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Development Compilation
Vol. 17. Number 01. May 2022**THE FRAMEWORK OF PUBLIC ADMINISTRATION IN BANGLADESH****Md. Nahidul Islam**^{*}
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Abstract: Bangladesh's public administration system bears a history of colonialism. Colonial style persists in the entire administrative system in Bangladesh. The British style of helping the entire public administration to become a vital instrument of governance. The constitution of Bangladesh offered the structure of administration encompassing legislature branch, executive branch and judiciary branch. This paper focuses on the public administration of Bangladesh based on the three branches. The paper also focuses on the administrative hierarchy and local government of Bangladesh. Finally, the paper deals with the recent development initiatives taken by the government for the development of administration.

Keywords: Executive, Legislature, Judiciary, Local Government.

Introduction

Public Administration entails both an academic discipline and a professional activity. In practice, PA has remained an integral part of human subsistence from the dawn of human evolution. As a distinct academic subject, Public Administration establishes its own identity in the early twentieth century with the publication of several key works and the establishment of schools of public administration in the United States of America. The relationship between practice and discipline in Public Administration is intimate, but frequently least implied and cherished. In the academic discipline of Public Administration, research can contribute to improvements in practice, while advancements in the latter can improve the prior in advance conceptualizing (Khan, 2000).

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Public administration is thoughtful about the administration of public agendas (Denhardt & Denhardt, 2009). It is a facet of a broader view of administration, and that happens in a political scheme for the achievement of purposes, and aims framed by the political decision-makers (Marume, 2016). It as a discipline has been progressing throughout the years from the time when the Wilsonian call for particular study of 'government' to construct it excluding 'un-business like'. Woodrow Wilson wrote an article titled "The Science of Administration" in 1887, at a time when there was a desperate need to eradicate corruption, increase efficiency, and optimize service delivery in the view of national concern (Chakrabarty & Bhattacharya, 2003). According to Jay M. Shafritz, E. W. Russell & Christopher Borick (2016) "Public Administration is whatever governments go for good or ill. It is public administration's political context that makes it public- that distinguishes it from private or business administration". "Public Administration is an area of intellectual inquiry, a discipline, and a process of activity for administering public affairs" (Khan, 2008). According to Nigro & Nigro (1984) "Public Administration relates to the three traditional branches of government: executive, legislative and judicial". Again, some features delivered by them was all-inclusive about public administration. These are the following:

- a) A public group initiative that is accommodating;
- b) Encompasses all three organs—executive, legislative, and judicial—as well as their interrelationships;
- c) Plays an important role in the formulation of public policy and, as a result, is a part of the political process;
- d) Unimportant modes different from private management; and
- e) Worked diligently with several private organisations and entities to provide services to the public (Nigro & Nigro, 1984).

The key concern of this chapter is provided on the prevailing practice of Public Administration in the Bangladesh perspective and therefore a framework is offered below to explain and analyze that certain section of Public Administration.

Public Administration in Bangladesh

The origins of Bangladeshi public administration can be traced back to the past. Though there have been significant historical achievements during the Hindu, Sultani, and Mughal periods, the state's "present" administrative system has been shaped by nearly two centuries of British monarch authority over the Indian subcontinent. Almost every aspect of Indian life was influenced, and old central institutes were established according to the Standards outlined. Public Administration was the dominant axis that cuts through institutes like the legislature, the executive, and the judiciary. The influence of Public Administration was significant, resulting in the

establishment of a strong civil service system based on authority, regulation, and bureaucracy. British India was rightly a managerial state where the administrative arrangement was victorious and other branches of the government were significantly limper (Khan, 2000).

