

RTP101

Proxemics - Interaction of Personal Space and Workplace; Influence of Personal Space on Womens' choice of Workplace

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Introduction

In the modern social, economic, political, legal and technological spheres women participation in the labor market is a consistent discourse, and is tangent to many other overarching discourses i.e. feminism, gender equality and more. Significant progress is achieved in Bangladesh related to women's contribution in the governmental and economic spheres. Although the key gender-related issues remain prevalent, the country has gone through a structural change in the last 30 years. A strong effort on the part of the non-government organizations, and government's staunch support has manifested into accelerated improvement in women rights, and economic participation. In Bangladesh and across the world, the issue of disparity against women in leadership and decision-making positions continues to be the mainstream. There is little work done in Bangladesh on the issue of why certain sectors of the formal economy in Bangladesh are still lagging behind in women participation, although women's economic participation in the formal sector has increased notably. But, this increase remains clustered in a few sectors in the formal economy. This assessment tries to look at personal space and physical space factors, and their perceived implications on women's decisions for not choosing particular sectors as their choice of economic engagement. While there is significant progress made in women's economic empowerment, the structural and social barriers remain, and these barriers are not only figurative and culturally

defined; they are also physically defined through the women's perception of how much of her physical and personal space would be compromised while in the workplace of a particular sector. A lot of individuals view their offices as second homes. It's easy to become comfortable when one shares a workspace with coworkers where they spend 40 hours a week or more. Sadly, such comfort can also result in less defined boundaries, particularly with regard to personal workspace. While everyone has their own limits when it comes to personal space, maintaining an environment that is secure, cozy, and prolific for all involves respecting personal space, even for those who feel like one big happy family with their coworkers. In light of this, one should think about how to respect others' personal space when it comes to physical contact, privacy, workspaces, and surroundings (Annual Report of Bangladesh Bank 2013-14, 2014).

As per Annual Report of Bangladesh Bank 2014-15 (2015), when one returns to the office, the study of proxemics aids in adjusting to the drastic changes in personal space. Proxemics is the study of interpersonal space. Its nonverbal nature is one of its key characteristics. Instead of approaching strangers and asking if they can pass them, people usually read their body language to choose how to go through their space as needed. The 1960s observed the development of classical proxemics theory by anthropologist Edward T. Hall. He categorized the four levels of proximity or interpersonal distance that we sense as follows: Public distance: Between 12 and 25 feet, there is little connection between two individuals since it is harder to keep direct eye contact and one has to talk loudly to be heard.

Social distance: Between 4 and 12 feet, people are still too far away to touch or sense body heat, thus making a connection depends on visual and audible signals. Personal distance: Between 1.5 and 4 feet, interactions among friends are conducted. It is observed that clear vision, good eye contact, and easy communication are present here. Intimate distance: Between 0 to 1.5 feet, more stronger than any visual or auditory cues is the aura of an individual. The connection is furthered by body heat and the sense of smell. Since close proximity is required to establish relationships and have successful communication, proxemics research is crucial. A lot of people contend that intimacy is crucial for mental well-being. People have the ability to regulate how close they are to other people and how much exposure to them they feel comfortable with. People might approach their friends and touch them

when conversing, but after a lecture, they might step back and keep eye contact with the lecturer. People may react badly and view a stranger standing too close as an invasion of their personal space. Five feet is all it takes for an engagement between two individuals to go from public to intimate, and that possibility alone can cause a major deal of worry according to B.D Demography and Health Wing Bangladesh Bureau of Statistics Statistics and Informatics Division Ministry of Planning (2022). As female participation in the workplace in Bangladesh is rising, there seems a dire need to understand the impact and influence of proxemics in women choosing particular industries over others as choice of employment. The physical and personal workplace are very much different from each other and are essential for improving the productivity of an organization or a professional person.

➤ **Professional Workplace**

- **Encourages team building** – The new physical workplace provides the time and space for training and in-person development of staff and teams.
- **Contributes significantly to creating and defining corporate culture** –This is an opportunity to reset and establish a worker-friendly environment that enables teams to feel secure as they return to a post-COVID work setting, a combination of style and sophistication.
- **Facilitates social interaction and bonds between employees** - This is particularly important to employers whose staff have had more than 18 months of remote or reduced relationships with other employees.
- **Allows for more spontaneous idea-sharing and problem-solving** – Teams and Zoom are great for flexibility, but the fundamental ideas have always come from think tanks and networking sessions where teams can collaborate, share and innovate.
- **Champion the tackling of mental health and well-being** –The mental well-being of staff is a real and relevant concern for employers as they navigate towards a post-COVID work environment. Attracting staff back into the office with the availability of a sophisticated, post-covid compliant physical space is an attractive incentive for teams heading into 2022.

