

Yet another arms seizure

How long before we get to the bottom?

WE have been always prompt in praising our civil armed forces, the BDR, or the army whenever they hogged news headlines by hauling arms and ammunition from criminal dens, other clandestine places, or simply en route to some unknown destination. Consistent with the tenor of our treatment of news in this category, the latest seizure of a huge cache of fire arms at Naikkhongchhari in Bandarban, is appreciated for what it is worth. Indeed, the BDR's efficiency in getting to the arms den having been apparently duly aided by a tip-off that did signify a healthy public cooperation in security matters, merits a round of applause for both.

Let's not forget that in the last one and a half months alone, quite a few arms seizures have taken place, and significantly, in the same upazila which is close to the Myanmar border. If anything, the trend is bound to spawn speculations and theories of all kinds fuelled by the lack of successful investigations leading to identification of sources, the buyers or recipients of the weapons, the smuggler-dons, the destinations these were consigned to, and the specific purposes behind the underworld operations. It is absolutely necessary that rackets and networks clearly working to sabotage national security and peace, apart from the small time operators, are apprehended and fully neutralised. There is a strong suspicion that Bangladesh is proving vulnerable as a conduit for arms smuggling. This is not to suggest though, that the weapons are all for external use, quite some might well be for internal use for militant or destabilisation purposes.

It was quite sometime back that the Chittagong arms haul, the biggest to-date in the country, took place; one would have thought that the security forces hugely alerted by it had made the territory safe, by now, from arms smuggling or proliferation of caches in the hideouts of criminals and gun-runners with ulterior motives.

Pending probes have a way of encumbering any newly-launched investigation. That's why, we have to clear the backlog investigations based on a few known hypotheses so as to be able to achieve the best result with any new investigative challenge. It is understood that US arms experts had visited Naikkhongchhari, but were apparently intrigued by the erasing of the brand names and the names of the manufacturing countries from the seized weapons. To our mind, there is an obvious networking behind the clandestine operations, which may be regional or international in nature so that it's highly imperative that regional and international cooperation is actively solicited by us to stem the trafficking of fire arms.

Community clinic management

Government-NGO partnership should yield positive results

THE health ministry's decision to run 12,000 community clinics at the union level through NGOs and local community groups is indeed a solid step towards giving the people and organisations working for community development a greater role in the primary healthcare delivery system.

The move has surely been prompted by the lacklustre performance of the health sector in the rural areas, despite the fact that our community healthcare structure could be a role model for any developing country. But management of the community clinics, which could have served as the nucleus of primary healthcare, has been far from satisfactory. Many of the clinics have been reduced to sign-board entities.

It seems the plan is to infuse life into primary healthcare through bringing in NGOs and other community groups as management partners in running the clinics. The issue is a much talked-about one but was never acted upon in the past. The logic behind inviting NGOs to run the clinics is a sound one, since these are organisations having a working familiarity with the needs and problems of rural people.

The plan also fits into the scheme of decentralisation and people's participation in important areas of public concern. The government will retain its position as provider of logistic and manpower support for the clinics. But one important aspect envisaged in the new plan is that special incentives will be given to the doctors by the managements of clinics. The doctors who now face charges of playing truant will find their assignments in clinics more lucrative. The new idea also opens up a wide array of other possibilities that can be explored to raise the quality of healthcare at the lowest level.

The investment that was made to build the primary healthcare structure was acclaimed by all concerned, but it failed to attain its main objective of providing regular and reliable healthcare to the masses. The idea that is being tried here might open new vistas for cooperation and interaction between the government and NGOs in other sectors as well.

All concerned should make sure that the new plan is implemented properly and that the people get the services they badly needed.

ME peace process: The way ahead



MUHAMMAD ZAMIR

THE Middle East conflict continues to be one of the major problems in international relations. It is likely to remain so for years to come, in an area of conflict and violence.

The current scenario requires that the international community works with both sides in promoting peace and democracy in the region. The recent US elections, the Palestinian presidential elections scheduled for tomorrow, and the possible withdrawal of Israeli troops from Gaza have juxtaposed to open a "window of hope." They have rekindled the process aimed at achieving stability and lasting peace in the region.

