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Environmental Assessment of Two White-Leg Shrimp (*Penaeus Vannamei*) Farming Systems; Round Tank System and Earthen Pond System

K.A.N. Darshika*

D.N. de Silva**

Rohana Subasinghe***

P.K.T.N.S. Pallewatta****

Abstract

*Shrimp farming plays an important role in providing nutritious food and generating livelihoods for many millions of people worldwide. Asia is the biggest producer of shrimp contributing nearly 80% of the global shrimp aquaculture production. The round tank system is round-shaped and is a type of lined pond that uses an impermeable geomembrane for the retention of water. The earthen pond is a water body that is basically enclosed by the earth. White-leg Shrimp (*Penaeus vannamei*) is native to the Pacific coast of Central and South America and it is the leading farm-raised species in the western hemisphere. Shrimp farming is responsible for a range of environmental impacts such as the destruction of the mangrove ecosystem, pollution of waterbodies, and salinization of soil and water. The objective of this study was to assess the environmental sustainability of two *P. vannamei* production systems using environmental indicators. The round tank system is located in the Erukkalampiddy area in the Mannar district, Sri Lanka. The earthen pond system is located in the Maikkulama area in the Puttalam district, Sri Lanka. Data on water usage, electricity usage, land area usage, and weight of harvested shrimp were collected during two cycles of production to calculate the water footprint, energy footprint, land footprint, and productivity. According to the results, the water footprint and land footprint values of the round tank system are significantly lower than the earthen pond system, while the electricity footprint is significantly higher. The round tank system showed significantly higher productivity than the earthen pond system. Although establishing a round tank system will need more capital, compared to that of an earthen pond system, it is evident that the round tank system is more environmentally sustainable.*

* Department of Zoology and Environmental Sciences, Faculty of Science, University of Colombo, Sri Lanka, Email: nimalidarshikaa@gmail.com

** Retired Professor, Department of Zoology and Environmental Sciences, Faculty of Science, University of Colombo, Sri Lanka, Email: dilkids@hotmail.com

*** Retired Chief of FAO Aquaculture Service, Email: rohanasubasinghe@gmail.com

**** Professor, Department of Zoology and Environmental Sciences, Faculty of Science, University of Colombo, Sri Lanka, Email: nimmi@sci.cmb.ac.lk

Keywords: Shrimp Farming. Water Footprint, Energy Footprint, Land Footprint

Introduction

Aquaculture plays an important role in providing nutritious food and generating livelihoods for many millions of people worldwide. (Villasante et al., 2015). Asia is the biggest producer of shrimp contributing nearly 80% of the global shrimp aquaculture production. (Biao and Kaijin, 2007). There are shrimp farms in over fifty countries at the present. In 2018, 6 million tons of shrimp were produced worldwide. (FAO, 2020). China is currently the largest producer of farmed shrimp. India and Indonesia dramatically increased their share in the global shrimp market by producing large volumes at low prices. (RUBEL et al., 2019). Asian tiger shrimp (*Penaeus monodon*) is native to the Indian Ocean and the Southwestern Pacific Ocean from Japan to Australia. (Madrigal et al., 2017) (Farmed Species, n.d.). White leg shrimp (*Penaeus vannamei*) is native to the Pacific coast of Central and South America and it is the leading farm-raised species in the Western Hemisphere. (Briggs et al., 2004). White leg shrimp was introduced into Sri Lanka in 2018. High growth rate, resistance to a variety of diseases, production cost less than *Penaeus monodon*, high productivity, tolerance for high salinity range (between 0 to 50ppt), and requirement for low protein food compared to *Penaeus monodon* are some reasons to introduce *P.vannamei* to the Sri Lankan aquaculture industry. (www.naqda.gov, n.d.)

Shrimp farming is responsible for a range of environmental impacts such as the destruction of the mangrove ecosystem, pollution of waterbodies, and salinization of soil and water. The mangrove ecosystem is the most valuable ecosystem in the coastal area since it provides protection for shorelines by preventing coastal erosion, serves as a breeding nursery and foraging ground for many species of fish, animals, and shellfish, and provides a habitat for a large number of migratory and endemic species. (Macusi et al., 2022). The majority of shrimp farms are developed along the mangrove forest areas. Shrimp farms can affect mangroves through the construction of ponds, buildings, and other facilities which directly displace mangroves. (Dewalt et al., 1996). Shrimp farming cause to damage other ecosystems in the area due to changes in the entire micro and macroclimate of the region. During the past few decades, the environmental impacts of shrimp farming have decreased significantly, as shrimp farming countries have improved their environmental management policies and regulatory frameworks. (Subasinghe, pers.com.). The effluent water of shrimp farms can consist of organic waste, chemicals, and antibiotics that can pollute groundwater as well as lagoon areas. Some farmers discharge wastewater and contaminated sediment from shrimp ponds into receiving rivers and streams that become the source of water for other shrimp ponds. (Nguyen et al., 2020). Due to the release of wastewater without proper treatment, the pathogens from infected ponds are spread to other ponds. (Nguyen et al., 2020). Water pollution causes eutrophication of water sources and which affects native species in the lagoon depleting their growth.

(Hossain et al,2013). Agriculture land in some countries has become salinized as a result of the outflow of salt water from shrimp ponds, negatively impacting land-based agriculture productivity. This phenomenon has therefore become an important environmental concern resulting in a strong public cry for better managing shrimp farm effluent and their discharge (Subasinghe pers. com.)

Shrimp farming systems are classified into several categories; extensive, semi-intensive, intensive, and super-intensive based on the intensity of management practices such as stocking density, supply of feed and fertilizer, and management of water qualities. (Sohel & Ullah, 2012). (Paul & Vogl, 2013). In extensive farming, shallow ponds of varying sizes are generally used for stocking. According to the extent of the land, the shape of the ponds might be varied. Water exchange is less frequent. Most rely on tidal flow with a single inflow or outflow point. Stocking is commonly dependent on what is bought in with the tide, based on the location of the farm and source of water. In large ponds, usually, there is no aeration. Supplementary feeding is minimal and shrimp use natural feed in ponds. Crop cycles take more time compared to intensive systems. Between crop cycles, ponds are not dried or disinfected. (Dieu et.al,2011) (Thornber et al., 2019). Semi-intensive and intensive farms are characterized by deep ponds, high stocking densities (around 15 post-larva/m²), high productivity, and the use of an artificial diet. But it covers a smaller area compared to extensive farms. Ponds are closely monitored, with a high frequency of water exchange. Ponds are continuously aerated and there is close control of stock management. The crop cycle is shorter. Between crop cycles, ponds are drained and disinfected. (Dieu et.al,2011) (Thornber et al., 2019). Super-intensive farming technologies are currently being implemented in some farms in some countries. (Global Seafood Alliance, 2017). These systems operate to maintain the balance of high shrimp productivity, water quality parameters, reduced water exchange, and greater biosecurity. Ponds use square or rectangular areas between 2,500 and 4,000 square meters. The depths are varied between 1.8 and 3.0 meters, with bottoms lined with high-density polyethylene (HDPE) geomembranes and equipped with central drains. There may be basins for water reuse, with greenhouse cover, PVC structure, wood, or galvanized metal, covered in semi-transparent or opaque film. Shrimp are fed several times a day by manual broadcasting or using feeding trays. There is a high mechanical aeration rate (20 to 30 hp/ha). This type of system has high stocking densities that range from 120 and 300 shrimp per square meter, and yields can reach up to 25,000 kg/ha/crop. (Global Seafood Alliance, 2017)

The round tank system is a type of super-intensive farming system that is round-shaped and it is a type of lined pond that use an impermeable geomembrane for the purpose of the retention of water. This tank is implemented above the ground. It has a flat bottom that is covered by High-Density Polyethylene (HDPE). (Kawahigashi, 2019). There is a drainage

Round Tank System and Earthen Pond System
system for water supply and distribution of water. Water is usually pumped from pond inlet canals using an electrical pump. When doing lining, a few tubes are set up from the bottom to the top of the tank to facilitate gas movement that arises from the bottom of the tank. The aeration and water movement are provided by diffuser tubes powered by a blower. Manual feeding or automatic feeding could be used. (Kawahigashi, 2021). The earthen pond water body that is basically enclosed by the earth. It is a type of semi-intensive farming system. This pond doesn't have an exact shape. Based on the area where it is going to be implemented, its shape is different. The pond has an inlet and outlet for water supply. The aeration and water movement are provided by paddlewheels. Normally manual feeding is used to feed shrimp.



Figure 1.1: Round tank production system

Source: Taprobane Seafood Group



Figure 1.2: Earthen Pond production system

Methodology

This study was carried out to assess the environmental sustainability of a round tank system and an earthen pond system using different indicators which are water footprint, energy footprint, land footprint, and productivity. The round tank system is located in the Erukkalampiddy area in the Mannar district, Sri Lanka. The earthen pond system is located in the Maikkulama area in the Puttalam district, Sri Lanka. Monthly electricity usage, water usage, land area usage, and production data were collected from both production systems. Data were recorded for two production cycles from August 2021 to May 2022.

The water footprint is the volume of water used to produce the product or service along a value chain. (Ahmed et al., 2017). The water footprint has 3 components green water footprint, blue water footprint, and grey water footprint. The blue water footprint is surface or groundwater consumed in producing goods and services. (Chapagain, 2017). Due to the usage of lagoon water for both systems and water added due to rainfalls, blue and green water contribute to the water footprint of these two production systems. But lagoon water usage is only considered for the calculations due to the inability to measure added rainfall water.

Water footprint=Consumptive water (m³)/Amount of shrimp harvested (t)
(Mohanty et al., 2018)

Energy footprint is the summation of direct and indirect energy required along a production chain of a product or service. (Guzmán-Luna et al., 2021). The main energy source of both production systems is electricity provided by Ceylon Electricity Board (CEB). Electricity is used for water circulation, aeration, water pumping, and lighting. Due to the inability to measure electricity categorize-wise, total electricity usage month-wise is used as data.

Energy footprint = Energy usage (kwh) / Crop harvested (t) (Boyd & McNevin, 2020)

The land footprint is the total amount of land used to produce a product or service. (Valenti et al., 2018)

Land footprint = the area used (m²) / amount of harvested crop (Alatorre-J et al., 2012)

Productivity = total production of production system / (total production area * time spent for cycle)

(Chowdhury et al., 2015)

Result**Table 3.1:** Water Footprint of the Round Tank and Earthen Pond

	The volume of water used (m ³)	Harvested shrimp (t)		Water footprint (m ³ /t)	
		Cycle 1	Cycle 2	Cycle 1	Cycle 2
Round tank	1240	6.5	8.9	190.77	139.33
Earthen pond	11400	12	9	950.00	1266.67

Water footprint values are analyzed using a non-parametric test (Mann-Whitney U test) at a 0.05 significance level. The P-value is 0.028. P-value is less than 0.05 ($P < 0.05$). therefore, there is a significant difference in the water footprint of the two systems.

