
11. Please mention the prevailing efficiency gap between men and women employees in your organisation:
12. Please mention the number of women representatives in the highest decision-making body (e.g. Board or Committee) of your organisation:
13. Please mention the number of women representatives in other decision-making bodies of your organisation:
14. How is the attitude of your male colleagues toward the female colleagues of your organisation?
(put ☐ tick mark):

Cooperative	Commanding	Negative
-------------	------------	----------
15. Is there any separate commuting facility for the women employees to reach the office?

Yes	No
-----	----
16. Is there any commuting system for the women to reach home beyond office hours?

Yes	No
-----	----
17. Did any of your female colleagues face sexual harassment by any of your male colleagues?

Yes	No
-----	----
18. If the response is "Yes", mention what preventive measures the higher authority adopted regarding sexual harassment:
19. Do you think that your organisation should have a policy against sexual harassment?

Yes	No
-----	----
20. Mention some reasons in support of your response:
21. Do you think that your organisation should have a gender policy?

Yes	No
-----	----
22. Please mention some reasons in support of your response:
23. Do you support the quota system reserved for women in employment?

Yes	No
-----	----
24. Mention some reasons in support of your response:
25. Are you aware of the National Policy for Advancement of Women?

Yes	No
-----	----
26. Are you aware of the National Action Plan for Women's Advancement?

Yes	No
-----	----
27. If the response is "Yes", please mention what types of steps have been taken to implement this Action Plan:

28. Is there any WID Focal Point/Sub-WID Focal Point in your organisation?
Yes No
29. What steps do you consider to be taken to ensure equal participation of both men and women in all levels of your organisation?
30. Please comment on overall working environment of your organisation:

Thanks and gratitude for your cooperation

Signature and date of the interviewee:

Signature and date of the interviewer:

**Challenges of Institutionalising Gender within Public Organisations:
A Study on Selected Government Organisations of Bangladesh**

[This questionnaire/interview schedule has been formulated with a view to identifying the prevalent challenges of institutionalising gender within public organisations. Data received from this questionnaire/interview schedule will be used only in research and training. In no way will be revealed the name and whereabouts of the interviewed individuals, You are humbly requested to support in successful completion of the research work through providing necessary information.]

Name of the interviewer	:
Place of interview	:
Time of interview	:

A. Personal information of the interviewed individual

1. Name :
2. Designation :
3. Position (class-I to class-IV) :
4. Age :
5. Highest educational attainment :
6. Marital status :
7. Length of service in the present organisation :
8. Nature of job :

B. Information related to institutionalising gender

1. Please mention the main functions of your organisation:

2. Please identify the reasons/barriers for fewer numbers of women employees in your organisation (put ☐ tick mark):
 - ☐ Job nature of the organisation is unsuitable for women
 - ☐ Working environment is not favourable for women
 - ☐ Culture of Bangladesh does not encourage women to be employed in this organisation
 - ☐ Rules & regulations of this organisation do not encourage women in the recruitment
 - ☐ Others (Please specify)-----
3. What measures should be adopted to eradicate the aforesaid barriers for women to be recruited in this organisation:

4. Do you feel comfort to work with the male colleagues?
Yes No
5. If the response is "No", what are the reasons for not feeling comfort to work with your female colleagues?

6. How much importance is given to the opinions of women employees of your organisation in decision-making process? Please identify the level of women's voice in decision-making process (put ☐ tick mark):
 - No importance is given (Voice is not listened at all)
 - Importance is given rarely (Voice is rarely listened to)
 - Importance is given sometimes (Voice is sometimes listened to)
 - Importance is given always (Voice is always listened to)

7. Your supervisor is female or male?
Female *Male* (if "Male", skip to question 13)
8. (If supervisor is female) Do you face any problem to work under the guidance of a female supervisor?
Yes *No*
9. If the response is "Yes", If response is "Yes", please mention what type of problems you face:
10. Have you worked under a male supervisor before?
Yes *No*
11. If the response is "Yes", did you face any problem to work under him?
Yes *No*
12. If the response is "Yes", please mention what type of problems did you face?
13. (If the response of the question 8 is "male) Do you feel comfort to work under the guidance of a male supervisor?
Yes *No*
14. If the response is "No", what are the reasons for not feeling easy to work under the guidance of a female supervisor?
15. Please mention the efficiency gap between male and female colleagues (if there is any) in your consideration:
16. How is the attitude of your male colleagues toward you? (put ☐ tick mark):
Cooperative *Commanding* *Negative*
17. Please mention the types of problems/harassment if you are experiencing because of being a woman:
18. Did you face sexual harassment by any of your male colleagues?
Yes *No* (If "No" skip to question 22)
19. If the response is "Yes", was it brought to the notice of the higher authority?
Yes *No*
20. If the response is "Yes", was any preventive measure adopted?
Yes *No*
21. If the response is "Yes", mention what preventive measures the higher authority regarding sexual harassment adopted?
22. Did any of your female colleagues face sexual harassment by any of your male colleagues?
Yes *No* (If "No" skip to question 26)
23. If the response is "Yes", was it brought to the notice of the higher authority?
Yes *No*
24. If the response is "Yes", was any preventive measure adopted?
Yes *No*