Any discussion of this issue will have to take into account three agreed factors that are inter-woven closely together. The first relates to the existing roadmap. It is probably the best way forward, with disengagement on the Israeli side, an important first step. The second refers to the economic situation in the region, particularly for Palestinians. This is worrisome. Fighting has to end before this issue can be tackled in a holistic manner and rehabilitation achieved. Lastly, understanding that the international community and regional partners have a particular responsibility to assist Palestinians, in their quest to preserve stability ahead of the presidential elections scheduled for January 2005.

In this context, it also needs to be particularly appreciated that recent changes have impacted on chances for renewed peace efforts between Israelis and Palestinians. These

include security reform, a peaceful and democratic hand-over of power in Palestine and the implementation of a three-year plan to lead from crisis to recovery in the Palestinian territories.

However, one aspect will remain crucial for any chance of success -- Israel refraining from any interference in the forthcoming voting process and allowing fair elections to go forward. This is important, given the fact that the presidential election is expected to be the first of

tinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

inside Israel. This needs to be done to ensure a degree for stability. Otherwise, even if Israel states that it is willing to fulfil its roadmap commitments, such assertion might be of just face value. It will definitely curtail that Government's willingness to proceed. It will also reduce that Government's ability to assist in the revival of the Palestinian economy. That in turn will hamper the viability of the future Palestinian state.

At the same time, the Quartet will

will strengthen the hands of the new Palestinian leadership and enable them to restore law and order and also bring back their security forces under the control of the government.

It also needs to be recognised that the mere holding of an election now will not resolve radical feelings. If Hamas indeed boycotts the electoral process, achieving a provisional ceasefire would be questionable.

What is required is a strong transatlantic vision for the region and collaboration with the international community. It has to be accepted by the Quartet that the parameters of a solution for Israel's secure borders indirectly depends on the final status of Palestine. There is no longer any time to sit back and let the situation deteriorate further. The EU in particular has to understand this. The possible future enlargement of the EU to include Turkey, would give it a directly shared border with the region.

The Quartet has to move beyond their limited matrix. Innovative solutions need to be brought in. The European Neighbourhood Policy might be a functional tool in this regard. This could be the carrot for Israel's withdrawal from occupied territories. On the other hand, the Quartet could mould Palestinian public opinion on the streets by offering assistance and financial aid to the Palestinian refugees and internally displaced persons as a basic tenet of their future development policy. Such a step will strengthen the functional abilities of the moderate Palestinian Authority and enhance chances of stable democracy and free markets.

A viable Palestinian state cannot exist within Gaza only -- if only for economic reasons. Both sides have to be clear about what's at the end of the road. This has to include both states living in security. They face common challenges that need pragmatic solutions.

Muhammad Zamir is a former Secretary and Ambassador -- any response to mzamir@dhaka.net

POST BREAKFAST

Mere holding of an election now will not resolve radical feelings. If Hamas indeed boycotts the electoral process, achieving a provisional ceasefire would be questionable. What is required is a strong transatlantic vision for the region and collaboration with the international community. It has to be accepted by the Quartet that the parameters of a solution for Israel's secure borders indirectly depends on the final status of Palestine.

a series of elections to be held in the near future, including municipal and parliamentary elections.

The economic situation in the Palestinian territories is very delicate. Four years of closure has caused the worst recession in its history. Checkpoints and other physical impediments to trade and the free movement of goods, have led to poverty creeping into the population.

It is now estimated that half the Palestinian population live under 2 dollars a day, with 26 per cent of them unemployed. This figure is projected to rise to 34 per cent by the end of 2006. Such a scenario is expected to impact on the general population. European economists are already warning that the percentage of population living under poverty might eventually rise to 54 per cent in three years.

The problem is further compounded by the fact that thousands of Palestinians have lost their homes in Israeli raids. This in turn has created tens of thousands of additional Palestinian refugees.