Table 3. 2: Energy Footprint of the Round Tank and Earthen Pond

	Round Tank System		Earthen Pond System	
	Cycle 1	Cycle 2	Cycle 1	Cycle 2
Electricity usage (kwh)	3080	5264	1439	1393
Crop harvested (t)	6.5	8.9	12	9
Electricity footprint (kWh/mt)	473.84	591.46	119.91	154.78

Energy footprint values are analyzed using a non-parametric test (Mann-Whitney U test) at a 0.05 significance level. The P-value is 0.023. P-value is less than 0.05 ($P < 0.05$). therefore, there is a significant difference in the energy footprint of the two systems.

Table 3.3: The Land Footprint of the Round Tank and Earthen Pond

	The area used (m ²)	Harvested shrimp (t)		Land footprint (m ² /t)	
		Cycle 1	Cycle 2	Cycle 1	Cycle 2
Round tank	1240	6.5	8.9	190.77	139.33
Earthen pond	11400	12	9	950.00	1266.67

Land footprint values are analyzed using a non-parametric test (Mann-Whitney U test) at a 0.05 significance level. The P-value is 0.028. P-value is less than 0.05 ($P < 0.05$). therefore, there is a significant difference in the land footprint of the two systems.

Table 3.4: Farm Productivity of the Round Tank and the Earthen Pond

	Round tank system		Earthen pond system	
	Cycle 1	Cycle 2	Cycle 1	Cycle 2
Total production of the production system (t)	6.5	8.9	12	9
Total production Area (ha)	0.124	0.124	1.140	1.140
Time spent for the cycle (days)	100	130	138	140
Productivity (t/m ² *days)	0.524	0.552	0.076	0.056

Farm productivity values are analyzed using a non-parametric test (Mann-Whitney U test) at a 0.05 significance level. The P-value is 0.001. P-value is less than 0.05 ($P < 0.05$). therefore, there is a significant difference in the productivity of the two systems.

Discussion

Only the consumed water should be considered in water footprint calculations. It is not considered as consumed water, when water returns to the environment in the same state in which it was withdrawn. But if it returns polluted, it should be considered consumed. (Valenti et al,2018). According to the result in table 3.1 water footprint of the round tank for cycle 1 and cycle 2 is 190.77 m³/t and 139.33 m³/t respectively. The Water footprint of the earthen pond for cycle 1 and cycle 2 is 950.00 m³/t and 1266.67 m³/t respectively. The water footprint is normally estimated considering water loss such as evaporation or evapotranspiration. For this calculation, it is considered as equally impacted on both systems. The p-value (0.028) is less than the significant level ($p < 0.05$). That means, there is a significant difference between the water footprint values of the round tank and the earthen pond. Therefore, the water footprint is significantly high in the earthen pond compared to the round tank. It means earthen pond production consumes water more than the round tank. Therefore, the round tank system supports achieving the 2nd target of SDG 12 which is achieving efficient and sustainable use of natural resources.

For both production systems, the energy requirement is fulfilled by the electricity that is supplied by the CEB. Electricity is required for water circulation and aeration, water pumping, and lighting. Electricity usage wasn't recorded usage-wise. The p-value (0.023) is less than the significant level ($p < 0.05$). That means, there is a significant difference between the energy footprint values of the round tank and the earthen pond. According to table 3.2, the electricity footprint of the round tank is significantly high compared to the earthen pond. That means the round tank system consumes more electricity to produce the unit weight of shrimps. In energy-wise, the earthen pond is more favorable and it supports achieving target 7.3 of SDG 7

Round Tank System and Earthen Pond System

which is focused to improve energy efficiency. In Sri Lanka, electricity is mainly generated using coal, fuel oil, and hydropower. Hence, the earthen pond that has low energy footprint help to achieve target 12.2 (achieve the sustainable management and efficient use of natural resources) of SDG 12.

Normally shrimp farms are located near sea areas or lagoon areas. There are many ecosystems in those areas. Clearing land areas to implement farms might create a lot of impacts on those ecosystems. It is sustainable if the farm can produce more shrimp in a small area without clearing or using a large area of an ecosystem. According to table 3.3, the round tank required 190.77 m² area to produce 1 ton of shrimp in cycle 1, and 139.99 m² area is required in cycle 2. The earthen pond required 950.00 m² and 1266.67 m² area to produce 1 ton of shrimp. When statistically analyzing these results, the received p-value is 0.028. The p-value is less than the significant level ($p < 0.05$). That means, there is a significant difference between the land footprint values of the round tank and the earthen pond. Therefore, the round tank is more favorable to achieving target 12.2 (achieve the sustainable management and efficient use of natural resources) of 12.

According to table 3.4, the farm productivity of cycles 1 and 2 of the round tank is 0.524 t/m²*days and 0.552 t/m²*days respectively. The farm productivity of cycles 1 and 2 of the round tank is 0.076 t/m²*days and 0.056 t/m²*days respectively. When statistically analyzing these results, the received p-value is 0.001. The p-value is less than the significant level ($p < 0.05$). That means, there is a significant difference between the farm productivity values of the round tank and the earthen pond. Therefore, the round tank system has significantly high productivity than the earthen pond. When comparing productivity values with footprint values, the round tank system is the most suitable system that helps to achieve goal 12 compare to the earthen pond system. Not only that it is evident that the round tank system is more environmentally sustainable than the earthen pond system.

Shrimp is a nutritious food. Shrimp farming has contributed to the provision of high-quality protein to many people all over the world. Therefore, it contributes to achieving SDG 2, End hunger, achieving food security and improved nutrition, and promoting sustainable agriculture. Aquatic foods including farmed species are unique sources of essential fatty acids, proteins that easily can be digested and taken up by humans, essential micronutrients including vitamins A, B12, and D, and minerals such as calcium, phosphorus, iodine, zinc, iron, and selenium. (Bennet et al. 2020). The growth, development, and well-being of hundreds of millions of people are affected by the deficiencies of these vital nutrients. (Golden et al 2021).

In addition to the direct production of food and income, employment is also created by shrimp farming, either directly or indirectly. As a result, doing a decent job and getting decent pay helps to raise standards of living and lessen poverty. There are a few job roles such as feeding, monitoring, and harvesting in Shrimp farming. There are job opportunities for those job roles. It provides income for a lot of people while reducing their poverty

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Assessing the Current Status and Prospects of Road Revenue Collection in Cumilla District: A Comprehensive Analysis

Kazi Foyez Ahmed*

Abstract

Effective road revenue collection is essential for the sustainable development and maintenance of road infrastructure in any region. Cumilla District, located in Bangladesh, is no exception. This research aims to provide a comprehensive analysis of the current status and prospects of road revenue collection in Cumilla District, with a focus on understanding the challenges, opportunities, and potential strategies for improvement. To achieve this objective, a mixed-methods approach will be employed, including surveys, interviews, and data analysis of existing revenue collection mechanisms. The study will assess the current revenue collection practices, the amount of revenue generated, the utilization of collected funds for road maintenance and development, and the overall impact on road infrastructure quality in Cumilla District. The research highlights the need for a comprehensive, technology-driven approach to road revenue collection, leveraging innovations like electronic toll collection (ETC) systems and robust data analytics. Furthermore, it emphasizes the importance of stakeholder collaboration and public awareness campaigns to promote compliance and accountability. Additionally, the research will identify key stakeholders involved in the process, their roles and responsibilities, and their perceptions of the challenges and opportunities in road revenue collection. Moreover, it will explore innovative revenue collection methods and propose recommendations for enhancing the efficiency, transparency, and sustainability of road revenue collection in the district level.

Keywords: Road Revenue Collection, Electronic Toll Collection (ETC) System, Infrastructure Development, Sustainable Funding, Stakeholder Engagement.

Introduction

Sufficient tax revenues are essential for long-term prosperity, but many nations' tax structures continue to be their weakest link when it comes to fostering development and state establishment (Persson and Besley, 2009). In recent international forums, such as the Group of Twenty (G20) leaders in

* Assistant Director, Bangladesh Academy for Rural Development) BARD, Kotbari, Cumilla, foyez@bard.gov.bd

2010, the Addis Tax Initiative (ATI) for revenue mobilization, and the UN's recognition that member countries must raise additional tax revenues in order to fund the Sustainable Development Goals (SDGs) by 2030, the need for country tax revenue mobilization and tax capacity building has been emphasized (Akitoby et al, 2018). In this latter context, a target of 15% of GDP has been mentioned frequently (Prichard et al, 2019)

Bangladesh's journey is a remarkable tale of progress and poverty alleviation. Starting as one of the world's most impoverished nations in 1971, Bangladesh achieved lower-middle income status in 2015 and is poised to exit the United Nations' list of Least Developed Countries (LDC) by 2026. Notably, the poverty rate declined from 11.8 percent in 2010 to 5.0 percent in 2022, as measured by the international poverty threshold of \$2.15 per day (adjusted using the 2017 Purchasing Power Parity exchange rate) (The World Bank In Bangladesh, 2023). The government is in the process of building eight new expressways aimed at enhancing regional connectivity within the nation. These expressways are set to span a total of 2,352 kilometers as four-lane thoroughfares. They will be exclusively accessible to long-distance passenger and freight vehicles, subject to toll payments. As part of a major strategic initiative, the government is formulating a comprehensive plan to construct eight expressways that will link the country's seaports and select land ports, thereby fostering robust connectivity with neighboring nations.

Additionally, there have been notable improvements in various aspects of human development outcomes. In order to realize its goal of reaching upper middle-income status by 2031, Bangladesh must focus on generating employment opportunities within a competitive business landscape, enhancing human capital by nurturing a skilled workforce, improving infrastructure efficiency, and fostering a policy environment that appeals to private investment. Some key development objectives involve broadening export diversification, addressing weaknesses in the financial sector, promoting sustainable urbanization, and enhancing public institutions. This includes implementing fiscal reforms to boost domestic revenue for development purposes.

The collection of road revenue in Cumilla District, and by extension, across various regions, is a critical component of infrastructure financing and economic development. This literature review aims to provide an in-depth analysis of the existing status and potential future directions of road revenue collection in Cumilla District. Understanding the challenges, opportunities, and strategies involved in this process is essential for the sustainable development of transportation infrastructure in the district level.

Research Gape

A review of the budget for the last four years shows that our expenditure is more than our income which means we have a deficit budget.