➤ **Personal workplace**

Tasks are individual. Engagement happens when people

have an emotional bond with their occupations, the firm they work for, and the objectives the company has set for both itself and its staff. As a result, it's critical to measure employee engagement and understand why it matters because it can lead to the sharing of ideas that enhance business outcomes and work processes, give staff members the confidence to solve problems creatively, and infuse workers with enthusiasm and positivity, all of which increase productivity. Work is incredibly personal, despite the common misconception that it is just business. Efficiency, profitability, innovation, and general happiness are all strongly impacted by an individual's feelings about their job and the organization they work for. People feel more engaged, motivated, devoted, and dedicated when their feelings toward their jobs and employers go beyond satisfaction. Work is private. When there is an emotional bond between an individual and their work, the firm they work for, and the objectives the organization has set for itself and its staff, engagement happens. Since employee engagement can lead to the sharing of ideas that enhance work processes and business outcomes, empower staff members to feel empowered to come up with creative solutions, and infuse employees with positive energy that subsequently increases productivity, it is vital to measure it and understand why it is essential.

In modern times, a woman's personal and professional identities merging and overlapping still seem transgressive. It has long been expected of women to wear each of these hats separately. However, talking about how challenges in their personal life influence their employment and vice versa is becoming increasingly common. Removing barriers for working women will require making room for them to be their entire, true selves both at work and at home. The aim of this research proposal is to outline the discussion that will be developed within the assessment, focusing on Bangladeshi women's perception of their own physical and personal space, and their concerns about it being breached in a workplace in a particular sector.

Literature

In Bangladesh, only 13% of the workforce works in the formal sector as per the theory of Bhuyian and Hossen(2020). According to a survey from the Aspire to Innovate (a2i) Program, women are as important to the growth of the nation as their male counterparts, but their labor is not given as much credit because 92% of them work in the informal sector to this day (Bryan, 2020). However, more and more women have been joining the formal sector in Bangladesh recently. In this report, the focus will be on women's contribution in some of the most important formal sectors of Bangladesh, including the Government, Army, Police, Banks, and NGOs.

➤ Government

Women's participation in the government sector plays a significant role as it not only reduces gender inequality but also utilizes their skills in decision making and management. Bangladesh's patriarchal society and social barriers are some of the key reasons behind fewer women in the government sector. In contrast, statistics show that there are more educated women than men at the secondary level so a basic assumption could be made that there should be more women in government jobs since it requires a certain level of education (Brown, 2001). A recent government publication in 2022 has shown the employment percentage of women in various government positions in 2020 and this remained the same going to 2021. The lowest of involvement belonged to divisional and deputy commissioner offices with 12.2% and 12.9% in autonomous bodies and corporations. A slight increase of 19% was found in the ministry division with the highest being 31.5% in the department of directorates (BJensen, 2022). Although men take up 70-87% of these positions, it shows promise and more importantly trust in women's capabilities as an authoritative figure.

Furthermore, in the national parliament of Bangladesh, women occupied 73 out of 350 seats contributing to 20.86% in 2021 which remains stagnant as no sign of significant rise was seen in the past several years (Khan & Rahman, 2016b). There are just five women out of the 54 members of the present cabinet, including the prime minister (Hamlin, 2018).

➤ Army

The Bangladesh Army currently has a major number of female officers serving in a range of professions, like the Special Security Force, Army Aviation, Army Educational Facilities, CMH Doctors, Military Police Units, and other Army branches, except the East Bengal Regiment, Bangladesh Infantry Regiment, and the armored corps (Khan & Rahman, 2016b). According to the data by Mouri (n.d.), the Bangladesh Army has a larger percentage of male personnel than any other public service in the nation (Khan & Rahman, 2016b). Consequently, the Bangladesh Army has the lowest percentage of female recruits. Since it is believed that activities connected to national security institutions are exclusively for men, not only do traditional societal, cultural, and religious norms in Bangladesh reject female involvement in these organizations, but also the institutions themselves (Khan & Rahman, 2016b). Furthermore, Khan and Rahman, (2016) also mentioned that for female officers, the training climate in DSCSC and other military academies is unfavorable, whereas, in reality, 60.64% of male and 78.57% of female officers in the Bangladeshi armed forces agree with this. Moreover, it's evident that there aren't many female officers at the top of the military, which means that fewer of them participate in governance and decision-making (Khan & Rahman, 2016b). According to the study conducted by Karim & Beardsley in 2017, governments are frequently hesitant to commit a significant number of women to these operations due to the social norm of protecting women and the fear of political repercussions from deploying women on risky peacekeeping missions (Hoque, 2019). However, on January 24, 2019, the Bangladesh Army elevated four female majors to the rank of lieutenant colonel. It is a breakthrough for the future of Bangladeshi women in the military (Khan & Rahman, 2016b).

