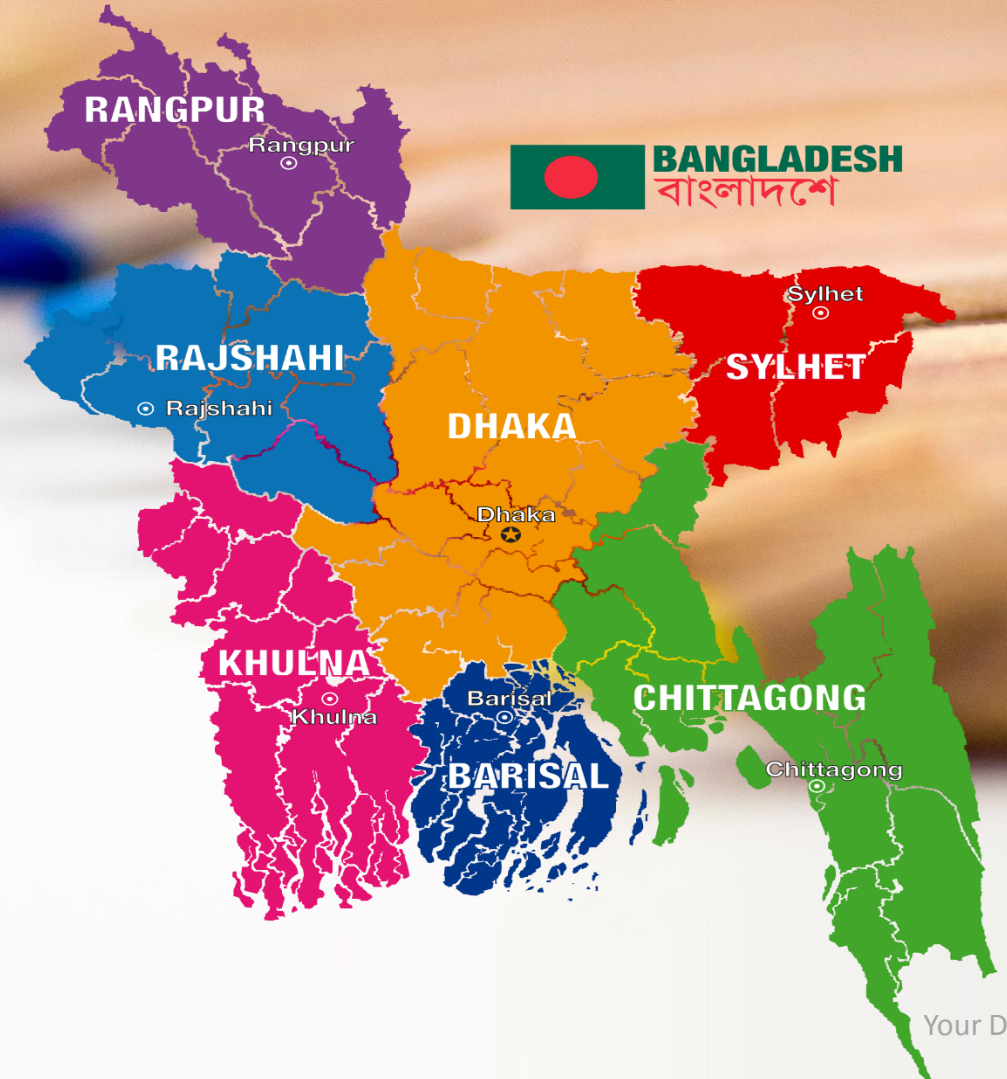


# Civil Service Recruitment Policy in Bangladesh



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# Outline of the presentation

- Overview of Bangladesh
- History and structure of the Civil Service of Bangladesh.
- Selection process for Civil service officers.
- Policy making process in Bangladesh.
- Role of Civil service officers in policy making process and policy implementation.