Budget At A Glance

Description	Budget 2021-22	Revised 2020- 21	Budget 2020- 21	Actual 2019- 20
Revenue and Foreign Grants				
Revenues	3,89,000	3,51,532	3,78,000	2,65,909
(Statement I) Tax Revenue	3,46,000	3,16,000	3,45,000	2,21,982
NBR Tax Revenue	0	0	0	2
Non-NBR Tax Revenue	3,30,000	3,01,000	3,30,000	2,16,037
Non-Tax Revenue	16,000	15,000	15,000	5,944
Foreign Grants/1 (Statement V)	43,000	35,532	33,000	43,927
Total :	3,490	3,985	4,013	2,520
Expenditure	3,92,490	3,55,517	3,82,013	2,68,429
Operating Expenditure				
Recurrent Expenditure	3,61,500	3,23,688	3,48,180	2,54,880
(Statement III) of which Interest	3,28,840	3,02,547	3,11,690	2,36,124
Domestic Interest	68,213	63,729	63,801	58,313
Foreign Interest	62,000	58,500	58,253	53,995
Capital Expenditure/2 (Statement IV)	6,589	5,323	5,548	4,318
Net Outlay for Food Account Operation/3 (Statement VIII)	32,660	21,141	36,490	18,756
Loans & Advances (Net)/4 (Statement VIA)	597	2,553	567	2,278
Development	4,506	4,717	4,210	1,205

Road Revenue Collection in Cumilla District

Expenditure Scheme/5 (Statement X)	2,37,078	2,08,025	2,15,043	1,61,797
Non-ADP Special Project (Statement VIA)	5,990	4,610	4,722	3,343
Annual Development Programme/6 (Statement IX) Non-ADP FFW and Transfer/7 (Statement X)	2,25,324	1,97,643	2,05,145	1,55,380
	2,588	2,532	2,654	1,455
Total - Expenditure : Overall Deficit (Including Grants) :	6,03,681	5,38,983	5,68,000	4,20,160
(In percent of GDP) :	-	-	-	-
Overall Deficit (Excluding Grants) :	2,11,191	1,83,466	1,85,987	1,51,731
(In percent of GDP) :	- 6.1	- 5.9	- 5.9	- 5.4
	-	-	-	-
	2,14,681	1,87,451	1,90,000	1,54,251
	- 6.2	- 6.1	- 6.0	- 5.5
Short-Term Debt (Net)				

Data Source: (Finance Division Ministry Of Finance, n.d.)

According to the budget in the financial year 2023-24, our expenditure will be 7 lakh 61 thousand 785 lakh crore taka. But against that, the income has been estimated at 5 lakh 3 thousand 900 lakh crore taka. In that case our deficit will be Tk 2 lakh 57 thousand 885 lakh crore taka. If we review a little more deeply, the tax revenue comes to us 4 lakh 50 thousand lakh crore taka and the non-tax revenue comes to only 50 thousand lakh crore taka. If we can increase the amount of non-tax reviews, our budget deficit will be greatly reduced. My main area of research is increasing non-tax revenue of the government. By this study I mean that the money that comes from leasing CNG stands on our various roads is very little. The Government's revenue will increase a lot if the government can directly collect tolls in these sensitive areas by changing the Government's Toll Policy 2014 Act issued in the amended notification of the Ministry of Road Transport and Bridges on

January 11, 2015. In that case, the income of the non-tax revenue portion of the budget will increase a lot. So the Research gap is contribution of non-tax revenue increase.

Research Objectives

General Objectives of the research is to assess the current status of road revenue collection in Cumilla District.

The Specific objectives of this research are as follows:

To identify the challenges faced in road revenue collection.

To explore prospects for enhancing road revenue collection.

To provide recommendations for improving road revenue collection in the district.

The research will address the following research questions

What is the current status of road revenue collection in Cumilla District?

What are the key challenges faced by authorities in collecting road revenue?

What prospects exist for increasing road revenue collection in Cumilla District?

Theoretical Framework

This study draws on the theoretical framework of public finance, with a focus on revenue collection mechanisms and their efficiency. Additionally, the study incorporates concepts from transportation economics, which are essential for understanding the relationship between road infrastructure and revenue collection. The assessment of road revenue collection in Cumilla District necessitates the establishment of a robust theoretical framework that will guide the research and provide a structured approach for understanding the various dimensions of this complex issue. This theoretical framework incorporates key concepts, models, and theories relevant to road revenue collection, thereby offering a foundation for the comprehensive analysis of the current status and prospects in Cumilla District.

Challenges for budget FY2023-2024

The endeavor to restore macroeconomic stability is intricately connected with the issue of revenue mobilization. Tax revenues stand as the primary source of government income. Each year, the government establishes ambitious tax revenue targets, only to fall short of meeting them. This trend persisted during the execution of the FY2023 Budget, which envisioned a 30% increase in tax revenues from Taka 2996 billion collected in FY2022 to Taka 3880 billion in FY2023. However, based on actual tax collections until March 2023, the estimated tax revenue is anticipated to reach Taka 3296 billion, marking a 15% deficit from the set target. Consequently, the tax-to-GDP ratio has been on a declining trajectory in recent years, starting from an already low level. The estimated tax revenues in FY2023 constitute a meager 7.4% of GDP, falling short of the 7.7% achieved in FY2019 (Sadiq Ahmed, 2023).

Inability to implement substantial tax reforms

The inability to implement substantial tax reforms over the past few years has hindered the mobilization of tax revenues. Ad-hoc tax measures announced during budget seasons have proven ineffective in boosting resource mobilization. This pattern is likely to repeat itself in the FY2024 Budget, which ambitiously aims to elevate tax revenue to Taka 4500 billion in FY2024, compared to the estimated tax revenue of Taka 3296 billion in FY2023. This represents a staggering 37% increase, a figure that strains credibility. The actual growth in tax revenue over the past six fiscal years has averaged only 10% annually. While the new tax measures proposed in the budget may offer room for some modest additional gains, the projected 37% increase appears unrealistically optimistic, and the most probable outcome is a significant shortfall in actual tax revenues. (Dr. Sadiq Ahmed, 2023)

Implementing substantial reforms demands a comprehensive transformation of the tax system, entailing significant institutional adjustments in tax planning and administration. These reforms encompass the separation of tax planning from tax collection, modernizing the National Board of Revenue (NBR) through the simplification and digitization of tax administration, abolishing expenditure accounting requirements in tax filing, eliminating the interface between taxpayers and tax collectors, adopting a genuinely self-assessment system enforced through selective and productive computer-based audits conducted by trained and professional tax auditors, transitioning the NBR from a tax policing entity into a tax service agency, introducing a comprehensive property tax system, and the full implementation of the 2012 VAT Law (Acts, 2012).

The Bangladesh Road Transport Authority (BRTA) was established on December 20, 1987, through SRO No. 303/Act/87/MVRT/1E-7/84(Part), operating under Section 2A of the Motor Vehicles Ordinance 1983 (Amended 1987). It commenced its operations in January 1988. The primary objective behind the formation of BRTA was to ensure effective management, discipline, and safety in the road transport sector. It was established under the Ministry of Communications (now known as the Ministry of Road Transport and Bridges) to enforce the Motor Vehicles Ordinance of 1983. BRTA operates in accordance with the Bangladesh Road Transport Act of 2017 for the implementation of the Road Transport Act of 2018. The Chairman of BRTA holds full authority over its functions, and it is their responsibility to review government directives issued periodically. According to the updated organizational structure, BRTA currently comprises 8 Divisional Offices and 64 Circle Offices, including 64 district circles and 6 metro circles. A Divisional office is headed by a Director (Engineering), a Metro circle is overseen by a Deputy Director (Engineering), and a circle office is led by an Assistant Director (Engineering) (BRTA, 2023).

Taxation Theories

Various taxation theories, such as the ability-to-pay and benefit principles, are essential for evaluating the fairness and effectiveness of road revenue collection mechanisms. The assessment will consider how these theories apply to road users, residents, and the government in Cumilla District.

Technology Adoption Models

Given the potential for technological solutions in revenue collection, technology adoption models will be employed to assess the feasibility and effectiveness of digital tools and innovations in improving the collection process.

Methodology

The methodology employed for assessing the current status and prospects of road revenue collection in Cumilla District is crucial for obtaining accurate and reliable insights into this complex issue. This section outlines the research design, data sources, data collection techniques, and analytical approaches that will be used to conduct the comprehensive analysis.

Research Design

The research design for this study will be primarily descriptive and analytical. It will involve both qualitative and quantitative elements to ensure a comprehensive examination of road revenue collection in Cumilla District. The research will be conducted in several phases, including data collection, data analysis, and interpretation of findings.

Data Sources

To gather relevant data, a combination of primary and secondary sources will be used:

a. Primary Data Sources

- I. Surveys: Structured questionnaires will be administered to road users, residents, and stakeholders involved in road revenue collection to gather first-hand information.
- II. Interviews: In-depth interviews will be conducted with key informants, including government officials, tax collectors, and experts in the field.
- III. Field Observations: On-site field visits will be carried out to assess the condition of road infrastructure, the operation of toll booths, and the enforcement of road revenue collection.

b. Secondary Data Sources

- I. Government Records: Official records and documents related to road revenue collection, taxation, and infrastructure development in Cumilla District.
- II. Academic Research: Existing academic studies, reports, and publications on road revenue collection and infrastructure financing in similar regions.

- III. International Organizations: Reports and publications from organizations such as the World Bank, United Nations, and the International Monetary Fund on relevant topics.

Data Collection Techniques

Data will be collected through a combination of the following techniques:

- a. Survey Questionnaires: Surveys will be distributed to selected road users and residents, with questions designed to assess their experiences, perceptions, and expectations regarding road revenue collection.
- b. Semi-Structured Interviews: Interviews will be conducted with government officials, tax collectors, and experts in the field. These interviews will be semi-structured to allow for open-ended discussions and the exploration of specific issues.
- c. Field Observations: Researchers will visit key locations within Cumilla District to observe the condition of road infrastructure, toll booth operations, and any issues related to revenue collection.

Data Analysis

Data analysis will involve both qualitative and quantitative methods:

- a. Qualitative Analysis: Thematic analysis will be used to categorize and interpret qualitative data obtained from interviews and field observations. This will help in identifying patterns and themes related to road revenue collection.
- b. Quantitative Analysis: Survey data will be subjected to statistical analysis using appropriate software. This will include descriptive statistics, regression analysis, and hypothesis testing to derive quantitative insights.

Ethical Considerations

Ethical considerations will be taken into account throughout the research process. Informed consent will be obtained from participants, and their anonymity and confidentiality will be ensured. Research will be conducted in compliance with relevant ethical guidelines.

Data Collection The research will employ a mixed-methods approach. Primary data will be collected through surveys of road users, interviews with relevant authorities, and on-site observations at toll booths. Secondary data will be obtained from government reports, academic literature, and official documents.

