

Abstract

Given Civil Servant's dire financial condition, Bangladesh Employees Welfare Board has been providing social safety net since its inception in 1968. Staff bus scheme for the government employees; financial assistance for treatment of expensive and serious nature of diseases of the government employees both in home and abroad; special grant for medical treatment of an employee or her dependent; financial assistance for burial/funeral of deceased employees or their family member; scholarship for education of children of an employee (maximum two); construction of clubs/community centers, and arranging annual sports; providing vocational/technical training through Ladies Industrial Homes; providing Group Insurance facilities for the employees are the programs through which it is trying to provide such relief to the government employees.

This study aims to evaluate the role of Group Insurance and Welfare Scheme for public servants through aforesaid programs. The most important thing is to identify whether the service provided by the government is efficient or not. Efficiency can be measured through time consumed by the organization, capability of its staffs, record keeping system, networking and liaison with the stakeholders.

On the other hand efficient resource allocation, timely provided service, adequacy in terms of value of money (which can be measured by Consumers Price Index of a particular time series) can be taken into consideration. Computerization, decentralization, proper training of staffs, continuous monitoring and evaluation of programs and flexibility in changing the benefit over time are some ways to cope up with the problems related to efficiency. Shifting towards fully funded program is also essential to face the future fiscal burden on the government.