

Administrative Reform in Bangladesh- Trend of Failure

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ABSTRACT

In developing countries administrative reform is an old fact and broadly used idea. In Bangladesh the development of open management was really prejudiced by the bequest of British rule in conditions of organization and culture. As monumental, rigid and unwilling to transform Bangladeshi system of government has been represented. Rather than consequences, driven by out-of-date rules system of government is stiff unresponsive, incompetent and unproductive, worried with the procedure. The history reforms knowledge's have shown small result, though the public management in Bangladesh is poorly in require of a total repair in terms of clearness, competence, accountability, efficiency and dynamism as the sovereignty in improvement in the public management has been on the program of nearly every government in Bangladesh. In Bangladesh in spite of its perceived significance, administrative improvement experienced malfunctions. To the breakdown of the administrative reforms, it is usually held that technical confrontation to change, be short of supporting wills, dishonesty and weak condition capacity have all added. The hesitant chunks towards the execution of the administrative reform attempt are productively exposed by this object.

Keywords-Bureaucracy, Politics, Administration, Reform, Bangladesh

1. INTRODUCTION

In whole public management organization Bangladesh stands a colonial inheritance. Bangladesh was a division of the British territory for about two hundred being Present day. Pakistani monarchs restored the British and conquered the region, then recognized as East Pakistan In 1947 awaiting a vinegary conflict in 1971 brought regarding an autonomous Bangladesh. In Bangladesh a regal imprint persists, especially in following and managerial

preparations. To turn out to be a crucial tool of supremacy The British custom helped the system of government. It is blamed of next the "Pakistani tradition of participation in power government at the similar time. In the root of Bangladesh's development the position of the administration has distorted. Its center was the achievement of growth in every one balls of life by interference and the use of management in a positive way following independence. Not just as a watchdog, but as a launch pad administration and management were observed [1].

The system of government is worn as a gadget of growth and societal alterinrising countries. The system of government is named upon to assume nation-building actions, put into practice policies towards financial and communal progress, and manage expansion and wellbeing projects separately from dramatic purposes of a customary nature (regulatory, corrective, and fiscal). In the well-organized organization of facilities the equipment of administration is predictable to be occupied. One of the smallest amount urbanized countries of the earth is Bangladesh. It is overwhelmed with diverse problems surrounding its social, political, and financial structures today [2]. Amongst different factors armed intervention, exclusive, state administration and technical inflexibility and, and be short of promise and following integrity and extensive corruption in the management as healthy as non-cooperation amongst the resistance following parties and the decision party are extremely extraordinary. In Bangladesh unstable and unstable following conditions, financial despair, illiteracy, deficiency, unemployment, famine, and undernourishment of deprived people are the ordinary phenomenon in which societal services are very limited. In Bangladesh incompetence in system of government, preferential treatment and nepotism, political interfering in public management and breach of the statute of law and

administration, fundamental human rights are also unchecked [3]. Reform packages accepted so far have intended for generating an administrative system that would confirm effectiveness, competence, meritocracy, efficiency, responsibility, responsiveness, and democratic control of administration by elected officials. Administrative developments in Bangladesh have knowledgeable incessant breakdowns in spite of their apparent significance [4]. In Bangladesh in the previous four decades, this piece of writing is an effort to draft the major administrative reform works, and to examine why consecutive administrations in Bangladesh have unsuccessful to put into practice reform programs possible by different student assemblies and commissions/committees. That not have of political promise, the injury of the condition, the clientele's natural world of the Bangladesh government, the politicization of direction, bureaucratic fight, factional discord in the public service, and scam remains the somber stumbling lumps in the unbeaten execution of clerical reform programs are disagreed by this item.

2. MATERIALS AND METHOD

In the natural world this study is not experimental but evocative. Review of minor literature, counting books, journals, pieces, government papers and presses it is on the whole based on.

During the internet browsing pertinent in order was also collected.

2.1 CONCEPTUAL CLARIFICATION

Appropriate to the reflections on the divide philosophy of decision elite the objective values of rule and the current socioeconomic and the managerial state of affairs the dynamics of managerial reform labors are probable to be dissimilar in different countries.

Administrative reform can be defined as the 'deliberate use of authority and influence to apply new measures to an administrative system so as to change its goals, structures and procedures with a view to improving it for developmental purposes' [5].