Data Analysis

Quantitative data will be analyzed using statistical software to determine patterns and trends in revenue collection. Qualitative data from interviews and observations will be thematically analyzed to identify challenges and opportunities.

Qualitative Data from Stakeholder

Despite having no valid license, CNG-powered auto-rickshaws are plying on various roads and highways of Cumilla district. Few drivers have driving licenses that expire long before they expire. The drivers of these cars said that they are driving the cars by paying monthly subscriptions to the CNG Owners Association. BRTA says drivers will be forced to get licenses and registration if there is strict police surveillance. Talking directly with CNG drivers, it is known that extortion is going on in the name of the 'CNG stand'. Allegations of extortion have been made at various points in Cumilla city, against owners and labor unions. Despite several complaints to the District Commissioner, no remedy was found. However, the police say that legal action will be taken against illegal extortion.

The Public is Fed up With Extortion in the Name of the Police Station on the Road in Cumilla

Cumilla has 7 to 8 entrances to enter Devidwar Municipal area. They are seen at every entrance, they are collecting tolls with sticks, receipts and ledgers. These small receipts are written “If you enter the municipality, you have to pay the toll” Who is collecting this toll? How much money to pay? How many times a day does a small vehicle have to pay GP/ toll or subscription in the same municipality? How much toll can be collected from any transport? Who determined this toll? Although the answers to these questions are not available, it can be easily assumed that all concerned are determined to avoid their own responsibility by pressing “উদোর পিণ্ডি বুধোর ঘাড়ে”.

With Nominal Price of Izarrh, Crores of Money are being Grabbed in the Name of Gate Pass (GP)

Extortion is going on unbridled and recklessly in the name of Izarrh toll collection on every road entering the municipality. It is like Ram Reign, the open extortion of extortion syndicates has taken a more terrible form than the collection of taxes from the indigo farmers of the British rule.

Every freight truck, pick-up, covered van, nasimon, karimon, vatvte, cng, autorickshaw, easybike driver has to pay point-to-point contribution irrespective of lease conditions. Not only that, the fee charged at these points is double the amount of gas needed to refill an empty CNG gas. Although the municipality has no stands of its own, the municipal authorities have imposed a toll of fourty Taka per trip on CNG and auto-rickshaws carrying passengers only from designated stands as part of the lease. Those conditions and rules are ignored by the extortionate local influential syndicates. At each stand, the extortionist syndicate collects extortion when the vehicles of different companies including empty CNG, auto rickshaws, pickups, trucks, covered vans, medicines pass the stand area.

A CNG plying on all roads in the municipal area has to pay a toll of Tk 30 to Tk100. These extortionists have their own lathial forces who stay around the stand area. If the passenger is late in paying the subscription, the driver is

tortured, the car is impounded, the wheels or keys are taken away, and the driver is assaulted. And such incidents are constantly happening on the roads here. Every day, 1 lakh 80 thousand or two lakh taka are collected from various roads in the municipal area. Even though there is no rule, the extortionists at the field level are extorting according to their own will by sub-leasing or contracting in exchange for more money step by step. Forced oppression and torture in various ways to collect this extra money. And by doing this, it directly affects the common people.

This syndicate is not satisfied with just collecting GP or toll. They also have a syndicate of monthly subscription or Monthly Token trade in the name of Thana Police. Even after having all the documents of the car, it is compulsory to take a token of 500 taka per month given in the name of police station. These extortionists are openly collecting extortion by signing their names on stickers. Government party leaders and workers are influential in the local area, so the working people are helpless before the extortion syndicate. If the token money given to the police station is not paid, it will be handed over to the police and then the problem will increase. A hefty fine has to be paid. Every month more than 2 lakh taka is collected from various transports across the upazila in the name of thana police token. However, even though the Thana police denied these allegations as always, they are not taking any action against these extortion syndicates which are running openly for unknown reasons. As a result, extortionists are becoming more reckless day by day.

It can be seen from the on-site investigation that even after these issues were published in various media including local and national dailies, the appropriate authorities did not budge. Due to this there is extreme anger in the public mind. Even though there are so many irregularities going on in public, the authorities including the law enforcement administration are silent due to invisible reasons. The officer-in-charge of Debidwar police station said that since the lease has been given by the municipal authorities, they will look into these issues. Thana Police is not involved in any kind of token trading. However, he admitted that local political leaders and influential people are involved in these extortion syndicates. When asked about not taking action despite having evidence, he said that the matter will be looked into and action will be taken.

Gate Pass (GP) Collection per day in Cantonment Cumilla CNG Stand

In this research case, conducted a survey spanning from Cantonment to Debidwar. The findings reveal a daily presence of 250 CNG vehicles, both registered and unregistered, along with approximately 150 autos on this route. At Cantonment CNG stands, each CNG is required to pay 100 taka in the morning for the entire day and 30 taka per trip. In contrast, every electric battery-powered auto must contribute 40 taka in the morning, covering the charges for the entire day.

GP Collection per day in Cantonment Cumilla CNG Stand			
Particulars	Unit	Per unit tk	Total Amount
CNG	250	100	25000
Average 4 trips Per CNG	1000	30	30000
Auto	150	40	6000
Total Collection per day			61000

If the daily GP (Gate Pass) collection at the Cantonment Cumilla CNG Stand is 61,000 taka, the annual total would amount to $(61,000 * 365) = 2,22,65,000.00$ tk, which is two crore twenty-two lakh sixty-five thousand taka in words. The government is estimated to lose revenue of around 200,00,000.00 tk, equivalent to two crore taka. It's worth noting that the length of this road is only 40 kilometers.

Bangladesh's road infrastructure comprises national highways, with the Roads and Highways Department overseeing the maintenance of district roads. Additionally, the Local Government Engineering Department is responsible for maintaining Upazila Roads, Union Roads, and Village Roads. The combined length of these roads exceeds 375,000 kilometers.

GP Collection per day in Kangshonagar and Debidwar Cumilla CNG Stand

Additionally, at Kangshnagar Bazar CNG stand and Debidwar CNG stand, the daily charges are 40 taka each. CNG drivers charge 60 taka per passenger for the journey from Debidwar to Cantonment.

GP Collection per day in Kangshonagar and Debidwar Cumilla CNG Stand			
Particulars	Unit	Per unit tk	Total Amount
Kangshnagar Bazar CNG stand	250	40	10000
Debidwar Bazar CNG stand	250	40	10000
Total Collection per day			20000

Ruling party leaders typically manage the GP (Gate Pass) collection for CNG stands by securing tenders. Instead of directly handling the GP collection, leaders often opt to subcontract the task, offering sub-contractors a daily payment of twenty thousand taka. It's important to highlight that the Cantonment stand's tender is acquired from the Cantonment Board, while the tenders for Kangshnagar Bazar CNG stand and Debidwar Bazar CNG stand are obtained from the upazila administration at a nominal cost, totaling four to five lakh taka annually.

Road Revenue Collection Mechanisms

To comprehend the current state of road revenue collection in Cumilla District, it is imperative to evaluate the various mechanisms employed for this

purpose. This section will explore the methods and tools used for road revenue collection, such as toll booths, digital technologies, and administrative processes, shedding light on their effectiveness and shortcomings.

Challenges in Road Revenue Collection

The effective collection of road revenue in any region is often hindered by a range of challenges. This section will delve into the obstacles faced in Cumilla District, including issues related to tax evasion, corruption, enforcement, and the condition of road infrastructure, among others. Analyzing these challenges will provide insights into the factors affecting revenue collection.

Economic Impact of Road Revenue Collection

Road revenue collection not only funds infrastructure maintenance and development but also has broader economic implications. This section will examine the economic benefits associated with robust road revenue collection, including job creation, improved trade, and enhanced connectivity.

Prospects for Road Revenue Collection Enhancement

To ensure the sustainable financing of road infrastructure, it is crucial to explore the potential avenues for improvement. This section will discuss strategies and innovations that can be adopted in Cumilla District to enhance revenue collection, including the implementation of technology, anti-corruption measures, and public-private partnerships.

Comparative Analysis with Other Regions

By comparing the road revenue collection situation in Cumilla District with other districts or similar regions, this section will offer valuable insights into best practices and lessons that can be learned from successful models.

The Timing and "When" of Tax Reform

For tax reforms to be successful, timing is important in many different ways. First and foremost, it's critical to acknowledge that tax reform is invariably influenced by some form of historical path dependence. According to Feldstein (1976), As someone once stated many years ago, the beginning of tax reform inevitably shapes the course of future developments.¹ What would have been desired if those taxes had been adopted for the first time might not have been desirable in the following round of tax reform.

Secondly, there's no need to rush the preparatory phase. The government should give itself ample time to organize, get ready, and publicize the tax reform package in order to win over legislators, administrators, and, most importantly, the public and key stakeholders.

¹ A good example of that time path-dependence is the comparison in Di John (2006) of the tax reform processes in Brazil and South Africa during the last several decades.

Third, there are two options available to implement the tax reform: either all at once in a huge boom or gradually phase the reforms in. Delaying the adoption of some policies and phasing in their implementation over time enable the economic system to modify and adapt to the new regulations, which can lessen expenses or losses and the resistance of individuals who would be negatively impacted by the reform. On the other hand, it can be preferable to shorten the period between approval and implementation if there is a chance that the reforms will be politically reversed. Additionally, there is a strong case to be made for accelerating reform momentum by putting into practice policies with instant impact.² For those nations who are unwilling to enact substantial tax reform due to political concerns, a far delayed implementation schedule is also suggested. In these situations, the best course of action would be to make sure that each A comprehensive long-term tax reform blueprint is consistent with the overall design of a piecemeal reform initiative.

Fourth, The longevity of tax institutions is another crucial factor in timing. Between periods of major tax reform, tax structures should be stable and tax changes, which incur various expenses in administration and compliance, should be minimized. Company because the uncertainty that investors experience as a result of frequent changes to tax legislation can have a negative impact on investments, economic activity, and eventually economic growth.

Finally, achieving some specific goals more successfully may also necessitate timing the tax reform process. For instance, (Gupta and Jalles, 2020) who examined tax revisions in 45 developing and low-income nations between 2000 and 2015, discover that, in order to have a stronger effect on When the economy is growing more slowly, tax reforms are more successful in reducing income inequality. As an additional illustration, (Fairfield, 2013) contends that it would be preferable to implement incremental reform by raising the tax burdens on economic elites who own both political and economic clout, opening up new avenues for acceptance and efficacy at the same time.

Tax Administrators' Incentive Programs and Their Semi-Privatization

Governments have had to come up with creative measures to deal with the problems they regularly face in collecting taxes, such as rewarding tax collectors and hiring tax collection from private parties. Although it can be effective in raising revenue, rewarding tax collectors with a bounty premium or performance-pay plans for apprehending tax evaders and boosting collections is typically risky and exposes them to acts of corruption and rent-seeking. (Khan et al, 2016)

² Further discussion of these issues is in Feldstein (1976), Owens (2005), and Akitoby et al. (2019).

