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Women in the Civil Service of Bangladesh: Pathways and Stumbling Blocks

Wanita dalam Perkhidmatan Awam di Bangladesh: Halangan dan Penyelesaian

Jannatul Ferdous*

Abstract

The civil service as supporting mechanism for government in every country plays a vital role in governance. Bangladesh is not excluded in this case. Comparable partaking of equally males and females in the decision making procedure is indispensable for the progress of a state. Over the previous decades in Bangladesh, women's status of employment has amplified. However, women are still staying behind in contrast to men. Women's lively involvement in executive task is not simply vital for confirming parity and fairness for themselves as populaces of the state, but also it helps in turn into more approachable and proficient of addressing the necessities of women along with men. As Bangladesh accompanied by other developing countries are devoted to lessening of the gender discrimination as a share of their communal advancement programs; the situation of discrimination of women in the civil service of the state appeals for exploration of their definite position, discover the fundamental causes. This paper pinpoints and investigates issues that represent the positive progression of women to senior points in the civil service. The paper discusses that though the general picture of women in the civil service has amplified. But the existence of women in the higher positions is still now low, which is revealing of the presence of stumbling blocks to the progression of women.

Keywords: women, representation, civil service, Bangladesh.

Abstrak

Perkhidmatan awam sebagai mekasnime sokongan kerajaan di setiap negara memainkan peranan yang penting dalam pengurusan pentadbiran. Bangladesh tidak dikecualikan dalam kes ini. Pengambilan yang sama antara lelaki dan perempuan dalam prosedur membuat keputusan adalah sangat diperlukan untuk kemajuan negara. Sepan-

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jang dekad yang lalu di Bangladesh, status wanita dalam pekerjaan telah diperkukuhkan. Walaubagaimanapun, status wanita tetap berada agak jauh ketinggalan jika dibandingkan dengan para lelaki. Penglibatan aktif para wanita dalam bidang eksekutif bukan sahaja penting untuk menjelaskan persamaan dan keadilan mereka sebagai penduduk di negara tersebut tetapi membantu menangani isu keperluan wanita bersama lelaki dengan lebih berkesan. Sebagaimana Bangladesh dan juga beberapa negara lain telah dikhaskan untuk mengurangkan diskriminasi gender sebagai sebahagian daripada program kemajuan masyarakat, situasi diskriminasi wanita dalam sektor perkhidmatan awam memerlukan satu tinjauan terhadap kedudukan mereka bagi mengetahui sebab-sebab utamanya. Kajian ini mengenalpasti dan menyiasat isu-isu yang membawa kepada perkembangan positif wanita dalam perkhidmatan awam. Kajian ini menjelaskan bahawa walaupun gambaran umum wanita dalam perkhidmatan awam telah diperkuatkan, namun peluang wanita menyandang jawatan-jawatan yang tinggi masih terhad dan berkurangan. Ini menunjukkan terdapat halangan-halangan yang mengganggu proses kemajuan dan perkembangan para wanita.

Kata Kunci: Para wanita, perwakilan, perkhidmatan awam, Bangladesh.

Introduction

In Bangladesh a large number of government employees are selected in different units relatively consistently. The nature of civil service is especially reliant on the bore of people enrolled (Jahan, 2012). In Bangladesh in the course of the most recent three decades, accentuation has been given in guaranteeing sex correspondence and mainstreaming sexual orientation issues through different arrangements and procedures to guarantee the work of women in different callings. The administration is a noteworthy manager in Bangladesh, along these line arrangements of Women in Bangladesh Civil Service (BCS) and their incorporation in various units is exceptionally critical and needs extraordinary thought from different viewpoints (Ali, 2014).

Women express to the half of the populace, subsequently it is intelligent to see them in the half of the initiative place of the civil service (Sultana and Ferdous, 2017). Women's dynamic investment in basic leadership isn't critical for guaranteeing fairness and equity for themselves as nationals yet additionally so the foundations they are utilized in turn out to be more responsive and fit for tending to the requirements of women and also men. This paper recognizes and dissects factors that record for the effective progression of women to senior positions in the Bangladesh Civil Service (BCS). It likewise investigates the reasons why women have not gained as much ground as one would anticipate. The paper contends that in spite of the fact that the general portrayal of women in the civil service has expanded, the nearness of Women in the larger

amount positions is still low, which is characteristic of the presence of specific obstructions to the progression of women. This paper endeavors to distinguish the components that have encouraged the constant development of women's portrayal in civil service since freedom and the boundaries that women still face in the headway of their profession (Sultan and Jahan, 2016). This paper is a humble endeavor to determine and research matters that speak to the positive movement of Women to senior focuses in the common administration. The paper talks about that, however the general picture of women in the civil service has opened up. In any case, the presence of women in the higher positions is still currently low, which is see-through of the existence of stumbling blocks to the advancement of women.