Lee views administrative reform 'is an effort to apply new ideas and combination of ideas to administrative system with a conscious view to improving the system for positive goals of development' [6].

Khan defines administrative reform as 'those efforts which call for or lead to major changes in the bureaucratic system of a country intended to transform the existing and established practice, behaviors and structures within it' [7].

In the majority cases Redesigning and repairing the arrangement and association of lawmaking apparatuses as glowing as modifying and altering the behavioral prototypes of community servants have been, the ongoing concerns of administrative reformers every over the earth [8]. Themed objective of administrative reform is to expand and place into result, soat all to execute community policies inside an effectual and accountable manner, the obstructions in implementing improvement efforts may be in use into deliberation changes are necessary to allow the administrative appendages of an administration [9].

3. PUBLIC ADMINISTRATION IN BANGLADESH

Fore number of centuries, though Bangladesh was regulated by the Mughal territory, in Bangladesh the essential structure of public administration and system of government was recognized throughout the British regal periods for almost two centuries. Even though the British regal monarchs brought concerning structural changes of the system of government in Britain, in India they kept the exclusive and central managerial machinery. On or after the ordinaryampleThe British regal administrative machinery, recognized since the Indian social Service (ICS) was totally alienated. Asatool of oppression and run of the Indian inhabitant population in arranging to reinforce the base of imperial power The British regal rulers won the exclusive and central bureaucratic equipment. To maintain the regal rule still after Indianization of British Indian social Service, the exclusive performance of the ICS officials remained the similar helped. The entrance into the ICS throughout the regal rule was

tremendously incomplete, and only extremely educated populace among the rich Indians could be eligible for incoming the civil examine career furthermore. In the civilization the system of government beneath the British royals rule became consequently segregate and advantaged segment, and it was consequently obedient and in conservation the imperial wellbeing of the regal masters that ordinary masses knowledgeable extreme difficulties in communicating by means of the officials and in receipt of government armed forces it was faithful to the regal rule [3].

On 14 August 1947 Pakistan's appearance as a self-governing condition after divider of India did not alter the administrative chauvinism of the condition. With the associate regal scheme of an influential executive supported by a burly and well – ordered civil check and a feeble legislature quite Pakistan awaiting its dismemberment of Bangladesh from a ruler country sustained. As of the British daytimes were on purpose attempts to undermine the self-determination of the judges were dissimilar. Civil servants were recruited and trained methodically and sensibly retaining in Toto the elitist character of the civil service system reflected by the formation of the Civil Service of Pakistan (CSP) in the mold of the ICS- As expected, exertions at reforming the civil service usually and the CSP in specifically failed. [10].

As a ruler nation Bangladesh appeared in December 16, following a sanguinary conflict of self-government against Pakistan. To get together the rising hope of the radical ample by a legitimate commitment to set pause free egalitarian civilization of a contemporary welfare situation the administration of Bangladesh as its beginning tried. The very information of self-government has finished large degree administrative transformation usual Hence. The unsuitability of the scheme of management, which was intended for an age that has left by Bangladesh extremely, clearly understands. For the reason of a local government of a central condition was no longer inside, a place to meet the demanding everyday jobs of a nationwide administration administrative set up comprised. Revamp, redesigning and improvement the innate

managerial scheme are measured the dire require for the continued existence of the recently born condition therefore. [11].

Throughout the British and Pakistan daylights knowledge's clearly top out that local government as reflected in the universal service waited dominant vies-a-vies additional limbs of the administration and pressure to form the nature of community policies and had uneven power. Frequently a legacy innate as of the British and Pakistan daylights in Bangladesh But to a number of extents, proceedings, establishments and personalities throughout the last forty-two years since independent circumstances of Bangladesh's survival too molded the nature and the quality of public management.