Teachings on the Requirement of Complementary Measures for Upgrading Tax Administration

Long-term tax reform initiatives are inextricably linked to efforts to reform tax policy, which are supported by stricter compliance guidelines and a significant improvement of the equipment for tax administration. A wealth of evidence indicates that pursuing revenue administration enhancements and tax policy reforms simultaneously produces greater and more long-lasting benefits. Thus, a crucial lesson is to not limit your attention to simply updating tax laws and pushing tax administration and taxpayer compliance concerns on the back burner.

Important International Tax Reform Success Stories

Globally, there have been a lot of tax reforms during the past few decades. Significant tax reforms have been implemented in nations with backgrounds extremely different from the People's Russia, the People's Republic of China (PRC), Colombia, Spain, Indonesia, and Jamaica. Numerous other nations have started partial reform, frequently with significantly efficient. Usually, these reforms have taken a long time and a lot of money. As a result, it is valuable to draw conclusions from such initiatives for other nations thinking about implementing significant tax reforms in the near future. The majority of nations must educate one another on how should modify their tax structures to address the pressing issues of the day, such as climate change, technological advancement and information systems, globalization, and regional economic integration (Alm et al, 2006).

Tax Reform Success Stories Republic of Korea

Following the Korean War, the Republic of Korea (ROK) implemented a series of tax reforms, beginning with the Three-Year Economic Reconstruction Plan (1959). This change aimed to lessen streamline tax administration and the majority of tax rates. In addition, the 1960 tax reform raised indirect tax rates while decreasing direct tax rates. The government also expanded the amount of tax breaks and exemptions in order to encourage capital accumulation and exports. When the military took over in 1961, it promised to handle future tax cases more sternly while also waiving all current penalty claims for prior tax arrears. The Tax Account Law was passed at this time to assist taxpayers in voluntarily filing tax returns. And For both individuals and corporations, voluntary tax filing was offered at a reduced tax rate. Indirect taxes were also heavily relied upon by the 1961 tax reform to increase tax revenues. The tax rates on entertainment, luxury products, and alcoholic beverages went up. The Workplace of National Tax Administration was founded in 1966 with the express purpose of raising tax revenue.

A progressive tax rate structure was implemented in 1967 to raise the tax liability of high-income categories; conversely, reducing the tax burden on low-income workers was the goal of the 1971 tax reform. The basic exemption threshold was raised and tax rates on businesses, wages, and

salaries were cut. 1975 saw the introduction of a progressive income tax rate scheme, while 1977 saw the implementation of VAT. In order to streamline the indirect tax system and replace a number of indirect taxes, the VAT was implemented at the same time. In order to safeguard taxpayer rights and interests, provide fair tax administration, and provide clarification on the legal foundation for taxes, the Basic Law of National Taxes was passed.

The 1980s tax reforms included small changes spread over a number of years with a focus on structural alterations. The tax incentive system was streamlined, tariffs were lowered, tax benefits for foreign investors were eliminated, tax incentives for R&D were strengthened, small and medium-sized enterprises were established, and anti-pollution measures were implemented. As an The total tax income as a proportion of GDP grew from 6%–7% in the mid-1950s to 20%–21% in the 1990s as a result of all those initiatives. With a tax-to-GDP ratio of 20.1% in 2019, the ROK is almost five percentage points less than the typical OECD nation.

Conclusion

This literature review will contribute to a comprehensive understanding of road revenue collection in Cumilla District. It will shed light on the current challenges and opportunities while providing a foundation for future research and policy initiatives aimed at improving road revenue collection, thereby fostering sustainable infrastructure development and economic growth in the region.

In contrast to advanced economies, where approximately 40% of GDP is gathered in taxes, developing economies typically only manage to collect about 15% of their GDP through taxation. The capacity to generate tax revenue plays a pivotal role in a nation's ability to fund essential services like healthcare and education, crucial infrastructure like power and transportation, and various public goods. Given the extensive requirements of less affluent nations, this limited tax collection level poses a significant threat to their economic progress.

Cumilla District, located in the southeastern part of Bangladesh, plays a crucial role in the country's economic development due to its strategic location and extensive road network. The revenue generated from road users, such as tolls and fees, constitutes a significant portion of the district's budget. However, there is a pressing need to assess the current status of road revenue collection, identify challenges, and explore opportunities for improvement. This research paper presents a comprehensive analysis of the current status and prospects of road revenue collection in Cumilla District, Bangladesh. The study investigates the background of road revenue collection, sets clear objectives and research questions, employs a theoretical framework to guide the analysis, outlines the methodology used for data collection and analysis, discusses key findings, and provides a thorough discussion of the implications of these findings.

Road Revenue Collection in Cumilla District

This research provides a comprehensive analysis of the current status and prospects of road revenue collection in Cumilla District. By addressing key challenges and exploring opportunities, it offers valuable insights for policymakers and authorities to enhance revenue collection in the district. Implementing the recommended strategies can contribute to more efficient and sustainable road revenue collection, ultimately benefiting the economic development of Cumilla District and Bangladesh as a whole.

Key Findings/Discussion

Current Status of Road Revenue Collection: The analysis reveals that road revenue collection in Cumilla District has been inconsistent and faces challenges related to leakage and corruption. The revenue collected often falls short of projected targets.

Challenges: The study identifies several challenges, including evasion of tolls, inadequate enforcement, and the need for modernizing revenue collection mechanisms.

Prospects for Improvement: Prospects for improving road revenue collection include the adoption of electronic toll collection systems, strengthening enforcement, and public awareness campaigns.

Recommendations

Based on the findings and discussions, the following recommendations are proposed:

Implement an electronic toll collection system to reduce leakage and improve efficiency.

Strengthen enforcement mechanisms to deter toll evasion and corruption.

Invest in infrastructure improvements to enhance the quality of roads, thereby increasing willingness to pay tolls.

Conduct regular audits and transparency assessments of revenue collection processes.

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The Hype of Talent Management: A Hoax or Hub of Employee Retention

Mohammad Bashir Mia Khadem*

Abstract

The concept of talent management has received immense appeal in organizations worldwide. Having recognized the importance of talent management, global companies have applied this concept in micro and macro-level management. The study's primary objective was to assess the hype of talent management in the context of different organizations. The study collected data from contemporary, peer-reviewed, and world-leading top-rated journals, mainly published between 2000 and 2016. Findings presented that Talent Management had shown positive outcomes toward qualified employee retention in the global context.

Keywords: Talent Management, Retention, Hub of Employees, HR Practices, HRM

Introduction

Since the late 1990s, the idea of Talent Management (TM) has gained tremendous attention from academics and practitioners of Human Resource Management (HRM) (Schuler, 2015; Cappelli, 2008 & Sparrow and Markam, 2015). In particular, after the publication of "The War for Talent" report in 1997 by McKinsey and Company, TM attained overwhelming importance (Stahl et al., 2007; Chambers et al., 1998; Farndale et al., 2010 & Lewis and Heckman, 2006). Consequently, many scholastic research articles have been published since the beginning of the 21st century. Unfortunately, despite the bundle of publications, there are many conceptual issues that are still vague, ambiguous, and equivocal (Collings and Mellahi, 2009; Tansley, 2011). Another knotty limitation is the theoretical underdevelopment of TM (Lewis and Heckman, 2006). In practice, by collecting data from 18 companies, Stahl et al. (2012) found that TM is effective and precious in attracting, recruiting, developing, and retaining employees. Similarly, the Chartered Institute of Personnel and Development (CIPD) also found that more than 90% of firms in the UK have adopted TM activities (CIPD, 2006). Strangely, Ashton and Morton (2005) opined that although three-quarters of organizations practice a TM strategy, they haven't felt any significant impact. Similarly, McCauley and Wakefield (2006) echoed that many companies have succeeded without practicing TM.

* Designation: Assistant Professor, Department of Public Administration, University of Dhaka,
Email: bashirkhadem2012@gmail.com

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This paper sets out to achieve three objectives: in the first instance, to critically evaluate the concept of TM. Secondly, to identify the major theoretical issues and debates on TM, and finally, to justify how TM is an effective tool for employee retention. This paper continues with a discussion and debate of TM as a concept. A contemporary and up-to-date review of the literature on TM and employee retention follows this. Next, the paper illustrates the key HR practices and their impact on TM using Standard Chartered Bank (SCB) in Bangladesh as a broad example. Finally, conclusions are drawn, and areas warranting further research are highlighted.

Methodology

This paper is based on secondary research; it includes published books, peer-reviewed journal articles, organizational manuals, and annual reports. Most of the articles cited are from contemporary, peer-reviewed, and world-leading top-rated journals, mainly published between 2000 and 2016. In addition, SCB cited organizational reports, as the author has some experience with the bank.

Review of Literature and Key Debate

Talent Management (TM)

The Question and Confusion of TM

Talent Management (TM) is a 'buzzword' in the lexicon of HRM literature (Christensen and Rog, 2008); it's illusive as well as intrinsically confusing and extrinsically bemusing (Boselie et al., 2005). Many authors (Iles et al., 2010; Lewis and Heckman, 2006 & Cappelli, 2008) have found no differences between TM and HRM. Some considered TM as a new HR Fad (Coulson-Thomas, 2012 & Clarke and Winkler, 2006) or '*old wine in a new bottle*' (Iles et al., 2010: 181). Others also argue that TM is attached to a few new concepts such as 360-degree feedback, succession planning, and assessment center; these make differences between TM and HRM (Huselid et al., 2005; McCauley and Wakefield, 2006 & Ross, 2013). As such, TM is neither an HR fad nor a fashion (CIPD, 2006) and is different from traditional HRM (Schuler, 2015). More specifically, Ashton and Morton (2005: 28) remarked, "*TM is more than a new language for old HR work*". However, although TM has been around long, it was not in the HRM schemata before the 1990s.

The Beginning and take off of TM

In 1997, a group of consultants from McKinsey and Company published an 8-page seminal work report in *the McKinsey Quarterly* named '*The War for Talent*' (Chambers et al., 2008). They collected data from 6000 executives, including 400 corporate offices from 77 US companies (Chambers et al., 1998), and used a new concept of "TM" as a 'burning priority' (Schuler, 2015). The catchy word 'TM' was divulged in the McKinsey report (Khilji et al., 2015 & Clarke and Winkler, 2006). However, TM is not a new term. Instead,

it is also found in the Holy Bible (Tansley, 2011). In early 1980, it was used in sport management (Tarique and Schuler, 2010) but originated in HRM in the late 1950s (Cappelli, 2008). However, linguistically, the term started as a separate ground for research and developed in the late 1990s (Tansley, 2011).