Today, the ball is no longer confined to the resource starved Pales-

tinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

Relevant parties interested in bringing about stability need to act from now. A strategy has to be drawn up anticipating the "day-after" scenario that might follow Israeli withdrawal from Gaza. The Quartet should agreed and develop a detailed plan, by which, a monitoring scheme will eventually enable both sides to fulfil their agreed requirements.

Today, the ball is no longer confined to the resource starved Palestinian Authority. A peaceful transition after Chairman Arafat requires both political and financial support by Palestine's neighbours and its international partners.

The four members of the Quartet (EU, US, Russia and the United Nations) have to spell out how disengagement can be initiated as an integral part of the roadmap. Israel also has to be held responsible to its promises, particularly in the implementation of the roadmap on the ground. This is basic and funda-

mental and related to the time frame for the negotiation of permanent status for Palestine. This is also interconnected with a full Israeli settlement freeze and an upholding of the 2000 agreement on a bilateral ceasefire to enable viable political stability to be achieved.

One aspect needs to be understood by the Quartet. A two-state solution will be that much more difficult, if Israel continues to build both settlements and the wall. Similarly, continued military action against Palestinians by the Israelis can only further endanger the peace process. Such steps will further erode chances of guaranteeing and end to violent attacks by Palestinian radicals.

have to assist the new Palestinian Authority in the key challenge of maintaining unity and achieving a smooth and democratic transition of power.

This is an extremely significant juncture in Palestinian history. The reestablishment of contacts between the US and Palestinians and the willingness of the EU and the US to help Palestinians in dealing with the ongoing transition will be of importance in the coming months of this "stabilisation phase." They have to seize this opportunity. Abu Mazen is a leader with vision. He is genuinely respected internationally and is considered "a man of just and lasting peace." One hopes that he will be able to build on his past experience in leadership.

Both the international community and the wider Arab world will have to support the Palestinians in this difficult time and help create the minimum conditions for necessary cohesion. This process can be facilitated by Israel withdrawing to the September 2000 agreed lines, increasing their financial transfers to Palestinian territories and ending their reprisal killings. These factors

Functioning of democracy

Office of Ombudsman and equilibrium in pay scales can go a long way

ABDUL KHALEQUE

IN a democracy, the government usually performs core functions and leaves other matters to the community with direction and regulatory rules, emphasising national needs and policies. An effective functioning of democracy with emphasis on transparency and accountability has been largely regarded as a key factor in good governance.

In reviewing the functioning of democracy in Bangladesh, we may sadly observe that the parliament is not the hub of all political activities. It has badly suffered from boycott, walk-out at the slightest pretext as a routine affair of major parties. The quality of parliamentary discussions and political debates lacks homework; discussions and debates usually centre round political personalities and not issues. The constitutional provision (Article 70) that forces and MP to toe the party line has made democracy fairly unreal in the parliament and outside. The MP cannot exercise his personal conscience and interest. The parliament is to an extent occupied by ex-bureaucrats and ex-military officers and business tycoons, and not by professional politicians, high calibre intellectuals, eminent educationists, doctors, engineers, lawyers and such other personalities who do not have money enough to enter the vote-market. Nobody cares for the ceiling of election expenditure set by the Election Commission. Clandestine expenditure to influence voters is alleged in elections.

Bangladesh has a long list of laws and procedures enacted or imposed by native and foreign rulers and military regimes. The appropriateness of such laws and procedures along with the laws known as black laws enacted in independent Bangladesh is a big question mark now in the context of human rights and constitutional liberty. By and large, there is pronounced disregard for law in the country. Improper and inadequate law enforcement and absence of its professional sense and sanity are household themes.

For thoughtful and insightful law-making, it is sometimes suggested that Bangladesh should have a bi-cameral legislature in which, outstanding lawyer and religious, ethnic professional, vocational, peasant, doctor, engineer, scientific and technological groups etc. would find representation in order to improve the process of law-making in the light of their experience, knowledge and prudence. There has been struggle of women organisations for adequate reserved representation in the elective process of the parliament, in all self-governing institutions and everywhere else in the government of the country

including the judicial and the defence services and various commissions.