➤ Police

The Bangladesh Police Force has been experiencing a gradual rise in female participants since 1974, when women started to first enter the field. But in 2018, only 6.66% of the 198,653 recruited police personnel were women (Bhuiyan and Hossen, 2020) (Hoque, 2019). Several focus groups and surveys with female police officers of all ranks, conducted by the

Commonwealth Human Rights Initiative (CHRI), give us interesting insights on the experiences of Bangladeshi Policewomen. CHRI (2015) informs that almost all the women feel respected, supported and enjoy their work and they also believe more women are needed in the force. According to Karim & Beardsley (2017), these women, contrary to popular beliefs, prefer operational duty just as much as desk jobs. But they do face some difficulties as most of them believe that the facilities and policies in place don't make it easy for women. Majority of policewomen claim that there are no separate washrooms for women in the stations while many, mostly inspectors, claim that they are not given serious or sensitive cases as much as their male colleagues. Above 10% of constables have claimed to have been sexually harassed. According to Rahman (2011), some demands suggested by female police personnel during surveys include: more female recruitments, providing opportunities for them to live together with their police husbands, a day care center for those with young children, maternity leave being increased from 4 months to 6 months, and having separate women's toilet facilities etc as per Karim, (2011).

➤ Banking

Separate Today women are proudly employed by the nation's banking sector. Women working in the field contribute to its expansion. Beyond the banking industry, elite, privately-run corporate entities favor hiring women over males. However, the government still rigidly enforces the female applicant quota. According to Hoque (2019), Women presently make up 63% of the workforce in private banks, 27% in state-owned banks, 6% in state-owned specialized banks, and 6% in foreign banks, as per the Bangladesh Bank (BB) July-December 2018 report. Approximately 15,767 women are employed by commercial banks, 6,843 by state-owned businesses, 907 overseas, and 1,474 by businesses with specific lending missions (Khatun, 2018). According to the BB survey (2021), the proportion of female employees in the banking industry who are 50 years or older is 8.70%, while the proportion of female employees under 30 is 20.71%. According to Murtuza (2019), the proportion of female employees in banks dropped to 18.32 percent in 2020 from

18.99 percent in 2019. According to Noor (2021), January-June 2020 Bangladesh Bank report states that in the banking industry, 28,078 women work, which represents 18.67% of all employees. The foreign commercial banks have 978 female employees making up 33.16 percent of the total workforce. Women make up 18.89% of the workforce in the 41 private commercial banks, which employ 17,603 women. 7670 women work for the six state-run banks, bringing the proportion of female employees to 18.02% (Noor, 2021). The specialized banks employed 1827 women in 2013-2014.

15% of the overall refinance fund from Bangladesh Bank for the (CMSME) sector has been designated for women, with a rate of interest of 5% over the bank rate (which is at present 10 percent). At least three prospective female entrepreneurs who have not yet requested for a loan from a bank branch must be selected, per a directive from the Bangladesh Bank to all banks and NBFIs (Rahman, 2011). According to BB, the bank should annually bring at least one-woman entrepreneurs under its financial services. However, the report of the central bank finds that child daycare centers, policy formulation for sexual harassment prevention/awareness, travel facilities, and gender equality training session are also contributing factors to women's increased participation in this sector, with a change in the workplace for women in specialized commercial banks greater than in state-owned, foreign, and private banks. In addition, bank loans to women business owners have grown; at the end of June 2015, the cottage, micro, small, and medium enterprise (CMSME) sector had a total credit of Tk 1,0445 crore, or 4.45% of the overall loan amount, compared to Tk 8,801 crore, or 4.08%, in June of the previous year, 2014 (ROUGH ROADS TO EQUALITY - Women Police in Bangladesh, n.d.). In conclusion, it is evident that the number of women working in the banking industry in Bangladesh is rising steadily.