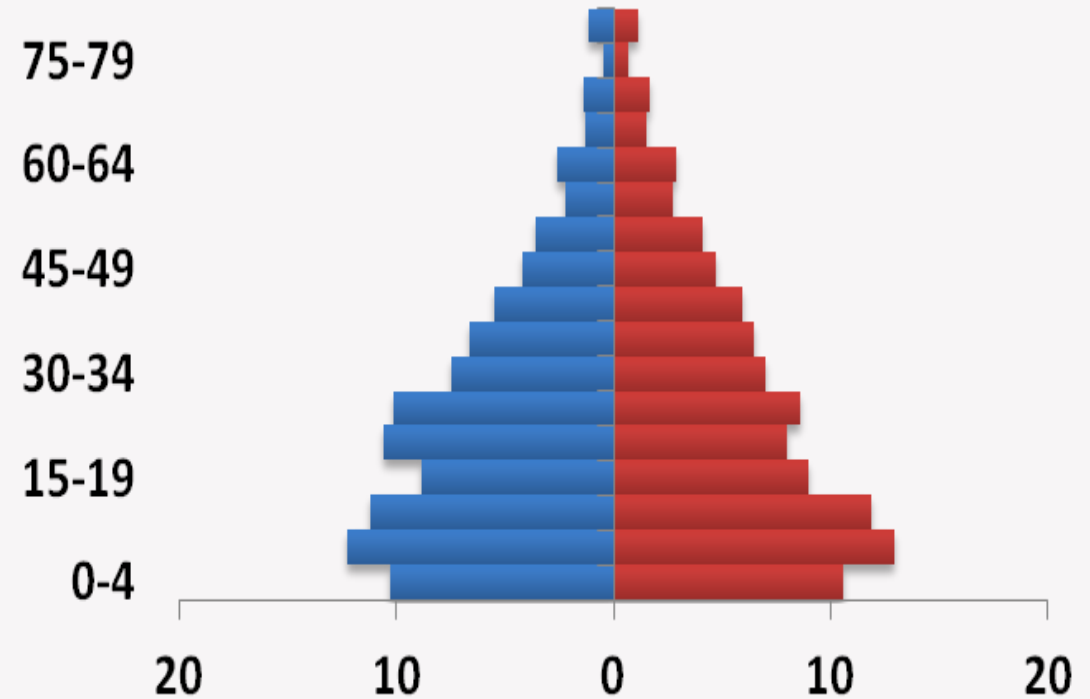


# Bangladesh

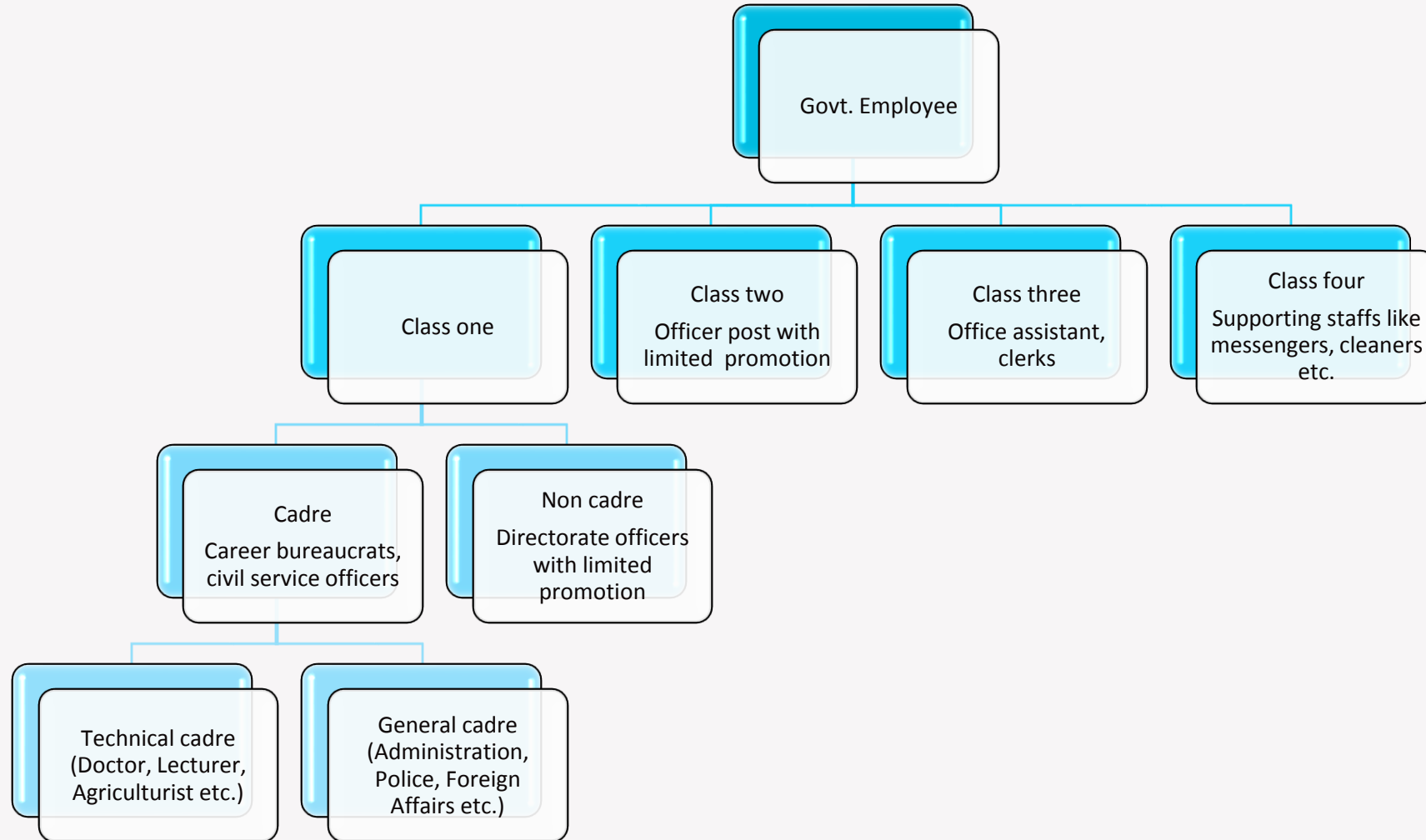
## Country Data

- Area : 147,570 km<sup>2</sup>
- GDP : USD 246 billion (FY 2017)
- GDP Per Capital: USD 1508 (FY 2016)
- Exports : USD 37.61 billion (FY2016)
- Imports : USD 40.69 billion (FY2016)
- Forex. Reserve: USD 32 billion (May, 2017)
- Rating: : Ba3/BB- stable (April/May 2016)