Bangladesh governs has a two-tier management system. At the nationwide stage consisting of the office the higher tier is the middle secretariat and separations to give policies and toward carrying out clearinghouse purposes. 'Line' sectors/directorates close to the ministries and dissections that are primarily guilty for general organization, service escape to society and realization of various administrations, development agendas on the sub-national rank the additional row consists of. The Bangladesh social repair has additional than single million social servants in 37 offices, 11 separations, 254 sections and 173 constitutional bodies in there. A hierarchical arranges reflects through the interior organization arranges of an office [1]. Since the secretariat every one the ministries as well as separations are together known. Apart from that an officer may be compressed with single or more separations and advertisement by a cupboard minister there is refusal difference flanked by an office and dissection. A ministry/separation is alienated into groups, twigs and sections so as tonsure removal of its productionstructurally. Be full of life as warehouse of technical in sequence and guidance ministries/separations on scientific matters units and directorates give executive way in the completion of policies put downy ministries/separations. A section is a better unit and sculled by a manager general contrasted to the directorate. A directorate is scaled by a manager. Because its field organization,

community business/independent/semi-autonomous bodies are put up under rule to do certain gazette community purposes or to apply specific growth task as secondary place of work is a defensive component of a part and acts [12]. Into four modules, namely class-I, class-II, class-III and class-IV Thebes are prearranged perpendicularly. Such changeable pedestal o naps echelons of duty, enlightening aptitude and pay sort a variety of behind functions Class-I am being the professional or officer class and furthers performing. As’ gazette’ officers, every one class-I and fraction of class-II officials are luxuries are careful as ‘non – gazette’ officials. By the income of higher authorities as well as responsibilities and as a result enjoy better human rights than the non-gazette workers the gazette bureaucrats are usually invested [13].

4. ADMINISTRATIVE REFORMS IN BANGLADESH

An outdated and colonial organizational structure present at confinement by Bangladesh. The show of the civil service has not been ahead of difficulty. Succeeding regimes tried to amend the secretarial scheme by appointing office reform expenses and committees to meet insists on an altering civilization [14]. Bangladesh embarked on the administrative reform initiatives shortly after its independence in 1971. Through slight sign of actual development, But the recent history of Public Administration Reforms has become nothing more than a series of reform proposals and studies. Different groups and some of person’s information were prepared on the initiative of a number of the significant development associates, chiefly the World Bank, the UN Development Programmed (UNDP), the Asian Development Bank (ADB), the Department for International Development (DFID), and the US Agency for International Development (USAID) [15].

Table 1: Commissions and Committees Formed by the Government of Bangladesh

	Name of the Commissions	Year	Main Focus
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	and Committees		
1	Administrative Reorganization Committee	1971	Organizational Set-up for the Government after emergence of Bangladesh
2	Administrative and Services Structure Reorganization Committee	1972	Service Structure
3	National Pay Commission	1972	Pay Issues
4	Pay and Services Commission	1977	Services Structure and Pay Issues
5	Martial Law Committee for examining organizational set-up of Ministries/Divisions/Directorates and other Organizations	1982	Organization and Rationalization of Manpower in the Public Sector Organizations
6	Committee for Administrative Reform and Reorganization	1982	Reorganization of District (Upazilla) and Field Level Administration
7	National Pay Commission	1984	Pay Issues
8	Secretaries Committee on Administrative Development	1985	Promotion Aspects
9	Special Committee to Review the Structure of Senior Services Pool	1985	Structure of Senior Services Pool

10	Cabinet subcommittee	1987	Review of SSP and Promotion Aspects
11	Committee to Re-examine the Necessity of Keeping certain Government Offices in the light of Changed Circumstances	1989	Necessity or Otherwise of Keeping certain Government Offices
12	National Pay Commission	1989	Pay Issues
13	Commission for Review of Structure of the Local Government	1991	Structure of Local Government
14	National Pay Commission	1996	Pay Issues
15	Administrative Reorganization Committee	1996	Structure and Rationalization of Manpower Across Ministries/Departments/Directora tes
16	Local Government Commission	1997	Strengthening of Local Government Institutions
17	Public Administration Reform Commission	2000	Improving Transparency, Efficiency, Accountability, Effectiveness of Public Administration and Brining Institutional and Procedural Changes and Improvement of

			Service Delivery, tonsure Value for Money at all levels of Administration in the light of NPM
18	Regulatory Reforms Commission	2007	Review all government rules and regulations, and identify those that should be annulled, modified, or left unchanged, and make suitable recommendations to the government to infuse dynamism into governance, administration and the economy.
19	National Pay Commission	2009	Pay Issues

Source:Kim, P. S. AndMonem, M.2008; Sarker, A. E 2004; Khan, M. M., 2013.