The Indian Civil Service was initiated progressively and chronologically. The expansion and conversion of the ICS from a mercantilist tune-up to a full-grown civil service were always connected to the societal, political, and financial progress in India for approximately a hundred years. The restructurings which transform the nature and the atmosphere of the ICS was the insertion of the competitive examination as the manner of access to the service, prearrangement for methodical training, and a strategy of continuing Indianization of the civil service. These transformations not only elevated the ICS to one of the world's finest civil services during the latter half of the nineteenth century, but also guaranteed its affiliates a high salary, security of tenure, and the majority of top-level legal and administrative roles at the various layers. Entirely these devoted the Indian Civil Service with massive esteem and gave it noteworthy authority and control in the government of the state (Khan, 2009).

At independence in 1947, Pakistan innates a well-established bureaucratic organization. Throughout this bureaucratic plan, the Civil Service of Pakistan (CSP) was at the epicenter of operations. The CSP was designed to be a direct descendant of the ICS, both in structure and concept (Bribanti, 1966). In large part, the CSP's development, influence, and adaptation had been influenced by the country's peculiar British administrative legacy. Its aristocratic culture-confirmed its unique monopoly on critical policy-generating and policy-executing perspectives within the domain of public service. Without a doubt, the CSP portrayed itself as a plausible successor to entire India's ICS (Khan, 2013b). It was diverse from the British days were cautious efforts to challenge the freedom of the judiciary (Khan, 2000). Little transformations were created in the arrangement. Services were hooked on Provincial Services, Central Superior Services and All-Pakistan Services. Position categorization was presented in which cadres were uprightly alienated into three groups: specialist services, functional services, and generalist-administrative. The services were distinguished into four definite classes horizontally, specifically, class I, II, III, and IV. Therefore, several differences throughout the civil service generated inter-cadre and class clashes that sustained dilapidation of the esprit de corps sentiment in the civil service that was the supreme benefit of the service through colonial periods (Chaudhury, 1963). Management of personnel was centralized by the creation of the Establishment Division beneath the president's office. It framed, implemented, harmonized recruitment, disciplinary act, training

and other strategies, actions, and principles of personnel management of the Central and All-Pakistan Services (Khan, 2013c).

Practices throughout the British and Pakistan eras indicate that Public Administration as revealed in the civil service continued leading vis-a-vis other branches of the government and had lopsided power and effect to form the kind of public rules (Khan, 2000). The administrative arrangement that Bangladesh has at this time has progressed over an extensive phase of time. As a portion of united India, Bangladesh, was under British rule till 1947, once India was fragmented into two sovereign countries: Pakistan and India. Bangladesh was a portion of Pakistan till 1971 (Sarker, 2004). On 16 December 1971, Bangladesh seemed like an independent country after a sanguinary war versus the Pakistani military régime (Mollah, 2011). As liberation in 1971, the outmoded scheme of Pakistan Civil Service was charted. In the Bangladesh period, in different regimes, numerous determinations have been prepared to act organizational transformations of the civil service. These transformations fall into three different periods of political progress in Bangladesh concurring more or less with the tenancy of the three key the Jatiyo Party (JP), the Bangladesh Nationalist Party (BNP), and the Governments of the Awami League (AL), for small phase and the acting government (Islam, 2013).

Legal Framework of Public Administration in Bangladesh

The constitution of a state is a mixture of some philosophies, requirements, and lawful standards grounded on which key national institutes have been intended and founded. It is the elementary authorized outline of a state or government in a written or unwritten form, which determines the atmosphere and formation of its government placing the essential ideologies to which its centre life is to be adapted, it arranges the regime and legalizes, allocates, and confines the jobs of its diverse departments and recommends the magnitude and means of the application of sovereign authorities. Therefore, Constitution indicates a legitimate framework on which the regime and regulations of society are constructed and which decides the relationships between the citizens and the Regime (Islam, 2016). The Constitution, an obsolete multilateral classic, establishes three levels of government, namely the legislative, the executive, and the judicial. However, the Constitution creates comprehensive dissemination of authorities, it does not envision estrangement of powers in its inflexible method (Islam, 2012). Article numbers 48 to 58 deal with the executive organ, article number 65 to 93 deal with the legislative organ, article number 94 to 116 deal with the judiciary organ and article number 59 to 60 express about local government evidently in the constitution of Bangladesh (GoB, 2011).