Women in the Representative Civil Service of Bangladesh

Civil service assumes an essential part in the financial improvement of a nation. The productivity of civil service to a great extent relies on the execution of its officers (Debnath et al, 2011). The examinations of Bangladesh Civil Service prominence known as 'BCS Examination' is deliberate as the most lucrative and renowned employment in Bangladesh. The BCS examination led by the Bangladesh Public Service Commission (thus after PSC) is viewed as the passage for section into the Bangladesh Civil Service. The PSC has lawful commands for directing BCS examination. Under the articles 137-141 of The Constitution of Bangladesh has likewise appointed the Commission the part of choosing the most equipped people in the civil service of the state through competitive tests and examinations in a reasonable and straightforward way. The PSC chooses these people through BCS examination (Karim, 2008).

Throughout the most recent four decades in Bangladesh accentuation has been given on guaranteeing gender orientation uniformity and mainstreaming gender matters through different arrangements and systems to guarantee the work of women in different callings. In this manner arrangement of Women in Bangladesh Civil Service (BCS) and their incorporation in various frameworks is extremely huge and needs unique thought from different points of view. The Government of Bangladesh (GOB) has effectively taken some strategic choices and unique measures to guarantee fair female support in the civil service. A quota framework was acquainted with increment the nearness of Women in the administration business segment (Jahan, 2007). Be that as it may, the dissimilarity amongst male and female is wide as an inconsequential number of women involve the basic leadership positions. The general advancement and

position framework is heedless and irregular. There is no exceptional standard for qualified lady seeking to climb the stepping stool. The social influences in some cases make them to trade off their parts in the workplace. Positive segregation for females is just restricted in beginning enrollment, it has not been stretched out for the advancement and situation to higher positions. This enables women to linger behind their male partners in the race by looking for higher positions (Jehan, 2011). Over the earlier decades in Bangladesh, women’s position of business has opened up. However, participation of women in government services has not touched an acceptable level.

The higher echelon Civil Service in Bangladesh (BCS) is on a level horizontally classified into 28 units and vertically into six positions. Arrangement to the BCS is at the rank of assistant secretary (or its equal in some different frameworks). The rank grouping framework has been in task since British supreme control and selects are not designated to particular positions but rather to positions, and they stay in the civil service completing an assortment of occupations until retirement (Kabir, 2011).

Table 1: Representation of Male and Female Officer’s Breakdown by Sex from 1999 to 2011

Rank	2011		2006		1999	
	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)
Secretary	96.1	3.9	98.4	1.6	98.0	2.0
Additional Secretary	94.8	5.2	100.0	0.0	98.2	1.8
Joint Secretary	90.2	9.8	93.2	6.8	98.5	1.5
Deputy Secretary	88.1	11.9	88.3	11.7	98.6	1.1
Senior Assistant Secretary	79.8	20.2	84.3	15.7	91.0	9.0
Assistant Secretary	79.8	25.9	77.3	22.7	85.7	14.3
Total	79	21	85	15	91.5	8.5

Source: UNDP, 2014.

We can see the improvement after some time by contrasting numbers from appropriate with left in the table 1. There is unfaltering advancement since 1999 through to 2011, with increments up to the level of Joint Secretary. Notwithstanding, at Secretary level, there is no stamped increment in 12 years and, at the Additional Secretary level, there is an expansion just in 2011 to 5.2 percent – still low in supreme numbers. In 2006, around 15 percent of officers in the Bangladesh Civil Service Administration Cadre were Women, however, just around 2 percent were at the level of Secretary and 7 percent of the level of Joint Secretary. In 2006, the cooperation of Women in broad daylight benefit was around 15 percent and by 2009, this had ascended to 21 percent and their extent at class I level was 14 percent (UNDP, 2014).

Inclinations of Women's Representation

Over the most recent couple of years, we have additionally seen that Women's situation in the organization has been fortified fundamentally. Women have made the secretary of the Prime Minister without precedent for the historical backdrop of the nation. At the exhibit, a great number of women secretaries are working in various services. Also, there are many women who have been possessed critical positions at the level of colleague secretaries to extra secretaries. Women have made Deputy Commissioners (DCs) and Police Commissioners, which were completely commanded by men, even a couple of years prior (Panday, 2017).