25. If the response is "Yes", mention what preventive measures the higher authority regarding sexual harassment adopted?
26. Do you think that your organisation should have a policy against sexual harassment?
Yes *No*
27. Mention some reasons in support of your response:
28. (For married women) Please mention the problems you or any of your female colleagues encounter (if any) to enjoy leave in addition to maternity:
29. Do you think that the women should be given preference in appointment in the service of your organisation?
Yes *No*
30. Mention some reasons in support of your response:
31. Do you support the quota system reserved for women in employment?
Yes *No*
32. Mention some reasons in support of your response:
33. Are you aware of the National Policy for Advancement of Women?
Yes *No*
34. Do you think that your organisation should have a gender policy?
Yes *No*
35. Please mention some reasons in support of your response:
36. Please mention what extra facilities should be provided to women employees of your organisation:
37. Please mention what measures should be adopted to create or preserve a congenial environment for irrespective of men and women employees in your organisation:

Thanks and gratitude for your cooperation

Signature and date of the interviewee:

Signature and date of the interviewer:

Challenges of Institutionalising Gender within Public Organisations: A Study on Selected Government Organisations of Bangladesh

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Name of the interviewer :
 Place of interview :
 Time of interview :

A. Personal information of the interviewed individual

1. Name :
2. Designation :
3. Position (class-I to class-IV) :
4. Age :
5. Highest educational attainment :
6. Marital status :
7. Length of service in the present organisation :
8. Nature of job :

B. Information related to institutionalising gender

1. Please mention the main functions of your organisation:

2. Please identify the reasons/barriers for fewer numbers of women employees in your organisation (put ☐ tick mark):
 - ☐ Job nature of the organisation is unsuitable for women
 - ☐ Working environment is not favourable for women
 - ☐ Culture of Bangladesh does not encourage women to be employed in this organisation
 - ☐ Rules & regulations of this organisation do not encourage women in the recruitment
 - ☐ Others (Please specify)-----
3. What measures should be adopted to eradicate the aforesaid barriers for women to be recruited in this organisation:
4. Do you feel comfort to work with the female colleagues?
 Yes No
5. If the response is "No", what are the reasons for not feeling comfort to work with your female colleagues?
6. How much importance is given to the opinions of women employees of your organisation in decision-making process? Please identify the level of women's voice in decision-making process (put ☐ tick mark):
 - No importance is given (Voice is not listened at all)
 - Importance is given rarely (Voice is rarely listened to)
 - Importance is given sometimes (Voice is sometimes listened to)
 - Importance is given always (Voice is always listened to)

7. Your supervisor is female or male?
Female Male
8. Do you feel comfort to work under the guidance of a female supervisor?
Yes No
9. If the response is "No", what are the reasons for not feeling easy to work under the guidance of a female supervisor?
10. Have you worked under a male supervisor before?
Yes No
11. If the response is "Yes", did you face any problem to work under him?
Yes No
12. If the response is "Yes", please mention what type of problems did you face?
13. Supervisor under whom you feel more comfortable to work
Female Male
14. If the response is "Male", why do you feel more comfort to work under him?
15. If the response is "Female", why do you feel more comfort to work under him?
16. Please mention the efficiency gap between male and female colleagues (if there is any) in your consideration:
17. How is the attitude of your female colleagues toward you? (put ☐ tick mark):
Cooperative Commanding Negative
18. Did any of your female colleagues face sexual harassment by any of your male colleagues?
Yes No (If "No" skip to question 22)
19. If the response is "Yes", was it brought to the notice of the higher authority?
Yes No
20. If the response is "Yes", was any preventive measure adopted?
Yes No
21. If the response is "Yes", mention what preventive measures the higher authority regarding sexual harassment adopted?
22. Do you think that your organisation should have a policy against sexual harassment?
Yes No
23. Mention some reasons in support of your response:
24. Do you think that the women should be given preference in appointment in the service of your organisation?
Yes No
25. Mention some reasons in support of your response:

26. Do you support the quota system reserved for women in employment?
Yes *No*
27. Mention some reasons in support of your response:
28. Are you aware of the National Policy for Advancement of Women?
Yes *No*
29. Do you think that your organisation should have a gender policy?
Yes *No*
30. Please mention some reasons in support of your response:
31. Please mention what extra facilities should be provided to women employees of your organisation:
32. Please mention what measures should be adopted to create or preserve a congenial environment for irrespective of men and women employees in your organisation:

Thanks and gratitude for your cooperation

Signature and date of the interviewee:

Signature and date of the interviewer: