

Organisation : Directorate of Higher Secondary Education

Ministry : Education and Science

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size	
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size				Changes from ARC
Not mentioned	A new Directorate proposed	I			47		- 47	<ul style="list-style-type: none"> <li>ARC's proposal for creation of such new organisation is not justified.</li> </ul>	I	- 47
		II			1		- 1		II	- 1
		III			98		- 98		III	- 98
		IV			47		- 47		IV	- 47
		Total			193		- 193		Total	- 193
		<p>IMPLICATION FOR CHANGE: ARC's proposal for creation of such new organisation is not justified.</p>								

Organisation : Bangladesh Bureau of Educational Information and Statistics  
(BANBEIS)

Ministry : Education and Science

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
1977	Proposed to abolish this organisation and to place its activities under the three Education Departments	I					<ul style="list-style-type: none"> <li>Should be considered for implementation in view of the observation made by ARC that an organisation is not feasible only to gather, document and compile data</li> </ul>	I	
		II				II			
		III				III			
		IV				IV			
		Total		42		-42		Total	-42
		<p><b>IMPLICATION FOR CHANGE:</b> The organisation will be abolished.</p>							

Date of Establishment	ARC Proposal on Reorganization	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee <sup>11</sup>	Existing	ARC	Impact of ARC on Existing Size			
1985 (originally established in 1956)	<ul style="list-style-type: none"> <li>Since BID was merged with the Open University in 1992, ARC did not initially see any need to review its manpower situation. However, it did suggest for reduction after a review.</li> </ul>	I		24	17	-7	<ul style="list-style-type: none"> <li>Justified proposal in the context of merger with a full-fledged University</li> </ul>	I	-7
		II		2	1	-1		II	-1
		III		23	21	-2		III	-2
		IV		11	11			IV	
		Total		60	50	-10		Total	-10
		<p>IMPLICATION FOR CHANGE: Merger and reduction of manpower</p>							

<sup>10</sup> The merger was proposed by the ARC

<sup>11</sup> Enam Committee delivered its report before the creation of BID

ARC Volume # 14

Serial # 6

Organisation : National Academy for Educational Management

Ministry : Education

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1982		I	40	31	30	-1	<ul style="list-style-type: none"> <li>ARC rightly viewed that the two positions of Member Directing Staff could be reduced to one.</li> </ul>	I	-1	
		II						II		
		III	34	32	30	-2		III	-2	
		IV	24	22	22			IV		
		Total	98	85	82	-3		Total	-3	
		IMPLICATION FOR CHANGE: Reduction of manpower								

PARC's additional comment on up-to date Manpower position stated vide National Academy for Educational Management letter no. NAEM/3C-18/97/301 Dated: 28/02/2000

National Academy for Educational Management	Sanctioned Posts				Existing Posts			
	class-1	class-2	class-3	class-4	class-1	class-2	class-3	class-4
May be adjusted in the light of PARC recommendation	31	0	31	27	31	0	31	28

Organisation : Directorate of Inspection and Audit

Ministry : Education

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size	
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size				Changes from ARC
1980		I	34	33	33		-4	<ul style="list-style-type: none"> <li>Apparently looks a top-heavy organisation. It can still manage without 4 Education Inspectors, because there will still be 4 other Education Inspectors and 8 Assistant Inspectors supported by 12 Audit Officers to run the four regional offices</li> </ul>	I	-4 (PARC) [Education Inspector-4]
		II	1		1	+1			II	+1
		III	80	45	52	+7			III	+7
		IV	15	15	15				IV	
		Total	130	93	101	+8	-4		Total	+4
		IMPLICATION FOR CHANGE: Expansion of manpower								

PARC's additional comment on up-to date Manpower position stated vide Directorate of Inspection and Audit Letter no.DIA/89/1 R-20/Admn.296 Dated: 29/02/2000

Directorate of Inspection and Audit	Sanctioned Posts				Existing Posts			
	class-1	class-2	class-3	class-4	class-1	class-2	class-3	class-4
May be adjusted in the light of PARC recommendation	35	0	80	15	28	0	56	09

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee <sup>36</sup>	Existing	ARC	Impact of ARC on Existing Size			
1992		I	20	20	21	+1	<ul style="list-style-type: none"> <li>ARC proposed to create new positions like Joint Chief (development Projects), Assistant Head, Research Officer and at the same time found some positions unnecessary (e.g. Joint Secretary and Deputy Secretary. The other changes are mostly consequential.</li> </ul>	I	+1
		II						II	
		III	28	28	41	+13		III	+13
		IV	15	15	22	+7		IV	+7
		Total	63	63	84	+21		Total	+21
		IMPLICATION FOR CHANGE: Expansion of manpower							

PARC's additional comment on up-to date Manpower position stated vide Primary & Mass Education Division letter no. Pra.Ga.Bi/Prosha-1/17(9)/93/233 Dated: 24/02/2000

Primary and Mass Education Division	Sanctioned Posts				Existing Posts			
	class-1	class-2	class-3	class-4	class-1	class-2	class-3	class-4
May be adjusted in the light of PARC recommendation	20	17	18	21	19	16	15	18

Organisation : Department of Primary Education

Ministry : Prime Minister's Office

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1984		I	827	490	771	+281	<ul style="list-style-type: none"> <li>In view of the importance of this sector, the proposed increase is logical and should be implemented. For wider territorial coverage, there is need for more personnel in all classes, as has been proposed by ARC. In class I the number is still less than the sanctioned number. But ARC assessment was fair – e.g. in class I creating positions of Thana Primary Education Officer in all 460 Thanas but abolished positions of Asst Subject Matter Specialists. Similarly in class II, ARC felt the need of Asst Thana Primary education Officers (+670 from existing) for smooth delivery of education and monitoring. In class III, positions of 1294 Head Teachers and 31225 Asst Teachers were created for efficient running of the schools.</li> </ul>	I	+281	
		II	2957	2450	3236	+786		II	+786	
		III	167047	157924	190636	+32712		III	+32712	
		IV	1628	833	973	+140		IV	+140	
		Total	172459	161697	195616	+33919		Total	+33919	
		IMPLICATION FOR CHANGE: Expansion of manpower								

PARC's additional comment on up-to date Manpower position stated vide Primary & Mass Education Division letter no. Pra.Ga.Bi/Prosha-1/17(9)/93/233 Dated: 24/02/2000

Department of Primary Education May be adjusted in the light of PARC recommendation	Sanctioned Posts				Existing Posts			
	class-1	class-2	class-3	class-4	class-1	class-2	class-3	class-4
	1429	2070	169648	1619	1030	1780	158255	1514

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size	
			Enam Committee <sup>38</sup>	Existing	ARC	Impact of ARC on Existing Size				Changes from ARC
1986		I	99	99	99		<ul style="list-style-type: none"> <li>The position of Assistant Architect and MLSS can be abolished. The architectural job can be done through contracting out to outside companies or individual architects</li> </ul>	I	-1 (PARC) {Assistant Architect-1}	
		II	2	2	2			II		
		III	366	357	374	+17			III	+17
		IV	103	89	91	+2		-1	IV	+2 -1 (PARC) [MLSS]
		Total	570	547	566	+19		-2	Total	+17
		IMPLICATION FOR CHANGE: Expansion of manpower								

<sup>38</sup> Currently sanctioned posts

Organisation : Department of Technical Education		Ministry : Education and Science							
Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC				
1960	Colleges of Textile Engineering and Technology, which are now attached with the Department of Textiles, to be attached with and placed under this Department	I	871	871	722	-149	<ul style="list-style-type: none"> <li>The proposal of placing the Textile Colleges under this Department is a very timely approach, because Textiles in the private sector is growing and in the public sector it is diminishing.</li> <li>On manpower, the proposed cut back from all classes was an appropriate suggestion. For example, ARC replaced Instructors with Senior Instructors, reduced the number of Chief Instructors and Factory Supervisors etc. in class I.</li> </ul>	I	
		II	452	452	442	-10		II	
		III	2417	2417	2184	-233		III	
		IV	1240	1240	1096	-144		IV	
		Total	4980	4980	4444	-536		Total	
		IMPLICATION FOR CHANGE: Reduction of manpower							

PARC's additional comment on up-to date Manpower position stated vide Department of Technical Education Letter no. Est(Sa:)/94/280/109 Dated: 15/03/2000

Department of Technical Education	Sanctioned Posts				Existing Posts			
	class-1	class-2	class-3	class-4	class-1	class-2	class-3	class-4
May be adjusted in the light of PARC recommendation	807	452	2703	1158	588	309	1881	1013

## Ministry: Labour and Manpower

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				Changes from ARC	Cumulative Impact of ARC and PARC on Existing Size	
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
		I	38	32	28	-4	-4	I	<p>PARC's Comment</p> <ul style="list-style-type: none"> <li>ARC rightly felt keeping certain positions as unnecessary (e.g. Deputy Secretary, Assistant Secretary etc and other relevant positions in other classes)</li> </ul>
		II	2	1	2	+1	+1	II	
		III	63	70	56	-14	-14	III	
		IV	28	28	33	+5	+5	IV	
		Total	131	131	119	-12	-12	Total	
<b>IMPLICATION FOR CHANGE: Reduction of manpower</b>									

Organisation : Department of Labour

Ministry : Labour and Manpower

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on sanctioned Size <sup>45</sup>	Changes from ARC			
1976	The Directorate of Labour to be transformed in to the Department of Labour	I	113	Not shown	111	-2	-3	<ul style="list-style-type: none"> <li>• ARC considered the transformation from Directorate to Department a vital step to strengthen the institutional position of this organisation. It is acceptable, given the nature of job it performs in an environment of rapid industrialisation.</li> <li>• The positions recommended for abolition is also justified.</li> <li>• However, activities of the three class I positions can still be contracted out.</li> </ul>	I	-2 -3 (PARC) [Audio Visual Officer-2 Audio Visual Artist-1]
		II	50		48	-2			II	-2
		III	287		257	-30			III	-30
		IV	205		174	-31	-2		IV	-31 -2 (PARC) [MLSS]
		Total	655		590	-65	-5		Total	-70
		IMPLICATION FOR CHANGE: Reduction of manpower								

<sup>45</sup> Existing size is not shown. Therefore the difference between sanctioned posts and ARC-proposed posts is calculated.

Organisation: Labour Appellate Tribunal and the Labour Courts

Ministry: Labour and Manpower

Date of Establishment	ARC Proposal on Reorganization	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
1969		I	14	16	9	-7	<ul style="list-style-type: none"> <li>The reduction in class IV is justified. The night guards and sweepers are not required in government-owned buildings which are maintained by the Directorate of Labour</li> </ul>	I	-7
		II			8	+8		II	+8
		III	29	33	29	-4		III	-4
		IV	49	56	43	-13		IV	-13
		Total	92	105	89	-16		Total	-16
		<b>IMPLICATION FOR CHANGE: Reduction of manpower</b>							

Organisation: Minimum Wages Board

Ministry: Labour and Manpower

Date of Establishment	ARC Proposal on Reorganization	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
1961		I	2	2	2		• Should be accepted for implementation	I	
		II						II	
		III	6	6	6			III	
		IV	5	5	5			IV	
		Total	13	13	13			Total	
		IMPLICATION FOR CHANGE: No change							

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1970		I	29	26	39	+13	<ul style="list-style-type: none"> <li>In view of the increasing number of industries and establishments the proposed increase in class I and other related positions in class II and IV is justified.</li> </ul>	I	+13	
		II	19	16	72	+56		II	+56	
		III	103	100	59	-41		III	-41	
		IV	53	50	65	+15		IV	+15	
		Total	204	192	235	+43		Total	+43	
		<p>IMPLICATION FOR CHANGE: Expansion of manpower</p>								

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1976		I	138	114	135	+21	<ul style="list-style-type: none"> <li>The increase in manpower is due to ARC's recognition of this agency's expanded functional jurisdiction (e.g. Wage Earner's Welfare Fund). In fact this organisation has been contributing to the national economy since it began work.</li> <li>The increase in the number of some class I positions is justified (e.g. Vice Principal, Instructor., Workshop Super). These personnel will be directly providing inputs for employment trainees.</li> </ul>	I	+21	
		II	140	111	100	-11		II	-11	
		III	1076	901	985	+84		III	+84	
		IV	531	496	548	+52		IV	+52	
		Total	1885	1622	1768	+146		Total	+146	
		IMPLICATION FOR CHANGE: Expansion of manpower								

Organisation : Department of Social Welfare  
(Head Office Set-up)

Ministry : Women, Family and Social Welfare

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
1961 (established as an Office)		I	91	91	70	-21	<ul style="list-style-type: none"> <li>ARC did not feel the necessity of selected positions (e.g. Deputy Director, Assistant Director, Manager, Social Service Officer etc in class I; Trainer, Sub-Asst Director, Asst Manager in class II). Justified observation.</li> </ul>	I	-21
		II	29	29	17	-12		II	-12
		III	278	278	157	-121		III	-121
		IV	214	214	92	-122		IV	-122
		Total	612	612	336	-276		Total	-276
		<b>IMPLICATION FOR CHANGE: Reduction of manpower</b>							