Population 163 Million



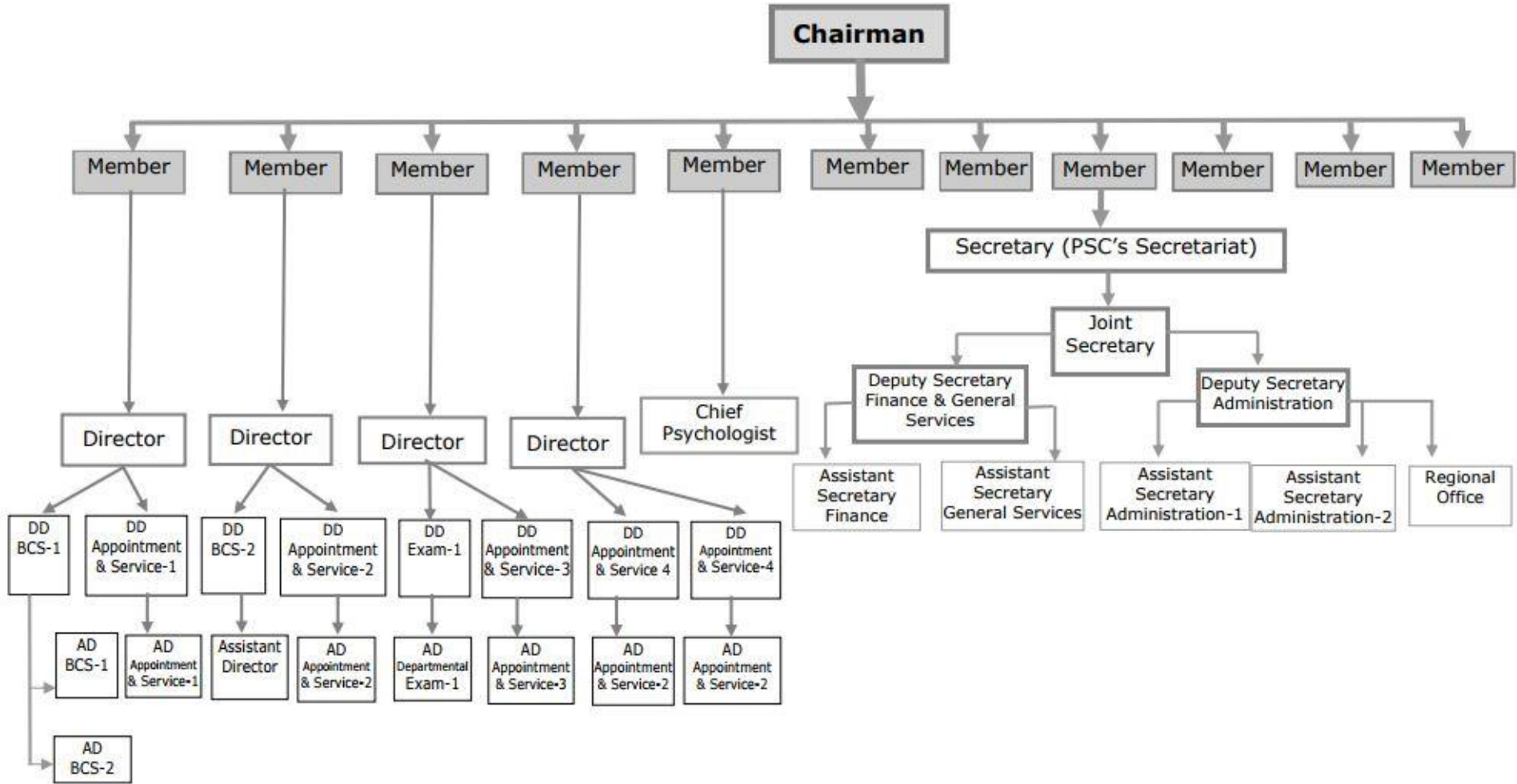
# Public Service



# History and the structure of BCS

- Bangladesh Civil Service is known by its acronym BCS. It originated from the Central Superior Services of Pakistan which was derived from the British Empire controlled Indian Civil Service. Bangladesh Public Service Commission is the main policy setting and recruitment body of BCS. Currently BCS has 27 services.
- Public service commission is autonomous and independent.
- Legal and legitimate authority is provided to PSC for recruiting officers
- The Constitution of Bangladesh provides the fundamental law to construct The Bangladesh Public Service Commission (BPSC), a quasi judicial body that works under the provisions of the Article 137 – 141 of the Constitution of Bangladesh. Bangladeshi Nationals are recruited through the provisions of the constitution from article 133 to 136 and article 29 as fundamental rights.
- Ministry of Public Administration help recruiting the officers as mother ministry and by providing with secretarial support.

# Organogram of Public Service commission



# Civil service Cadre groups (General cadre)

- 1. BCS (Administration): Assistant Secretary/Assistant Commissioner & Executive Magistrate.
- 2. BCS (Foreign Affairs): Assistant Secretary (Former Section Officer)
- 3. BCS Taxation : Assistant Commissioner of Taxes
- 4. BCS (Police): Assistant Superintendent of Police
- 5. BCS (Audit & Accounts): Assistant Accountant General
- 6. BCS (Customs & Excise): Assistant Commissioner of customs
- 7. BCS (Cooperatives): Assistant Registrar
- 8. 9. BCS (Food),General: Assistant Controller of Food / Equivalent Posts
- 10. BCS (Information): Information Officer / Equivalent Posts
- 11. BCS (Family Planning): Family Planning Officer
- 12. BCS (Postal): Assistant Post Master General / Equivalent Posts
- 13. BCS (Railway Transportation & Commercial): Assistant Traffic Superintendent.
- 14. BCS (Ansar): Assistant District Commandant / Equivalent Posts
- 15. BCS (Trade): Assistant Controller of Import & Export / Equivalent Posts



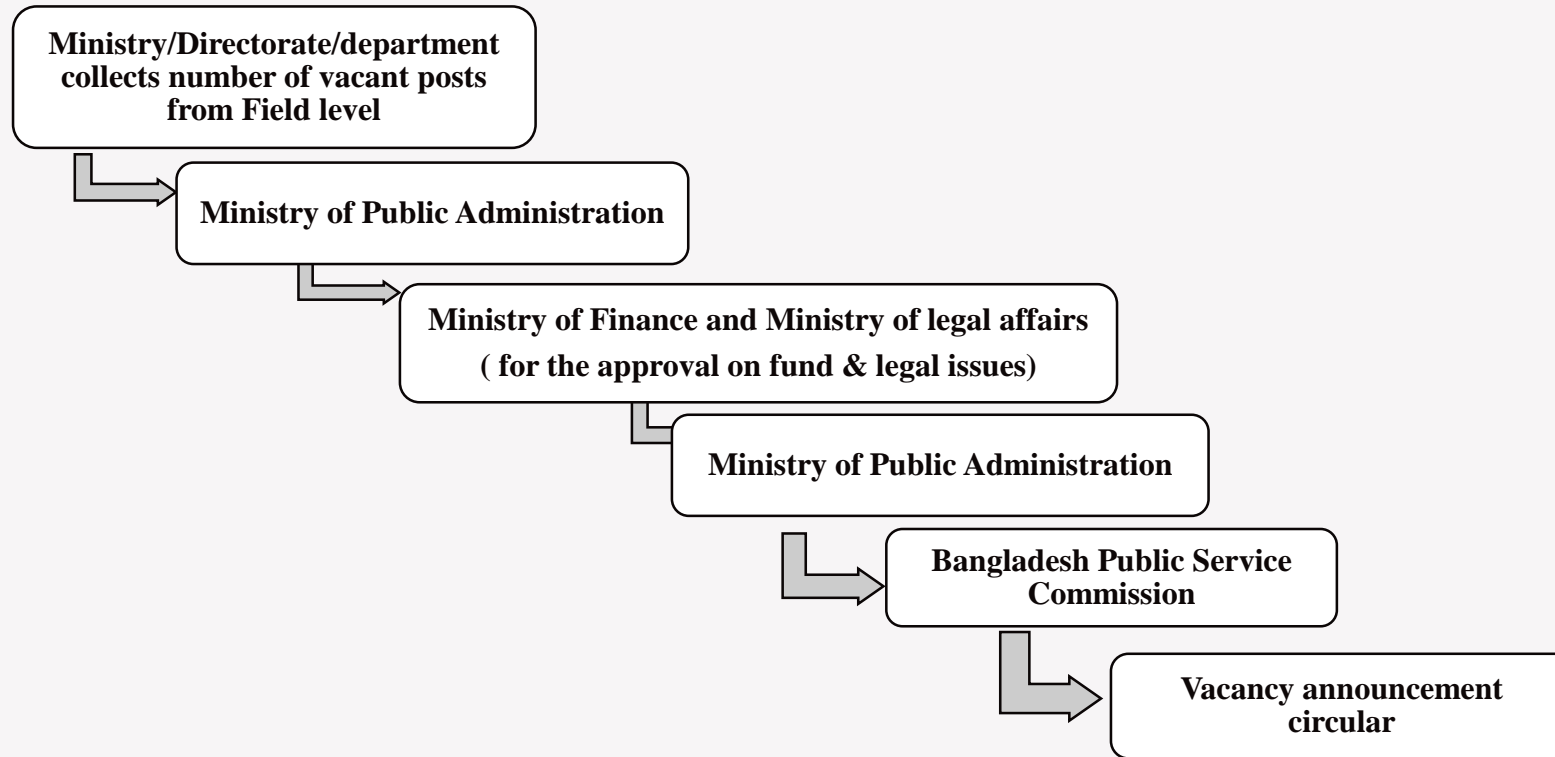
# Cadre groups (Technical)

1. BCS (Roads & Highways): Assistant Engineer
2. BCS (Public Works): Assistant Engineer
3. BCS (Telecommunications): Assistant Divisional Engineer
4. BCS (Public Health Engineering): Assistant Engineer
5. BCS (Forest): Assistant Conservator of Forest
6. BCS (Health): Assistant Surgeon / Medical Officer
7. BCS (Railway Engineering): Assistant Engineer
8. BCS (Livestock): Veterinary Surgeon / Upazila Livestock Officer
9. BCS (Fisheries): Upazila Fisheries Officer
10. BCS (Statistics): Statistical Officer
11. BCS (General Education): Lecturer
12. BCS (Technical Education): Lecturer
13. BCS (Information), Technical: Assistant Radio Engineer (This cadre has both general and technical category posts)
14. BCS (Agriculture): Agricultural Extension Officer(DAE),Scientific Officer(SRDI),Assistant Director(DAM)
15. BCS (Food): Assistant Maintenance Engineer/Equivalent Posts
16. BCS(Engineer):Assistant Maintenance Engineer/Equivalent Posts





# Vacancy announcement Process



# Qualifications and types of recruitment

Direct Recruitment

En-Cadrement (For non cadre officers)