Enormous amount of details are to be worked out for a concrete blueprint of administrative reform. We have just barely presented the salient problems of such reform. To start with, we must mention that neutrality is the essence of public service and that a one hundred percent honesty is the minimum qualification for a public servant who is required only to serve and not to rule. The word "Administrator" begets arrogance and it must be dropped from democratic vocabulary. Arrogance of power is usually cited as the hall-mark of Bangladesh public officials (bureaucrats). Political control over bureaucracy is conspicuously absent. In our opinion, civil services must not have a "defence flavour" in any form.

Inter-relationship among 29 cadre services is now bitter to the extreme. The over-bearing attitude of some cadres over others has jeopardised the efficiency of public

services as a whole. In Bangladesh, magistrate of the colonial days is still engaged in lower criminal justice system and members of the "Administrative Service" occupy posts of each and every ministry as a matter of right. In order to put an end to such a situation it seems feasible that the 29 cadres should be fixed as far as possible in terms of their ministries concerned for a full career, with a general cadre left to man miscellaneous non-cadre jobs. Recruitment, training, promotion prospect etc. should be made on the basis of the needs of the ministry concerned, so that no cadre can enter another laterally or vertically.

There should be code of civil service conduct approved by the parliament for each and every cadre. The disciplinary rules and the punishment procedures and practices now prevailing should be thoroughly examined by a competent political committee for parliamentary approval in order to ensure quick and rational punishment for any delinquency which should include, among other things, misdeemeanor also. In our bureaucracy, industry, mills and factories and educational institutions there is no work culture worth the name at any level. Lack of punctuality and responsiveness to public need have been a standing calamity in public services of the Republic.

To deal with corruption of various grades of public and private services, corporations and of autonomous and semi-autonomous bodies including speed-money, hundi and share in miscellaneous contracts, distributions and purchases there is need for a permanent "Constitu-

tional Anti-Corruption Commission".

The appointment of "Ombudsman" with necessary authority to deal with "certain types of complaints" with independence against Members of Parliament, Ministers and statutory bodies and top bureaucrats (civil and non-civil) will be another step to alleviate delinquency and also corruption. The report of the Ombudsman will go to every session of the Parliament for direction for further action. The Ombudsman will generally monitor the functioning and performance of government offices, courts, autonomous and semi-government institu-

tions.

For economic and social uplift Bangladesh needs thorough administrative reform. According to management experts, government-owned enterprises are overstaffed, that is, too many persons are employed for the amount of work that is actually done. Any attempt at reduction of the staff as a reform measure becomes extremely risky proposition in view of political and trade union opposition and the civil servants' protest which may paralyse the administration.

The concept of national capability to deal with such risk is critically important. The concept of golden handshake is helpful in the nation's overall interest. One important component of national capability is the efficiency and steadfastness with which the national government can defend the national interest in face of domestic, private and international pressures.

With the increase in the role of the private sector, the NGO's and the

international sector in economic development, the importance of a administrative reform has increased. One of the major problems faced by Bangladesh economy now is the burden of bad loans of the government-owned financial institutions given to private sectors without proper assessment of their recovery prospects. In spite of good works done by the NGO's, it has been felt the NGO's need national supervision so that their works may serve cohesive national interest. The essential supervision in respect of NGO project calls for permanent and capable civil service authority in the administration. With respect to

the negotiations of the government with various foreign and multinational authorities in matters of contracts it is necessary that the permanent civil servants undertake responsibility on behalf of the government to protect national interest and resist pressure or lure of private gains.

In fact, Bangladesh needs an efficient civil administration capable of guarding her national interest in the aid dependence of her economy. It is the responsibility of the civil service together with the political leadership to ensure that the foreign aid actually serves national interest. In project selection, designing and execution, the role of the permanent technocrat service can hardly be over-emphasised. Bangladesh by all means needs a civil and technological and technocrat administration of high quality and integrity to mobilize and utilise domestic resources and undertake project for effective completion.

For high quality public service,

the negotiations of the government with various foreign and multinational authorities in matters of contracts it is necessary that the permanent civil servants undertake responsibility on behalf of the government to protect national interest and resist pressure or lure of private gains.