➤ **NGO**

In Bangladesh, where women make up the vast bulk of the organizations' workforce, there is one of the largest NGO sectors globally. The NGOs offer microcredit to the rural

women to advance their business and lifestyle. These microfinance NGOs are assisting Bangladeshi rural women become prosperous mini-entrepreneurs. Bangladesh Rural Advancement Committee (BRAC), Proshika Human Development Center, and Association for Social Advancement (ASA) are the three main non-governmental organizations in Bangladesh; all the three NGOs have shown a loan recovery rate of 98% (report of the author's field research, 2007) (Uddin, 2018). In the past 20 years, the microcredit schemes have proved very popular in Bangladesh and played a significant role in reducing poverty. Governments alongside NGOs have stepped up to use microcredit programs to get women involved in the workforce. In these NGO sectors, women are typically the target audience for employment. According to a 2011 report, Compared to their younger counterparts, women over the age of 25 are more likely to be involved in NGO activities (Women in Politics: 2021, 2021).

The underlying assumption of the thesis question is that women of this nation consider personal space as a major criterion when it comes to choosing a job. Bangladesh in the cultural context is principally a conservative nation and the women residing here maintain severe boundaries. Furthermore, the cultural practices and religious views have predominantly blended and fused a norm in a woman's lifestyle where they prefer to keep a definite distance between herself and a fellow male coworker in the workplace. For a Bangladeshi woman, personal spaces are not only an extremely sensitive case or a regular right of any human being, it is treated much more than one could ever imagine.

As they prioritize this psychologically generated region so much that they tend to work in jobs where they feel comfortable and safe. Statistics show that women choose occupations like registered nurses or academic teachers, preferably elementary and middle school teachers, because they are less likely to be breached in their unwanted radius of zone. Occupations similar to these also offer a desired level of privacy and less exposure to people, especially men, whom most women do not want to interact closely with based on the country's notorious reputation relating to women encountering to sexual violence and harassment. According to most surveys, an estimation of more than three-fourth of women face such

inappropriate deeds which has instilled fear, uneasiness and vulnerability amongst them. As a result, women, most certainly, prefer to work in selective jobs to avoid invasion of personal privacy, work remotely or where the number of men are smaller comparatively so that they could continue to do their respective jobs comfortably, easily and have adequate sense of security in that environment.

Despite lacking formal gender equality laws, a large number of organizations, particularly the corporate sector in Bangladesh, practice gender equality in hiring, training, salary, promotion, and other areas. However, in the effort to enforce gender equality, women's personal space is being invaded in the workplace, which has an impact on the employment sectors they select. Personal privacy is one of the most important for a human being regardless of gender, and statistics say in most developing countries women find their personal space violated by men in job sectors and Bangladesh is one of them. The women in Bangladesh are very much concerned about their privacy because it is usually not safe for them as the reputation suggests. One explanation for this would be that males who violate women's privacy might not receive the proper justice they deserve, allowing them to carry on. A report was done by the Daily Ittefaq which suggested that the violation of women in workplaces had been going on for a long time in Bangladesh. The obvious step for women is to get into sectors where it does not require them to work closely with coworkers. This invasion of personal space also might result in sexual harassment. So, women feel comfortable pursuing jobs like teachers or nurses, etc. There are also women who are not very vocal about incidents of violation of personal space, and who rather move to a different job than stand and protest as there is the idea that proper justice is not met in such cases. Safety is always our first priority as human beings and so women prefer certain jobs over others due to personal space.

Research Questions

The main questions that this study would like to find the answers to is as follows (#1), succeeded by the fringe answers that would need to be answered and/or will be answered in the course of the study:

- While women's participation in the workplace and labor market increases, the increase is clustered in a few sectors, and women participation in many formal sectors

remains low. Is the reason behind this low participation in such sectors due to the women's concern of compromising her perceived notion about her personal and physical space?

- How do women of Bangladesh understand the concept of personal space?
- How do women of Bangladesh relate the concept of proxemics or physical space to that of their personal space perceptions?
- How do women of Bangladesh relate proxemics to their personal space and workplace dynamics?