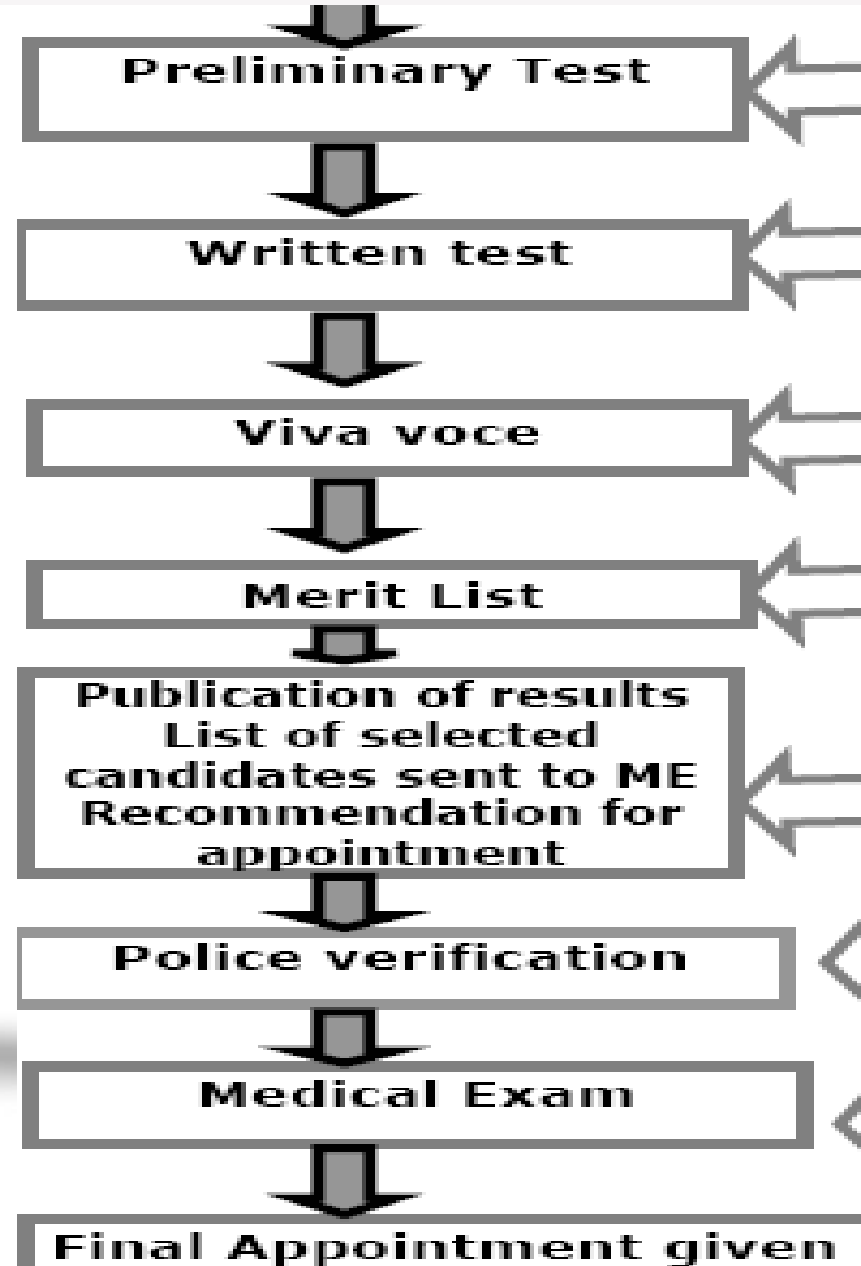
Contractual appointment in BCS posts

Lateral Entry

- ✓ Bangladeshi Citizen
- ✓ Marry to Bangladeshi
- ✓ Aged under 30years (32 years for special candidate)
- ✓ 4years bachelor degree.
- ✓ Not dismissed from govt. job.
- Direct Application
- Apply through Proper channel (for current employees)



# Selection process of BCS



# Syllabus of the exam

**Preliminary Test**– 200 marks (Multiple question type)

Time: 2:00 hrs.

Subject: IQ, Mathematical reasoning, Literature, General knowledge on home country and International affairs, General science.

**Written Test:** 900 marks for general cadre.  
1100 marks for technical cadre.

**Subject:**

**Time:** 3hrs each part (essay type)

**General group:**

General Bengali (Part I & II) = 200 Marks

General English (Part I & II) = 200 Marks

Bangladesh Affairs (Part I & II) = 200 Marks

International Affairs = 100 Marks

Mathematical Reasoning and Mental Ability = 100 Marks

General Science and Technology = 100 Marks

**Technical group :**

Professional part 1: 100 marks

Professional part 2: 100 marks

**Interview: 200 marks.**

**Written exam :900 marks**

**Interview: 200 marks**

.....  
**Total : 1100 marks exam.**



# Vacancy and applicants

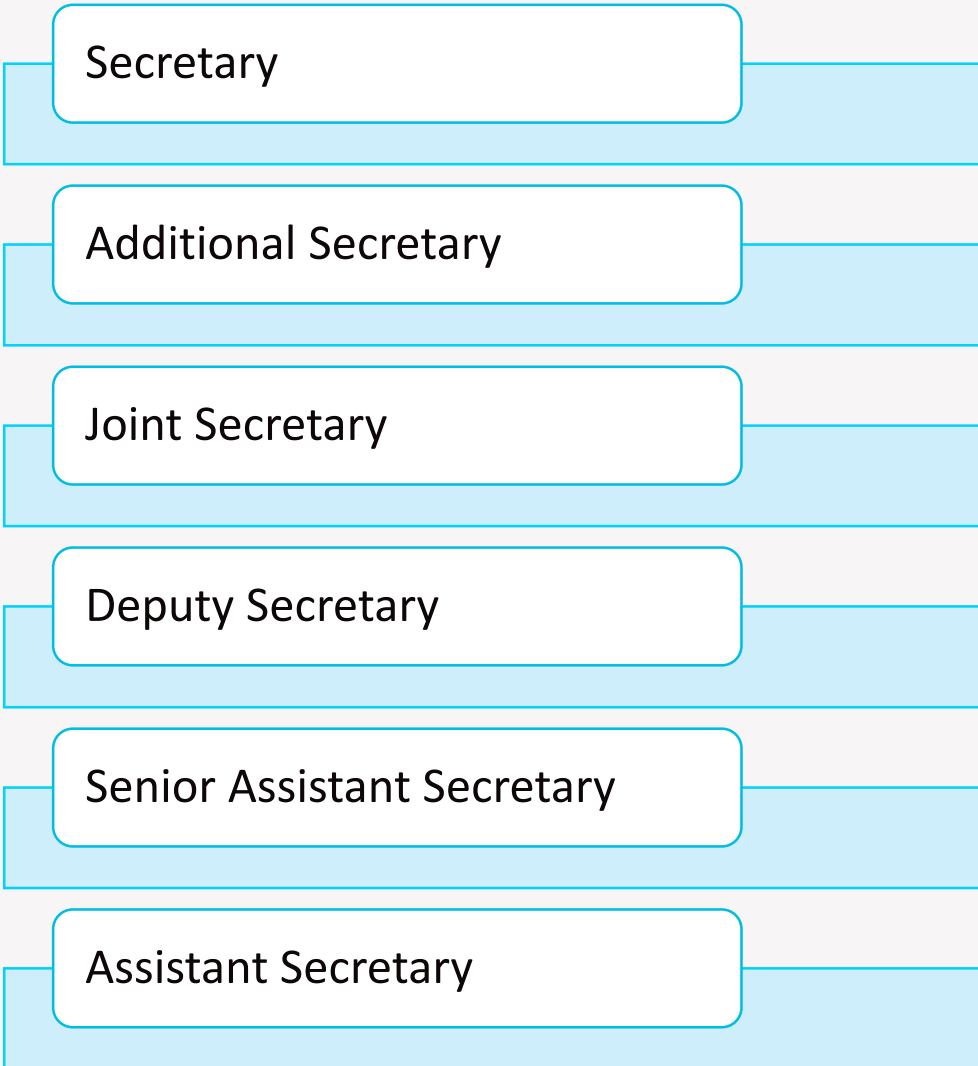
Year	Number Candidates	BCS Batch	Post (Tech/Gen)	Preliminary passed	Written passed	recruited	Lead time
2010	1,47,395	30	3187 (675)	14480	9059	2195	1 year 7month 24 days
2011	1,64,167	31	2909 (559)	10280	6884	2096	1year 5month 13days
2012	1,93,059	33	9008 (478)	28917	18693	8507	1year 8month
2013	2,21,575	34	2900 (650)	46250	9963	2175	2year 6month (Due to the stay order from High court)
2014	2,44,107	35	1803 (512)	20391	6088	2172	1year 6month 15days
2016	2,11,326	36	2180 (500)	13830	8900	continued	1Year +