The quantity of female authorities in the common organization, particularly in the field, is expanding consistently, giving a major lift to Women' strengthening. At present, 1,138 Women—20.57 for every penny of the aggregate 5,530—are filling in as Class-I Bangladesh Civil Service (BCS) officers, said sources in people in general organization service. Just around five years back, this number has been under 8 percent, the sources included. Not just in the common organization, the quantity of female authorities enlisted in essential posts of the law requirement offices and the military expanded fundamentally also. At introduce, an aggregate of 16,69,987 people serves the Government of Bangladesh in various limits (Acharjee, 2016).

Table 2: Representation of Women in Different Positions of Civil Service

Rank	Number of Women
Secretary	7
Additional Secretary	57
Joint Secretary	100
Deputy Secretary	189
Senior Assistant Secretary	348
Assistant Secretary	438

Source: Acharjee, 2016.

Table 2 discloses that, seven women are employed in as several ministries and divisions as secretaries—the uppermost pole in the civil service. Moreover, there are 57 woman additional secretaries, 100 woman joint secretaries, 189 woman deputy secretaries, 348 woman senior assistant secretaries, and 438 woman assistant secretaries.

An aggregate of 106 Women Upazila Nirbahi Officers (UNOs) has been employed in field organization the nation over. Moreover, 16 additional deputy commissioners, six deputy commissioners and 10 secretaries are occupied in the administration: entirely females. Moreover, data of Public Administration Ministry show the involvement of female administrators all over the government is growing progressively. There were about 274,114 women in public organization in 2009 and the number expanded to 378,354 of every 2015. There are 5,759 employees in the administration cadre unit of the civil service. 1,100 of them are females. The interest of Women at the grassroots level is expanding step by step. Prior, female administrators were centered typically in Dhaka. Currently female officials have been settling their responsibilities at the upazila and district levels. The figure of upazilas is currently 491. In 428 upazilas, there are full time UNOs. 106 Of them are female UNOs (Ahmed, 2017). Most prominently, they have demonstrated their reliability at their work stations. This is a signal of the cultivating level of authorization of females in administration.

Then again, The extent of fruitful women competitors has declined altogether in the previous five BCS exams, as per the report of the PSC or Public Service Commission (Haque, 2018).

Table 3: The Proportion of Successful Candidates in Different BCS Exams

BCS exams	Male	Female
32nd BCS	44.9% (752)	55.1% (923)
33rd BCS	61.74% (5,252)	38.26% (3,255)
34th BCS	64.38% (1,401)	35.62%(775)
35th BCS	72.07 %(1,572)	27.92% (609)
36th BCS	73.78%(1,714)	26.22%(609)

Source: Haque, 2018.

As the above measurements appear, Women were well in front of the male applicants in the final examination of 32nd BCS (Special). From that point forward the extent has diminished. The most noteworthy number of women passed the 33rd BCS exams while the least number goes in the 35th and 36th BCS exams. Examination of the 36th BCS exam demonstrates that 141,270 (66.86 percent) of the aggregate 211,282 hopefuls, were from male, 70,006 were female (33.13 percent). Among these hopefuls 109,002 (79.70 percent) male and 2,777 (20.30 percent) female passed the fundamental examination. Just 1,210 (20.20 percent) female and 4,780 (79.80 percent) male passed the composed exam. At last, 1,714 (73.78 percent) male and 609 females (26.22 percent) passed the oral examination (Haque, 2018).

Pathways and Stumbling Blocks

There are changing recognitions on regardless of whether the shares for Women ought to be kept up. There are reactions that, previously, standards for work to government supported organization have been actualized without straightforwardness. In spite of the fact that the PSC does not disclose who are chosen absolutely on legitimacy and who are chosen simply on legitimacy and who are chosen under standards, it appears that hopefuls themselves can think about who is chosen to justify as per serial numbers, in the view of imprints got in the exams. In spite of the fact that in numerous units the quantity of Women required is more than the number that would have been delegated simply under share, male colleagues at times put down them as having been chosen through amounts (Sultan & Jahan 2016). The Public Service Commission in its few yearly reports, including that of 2009, 2011 and 2016 suggested improving the portion framework for the civil service examinations, saying that the present share framework is mind boggling and hard to actualize.