The aforementioned questions have been hypothesized based on informal discussions and interviews with a number of women who are holding mid to senior-mid level positions in various sectors in the formal sector. The findings of those informal discussions are provided below in order to establish the basis of the underlying hypothesis of the research questions. The first discussion was held with two women. We interviewed two Bangladeshi women working in the financial sector at two different financial institutions. We asked them some specific questions, and their responses led us to the general information that we need for this research paper. They were asked these questions- what personal space meant to them, how personal space and professional workplaces correlate in their field of work, was their idea of personal space ever invaded, and if so, how did they cope with it, and some similar questions. The discussion garnered what personal space means to them. They responded by saying personal space has two aspects, physical space, and mental comfort level. But as this study mostly focuses on the physical aspect, we tried to identify their perception towards it. And from what we have gathered, both respondents had the same narrative, that is, "discrete space," a term they used to describe a space they felt no one else in the workplace would invade for them. But they also further mentioned how these criteria would not play a vital role in career progression. For instance - if they were offered jobs with much bigger workspaces and separate washrooms than the ones they have now, they wouldn't necessarily gravitate towards the latter. For them, it all comes down to a secure environment to work in the workplace for women. According to our respondents, personal space was not a large factor for them when choosing their line of occupation. They said that they already knew which sectors they were willing to work in and which they were

not. For example, they were not willing to work in labor-intensive sectors such as construction. However, this predetermination of which sectors they choose stems from the level of comfort and safety they know they will have in that sector. Therefore, people may be actively unaware of it, but personal space still factors into job choices. One of the respondents mentioned that she felt that there was a big difference between women's personal space in Bangladesh and abroad. According to her, she felt much safer working abroad; her sense of personal space in the workplace was never invaded, and people also respected her privacy and boundaries. She did not feel this safe and comfortable while she was working in Bangladesh. She also added that she thought working abroad was much safer and more comfortable for women due to cultural differences. People abroad take this matter seriously as this is a sensitive matter, and they respect each other's ideas of personal space and privacy. Lastly, she also mentioned that she has a long experience of work overseas and that things might have changed in Bangladesh now, but she still prefers working abroad. They both have similar views on personal space, in some aspects, their perspectives on culture and upbringing are parallel in terms of personal space. Culture and upbringing have heavily influenced them. According to the respondents, not just culture and upbringing but a mixture of many things has affected them, including educational background, family, city, and even workplace location. Still, there are certain things that she is not willing to do because of her upbringing.

A second conversation was held with a former female MP, who revealed many of her personal struggles as a politician. We asked for her insights about her professional life when it comes to her personal space. She revealed how harsh and unaccepting the political environment is for women. She had to physically go from door to door to introduce herself and her mission to people and they insinuated that they would prefer a man to be in her place. Simply for her gender, she was underestimated to a point where other representatives did not want to include her name on banners and didn't even want to give her a chair to sit on. When asked how a woman should protect her personal space in a field like hers, she said that women need to be strong and confidently demonstrate their power. She mentions how much negativity there is and how other representatives voluntarily dismiss listeners or supporters before orations in order to sabotage or belittle her. We wanted to know about

instances where her personal space had been breached and she mentioned how she was forced to not hold meetings with her supporters after 9pm because people would gossip about her character if she was talking to men at night. A woman's reputation can be easily tarnished with gossip. We asked whether she had seen any improvement on people's treatment towards her as the years progressed and she said no. Men and women still speak about her behind her back. When asked whether the thought of her personal space being breached held her back from choosing her profession, she said she had to overcome many obstacles to survive in her profession. She needed to stand her ground and protect her personal space. She refused to compromise and fearlessly pushed through. We wanted to know if she thought the clash between personal space and professional workspace in our social and cultural fabric is an influence for women to choose working in certain industries and not in others. She didn't think so, she said she believed that no one could stop a woman from achieving her goals. Familial pressure can be an issue but it can be resolved. Lastly we wanted to know whether she heard about other women having their personal space invaded. She said that it does happen quite often but the situations are usually too sensitive or personal to bring up. The most she can do in those cases is stop others from gossiping about it. Bangladeshi society is still patriarchal, and women in leadership roles or politics are not widely accepted, particularly in rural areas. It is difficult for women to establish their own identity in a male-dominated workplace; their contributions are overlooked, preferred when there is a man backing them up, and their accomplishments are always questioned by those around them. Character assassination is a tool used to undermine their credibility. Their self-esteem is shattered when they are hammered with everything, starting with what they are wearing, how they are in their personal and professional lives, how they speak, and so on. The men or the society at large, does not even acknowledge the existence of their personal space and this is due to the lack of education and improper socialization process. They are expected to multitask without any recognition, sacrifice their ambitions and personal comfort without any compromise and work harder without paying attention to the conjecture surrounding. This goes to show how despite being under the female leadership for over a decade, the work culture in Bangladesh is yet to progress and accept women in diversified roles. We tried to delve deep into this issue by talking to some women working in the telecommunication and agricultural