Legislature

The legislature is a key branch among the three branches of government. This branch generates essential laws for the state. Bangladesh determined a parliamentary democracy after liberation in 1971 wherein instituting an absolute legislature was required. The key thrust was to confirm the sovereignty of the individuals applied through a constitutionally elected representative figure entitled the legislature (Chowdhury, 2000). As per the Constitutional expression, the Legislature is introduced for the roles of the legislative branch of Bangladesh. It is one house of parliament in the state that is called the 'House of the nation' usually acknowledged as 'Jatiya Sangshad' (Islam, 2016).

Bangladesh's Parliament is composed of 300 publicly elected members from several regional areas under the "first past the post" system. In Bangladesh, the constitutional arrangements of the Republic deliver a solid Parliamentary system of Government (Aminuzzaman & Khair, 2017). There is an arrangement of woman's reserved seats along with 300 general members in parliament. These women members of Parliament are to be 'elected' by the generally elected 300 MPs. At the initial period, there were 15 women's reserved seats based on quota for the time of 10 years. The number of reserved seats increased to 30 in 1990 by the tenth constitutional amendment and in 2004, the number of reserved seats increased to 45 through the fourteenth constitutional amendment. This was demonstrated in parliament by changing the ruling party's practice of electing all women's reserved seats from among its members by the fourteenth constitutional amendment, which provided for the proportionate distribution of women's reserved seats among the political parties. The newly approved fifteenth constitutional amendment has amplified to 50 women's reserved seats. From the commencement 9th Parliament, this arrangement for 50 reserved seats for women will endure for ten years (Islam, 2016).

Legislative control is greatly efficient to construct the administration liable. In diverse modes, the Parliament uses its regulatory influence on the administration. The regulatory methods, including others, are committee scheme, financial control, suspension notice, cut motion, question-answer technique, no-confidence motion, commentary of the PSC, formation of the Ombudsman Office, statement of the CAG, question-answer session of Prime Minister, etc. Parliament can pass the law in the pertinent arena, assign authorities, create no-confidence motions, formation of bodies, mention to the standing committees, accept or reject the government's tasks, etc. Parliament can perform an important role to supervise all complications connected to good governance issues. Parliamentary supervision is the regulatory purpose of the legislature. Supervising the government's tasks by the Parliament is crucial in addition to key necessity

in the contemporary framework (Islam, 2013). However, the House has to execute its key role; its committee scheme requires to be reinforced.

Judiciary

The Constitution specified that the judiciary should continue as distinct and sovereign from other organs of government (Khan, 2013d). Good governance essentially stresses and demands a sovereign Judiciary. A comprehensive and sovereign Judiciary is the sine-qua-non of wholesome humanity. Freedom of the Judiciary expresses that the judges are in a situation to provide fairness in line with their pledge of office and simply in keeping with their feelings of rightness without acquiescing to any type of force or effect (Rahman, 2000). The Constitution's Part VI expresses the judiciary. Article 7 delivers entirely powers in the Republic that will be impacted simply underneath and by the influence of the Constitution. The Constitution vests the Prime Minister with executive authority and Parliament with legislative responsibility. It is, however, silent on the issue of bestowing the Republic's judicial authority. The judiciary alone wields judicial authority. There can be no doubt that the Republic's judicial authority is vested in the courts, with the Supreme Court occupying the top position (Islam, 2012). To settle disputes and administer justice, Bangladesh's Constitution provides for the establishment of both higher-order and lower-order judiciaries. A two-tiered system of government governs the courts in Bangladesh. Subordinate courts are one form of court, but the Supreme Court is another type of court. A division of the Supreme Court exists in two parts: the High Court and the Appellate Division (High Court and Appellate Division, respectively). The Supreme Court is made up of the Chief Justice and several other judges who are appointed by the President. Article 114 of the Constitution mandates the establishment of subordinate courts, and as a result, courts have been established to settle criminal and civil case disputes (Aminuzzaman & Khair, 2017).

The 16th Amendment of the Constitution largely modified authorizing parliament to inculcate Supreme Court Judges. Conferring to this revision, parliament can inculcate judges for "demonstrated delinquencies and incapacities" with a two-thirds mainstream in the entire assembly and the legislature can pass a law leading to inquiry of the accusations versus the judges. Therefore, the judiciary is working under the jurisdiction of the legislature which is opposing Freedom of the Judiciary (Islam, 2016). Even though the issue of comprehensive freedom of the judiciary has received a polite acceptance in political language, the issue of its definitive separation from administrative authority does not appear to be a central goal of political dynamism. Although the official separation of the Judiciary from the Executive, it has not been able to meet the public's expectations of an independent organization since the subordinate courts continue to be subject to the Executive's subjective decisions. In addition, scandalous nominations,

abstractions, and manipulation of Judges are regarded to constitute a frequent concession of judicial independence (Aminuzzaman & Khair, 2017).

Executive

In the traditional three-way model, the executive is one of the key organs of the state. However the Constitution constructs a comprehensive circulation of authorities, it does not visualize the split of authorities in its severe form. The executive branch is liable to Parliament and still at the wheel of matters thus it experiences the assurance of popularity in Parliament. It workouts certain legislative authority and accomplishes definite adjudicative roles. The executive is comprised of a Council of Ministers, the prime minister, and the President (Islam, 2012). The influence and authority wielded in Bangladesh by both elected and appointed government employees of the executive and legislative branches serve as a demonstration of the dominance of the ruling party. It is the executive organ that apparatuses rules, plans, and agendas. Upholding law and order and starting progressive actions fall in the arena of the executive and thus the job of employed permanent civil servants becomes serious and inevitable. Therefore, it is common for the propensity to equate the civil service with the public administration of the state (Khan, 2000).

In reality, the Executive organ is the government's strongest organ. Following the Constitution, the Republic's executive influence is exerted via or on the prime minister's authority. The Executive organ has a recurring inclination to undermine the committee system to evade legislative supervision of the Administration. There is no legal obligation to reveal one's resources to the head of a country or Government (Aminuzzaman & Khair, 2017).

Administrative Hierarchy of Bangladesh

Following a brutal war with West Pakistan, Bangladesh gained independence in 1971 and became a sovereign republic. Following the country's declaration of independence, it transitioned to a parliamentary system of governance. It was assumed that the prime minister was in charge of the government and that the president was in charge of the state. A constitutional amendment was passed in the face of rising financial, social, and political calamities, and the government established one-party rule with the president as the supreme authority (Ahmed 1980). It was a temporary experiment, as the administration was deposed by a swarm of military officers in August 1975 after an aggressive takeover by the military. During the period August 1975 to November 1991, the state was administered by regiments of the military and quasi-military. General Ershad's military regime was overthrown in December 1991 as a result of a widespread popular uprising. With the passage of yet another

constitutional amendment in 1991, Bangladesh returned to the parliamentary system of governance (Sarker, 2004). In the years that have followed, the state has been administered under the parliamentary form of government.

Bangladesh's government is divided into two branches: the executive and the legislative. The upper layer is the central secretariat, which is based at the national level and consists of ministries and divisions responsible for implementing policies and operating as a clearinghouse. The supplementary layer is made up of 'line' departments/directorates that support ministries and divisions and are largely in charge of overall administration, facility provision, and the implementation of various sub-national development plans approved by the government (Ahmed, 2002).

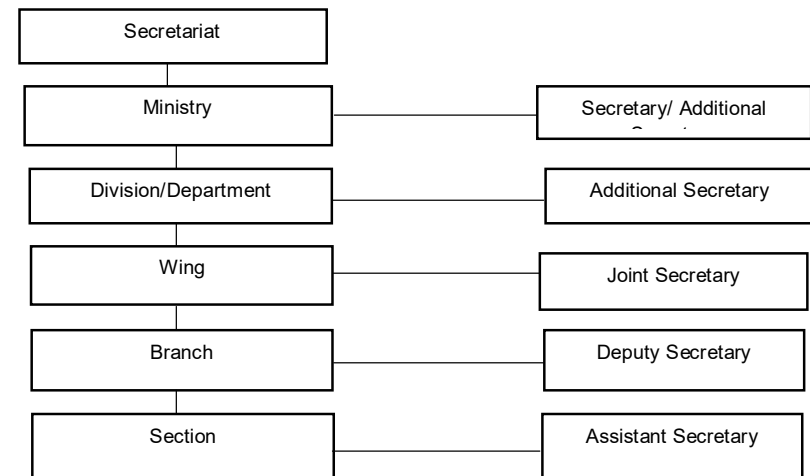


Figure 1: Central Administrative Level/Tiers and Administrators.

Source: Developed and modified from Kim & Monem, 2009; Kalimullah et al., 2013.

The ministries are organized hierarchically. A minister is the ministry's political head, whereas a secretary, or in the absence of a secretary, an extra secretary, is the ministry's secretariat or executive head (Jahan, 2006). The administrative head's primary responsibility is to direct any designated division within a ministry, which includes regular functions, team supervision, and administrative procedures. Additionally, this head makes recommendations to the minister on a variety of policy and administrative matters. A division is made up of several wings, each of which is led by a joint secretary (Kim & Monem, 2009). Each wing has the

authority to directly propose events to the minister for approval. Nonetheless, the customary procedure is for a secretary or an additional secretary to propose each issue to a minister. Each wing is divided into numerous branches, each of which is led by a deputy secretary. The branch is divided into sections, and an assistant secretary is accountable for the staff in each unit (Zafarullah, 1988, cited in Panday, 2018). The foundation of a master plan for carrying out any decisions made by a ministry continues to be the responsibility of numerous departments that support the ministry or division. Additionally, the ministry or division is backed by these departments, which provide critical procedural information and help. The hiring of executives to provide leadership to departments or directorates is determined by the departments' importance. For instance, some departments are led by an official with the pay grade and remuneration of a secretary, while others are led by executives with the titles of additional secretary, joint secretary, or deputy secretary (Panday, 2018).

In Bangladesh, human resource management is governed by the constitution and a collection of statutory and non-statutory directives and principles. The constitution was adopted in 1972 and has been amended multiple times since then, providing a thorough framework for the administration of the civil service and technical management. Relevant constitutional provisions ensure equal opportunity for all citizens in public service and empower the government to enact legislation regulating government employee appointments, working conditions, and career opportunities. The Ministry of Public Administration (MoPA) and the Public Service Commission (PSC) serve as the government's primary personnel organizations. The MoPA has been charged with the general responsibility of supervising important areas of personnel management. Significant decisions are made about the formation of a cadre, its composition, and effectiveness, as well as recruitment and advancement guidelines (Siddiquee, 2003). Additionally, the MoPA is accountable for the initial recruitment of each cadre of service officers, as well as the disciplinary activities and professional development of senior-level administrators in the Secretariat and external layer. On the other hand, the PSC functions as a constitutional authority, responsible for directing all examinations and inspections to select qualified individuals for public service employment (Kim & Monem, 2009). Additionally, it is believed that it will suggest the regime's personnel policies and working conditions.

There is field administration under the state-level functioning throughout the country (Panday, 2018). We generally understand by field administration as the employees posted away opposite to its headquarters into the state, to continue its function from the various sub-centers in the easily accessible to the citizens. Truly, scarcely 25 percent of the function of the prevailing administration is arranged in the principal seat, termed

headquarters, and then 75 percent of its function is accomplished in the disseminated area of the state entitled fields. It is just by the field staff that management can influence the citizen, to perform or govern (Obaidullah, 1999). It signifies a multifarious hierarchical standard and lacks constant rule and control. The field administrations that prevail in Bangladesh can largely be categorized into four classifications (1) common purpose of administration viewed as the apex body that characterizes national administration, (2) supervisory divisions, (3) development divisions, and (4) service delivering organizations. Excluding a small number, about all ministries are existent in Divisions and Districts with their officials. At the divisions and the district levels, the Divisional Commissioner and Deputy Commissioners are respectively considered the central government's representative figure and common-purpose administrators. A comparable tendency can be perceived at the Upazila layer. There seen 30-35 departments working at the Upazila level and have their offices. The Upazila Nirbahi Officer (UNO) acts for the central government with a common purpose to supervise but not act as an administrator. At the union level, there are 13 offices of 7 ministries are exist for development and service delivery. However, there is nobody on the route of the common administrative ladder at the union level. All the government functionaries regardless of whether they are common, distinctive, and supervisory or service delivery purposes are uprightly connected with their parental departments and ministries. Horizontal links and accountability apparatus very slightly endure at every layer of field-level administration. Through the committee technique, there are some relaxed and Adhoc synchronization apparatuses amongst government departments that are practically not operative (Ahmed, 2016).

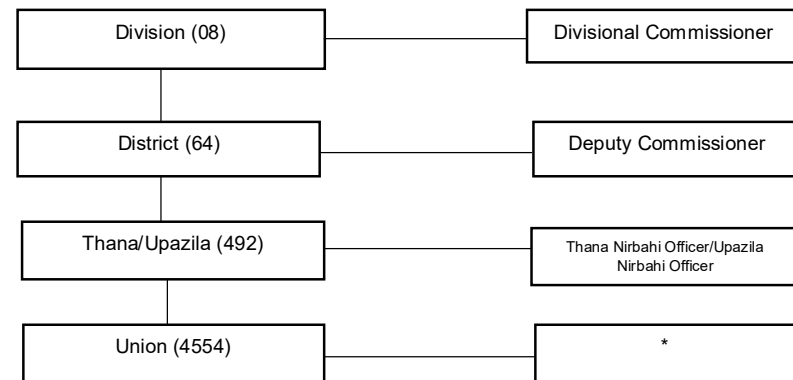


Figure 2: Field Administrative Level/ Tiers and Administrators.

Source: Modified from Ahmed, 2016; Obaidullah, 1993.

Local Government

Local government is extensively familiar in all the developing nations as a vibrant functional practice for confirming the grass-root layer of democracy and participatory progress. Bangladesh is not excluded. The idea of local government is fairly deep-rooted in Bangladesh. It has not been observed in a sound position grounded on participatory and democratic standards. Quite the contrary, the central mechanism has enabled a controlling bureaucratic arrangement in such a way that it now regulates every aspect of life for the indigenous people. Local government is justified by the need for any layer of government to delegate authority or responsibility for planning, decision-making, administration, or resource allocation to its local units (Sarker, 2006). It is at the base of a pyramid of governmental organizations, with the national level of government at the top and the intermediary level of government, i.e. the state level, in the middle. Local government operates cooperatively in urban areas dubbed urban local government and rural areas dubbed rural local government (Sachdeva, 2011). Bangladesh now has two distinct types of local government establishments: rural and urban. Local administration in rural areas is characterized by a hierarchical system comprised of three tiers: Union Parishad, Upazila Parishad, and Zila Parishad. On the contrary, Pourashavas and City Corporations comprise the urban local government (Siddiqui & Ahmed, 2016).

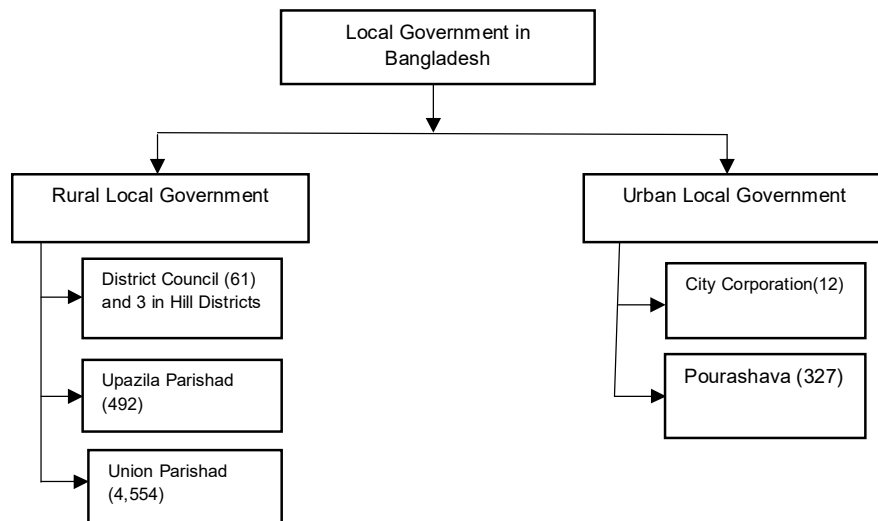


Figure 3: Local Government in Bangladesh.

Source: based on Wikipedia, (n. d.)

As per the constitutional arrangement (Article 59), the Government of the people's republic of Bangladesh is assumed to create local government institutes at each layer of administration under the central government. Regrettably, we have had incessantly only one institution at the local layer that is Union Parishad since the independence of Bangladesh. The second layer is Upazila Parishad at the subdistrict level created the second phase with an intermission of 18 years in 2009. The Zila Parishad or District Council has not revitalized its democratic practice since its independence. The institutions have never been a matter at the divisional layer in Bangladesh. There was an institution at the divisional layer in the basic democracy pattern throughout the Pakistani era (Panday, 2011).

Contemporary Developments

In the 21st century, all the governments are facing challenges is to generate a scheme of governance that encourages and maintains an effective financial interface and that, together, developments in the safety, health, and wellbeing of their populations. Public administration is essential to be reinforced, particularly in developing states, but governments need to accomplish the purposes compulsory to endorse collectively reasonable and sustainable financial development, generate empowering policies for involvement in a globalizing economy, and fight against poverty (Khan, 2013a). The society of Bangladesh has a solid wish to sustain the essence of freedom and to institute good governance and fairness. Sophisticated and skilled personnel, initiation of ICT in administration, consolidation of democratic societies, ascertaining rule of law, blocking corruption, and lessening poverty and imbalance are the crucial faces that have been confronted by Bangladesh society currently (Ahmed, 2019). Bangladesh achieved well in the Millennium Development Goal marks and its economic growth was attained at an average rate of 6 percent each year. Bangladesh is currently playing a key role in innovation added push and admiration from development partners recent the years as in the extents of poverty alleviation, disaster lessening, and financial administration. In the previous decade, Bangladesh hired concepts from other states, adjusted them, and ascended execution to help its 161 million people in the extent of innovations in public service. The achievements from these innovations are countable in the footings of time and assets. The innovations embraced the strength of digitized public service structurings in achieving the Sustainable Development Goals, particularly Goal number 16 and 17 (GoB, 2017).

Innovation has been considered as the leading slogan in the previous few periods (Hosain, 2017). The present government with the Vision 2021 of improvements in the civil service, for example, to embrace a national integrity scheme deal a reward for ICT, digitization and innovation for delivery of service, and performing of right to information act, all are the marks for the renovation of public service. Till these have been stimulated more by a political revelation for public-centred management and 'digital

Bangladesh' than focused by NPM-steered philosophy. The civil service needs to work on the government's improvement program to appear the vision of Bangladesh to be a middle-income state by 2021 and to remain to be an example for progress in the entire world (Haque & Haque, 2019). A training package was accepted by the Bangladesh government and DFID entitled "Managing At The Top" or MATT to progress the specialized skills of government personnel of Bangladesh. A quality improvement package was announced under MATT entitled "Performance Improvement Plan" (Khan, 2017).