Table 2: Reports Equipped with the Help of Development Partners

	Name of the Report	Year	Agency Involved	Main Focus
1	Public Administration Efficiency Studies	1989	USAID	Secretari at System, Relationship between Ministries, Departments and

				Corporations
2	Report on Public Administration Sector Study in Bangladesh	1993	UNDP	Public Administration Reform in the Government with Emphasis on Certain Specific Areas
3	Towards Better Government in Bangladesh (Four Secretaries Report)	1993	DFID	Civil Service
4	Government That Works: Reforming the Public Sector	1996	World Bank	Comprehensive Administrative Reform, Privatization, Reduced Levels of Government
5	Local Government in Bangladesh- An Agenda for Governance	1996	UNDP	Local Government Issues
6	Taming Leviathan- Reforming Governance in Bangladesh	2002	World Bank	To analyze the causes of poor

				Governance and of slow response
				Public sector reform
7	Public Administration Reform in Bangladesh	2004	UNDP	Civil service
8	Building a 21 st Century Public Administration In Bangladesh	2007	UNDP	Restructuring and reorganization of The civil service

Source: Kim, P. S. And Monem, M. 2008; Rabbi M. F. and Saber S. N. A., 2012.

5. CONSTRAINTS OF ADMINISTRATIVE REFORM

Bangladesh lingered under also pseudo self-governing, demanding or brief regimes since self-rule in 1971, their modus operandi was mixed and every dissimilar political ambition to follow they showed similar or unlike individuality. The administration busy rebuilding the war-torn state, rehabilitating millions of relocating populace, caring the financial system from the crash of global depression, maintaining the rule and organize in a violence-ridden surroundings and holding political disagree are reserved by The post-independence existence. The casing of the establishment to offer political way to a puzzled state was prominent achievement. Administrative improvement was no single of its priorities, even though it did attempt to afford it but with no success perceptibly. There have been incessant labors on the fraction of

achievement have administrations cast the management system to create it more receptive to the wants of the populace and to create it more well-organized. The previous analysis creates clear so as to. These impressive advices have also not been applied or put into practice in such a methods as to the genuine matter was misplaced though; administrative reforms are at midpoint of current. To put into practice the advices of different improvement committees/commissions/ study collections there is rejection serious effort. I will heart on major issues that delay the execution of administrative progress at this position.

5.1 ADMINISTRATIVE STRUCTURE AND DECISION-MAKING PROBLEM

The existing administrative structure that motionless bore the marks of British regal rule – centralized choice making arrangement, strictly controlled superior-subordinate relations, the strict request of rules, as well as a patron-client relationship in relation to the populace, the option of improving presenting and the release of service stayed remote. Structural inflexibility, many hierarchical coatings as well as a formalistic approach towards-administrative labor significantly slacken the choice making procedure and delay policy and managerial harmonization were applied by managerial reforms. In its place of facilitating the execution process, guide to additional stoppages Buck-passing is a not an unusual phenomenon-and interdepartmental discussions[18].Exaltation of policies as well as programs endures. Rules connecting to accountability, sharing and allocation of power are, additional or less obviously specified other than barely followed input into practiceaccordingly. Governmental choices are pressured by issues further than the directorial main or yet routine.

5.2 POLITICIZATION OF ADMINISTRATION

Toward Bangladesh the politicization of system of government is not exceptional. Politicization is currently in the government of almost each

developed state in one method or one more. To agree with the supporting leadership—individuals who are selected as well as the consultants they sign up or appoint honestly—to organize with the executive leadership, higher-ranking career general servants. Reorganizing departments well as transporting selected older public servants is following action sit survives, except they are able to be smooth or essential as ornamental efficiency as well as can be careful positive or permissible politicization [14].It exists when personnel management decisions like promotion, transfer and contractual recruitment depend not on excellence and competence but on the person’s devotion to a certain political party is the negative aspect of politicization, the insurrection of merit and seniority ethics harm the civil service as an institution. The democratic age in Bangladesh has observed immense politicization but it was not to increase productivity and raise efficiency. The main importance was cited on recruiting “party men bureaucrats” regardless of their qualifications, somewhat.