science industry. We interviewed Ms. Rumana Afroz who is working as a Direct Procurement business partner in Syngenta Bangladesh Ltd. and Ms. Fahmida Nasir who is a Project manager in Ericsson Australia. Their corporate experiences will help to give an insight into the workplace perception of Bangladeshi working women. While many people believe that personal space is a problem primarily regarding gender, this isn't always the case because it depends on the individual and the situation too. Ms. Fahmid expressed the opinion that it might be the inexperience of a new employee that caused them to feel that way when one of our team members shared their experiences working as a woman and how their personal space was being invaded. The struggle to follow company policies for their work flow is a major reason that managers frequently speak to the employees in ways that can be perceived as disruptive. Ms. Rumana gave the crucial advice that new employees must first learn to adapt into the company's working culture before they can provide value to the business based on their role. However, If someone feels they are being interrupted constantly despite their work and deadline being predefined, then they should try to negotiate with them about it without being offensive and if that fails then it is better to move on from that company and choose a better place. Empowerment should also be taken into account when talking about personal space. Not being able to voice your opinion matters as collaboration of ideas helps to improve business outcomes. Ms. Fahmida shared a similar experience when she first joined Ericsson, Australia. The team she was assigned to was being driven by old white males that had no female voice which was infamous within that workplace which shocked her the most. Her opinion had no value as the decisions were already made beforehand. Later, Ms. Fahmida moved onto another team after requesting a change. As a matter of fact, she was offered a higher position to work with the same team, but she did not choose it because she felt it was not suitable for her. Furthermore, she emphasized on the fact that speaking up about these issues is tough as you would need to submit a lot of evidence along with several other workers' experience to HR. Additionally, as these matters are confidential, no one likes to come on record as they fear their job might be in danger. Ms. Fahmida and Ms. Rumana concurred that today's world has changed drastically compared to the last 10-15 years. Previously, women would choose nurse or school teacher as they felt more comfortable in their personal space, but nowadays, companies are becoming more diversified and women specifically are

entering into more challenging roles. Ms. Rumana worked for a company with fewer female employees, but instead of being shunned away, she was valued for her work, and her performance, rather than her gender, was the primary determinant of additional bonuses and rewards. From their experience, they saw that women have a preconceived notion of their gender being the reason they are behind men, and that translates into their workplace as well. Instead of thinking of themselves as a female employee, they should consider themselves an asset to the business. Performance will ultimately determine if they gain a solid foothold there. Thinking about these problems just clouds one's thinking. The goal should be to present one confidently and professionally because doing so will boost women's self-confidence.

According to Shegufta Sharmin, Risk Management Officer(WFP), personal space refers to the area—or unwritten perimeter people feel they must create among both themselves and others in order to feel at ease while communicating. It is crucial in the workplace because when people lack privacy, they become uncomfortable and stressed, which results in low performance. She works in a place where it is essential to respect others' personal space. Due to her position as a senior official, she didn't notice any personal space issues in her office. She has heard throughout her experience that personal space isn't always respected in workplaces like call centers or the banking industry, especially for women. She believes that cultural factors have a significant impact on personal space. For instance, embracing and handshakes are common social customs at work in nations like the USA and Canada. However, in Bangladesh, it interferes with women's personal space. Women generally preferred more privacy from people than did males in all of the countries studied. A lack of respect for others' personal space can be seen in Bangladeshi culture. Due to the fact that there are more women in the field of work than ever before, it is essential that we create a secure atmosphere for all people. Authorities continuously work to keep everyone in check by protecting each person's personal space and other belongings, as seen in many types of sectors. It's high time for everyone to recognize the significance of respecting others' personal space. Then everyone would feel more safe and comfortable in the workspace.

Methodological framework

According to a report (2022), the research framework to be used is

Focus Group Discussion. Focus groups are discussions led by a facilitator with a small group of people who are experienced or interested in a certain topic. They are used to discover the opinions and attitudes of a certain group of people. Focus group talks can be used from project design to program evaluation, at any point in the project or program cycle. Focus groups are one type of qualitative research. Future research on consumer choices, goods and services, or contentious subjects may be directed by observations of the group dynamic, participants' answers to focus group questions, and even their nonverbal cues. Focus groups are widely used in the domains of marketing, library science, social science, and user research.