In 1977, all Pay and Service Commission individuals aside from one were against quantity framework. The one part who bolstered it had said that the share framework could proceed for the consequent 10 years till 1987 (Wadud, 2018). This share framework was presented as per the article of the constitution, which enabled the state to make such sort of course of action (Haque, 2004). Kamal Uddin Ahmed delivered an article “Quota System for Civil Service” distributed in *The Daily Star* on July 18, 2008, advocated the 10 percent standard for Women as being sufficient. Moreover, positive working conditions can pull in more Women to the common administration, as proposed by a UNDP Bangladesh contextual analysis distributed in 2011 (Faruk, 2018).

In the most recent decade, the quantity of young Women at the essential level has expanded to a vast degree with around 95 lakh female understudies are presently considering. Indeed, even their pass rate was higher than the young men's in the last essential terminal examinations. So also, the quantity of young Women taking the auxiliary school endorsement examinations has now achieved almost seven lakh against around 4.5 lakh in 2003. Their pass rate in a year age's SSC exam was likewise fantastic; around 88 percent, around 5.6 lakh, turned out effective. As indicated by the University Grants Commission, the quantity of understudies seeking after advanced education in state funded colleges and schools, and in private colleges multiplied to around 20 lakh over the most recent 10 years. Of them, in excess of eight lakh are female. In any case, their portrayal in civil service isn't much fulfilling (Habib, 2014).

However, in 2018, when the nation's adult literacy rate came to at 72 for every percent and set case in females education and strengthening in South Asia (Zobair, 2018). Their prosperity rate in instruction shot up strikingly finished the most recent decade, however, with regards to common administration, young females fall a long ways behind the young males in spite of having a 10 percent share. In the last 10 civil service examinations since 2003, males overwhelmed the enrollment outline with a normal of 68 percent, while Women kept up a pitiful 32 percent, not as much as half posts obtained by males. In this situation, the 10 percent female portion in Bangladesh Civil Service (BCS) exams did not yield the normal outcome. Educationists and specialists say countless can't seek after open administration appraisals because of social substances and obstructions. The individuals who can cross the obstacle neglect to qualify in the exams for more association in familial undertakings than contemplates (Habib, 2014). This quota system must be contin-

ued up to the age when the males and female education ratio will be equivalent.

Women part as a 'working women' and as a 'breadwinner' isn't satisfactorily and legitimately considered. A large portion of the spouses doesn't share duties in the family, work yet, expect that, their working wives would care for every one of the solaces of the family as immaculate 'home chiefs'. The male associates have double arrangements of qualities towards the parts of females. At home, they need to see their female individuals play out their parts adequately, but the majority of them don't care to consider the predicament of their female associates in the event that, they need to leave early or arrive let in the light of family obligations or childcare issues (Jahan, 2007). Our general public is a male overwhelmed society. The qualities, standards, religious convictions of our general public don't allow Women to be in basic leadership position. Men are not rationally arranged to acknowledge Women as managers and partners. Male feels mortified working under a female. His male sense feels disrespected.

Not very many individuals urge Women to join or proceed with their employments in those positions. Social partialities and customary dispositions made by social molding and additionally standards, values and the socialization procedure has created shut mindedness in the two guys and females (Jahan, 2007). At the family unit level, they persist threatening vibe in relational connections, contentions with spouses, and being rebuked for youngsters' poor execution at school. In this circumstance, women officials receive assorted methodologies to adjust work and family parts (Ahmed and Jahan, 2018). Women' inclinations are watched for those employments which are seen to be more female (e.g. nursing, work area situated employment) (Kabir, 2013). Because of traditionalist childhood and way of life, religious and social qualities impact the choices of females. In early life, they are not, by and large presented to the complexities of the external world. When they join the universe of organization, which is unbendingly various leveled, the weight is enormous and exchanges may strive with the qualities. Requests from political and bureaucratic quarters now and then are nerve shattering (Jehan, 2011). Social demeanors towards female work make low profession enthusiasm among female. Women discover it "difficult remain" and eventually fall behind.

The troublesome workplace is one of the significant reasons of poor support of women's in the civil service (Sultana and Ferdous, 2017). Physical offices in the field level organization not even sensibly

Women well disposed. Protection of female officers still not considered in the general office course of action. Absence of convenience, transport, and sensibly great office space accessible elite for Women officers. Absence of sensibly great instructive and kid watch over the youngsters at the field level (Afroza, 2013). In general society area work, people appreciate similar advantages and pleasantries in all regards, incorporating into pay, stipends, annuities and other budgetary advantages. Notwithstanding, as the PARC report (2000) emphasized the discoveries of past reports (particularly the Public Administration Study Report of 1993 and Government that Works, 1996), gigantic upgrades in working conditions are expected to pull in Women to the common administration. It proposed that an empowering situation ought to be made in occupations outside the capital by giving the accompanying:

- Proper and secure conveniences and transport for field visits
- Daycare focuses, wellbeing and education offices for youngsters
- Provision of discrete toilets for female representatives, security plans, and so forth (UNDP, 2014).