# Merit & Quota system

Criteria	1972	1976	1981 -(Till date)
Merit	20	40	45
Freedom Fighters	30	30	---
War affected women	10	10	----
District quota	40	20	
Wards of freedom fighters	---	----	30
Women	----	----	10
Tribal & others	----	----	5
District Merit	----	----	10



# Hierarchy and Promotion System



## Promotion

Promotion post	Criteria
Asst. Sec– Snr. Asst. Sec	Merit based exam conducted by BPSC. (After 5years everyone get promoted if passed)
Snr. Asst- Dep. Sec	Seniority of 10years, ACR, Education approved by Departmental promotion committee.
Dep. Sec- Secretary	Based on seniority in each post, Educational qualification, Annual report approved by Superior Service Board (SSB)

# Limitations for recruiting qualified civil servants



- ❖ Decade long quota for wards of freedom fighters. This hinders the competitiveness both in age and quality. Only 45% merit based recruitment can't bring potential outcome.
- ❖ 200 marks interview system which has no set of parameters. Depends often on whimsical wishes of the interview board.
- ❖ Based on theoretical quality measurement. No practical skill like negotiation, research capacity is evaluated.
- ❖ Persuasion/lobbying for interview by political leaders, parliamentarians, former bureaucrats etc.
- ❖ Long time recruitment process which can not attract over qualified candidates.
- ❖ General cadre positions are very limited therefore highly competitive.
- ❖ Lack of institutional leadership. No chairman wants to go against the govt. decision.
- ❖ Weak application of autonomy by Public Service Commission.



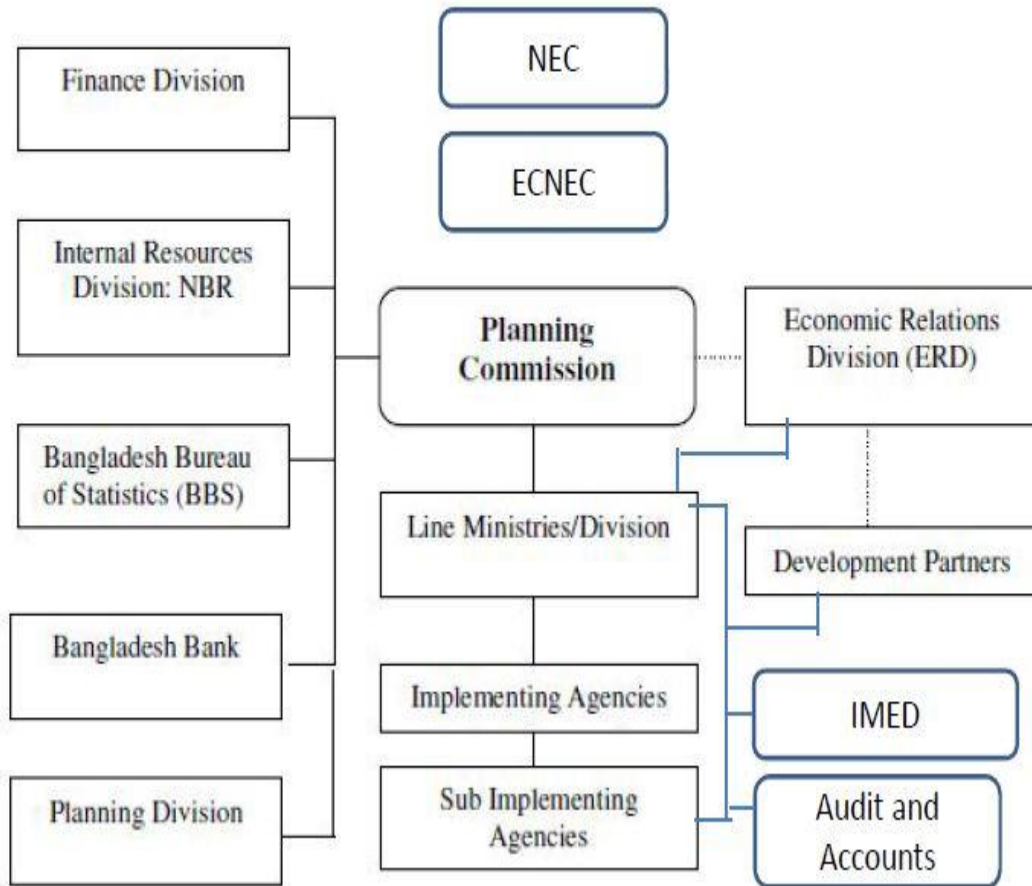
# Continued.