The key inventiveness in the Access to Information Agenda of the current government, intentions to attain the two citizen-based supports of the Digital Bangladesh program to joining citizens and providing services to the peoples' entrances, such as "the Union Digital Centre (UDC)". The digital center is accommodated at a visibly available place, for instance, a Union Parishad Workplace, and are operated by rustic individuals or native entrepreneur. The centers have already developed the recognition by people in the choice of some significant role as labour registration, birth registration, student registration issues, etc. The government of Bangladesh has propelled national web portals comprising 64 districts of Bangladesh with the purpose of comfort in getting information and services online. Health, education, business, agriculture, and district profiles have been organized for populations. The national web portals also serve the prospect of receiving information about the everyday tasks, notices, and circulars from the public institutions. In Bangladesh, District E-Service Centers (DESC) have been initiated for improved service delivery to the population with the initiation of the DESC wishes to end the age of over 200-year ancient outdated modes of delivering government facilities, which repeatedly instigate distress to the masses. The most usual and regular tasks of the DESC are requests from citizens for receiving facilities, requests for Porcha, and certified applications, in addition, to understanding the situation of advancement of application by tracking scheme (Rahman, 2017).

Devising of "Citizen Charter" is one more reconstructive job by the government of Bangladesh for acceleration in administrative transformations. "Citizen Charter" was disseminated in all public offices in 2007 to confirm firm and better facilities for society. In 2010, an additional "Citizen Charter" was propelled with assistance from UNDP in a project of Civil Service Change Management. Each government workplaces are under a responsibility to attend to individuals rendering to Citizen Charter and people come to understand their claims and opportunities in particular by watching at Citizen Charter (Khan, 2017).

The Bangladesh government assessed to begin 'Government Performance Management System' (GPMS). It was considered one of the key wide-ranging intrusions to progress output and service provision in the government sector. The GPMS is a structure that has been framed to

boost the efficiency of government policies and service delivery of states in South Asia. The primary weight after public-sector administration is to confirm that particular government managements instigate to progress their emphasis on constructing outcomes that bring advantage to the societies, construct public trust, and begin and endure management arrangements and performance-centered administrative cultures, accompanied by other associated exercises in the public sector organizations. The arrangement works on an outcome-centered administration by holding administrations liable at the consequence and production level and delivering flexibility at the activities in the input layer. Moreover, the intention is to reinforce decentralization by confining the functions of the central level organizations to the planning, policymaking, monitoring, assessing, and providing execution flexibility at the local level (Rahman, 2018).

Conclusion

The shifting roles, duties, and relations with citizens, government, and the procedure of governance around the world have suave the means for increasing attention to the readiness of public administration to encounter the recently ascending challenges (Khan & Naziz, 2013). The functioning technique of our administration has depleted across optimistic variations and it has also introduced rationalized democratic opinions. The participation of individuals in policy construction and execution of policies is an innovative aspect in contemporary Bangladesh. The combined fruitful innovations of the government and the state's citizens have employed us on the road of affluence and this accelerative hike will remain till we arrive at our definitive objective. Bearing in mind the government's promises, support from government establishments, and our strong willpower the prevailing time has come in Bangladesh (Khan, 2017). To assist the determination of cultured and reformist unions the administrative scheme is essential to experience a procedure of rejuvenation and replenishment. Visibly with such unproductive devices, the less advanced and developing states of the 21st century cannot prospect to confirm expressive persistence and advancement. This can be attained simply by strong political leadership that has a long-term vision, is well-judged, and promise the source of a methodical and congruent organization that only can carry the preferred technological development with all-around financial affluence.

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