5.3 COSMETIC CHANGE BUT NOT INNOVATIVE

In Bangladesh system of government is usually careful as a congested system, which aims to oppose change. To initiate substantive improvements and optional modernisms every administrative reform committee has attempted. Administrative reform committee, the Public Administration Reform Commission (PARC), projected the provision of performance criterions and a citizen’s charter for five important organizations and three ministries; the constitution of three clusters of closely related ministries—economic, socio-political and general infrastructure; and three public service commission’s formation—general, technical and education services. It is needed to be noted that none of these recommendations has been executed[1].

5.4 BUREAUCRATIC RESISTANCE

The positions of the public service faces intimidate by transformations even more

confrontation. The regulations of production followed in the public examine of Bangladesh was commenced in 1975. For instance, the system of government has so distant been winning in resisting any attempt that can pretend a hazard to its central character even if it has been amended [19]. Agendas of a variety of governments this reply has met the devolution. The system of government has productively created obstructions toward ensuring people's contribution. Manageability improvements have hesitated for need of appreciation as well as hold up by the social servants who are accountable for applying improvements that are probable to crash on them, anything the technique is used. In the direction of the obtainable power pattern most social servants take on a protectionist approach, which typically profits vested interest collections as well as themselves. As reduction their tier status, place, and authority and arrange resistance to aggravate reform application they see improvement attempts. In Bangladesh the propensity of most public servants to protect the position quo, is extremely much apparent.

5.5 ELITISM IN CIVIL SERVICE

In the public service exclusiveness is enveloping and similar to centralization and inheritances in the days of the British Raj, regulation inside the civil overall systems well as how public servants cooperate with inhabitants this is reproduced in how dissimilar overhauls have been prearranged closed profession concept fosters elitism [12]. The restricted and convincing deeds of the municipal bureaucracies marked the independent ethos of civic administrative scheme. In Bangladesh, for production public additional self-governing as well as people-oriented, present literature on managerial reform too depicts the exclusive and reliable natures of the Bangladeshi social servants that assist understanding the reasons administrative improvement administrative scheme of the breakdown of victorious implementation of efforts [3].

5.6 CORRUPTION

In both higher self-governing polity and rising lands of the Third earth Bureaucratic bribery is a general phenomenon. But to surround the experience even as in the previous manage mechanism are useful enough, in the final, owing to the slow augmentation of elected institutions, as well as the birthright of royally rule vice has grown to be an usual system of life as well as an institutionalized perform dishonesty is all-pervasive within Bangladesh [20]. Nearly every one kinds of dishonesty be responsible for in diplomacy and management in Bangladeshi is typically known so as to. Financial inducements are the majority widespread form of dishonesty. Abuse of power, nepotism, preferential treatment, deception, patronage, robbery and dishonesty additional forms of dishonesty are. By means of their penalty inlets of cases, shapes of dishonesties are tangled [21]. In Bangladesh these phenomena have by now emerged because an issue impeding the NPM-style improvements. In the privatization of nationalized ventures the forecast of private buildup and patronage sharing are also plain by bribery and over-politicization furthermore [22].

5.7 FACTIONALISM IN THE PUBLIC SECTOR

In Bangladesh the complete organization is at hand on the firm clutch of innate factionalism. Succeeding regimes have been concerned in on stage with the obtainable factional fighting within the open bureaucracy, in sustaining condition quo, as well as in construction awake their individual hold up basin its place of applying broad-based improvement programs. Competition flanked by the generalists and the experts, spoils scheme entrants against recruits from plane to side aggressive examinations, independence fighters against the non-freedom warriors, pro-Awami league against pro-Bangladesh separatist Party public servants, civil servants bottomed on district association with alarmed background against social servants with inhabitant backdrops, and factionalism the innate factionalism has this scope [19]. All these congregations bargain with the political leadership regarding issues affecting their own

interests. They are inclined to increase all-out efforts to halt application if the improvement agenda threatens the wellbeing of meticulous groups.

5.8 Lack of Administrative Accountability and Transparency

A significant part of a democratic scheme is the responsibility. For ensuring responsibility of together the officials and elected officials wherever the nation has the permissible exact to do exercises control openly or not directed, above the officers and politicians social equality creates approving condition. The public servants are expected to be responsible to politically privileged though on equality the elected officials or the voted members of an administration are answerable to the populace upholding controlling excess of system of government is necessary together intended for promoting democracy-and growth in actuality [3]. But, in the civil service the Accountability system is not active. In the Internal mechanism system like hierarchy, rules and regulations do not assist the projected drive. Different External mechanisms such as ministerial supervision, parliamentary committees, and press have not operated in well manner. Transparency still remains strongly unfamiliar to bureaucratic ethos. It is obviously undisclosed and protected meticulously in the matter Decision making method is kept out of the purview of clients and anything of significance. Both absence of accountability and bureaucratic corruption is linked to Non-transparency in the nature of decision making in Bureaucracy. [12].