In fact, Bangladesh needs an efficient civil administration capable of guarding her national interest in the aid dependence of her economy. It is the responsibility of the civil service together with the political leadership to ensure that the foreign aid actually serves national interest. In project selection, designing and execution, the role of the permanent technocrat service can hardly be over-emphasised. Bangladesh by all means needs a civil and technological and technocrat administration of high quality and integrity to mobilize and utilise domestic resources and undertake project for effective completion.

For high quality public service,

the negotiations of the government with various foreign and multinational authorities in matters of contracts it is necessary that the permanent civil servants undertake responsibility on behalf of the government to protect national interest and resist pressure or lure of private gains.

In fact, Bangladesh needs an efficient civil administration capable of guarding her national interest in the aid dependence of her economy. It is the responsibility of the civil service together with the political leadership to ensure that the foreign aid actually serves national interest. In project selection, designing and execution, the role of the permanent technocrat service can hardly be over-emphasised. Bangladesh by all means needs a civil and technological and technocrat administration of high quality and integrity to mobilize and utilise domestic resources and undertake project for effective completion.

For high quality public service,

the negotiations of the government with various foreign and multinational authorities in matters of contracts it is necessary that the permanent civil servants undertake responsibility on behalf of the government to protect national interest and resist pressure or lure of private gains.

In fact, Bangladesh needs an efficient civil administration capable of guarding her national interest in the aid dependence of her economy. It is the responsibility of the civil service together with the political leadership to ensure that the foreign aid actually serves national interest. In project selection, designing and execution, the role of the permanent technocrat service can hardly be over-emphasised. Bangladesh by all means needs a civil and technological and technocrat administration of high quality and integrity to mobilize and utilise domestic resources and undertake project for effective completion.

the compensation for service should be comparable with private sector and international compensations as a reasonable step. We are in favour of lump salary in place of prevailing "part-cash" and "part in-kind" salary for adjustment of compensation with inflation.

The central question of any service is the compensation (salary) that is paid for that service. In Bangladesh, co-existence of three pay scales prevails. One such pay scale mainly relates to top positions in foreign companies, donor agencies, international organisations, foreign NGO's etc. It is not possible to ensure an equilibrium of the top civil servants' compensation with such international compensations. The private sector generally pays less than the international scale but more than the government service scale. This disequilibrium is the actual financial strain in government service. Can Bangladesh come out of such a disequilibrium of pay scale in order to stop brain-drain and thereby to increase the nation's capability to safeguard its national interest? We think, Bangladesh cannot.

Bangladesh civil service pay scale is not strictly related to any standard which can satisfy an employee. With a basic pay and its gradual increments are added house-rent, dearness allowance, medical benefit, gratuity, pension etc. Some of these are determined by percentage of the basic pay, others are related to different bases. In kind also compensation is paid. For example, government housing, transportation facilities, allotment of government plots for house building etc. It is an economic principle followed in many countries that lump sum cash payment of the total market value of compensation is always welfare-enhancing for the recipient, compared to part of it in kind. This means that lump sum cash payment enhances welfare without requiring any budgetary increase in expenditure. This may sometimes lead to budgetary savings also.

Abdul Khaleque is a former I/G of Police.

the compensation for service should be comparable with private sector and international compensations as a reasonable step. We are in favour of lump salary in place of prevailing "part-cash" and "part in-kind" salary for adjustment of compensation with inflation.

The central question of any service is the compensation (salary) that is paid for that service. In Bangladesh, co-existence of three pay scales prevails. One such pay scale mainly relates to top positions in foreign companies, donor agencies, international organisations, foreign NGO's etc. It is not possible to ensure an equilibrium of the top civil servants' compensation with such international compensations. The private sector generally pays less than the international scale but more than the government service scale. This disequilibrium is the actual financial strain in government service. Can Bangladesh come out of such a disequilibrium of pay scale in order to stop brain-drain and thereby to increase the nation's capability to safeguard its national interest? We think, Bangladesh cannot.

