

ABSTRACT

The generalist Civil Service which was introduced by the British rulers survives today in Bangladesh in the form of BCS (Admin). However the socio- economic environment in which the generalist Civil Service was established has changed significantly. This study seeks to examine the changes in Bangladesh Civil Service, which take place in recent years. These changes in Bangladesh period are compared to generalist Civil Service in Pakistan period.

This study suggests that despite many continuities with the past, there have been changes in Bangladesh Civil Service. This study suggests that there are broad similarities between the BCS (Admin) Cadre in Bangladesh, and the generalist Cadres in neighbouring countries. However, the similarities mask major changes which are taking place in Bangladesh Civil Service. The available statistics support the hypothesis that recruits to Bangladesh Civil Service (Admin) is elitist in character. The majority of them are from urban areas; most of them were educated in best Public universities. Many of them are from affluent families. Despite the persistence of typical characteristics of elitist Civil Service, BCS (Admin) has changed significantly in respect of average age of recruitment and decline in esprit de corps and training.

The study highlights the following weaknesses of recruitment and training in BCS (Admin) (i) Recruitment without approved Cadre strength (ii) Unplanned and adhoc recruitment (iii) Ignoring relevant academic discipline in entry examination (iv) Inadequacy of training in respect of law, economics, rural development (v) The deficiencies of quota system (vi) Impracticality of the minimum qualification for recruitment and minimum pass marks in BCS exam (vii) Neglecting performance in training.

Outwardly, the BCS (Admin) resembles the colonial Civil Service introduced by the British. They have elitist bias in a democratic society and they are generalists in an age of increasing specification. However, it lacks many of the essential attributes of a generalist Civil Service. They lack esprit de corps and are in a house divided into themselves. They are recruited at a mature age and then their personality cannot be moulded in the light of the ethos and values of the service. There are questions about the quality of new recruits. Many of them lack of training in law, economics and rural development, which are essential for the generalist administrators. It is, therefore, essential that the personnel policy of the government should be reviewed taking into account the report of the Public Administration Reforms Commission.