5.9 LACK OF POLITICAL COMMITMENT

Behind accomplishment of administrative reform efforts the assurance of political management is a dynamic force. The familiarities of the final three decades recommend to the following leadership have-not at all been severe in its endeavor to service the secretarial coordination in Bangladesh. The main political parties forever highlight reforming the administrative system as agitation for electoral conquest. They never interpret their meaning into realism after presumptuous power. As the following management perceives the

instant political expenses of managerial reforms to overshadow the long-run reimbursement with votes each five years short-run political computations have conquered decision structure. [4].

5.10 INABILITY OF THE ADMINISTRATIONS

Almost every one administration unhappily failed to show an odd capacity to understand the advices of the improvement committees as of self-government to the till at the present. Many issues can be distinguished with the incomplete capacity of administration as fine as well. In Bangladesh to offer basic military such as community goods as well as services, monetary infrastructure, law and arrange, judges and the similar to are currently quite obvious as the equivalent market breakdown, which also hold back NPM-style improvements to the marketplace The breakdowns of consecutive administrations in the shape of incapability [22].

5.11 INEFFECTUAL BASIC PUBLIC MANAGEMENT PRACTICES

In urbanized states, NPM is naturally used to get better existing establishments where the organization is already familiar with basic civic management progressions It is recognized that. In most rising countries, counting Bangladesh, hard institutional constructions, rule of the law, proper run structures, proves and steadiness, the public repair system, and answerability systems are everyone absent or unproductive still. As a method of reinventing administration Western states are at the present trying to alter the teachings of classical theory of organization. In that way, despite high-quality meanings, most rising countries have unsuccessful. Merely when the fundamentals of management are in put the teachings of NPM such because planned management, presentation, organization, etc., can be effectual Commentators quarrel that. On set upping a rule-based schemes well as enforcing a manage structure, resulting in many dysfunctional penalty Bangladesh public management has established its deficiencies [4].

5.12 THE ROLE OF INTERNATIONAL DONOR AGENCIES

Bangladesh has for all time remained liable to the heaviness of the global donor agencies in devising as well as reformulating its transformation agendas of being an aid-dependent state. From the confidence that the congregation country is loath and/or not capable to embark on a put forward set of alterations the very impression of conditionality takes. The friendliness of such conditionality of improvement to help package, as of it's especially conception, serve up to wear absent the sustainability of the improvement procedure in fact. By means of little local possession over the procedure the reform procedure in together countries has therefore become a mainly donor-driven procedure [23]. Contributor agency like enormous powering Bangladesh administration conversely.

6. ENSURING SUCCESSFUL ADMINISTRATIVE REFORM

- For public management, establishing a Common Vision.
- In support of providing a construction by means of which to decide targets and objects.
- With the shifting socioeconomic surroundings, to appraise and change mechanisms to retain proper values required via the administration
- Simplifying system of all communal sectors, and after that building public organization extra citizen oriented.
- To institutionalize valuable anti-corruption procedures devised proper mechanisms tended by strict rules.
- On behalf of controlling executive responsibility a sound and well-built political method.
- To embrace the reform works through exercise, incentives, etc. causes the general servants
- To compose political surroundings stable and truthful, efficient, adroit and strong supporting leadership, administration should agree to an

incremental come close to rather than a wide-ranging approach to organizational reform.

- Towards put into portions the reform outline positive thought of the officers.

7. CONCLUSION

Award and complex task is administrative reform. All cannot be skillful in one blow by initial tackling simpler jobs theism provident has to continue and then touching on top of deeper subjects. In Bangladesh the complexity and complication of the job of administrative reform designate that it has in the direction of proceeds slowly. With such ladder as are comparatively simple to getaway Bangladesh has to start. These earnings for currently those lots of the deeper subjects have to be delayed. The burly political will is essential so as to start and apply a broad range of improvement events. The civil service of Bangladesh might keep speed with quickly changing surroundings in public management after that.

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