Effort and Development

Since the late 1990s, TM has gained enormous popularity pragmatically from academics and practitioners after the publication of McKinsey's report (Stahl et al., 2007; Collings and Mellahi, 2009; Ross, 2013; Bhatnagar, 2007 & Iles et al., 2010). Consequently, after the 1990s, some of the world's leading peer-reviewed journals, such as the Human Resource Management Review, International HRM Journal, European Journal of Industrial Management, The Journal of Human Resources, and others, received bundles of research articles on TM to be published. A cursory review of TM literature found a few frequently used catchy words such as 'talent shortage,' 'talent war,' 'talent strategy,' and 'employer brand' (Bhatnagar, 2007; Lewis and Heckman, 2006 & Jenner, 2007). To develop a theoretical background, many authors (Al Ariss et al., 2014; Cappelli, 2008; Collings et al., 2015; Lewis and Heckman, 2006 & Schuler, 2015) contributed their quota to this empirical research. For example, Meyer et al. (2013) wrote about theoretical development, whereas Cappelli (2008) described the chronological development of TM.

In the literature, TM was described by different names from different authors, such as 'strategic TM' (Collings and Mellahi, 2009 & Bhatnagar, 2007), high potential management (Clarke and Winkler, 2006), Global TM (Tarique and Schuler, 2010 & Khilji *et al.*, 2015) and succession planning (Coulson-Thomas, 2012). Despite ample research and publications, many unanswered questions encompassed the term TM (Tansley, 2011 & Collings et al., 2015). A conscientious study reveals that many academics and practitioners still struggle with the meaning of TM (Ashton and Morton, 2005). Obscurity of definition and lack of theoretical development lead an antithetical and anomalous debate on TM (Lewis and Heckman, 2006). Many organizations adopted TM without realizing the real meaning of it (Clarke and Winkler, 2006). For instance, Clarke and Winkler (2006) found that 80% of HR managers in the UK are unfamiliar with the 'formal definition' of TM.

The Quest for Definition

Difficulties are associated with the explicit meaning of TM, as the term has multidimensional uses (Lewis and Heckman, 2006 & Stahl *et al.*, 2012). As a multi-dimensional concept (Christensen and Rog, 2008), it is likely impossible to define it succinctly by a single line (Collings and Mellahi, 2009). Moreover, the definitions varied from the context and could be used locally, nationally, or globally (Tansley, 2011). Notwithstanding these limitations, Collings and Mellahi (2009: 305) defined TM as "*the systematic identification of key positions which differentially contribute to the organizations' sustainable competitive advantage*". However, Lewis and

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Heckman (2006) gave a comprehensive definition from three broad perspectives. The first is the 'HR functions' perspective, which includes recruitment, selection, career development, and retention. Secondly, the 'talent pool' perspective includes the availability of prospective employees within the organization. Third, the 'generic talent' perspective means TM is not confined within the organizational perimeter or particular location.

The Reason

Blue-chip firms are confronting substantial complications in giving tasks and training and the possibility of professional improvement of what they pledge (Jenner, 2002). This phenomenon mainly causes economic uncertainty, technological complexities, global challenges, volatile market structures, and unpredictable circumstances (Khilji *et al.*, 2015; Meyer *et al.*, 2013 & Cappelli, 2008). From the institutional theory perspective, organizations must adapt to the continuously changing environment (Tarique and Schuler, 2010). In order to be sustainable and gain a competitive advantage in this environment, a talent tool is inevitable (Ashton and Morton, 2005 & Stahl *et al.*, 2012). Successful implementation of TM practice may ensure the recruitment and retention of high performers in the organization (Sparrow and Makram, 2015).

Retention Literature

In the last two decades, debates on TM and employee retention have been the nucleus of HR literature (Collings and Mellahi, 2009). TM is a vital tool for employee retention and is also responsible for boosting organizational performance (Khilji *et al.*, 2015 & Coulson-Thomas, 2012). More than 60% of organizations in the UK have adopted TM to attract and retain high-performing potential employees (Clarke and Winkler, 2006). In Stahl *et al.* (2007) survey of 300 firms, they ranked employee retention as TM's second most important challenge. However, employee retention depends on many factors, including pay, management expectations, induction, family-oriented HR practice, training and development, and the line manager's role (Jenner, 2000).

The Power of "TM": A New Path to Retention

Increasingly, organizations have become aware that the key to future competitive advantage lies in recruiting and retaining talent (Jenner and Taylor, 2000). An effective TM policy can ensure the recruitment and retention of highly performing employees (Christensen and Rog, 2008). This gives prospective employees value, position, and motivation to perform (Farndale *et al.*, 2010). Consequently, these employees can enhance organizational performance (Huselid *et al.*, 2005). Hence, TM can bridge employee retention and organizational performance (Bhatnagar, 2007). In this context, Clarke and Winkler (2006: 6) have noted that "94% of

respondents agree that it can have a positive impact on an organization's bottom line". Nevertheless, the rate of success depends on the alignment with 'business strategy' (McCauley and Wakefield, 2006), "the nature of employment relationship" (Jenner, 2008: 424), and 'work socialization' (Jenner, 2004). For example, First Data Corporation (FDC) succeeded in employee retention by applying the TM approach (Ashton and Morton, 2005).

The Portent of TM: A Pit to Retention

*"Graduates start work confident in the belief that their days will be filled with interesting work; they will be treated fairly and objectively in terms of performance assessment...their working lives will in some way be fun and exciting" (Jenner and Taylor, 2000: 155). Yet, dissatisfaction commences with the non-recognition of brilliant performance, negligence of creativity, ignorance of innovation, and the unequal treatment of employees regardless of their potential. This unhappiness eventually accelerates employee turnover (Bhatnagar, 2007). With this in mind, managing competent and potential employees becomes crucial, complex, and critical (Schuler, 2015). In contrast, over-concentration of talent may also lead to negative organizational performance and increased turnover (Iles *et al.*, 2010). TM is expensive (Ross, 2013), and if the organization fails to implement it properly, it may negatively affect the health of the organization (Mellahi and Collings, 2010). Furthermore, egocentric or sanctimonious behavior from high-performance potential employees may also negatively impact mediocre performers' staying and working in the organization (Christensen and Rog, 2008).*

Major Approaches to TM

Exclusive Approach

This approach is also known as the high potential, high performance, or top graders approach (Schuler, 2015; Meyer *et al.*, 2013 & Khilji *et al.*, 2015). This approach focuses on a small and elite group of employees with an innate quality, value, and perspective to be top performers (Stahl *et al.*, 2012). The main argument of this approach is that TM is not related to job title or position but to differentiation or division of work (Iles *et al.*, 2010). Here, the identification of strategic position and placement of high performers is crucial that Collings and Mellahi (2009) expressed this idea as "A Player" in strategic positions, "B Players" in supportive positions, and "C players" to be kicked out of job. However, this approach is expensive, inhumane, and unnecessary (Huselid *et al.*, 2005). Organizations that have successfully used this approach include Google, Apple, LG, and Starbucks (Schuler, 2015).

Inclusive Approach

This approach is popularly known as the group approach (Stahl *et al.*, 2012). The proponents of this approach argue that every person has the potential and

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opportunity to contribute to his quota in the organization. Talent is a unique character related to a person's ability, potential, aspiration, and engagement that can be acquired over time (Tansley, 2011). It is acquired, not innate, and depends on training and development (Iles *et al.*, 2010). In this connection, McCauley and Wakefield (2006) opined that TM should be viewed so that everyone can develop his character, ability, and potential. The positive side of this approach is cost-effectiveness (Coulson-Thomas, 2012), whereas the negative side is its impossibility to be adopted in large-scale organizations (Ross, 2013). Nonetheless, ASEA Brown Boveri (ABB) and Novartis are the two renowned companies noted to be firm with this approach.

Critical Ranking Approach


This is a performance evaluation approach, also known as the 20-70-10 approach (Stahl *et al.*, 2012). Here, the equation of performance evaluation is $P = f(A, M, O)$ (Boselie *et al.*, 2005). Here, 'P' means performance, 'A' for ability, 'M' for motivation, and 'O' for opportunity to perform. In this model, ability is the key factor in being a talent (Collings and Mellahi, 2009). For example, Schuler (2015) pointed out that General Electric (GE) Company divided their employees into three groups, including the top 20% (Top performers), the middle 70% (middle performers), and the last 10% (bottom performers). However, debate remains on the percentage of top performers to be considered. Tansley (2011) recommended the top 2-5%, whereas Schuler (2015) echoed the top 3%. However, in practice, Unilever rated in the top 15%, but INFOSYS, an Indian Company, was considered in the top 3% (Stahl *et al.*, 2012).

TM in Practice: Illustration of Argument and Relevant Debate

Bangladesh Standard Chartered Bank Case

Standard Chartered Bank (SCB) is an international bank founded in 1969 in the UK. It works in over 75 countries, mainly Asia, Africa, and the Middle East (Didier *et al.*, 2014). The bank has almost 1400 branches and approximately 8.4 million employees (SCB, 2015). 2015, the bank's estimated net profit was 2.196 billion US dollars. (Ibid, 2015). However, the Bank started its operation in Bangladesh in 1985 with two branches in Dhaka and Chittagong. Currently, it has 20 Branches working with 600 employees in different locations of Bangladesh's primary business and port cities (SCBB, 2014). In the 1990s, the Bank recruited the best graduates available in the local labor market. Still, surprisingly, the bank experienced a high turnover rate from 2000 to 2010, with an average rate of 21.6% (see Table 1 below) (Wares, 2015). The bank launched the "Future Leaders Programme" in 2010 to retain the best-recruited employees.