- ❖ Absence of the accountability measures for chairman and members.
- ❖ Weak mechanism for termination and removal of the members.
- ❖ No specific Standard operational procedures for candidate selection.
- ❖ Lack of access to the information
- ❖ Lack of grievance re-address system from BPSC.
- ❖ Little role played by the parliament in order to ensure proper selection process. Parliamentary committee is inactive and their role is not clear.
- ❖ Research section is inactive. The annual report is published to only few govt. agencies.
- ❖ Slow automation process in PSC.

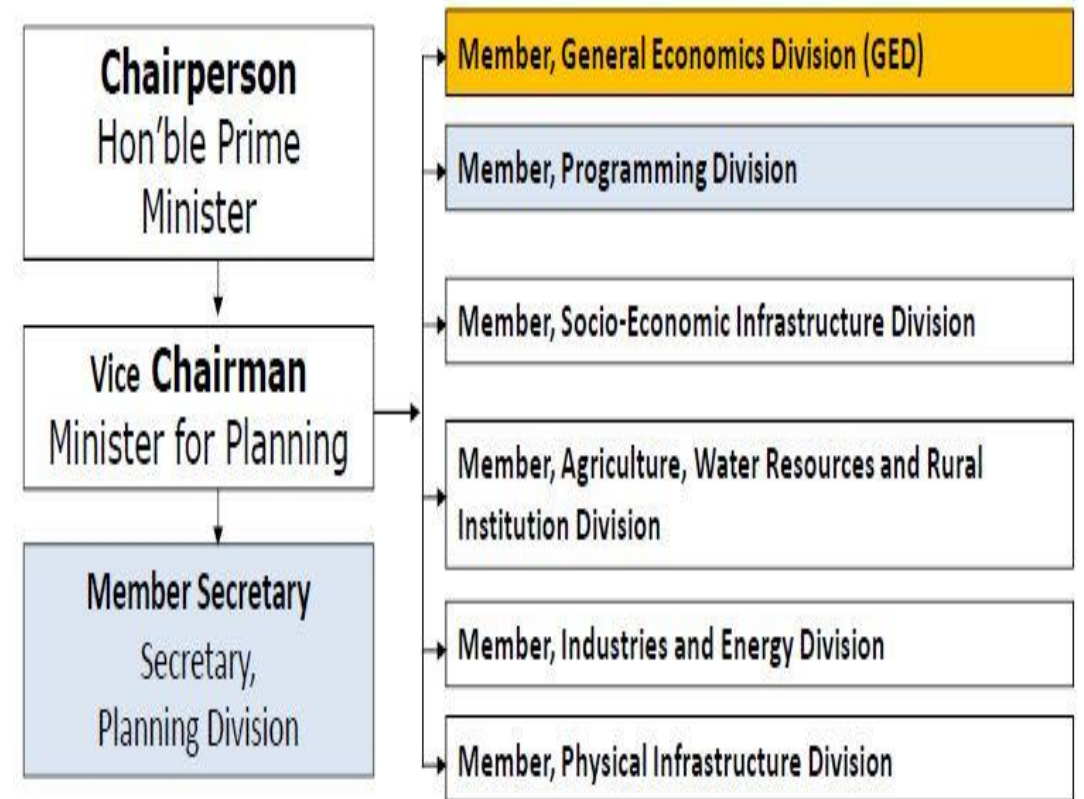


# Role of Civil servants in policy making process

## Development Administration in Bangladesh



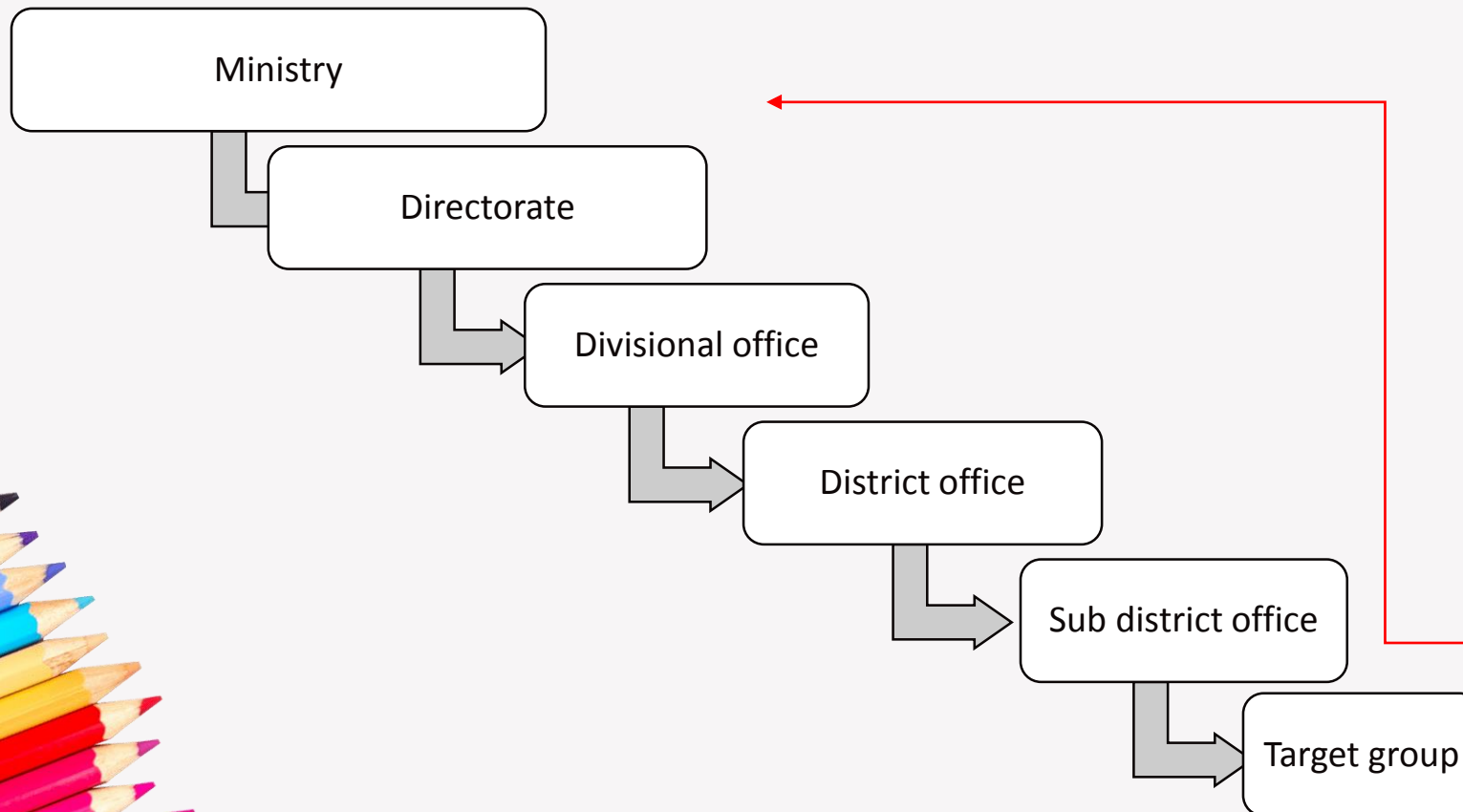
## Structure of Planning Commission



# Planning process (Bottom up)



# Policy implementation coordination Process



- ❖ Although each department has manpower, but the coordination is done by central govt. The Administrative service officers coordinate on behalf of govt. Evaluates the progress, plan for strategies in specific area.
- ❖ MDG & SDG target based achievements are strongly monitored by civil servants.
- ❖ Among 8 of the MDG goals 4 have been attained by Bangladesh.

# Reform initiatives

- ✓ In 2003 BPSC had taken the decision that if there is no successful applicant from quota, vacant positions shall be filled up from merit list.
- ✓ Formation of separate Public Service Commission for Professional groups like lecturers, doctors and engineers with specialized syllabus has been proposed.
- ✓ Proposed Civil service Act which with overall guide line for civil service officers including allocation of business and conduct rules. But it is held up by cabinet for unknown reason. The political masters are unwilling to approve it.
- ✓ Establishing cluster ministry instead of general ministry. Cluster ministries like Economic cluster including planning commission, finance division etc , Social cluster with ministry of social affairs, women and child affairs etc, Public Management cluster with ministry of public administration, police.
- ✓ Quota reduction time by time proportionately with providing emphasis on merit based recruitment.
- ✓ Automation in examination system and result preparation within 1 month of interview.
- ✓ PSC board member from different groups like university professors, former bureaucrats, Judges, Intellectuals, think tanks etc.