Bangladesh civil service pay scale is not strictly related to any standard which can satisfy an employee. With a basic pay and its gradual increments are added house-rent, dearness allowance, medical benefit, gratuity, pension etc. Some of these are determined by percentage of the basic pay, others are related to different bases. In kind also compensation is paid. For example, government housing, transportation facilities, allotment of government plots for house building etc. It is an economic principle followed in many countries that lump sum cash payment of the total market value of compensation is always welfare-enhancing for the recipient, compared to part of it in kind. This means that lump sum cash payment enhances welfare without requiring any budgetary increase in expenditure. This may sometimes lead to budgetary savings also.

Abdul Khaleque is a former I/G of Police.

the compensation for service should be comparable with private sector and international compensations as a reasonable step. We are in favour of lump salary in place of prevailing "part-cash" and "part in-kind" salary for adjustment of compensation with inflation.

The central question of any service is the compensation (salary) that is paid for that service. In Bangladesh, co-existence of three pay scales prevails. One such pay scale mainly relates to top positions in foreign companies, donor agencies, international organisations, foreign NGO's etc. It is not possible to ensure an equilibrium of the top civil servants' compensation with such international compensations. The private sector generally pays less than the international scale but more than the government service scale. This disequilibrium is the actual financial strain in government service. Can Bangladesh come out of such a disequilibrium of pay scale in order to stop brain-drain and thereby to increase the nation's capability to safeguard its national interest? We think, Bangladesh cannot.

Bangladesh civil service pay scale is not strictly related to any standard which can satisfy an employee. With a basic pay and its gradual increments are added house-rent, dearness allowance, medical benefit, gratuity, pension etc. Some of these are determined by percentage of the basic pay, others are related to different bases. In kind also compensation is paid. For example, government housing, transportation facilities, allotment of government plots for house building etc. It is an economic principle followed in many countries that lump sum cash payment of the total market value of compensation is always welfare-enhancing for the recipient, compared to part of it in kind. This means that lump sum cash payment enhances welfare without requiring any budgetary increase in expenditure. This may sometimes lead to budgetary savings also.

Abdul Khaleque is a former I/G of Police.

the compensation for service should be comparable with private sector and international compensations as a reasonable step. We are in favour of lump salary in place of prevailing "part-cash" and "part in-kind" salary for adjustment of compensation with inflation.

The central question of any service is the compensation (salary) that is paid for that service. In Bangladesh, co-existence of three pay scales prevails. One such pay scale mainly relates to top positions in foreign companies, donor agencies, international organisations, foreign NGO's etc. It is not possible to ensure an equilibrium of the top civil servants' compensation with such international compensations. The private sector generally pays less than the international scale but more than the government service scale. This disequilibrium is the actual financial strain in government service. Can Bangladesh come out of such a disequilibrium of pay scale in order to stop brain-drain and thereby to increase the nation's capability to safeguard its national interest? We think, Bangladesh cannot.

Bangladesh civil service pay scale is not strictly related to any standard which can satisfy an employee. With a basic pay and its gradual increments are added house-rent, dearness allowance, medical benefit, gratuity, pension etc. Some of these are determined by percentage of the basic pay, others are related to different bases. In kind also compensation is paid. For example, government housing, transportation facilities, allotment of government plots for house building etc. It is an economic principle followed in many countries that lump sum cash payment of the total market value of compensation is always welfare-enhancing for the recipient, compared to part of it in kind. This means that lump sum cash payment enhances welfare without requiring any budgetary increase in expenditure. This may sometimes lead to budgetary savings also.

Abdul Khaleque is a former I/G of Police.

the compensation for service should be comparable with private sector and international compensations as a reasonable step. We are in favour of lump salary in place of prevailing "part-cash" and "part in-kind" salary for adjustment of compensation with inflation.

The central question of any service is the compensation (salary) that is paid for that service. In Bangladesh, co-existence of three pay scales prevails. One such pay scale mainly relates to top positions in foreign companies, donor agencies, international organisations, foreign NGO's etc. It is not possible to ensure an equilibrium of the top civil servants' compensation with such international compensations. The private sector generally pays less than the international scale but more than the government service scale. This disequilibrium is the actual financial strain in government service. Can Bangladesh come out of such a disequilibrium of pay scale in order to stop brain