Table 1: Employee Turnover from 2000-2009 of SCB

Employee Turnover Rate of SCB Bangladesh: 2000-2009	
	SCB has experienced an average employee turnover rate of more than 21% annually for the last ten years. The Bank observed the "problem of adjustment" was the cause of the turnover, especially among senior colleagues. By and by, the bank failed to retain the talented graduates. Jenner (2004) called it "adjustment at work" from a graduate transition perspective. So, rightly Coulson-Thomas (2012) pointed out that retaining and managing talent is more difficult than recruitment.
■ Percentage	
2000	21
2001	26
2002	19
2003	27
2004	20
2005	16
2006	25
2007	24
2008	18
2009	20

Source: Wares, 2015

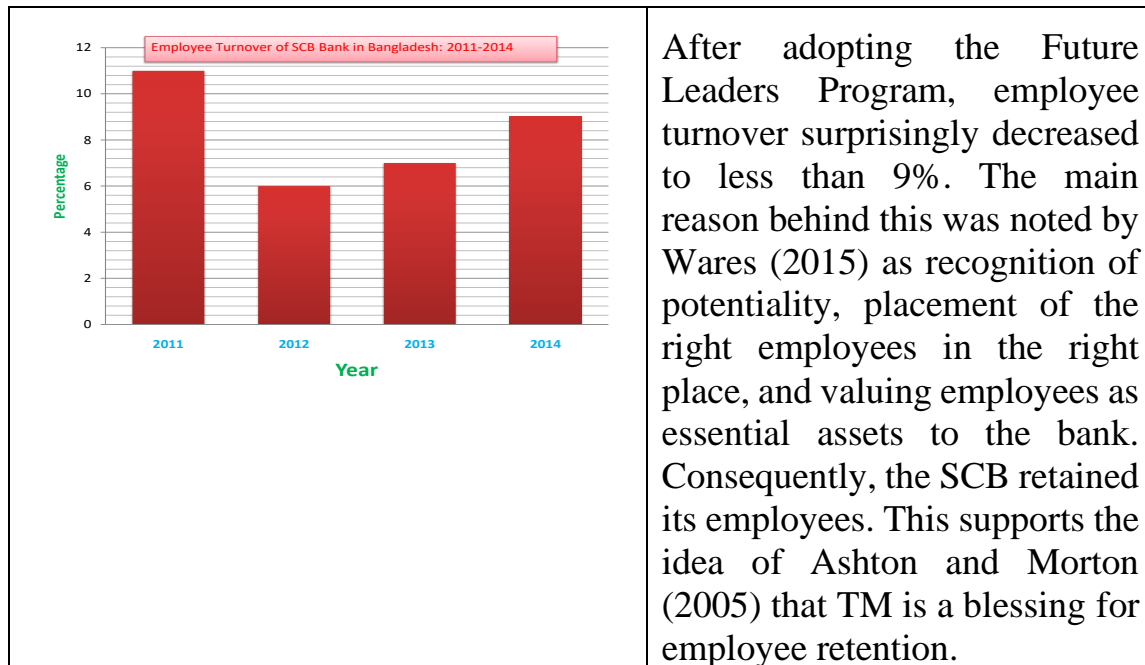
The Future Leaders Programme for Retention

There is no guarantee that employees will work in an organization for a very long time or that organizations have a single or best strategy to retain them (Kaliannan et al., 2016). However, giving them proper value, attractive pay, and remuneration packages may sometimes help keep them (Stahl et al., 2007). Nevertheless, a debate remains about what “good practice” is to retain talented employees. The main objective of the Future Leaders Program was to develop a 'talent pool' that would hold strategic and essential positions shortly. In doing so, attractive pay and remuneration, high career prospects, flexible work time, maximum freedom at work, and proper promotion prospects were aligned with the program (SCBB, 2014). Using the exclusive and critical ranking approach, the bank identified the top 10% of its employees as the 'A performers' who were considered and included in the 'Future Leaders' program.

Impact Assessment

From 2000 to 2009, almost twenty-one percent of employees left their jobs at SCB and moved to another bank. Still, after launching the TM (Future Leaders) program, an average of only 8.25% of employees left their jobs in a year (See Table 2 below) from 2011 to 2014. Moreover, the bank also identified 60 future leaders for strategic positions. Among them, 20 are branch managers (SCBB, 2014). In contrast, the bank did not terminate the ‘C Performers’ employment as postulated by Collings and Mellahi (2009). The impact of the Future Leaders Program is presented below.

Table 2: Turnover of SCB from 2011-2014



Source: Adapted from Wares, 2015; SCBB, 2014

Impact on Individual Employees

The bank identified the key strategic positions and future strategic leaders to occupy those positions, as Collings and Mellahi (2009) postulated that 'A positions' should go to 'A Players'. This made top performers satisfied with their positions and career prospects. Top performers were given strategic positions such as Branch Manager, Assistant General Manager, and Foreign Exchange Section (SCBB, 2014). On the other hand, the mediocre employees were also not dissatisfied as they were well-informed, engaged, and participated in the program.

Impact on Line Managers

In Organizations, the "*line managers have significant wider influence*" (Jenner, 2008: 429). To successfully implement the TM program, line managers play a crucial role, which can be equated to that of a coach (Joyce et al., 2012; Stahl et al., 2007). Implementing the TM program without line managers' support and active involvement would be impossible. However, in designing the Future Leaders Program, the SCB conducted three workshops by engaging 50% of its employees, line managers, and top managers (Didier et al., 2015). Line managers were, therefore, actively involved and engaged in the program. This collaborative initiative further supports the idea of Schuler (2015: 54) that "*both senior leadership and line managers need to be involved in the development of programmes and policies for TM*".

Impact on the Organization

Organizational performance depends on managing and retaining talents (Iles et al., 2010). In the future leaders TM practice, SCB identified, evaluated, managed, and finally posted the high performers in the strategic position by

aligning them with the bank's strategic objectives. In addition, the bank also adopted the proper environment, developed a culture, and recognized employee value for the successful retention of high performers. Thus, by managing and retaining talents, the bank realized an average 10.7% growth in income from 2011-2014, which was 6.5% from 2000-2010 (SCBB, 2015). Moreover, the bank gained 96% customer satisfaction in 2014, whereas it had 84% in 2008.

Learning from Local 'Good Practice': Global Implications

The CEO of SCB recognized and praised the program and took the initiative to study the feasibility of implementing the 'future leaders' TM practice in other locations in China and India. He also wished the program could be a "model" worthy of adoption by the 75 countries where SCB operates. In this way, a local TM program can be transformed into a Global TM program depending on the scope of operation (Khilji *et al.*, 2015). The country manager of SCB Bangladesh also expressed the opinion that this program is the 'best practice' to manage and retain talented employees. However, Stahl *et al.* (2012) pointed out that best practices are only "best" in context. So, the best term may be "good practice," where a TM program can add value to the organization to gain a competitive advantage locally and globally (Al Ariss, 2014 & Sparrow and Markam, 2015).

The Big Challenge in the Future

Theoretically, despite remarkable progress, adequate research, and a plethora of academic development, TM as a concept is still indistinct in many regards (Collings *et al.*, 2015 & Tansley, 2011). In addition, the theoretical background is not persuasive or cogent, which makes the background of TM 'fragile' and 'webby' (Iles *et al.*, 2010). Moreover, a patchwork theoretical background creates room for critics to criticize the notion vehemently. As a new concept, there is a need to study more and conduct quantitative, qualitative, empirical, and longitudinal research to build a strong theoretical background. So, the big challenge is to develop a theory in order to get rid of the 'deficiency' blame. Furthermore, relevant cutting-edge concepts need to be carefully incorporated with TM. These important cutting-edge concepts could include 'employee engagement,' 'the role of government,' and most importantly, 'employer branding' (Ross, 2013; Jenner, 2007 & Christensen and Rog, 2008). In this connection, Jenner and Taylor (2007:8) reiterate, *a strong employer brand is being promoted as the key to winning this 'war for talent' by establishing organizations' unique selling point in employment terms.'*

Conclusion

TM is a new and separate concept, and different from HRM (Meyer *et al.*, 2013). TM is neither HRM nor repackaging the old ideas; it is also not completely opposite of HRM (Iles *et al.*, 2010). Although TM has become the center of debate and discussion over the last few decades, the issue is

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somewhat paradoxical. The association of infancy in its study and terminological ambiguity further worsens the invincibility of the topic (Tansley, 2011). However, by applying the concept of TM, organizations have successfully conquered the war in retaining the best employees in their organizational portfolios. Furthermore, it has also helped organizations to gain a competitive advantage in a volatile market and globally challenging environment. However, overconcentration of high performers and avoiding group performance is likely to impact organizational performance in the long run negatively (Boselie et al., 2005). Similarly, failure to adopt proper practice of a TM policy may drop individual as well as group performance. Furthermore, brimming with talent in all non-important positions within an organization may produce unnecessary costs (Al Ariss et al., 2014). Thus, carefully implementing a TM policy may help attract, retain, and manage talented employees. Inevitably, the critics will proselytize shortly and believe that TM is important to 'retain the best people for best performance' (Clarke and Winkler, 2006). Notwithstanding this, it is important to note that TM cannot be the 'magic box' to solve all HR problems, but it is strongly connected with HR practices and organizational performance. In this connection, it is worth considering that "*TM is not an end in itself. It is not about developing employees or creating succession plans, nor is it about achieving specific turnover rates or any other tactical outcome. It exists to support the organizations' overall objectives*" (Cappelli, 2008:3).

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The Rights of Women with Disabilities in Bangladesh, with Emphasis on Filling the Gaps in the Law

Shanjida Israt Jahan Efat*

Abstract

Human rights ensure that everyone has the chance to meet their most fundamental needs. Women with disabilities have less physical strength. One of the most helpless demographics on the planet. They have rights as human beings. They are entitled to legal protections even when they are hidden from view. The Constitution of Bangladesh ensures that all citizens will be treated fairly, and additional regulations protect the rights of disabled women. Our laws protecting people with disabilities also have flaws. Legal protections for women with disabilities, however, are essential. Disabled women are the worst sufferers in our society. Nowadays, this class is one of the victims of sexual torture and other forms of cruelty. There must be immediate changes to these laws. No statute protects the rights of women with disabilities. This research is based on fundamental principles that apply universally. At first, this research elucidates standard constitutional Safeguards. We then compiled a list of the ways in which the rights of women with disabilities are being trampled upon. The topic to be discussed next is laws, encompassing both domestic and international legal frameworks. Bangladesh enacted the Mental Health Act, 2018, the Rehabilitation Council Act, 2018, the Neuro-Developmental Disability Protection Trust Act, 2013, and the Right and Protection of Persons with Disabilities Act, 2013. Disability rights are enshrined in these statutes. Some of them only denote official actions that do something to acknowledge the rights of people with disabilities. Several important provisions are omitted from these statutes since they are more reflective of administrative functions. As a result, this research report analyzes the shortcomings of various statutes. Reasonable suggestions to amend or reform the law have been presented to ensure that disabled women can use their rights.

Keywords: Disabled women, Safeguards, Domestic and International Legal Frameworks.