- ✓ Financial autonomy for PSC bill has been passed in 2017.
- ✓ Reduction of lead time from 2.5 years to 1year by 2018.
- ✓ Minimize the number of cadre and inter service conflict by equalizing the job facilities.

# Summary

- BPSC'S recruitment screening system is good enough to hire quality civil service officers.
- The weakness of quota system creates a quality gap between officers which affect service delivery system and motivations of the officers.
- Institutional leadership and courage to use proper autonomy of PSC is highly needed. In past 1-2 chairman proved that proper leadership can minimize corruption and complete exam by time.
- The appointment of politically submissive intellectuals, professors, former bureaucrats inspires them to get involved in performing political agenda by providing more marks in interview.
- Examination time is too long therefore many brilliant graduates opt for private service or go abroad.
- The written syllabus is out dated, subjective and theoretical.
- The candidates are increasing every year but the structure of the BPSC remained almost same in last 10years.
- The professional cadres has to go through the theoretical exam on state affairs, politics, international affairs.  
It despairs them to apply for government job which hampers public service in govt. hospitals, colleges and so on.

# Policy Recommendations

- ❖ Separate service commission for professional cadre will help reduce pressure of applicant and recruit qualified professional cadres.
- ❖ The organizational restructure is needed. The number of interview boards must be increased considering time and applicants number.
- ❖ To minimize corruption in interview, the evaluation marks of interview should be reduced or converted into 50/100 marks. For interview, set of evaluation criteria may help selection process.
- ❖ Lead time must be reduced to 1 year by full automation and restructure of medical and police verification.
- ❖ Training on economic affairs, project management should be introduced for administration and economy cadre officers.
- ❖ University professors, Private entrepreneurs, intellectuals, journalists may be coopted as the board member for selection process.
- ❖ Cluster ministry may help long run to develop sectorial expertise.
- ❖ Strong leadership and visionary action is needed from political masters. Enactment of proposed civil service act is inevitable.





**Thank You!**