People who possess experience or knowledge in the subject matter will be selected to participate in the focus group and provide information on the targeted topic in order to obtain the necessary data. So in comparison to others, they are able to give more subtle and organic feedback. That's why focus groups are simpler to plan than large-scale surveys or experiments. So, it's a useful research tool. Focus groups differ from other techniques in that they encourage natural conversation among participants, allowing for the collection of individual data. Compared to single-interview data, group social contact often yields a wider range and diversity of data that is deeper and more detailed. People who don't want to be interviewed alone or who don't think they have anything to say can be encouraged to participate. Additionally, they do not treat illiterate people unfairly. The focus group approach also carefully examines the participants' thoughts and emotions on the topic. A well-planned pre-session makes it easier to gather relevant and comprehensive data pertaining to the targeted topic. Focus groups are a great tool for exploring a wide range of topics in order to gather further information on particular objectives and theories. The costs are relatively low in comparison to other research devices. Focus groups can also be created in mixed- and quantitative-only formats. Focus groups, however, work very well as a qualitative data collection technique. Focus groups have become more popular as a qualitative data collection method due to its versatility, richness, and many advantages.

This method can be utilized for research since focus group talks are commonly used as a qualitative way to obtain a thorough grasp of social issues. It looks for information from a specific group of

people selected at random rather than from a statistically representative sample of the general population. In the women participation project, when attempting to establish the distinction between personal and professional space, a selected group of individuals will be involved with the goal of collecting their opinions as the necessary research data. The collected data will provide an overall perception of this topic, facilitating decisions and actions regarding this issue. Focus group discussions help to learn new things about one's research since the participants own and provide collectively a greater variety of viewpoints on the chosen subject than the researcher could have imagined working alone. Focus group conversations offer a great opportunity to record and take into account participants' thoughts, feelings, expressions, opinions, and replies while gathering information. They can be employed when a researcher wishes to gather expert opinions or various points of view, or at the pre-strategy stage of the study to ensure that all relevant aspects of a topic are known to the researcher. So undoubtedly we can use this method for our research.

This research framework will be effective for the topic mentioned here. Focus groups can be helpful in bridging the gap between research and policy by revealing different point of views among the various teams or individuals participating in the modified process. This can help the process be conducted more smoothly. Using it before creating surveys is also a smart idea. So, in the question of effectiveness, focus group discussion easily reaches the bar. However, one can always enhance the research framework's efficiency by following these steps-

- Ensuring strong aims.
- Recruiting the precise individual for the conversation.
- Testing focus group before the actual event.
- Creating a pleasant environment.
- Keeping the conference controlled.
- Trying to stay away from direct inquiries.
- Roping a coworker to take on the role of assistant moderator.
- Ensuring that the participants leave with a favorable impression of their experience.

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Syed Shahnawaz Mohsin (nom du plume -Simon Mohsin) is an apprentice of Political Science, Foreign Affairs, Business Management, Policy and Governance, Communication and Media, and Development Studies. Mohsin has more than 15 years of professional experience in a variety of fields that include hands-on, in-depth learning, and participation in fields pertinent to the aforementioned disciplines. Also an entrepreneur with three businesses that include agro, children's toys, artwork, and women's essentials, Mohsin continues



endeavouring expanding his professional and academic horizon. He also dons the consultant hat for several organisations in areas of professional training, recruitment, analytical ability, and, sports and health sectors working with children, youth and fresh graduates. He is a health enthusiast with professional certification and practice of physical and fitness training for a niche community of health advice seekers. He is an avid reader and seasoned writer on various topics mainly pertinent to sports, foreign affairs, and regional politics; and is regularly published in several media platforms. He was a professional cricketer in his early career and continues to be a sports enthusiast mostly realised through his sports writings. As a public speaker and adjunct faculty in a number of universities, Mohsin is a blunt and bold narrator, with a strong focus on disseminating of functional skillset, while avidly avoiding any sugarcoating when speaking to and engaging with the student community. Mohsin has recently ventured into fiction writing publishing children's stories, and will continue expanding his endeavours in this area. He has begun working closely in academia and research mainly on business, social sciences, and foreign affairs