The privilege to maternity leave has been guaranteed by the government and, in reality, was expanded from four months to a half year in 2011. Most government workplaces and offices don't have childcare courses of action. Private childcare suppliers are extremely restricted and there are just token government run childcare focuses kept running by the Department of Women's Affairs in a couple of urban areas. It is imperative to comprehend why the businesses and state are not ready to give the required childcare offices and after that to propose measures to address this fundamental prerequisite. The Department of Women's Affairs began an undertaking with Danida bolster in the 1990s to set up childcare focuses on different regions. To react to the women's lodging needs, the Ministry of Women and Children Affairs (MOWCA) has actualized tasks to build inns for females in urban focuses. The Ministry of Health and Family Welfare (MOHFW), the biggest manager of Women, additionally has a program to enhance working states of women, including convenience (UNDP, 2014).

Mishandle and provocation is an extremely basic undertaking in Bangladesh. Absence of appropriate security is a noteworthy reason for not to work in the civil service (Ferdous, 2014). Section 27 of the Government Servants (Conduct Rules), 1979, on the lead or conduct towards female partners expresses that 'no public servant will utilize any tongue or act with his female associates in any way which is inappropriate and

conflicts with the official propriety and pride of female associates'. The Bangladesh National Women Lawyers Association (BNWLA) recorded a writ request of in 2010 under Article 102 of the Constitution to define approaches to shield Women from inappropriate behavior in working environments/instructive establishments and other open places and to find a way to authorize enactment to address lewd behavior. In light of this, the High Court decided in May 2010 that any sort of physical, mental or lewd behavior of Women, young Women and youngsters at their working environments, instructive establishments and at other open spots, including streets, were a criminal offense, deserving of fines as well as detainment. The mandates as Guidelines, and with legitimate status, set out the obligations of managers and experts, characterize lewd behavior and set out measures to be taken in managing the issue (UNDP, 2014).

Some pathways have been made to join women in the civil service, however the issues which add to make the absence of enthusiasm among Women and in addition their custodians towards civil service can't be overlooked.

Conclusion and Policy Implications

The prevailing study found that oppressive applies against women still endure with regards to public organizations all in all and Bangladesh Civil Service specifically. With respect to the women in the civil service and their workplace absence of chances for women are obvious in this investigation. This issue clarifies that women in the civil service and workplace where women get less structural provision and trust than men, and aggressiveness in women is seen adversely. The undesirable insights and pigeonholes about females' professional competences and promises create blocks to females' progression. Because of social demeanor and frail arrangement, instruments, women's portrayals to upper step of civil service are not all around worked. Moreover, women's 'double part'- official duties and morals of family mind, don't let them to be yearning. Then again, strategy creators and bosses are impacted by the negative observation and sexist predisposition towards them since they are women (Khair et al., 2017).

There observed the expansion in the quantity of women in the civil service and their effective progression in the best positions. Despite the fact that things have enhanced, yet much is still to be accomplished if access to top positions and guaranteeing of balance between the two genders are to be accomplished. Regardless of proactive and positive agreed approaches of the Republic are preferring women, effects have enhanced,

however a great deal still stays to be wanted. This implies, however Women have possessed the capacity to build up the circumstance with regards to the BCS and the distinctions made to vanish. This examination uncovers that there are as yet various matters that should be tended to.

- 10% female quota had better to be continued to dissolve the gender gap in the civil service.
- The working spot essential to be more females well-disposed and HR strategies is to make gender touchy.
- Women should be counseled by seniors thus they can create abilities to adequately manage the difficulties of the best positions.
- Besides successful usage of women benevolent activities require top administration responsibility.
- Awareness raising and strengthening of female explained in the reports and arrangement proclamations, as well as through the supported responsibility and usage of those by the government.
- Social consciousness constructing should be fortified with the goal that females can and should assume a functioning part in the general improvement process in the nation.
- Women can organize among themselves by tutoring other female associates with low certainty or confidence and even unseemly finished aspiration.
- Necessitate top to bottom investigation into the complexities inside the institutional plans in public segment, social and cultural prejudices and hindrances which remain as boundaries to females' viable cooperation as officials of the Nation.

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