* Assistant Professor, Department of Law, Notre Dame University Bangladesh. Email: efat@ndub.edu.bd

Introduction

Disabled women make up approximately 8 percent of Bangladesh's population. The issue of disabled women's rights is consistently neglected in Bangladesh. They are excluded from essential amenities such as education, social engagement, and commerce due to negative attitudes towards them. They are enduring such mistreatment due to their own negligence. In our country, a far smaller number of women have access to educational and employment opportunities. They are deprived of the right to participate in the cognitive and verbal expression of their thoughts and emotions within their own families. However, there is a rationale behind their impairment. Excluding girls from essential medications leads to permanent disability. They are rendered disabled as a result of inadequate medical care. Furthermore, gender-based disparities and prejudice experienced during childhood result in long-lasting disabilities. They encounter the challenges of early marriage and discrimination in accessing sufficient nutrition, which leads to prolonged incapacity. They experience both physical and mental disabilities thereafter (Rahman, 2018). One widely recognised issue that they face is sexual assault and harassment in our nation. This is a frequent occurrence in everyday life, involving mistreatment from family members and partners. They are subjected to domestic violence perpetrated by their intimate partners within their own residences. Additionally, they are subjected to emotional abuse. Bangladesh is a signatory of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (Jaman 2016). However, disabled women are not receiving adequate recognition of their rights. While Bangladesh has enacted various legislation, there is a lack of effective implementation of the regulations that are essential for upholding the rights of disabled women. The legislation pertaining to the rights of women with disabilities fails to guarantee their rights. Furthermore, our statute contains loopholes that prevent the complete guarantee of their rights and access to justice.

Statement of the Problem

Disabled women endure the most severe hardships in our culture. Currently, this class is subjected to sexual torture and various other sorts of cruelty. Familiarity with one's rights holds significant significance. The legislation in Bangladesh extends its protection to encompass the rights of women with disabilities, in addition to the general population. The study paper discusses these statutes in order to ascertain the rights they confer. However, these regulations also possess restrictions that prevent them from fully meeting their requirements. Each individual possesses inherent entitlements known as fundamental rights or basic rights. They possess equal rights as well. However, in the present circumstances, their rights are not safeguarded by our fellow members of society. They are subjected to violence on a daily basis, constantly. Newspapers and media often report on instances of sexual assault against women with disabilities. However, the laws pertaining to the

handicapped population do not have a distinct chapter or part specifically addressing the rights and needs of handicapped women. The legislation pertaining to individuals with disabilities should explicitly include provisions for disabled women as well. However, they failed to acknowledge the presence of women in their own domains. Numerous entities have found inclusion within those statutes. The superfluous elements have been deliberated over in this research article. In the present era, the significance of provisions pertaining to women surpasses all other concerns. This is primarily due to the pressing need for robust legislation and regulations that safeguard women's rights, which are frequently infringed upon in many manners.

Background of the Study

This study examines the fundamental human rights of disabled women in Bangladesh and explores the various factors that impact the realization of these rights. Disabled women encounter gender-based violence as a result of societal obstacles, unfavorable attitudes, disparaging perceptions towards them, inadequate legal protections, insufficient support services, and a lack of concern for their well-being, among other factors. Disabled women are deprived of adequate education, healthcare services, employment prospects, and other essential chances. I have outlined the legislation pertaining to individuals' rights and have also explored the means by which people can secure their rights in their entirety through the reformation of legal regulations. Furthermore, while perusing newspapers and media broadcasts, we can come across reports detailing acts of cruelty perpetrated against women with disabilities. Currently, disabled women in Bangladesh are experiencing severe violence. This study explores the pervasive occurrence of violence against disabled women in our culture. I have outlined the legislation enacted to safeguard the rights of those with disabilities. Disabled women are subject to the same rules as non-disabled individuals, as there is no specific legislation that applies only to them. However, in our country, there is now no enforcement of those laws.

Objectives

- a) To outline the legislation safeguarding the rights of women with disabilities in Bangladesh
- b) To ascertain the challenges of the legal framework pertaining to women with disabilities in Bangladesh.
- c) To elucidate potential reforms for legislation pertaining to women with disabilities.

Methodology

The study is grounded in qualitative methodologies. I have employed a descriptive research methodology in my study. The research will involve a systematic analysis of the subject area, based on established principles and rules. The effort would involve a debate centered on the existing legal sources

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associated with the topic area. The research would rely on a combination of primary and secondary sources. The major sources include diverse data obtained from government sectors. The secondary sources include literary works, scholarly articles, and analyses of legal precedents pertaining to this particular topic matter. In addition, we shall investigate and employ journals and digital sources for this aim.

Research Questions

The research questions are given below:

- a) What are the limitations of the current legislation in safeguarding the rights of women with disabilities?
- b) In what manner should the laws protecting the rights of disabled women be modified?

Importance of the Study

In Bangladesh, violence against handicapped women is rising, and rural women are the biggest victims. Furthermore, in our rural community, they lack the rights and claims of a natural and normal human person. Villagers are increasingly unaware of their rights and demands. Even non-disabled women are discriminated against in their families. Impaired women are the worst victims of inhumane acts, such as not being fed or given basic facilities because of their disability. They are abused everywhere. Even these injustices and tortures appear acceptable. They keep going because it's natural. Many in our society don't believe they can succeed with opportunities and help.

If impaired persons can be helped by technology, organization, and the community, their strength can be revealed as outstanding advantages not only for themselves but also for the whole country. Experts have said that impaired people are more obedient, passionate, and vigilant. They have acute intention, exertion, and motivation to come into the mainstream of normal people who do not have impairments (Alam 2012).

Since our society is so vulnerable, policymakers must prioritize enshrining their rights in law. Bangladesh has no dedicated law for disabled women. Bangladesh's handicapped communities have one statute protecting their rights. Furthermore, other disability laws do not specifically address impaired women. I highlighted their rights under the statutes for all impaired communities as there is no specific law for them. I've also explored the laws' downsides. It was unnecessary to describe legal limitations if there were separate laws or chapters on their rights (Al Faruque, A. 2012).

Literature Review

In their research article focusing on handicapped women in rural Bangladesh, Saidur Rahman and SK Tauhidul Islam observed that females with physical disabilities experience feelings of humiliation and insecurity from a young age, primarily due to the prevailing negative attitudes towards them. Some

individuals have a desire to not continue their existence. They experience a decline in strength due to neglect in the workplace, family, and education. Superior social status is necessary for the assertion of their rights. If individuals possess rights and authorities bestowed upon them by the government, they are protected from harm within the community and are able to move about without restriction. Women who have disabilities will not be considered disabled in that case. This necessitates the establishment of rights by the government and other organisations (Rahman and Islam 2014).

Marlee Elizabeth Quinn and her colleagues discovered in their research report that hospitals and clinics frequently marginalise disabled women. The majority of individuals do not have access to educational privileges and resources. Discrimination may be employed to elucidate their circumstances. Some individuals perceive the use of their rights as a means of evading or escaping certain obligations or responsibilities. They go unnoticed. Additionally, they possess a lower level of consciousness regarding their impairment. Disabled women are subjected to torment by their husbands or relatives-in-law. They endure regular acts of violence that infringe upon their rights. Being a disabled woman sometimes excludes them from society. They face greater challenges than other women in accessing facilities. Gender disparities are prevalent in our society (Quinn and others 2016).

Rahman Anika stated that a woman who is physically disabled is lacking in financial resources and lacks formal education. Typically, women who are not exceptional in any way are subjected to mistreatment by their partners and coerced into marriage at a very young age, usually around six or seven years old. Disabled women in our country face more severe challenges compared to non-disabled women. If girls who are not affected by any disabilities do not give birth to a male child, their family subject them to physical violence. Disabled women can face challenging circumstances from both family members and other individuals (Rahman & others, 2020)

Nilima Jahan's media report reveals that disabled teenage girls endure a higher degree of violence compared to non-disabled girls. These females are particularly susceptible to such assault due to societal exclusion and limitations on their mobility. Certain women endure psychological and physical assault. Disabled women are subjected to ongoing mistreatment. They are primarily subjected to torture because to their disability. Police and courts are unable to address their grievances due to a lack of authorities proficient in sign language. Women with disabilities, particularly those who are physically impaired, are unable to access court facilities. Therefore, they are unable to pursue justice in the same manner as others. The manager of an organisation advocating for women with disabilities asserted that the legislation protecting the rights of the disabled population does not specifically address issues such as rape and sexual oppression (Jahan 2021)

Afsana Rahman stated that women with disabilities are more vulnerable than men. They are experiencing social exclusion. Disability is considered a

taboo in our community. They are required to provide their husbands with a significant amount of money over the duration of their marriage. Impaired girls receive higher compensation than non-impaired girls. In order to get married, they must possess wealth or property. The majority experience bodily, physical, and various forms of suffering. These actions are not considered criminal offences in our nation. These incidents occur on a daily basis (Rahman 2020).

Shuchi Karim said society ignores disabled women. If women and disabled people are brutalised or assaulted, their concerns are ignored, disrupting our community. Disabled women are denied education, political participation, and other opportunities by those who disregard them and create barriers to their success. Their worth is often low. Unlike disabled women, typical women cannot report violence. Their conduct severity is unknown. Our nation also needs legal aid for these people. Sexual assault is violent and impulsive. These brutal acts may result from intimidation, fraud, extortion, and other techniques. Their acquaintances target them since they are reliable movers. Dependability can sometimes make someone a victim. Their judicial testimony is unreliable. Modern culture views disabled women as infantile due of their narrow worldview. Therefore, they know nothing about sexual persecution and torture. Therefore, disabled women are targets of sexual assault because they are unaware. Their case filing and testimony are useless (Karim 2021).

Scope of the Study

This research aims to provide a comprehensive understanding of the rights of disabled women in Bangladesh, with a specific focus on analysing their rights in relation to international legislation. I have labelled all of them. Moreover, this study will address the curiosity surrounding a subject that frequently affects the rights of women with disabilities. I engaged in a conversation over the rights of women with disabilities in Bangladesh. Additionally, the text highlights deficiencies in legislation concerning their entitlements and provides recommendations for enhancing them. These strategies will effectively eradicate human rights violations against disabled women in Bangladesh, enabling them to lead fulfilling lives free from abuse and prejudice. I provided instructions on how to modify their legislation about rights. When faced with violence, they are not treated equitably by the laws. Legislative changes are necessary to safeguard their rights.

Limitations of the Study

Every paper has inherent defects and limitations. This particular item is also subject to specific restrictions. There was a time management policy that limited my capacity to gather further information and news expressly pertaining to women with disabilities. There was a lack of adequate sources. I encountered difficulties in acquiring adequate and precise information pertaining to this particular paper. I have solely employed primary and secondary data for the aim of performing my research.

Legal Framework for Disabled Women in Bangladesh

Domestic Laws for the Protection of Disabled Women

In order to improve the well-being of the citizens of Bangladesh, the government has implemented the Rights and Protection of Persons with Disabilities Act 2013 (RPPDA), Neuro-Developmental Disability Protection Trust Act 2013, and Bangladesh Rehabilitation Council Act 2018. These Acts are implemented to protect the rights of the disabled community. The Constitution also upholds and protects these rights. Given that gender equality is upheld, laws are designed to apply to both men and women.

Rights Ensured by the Constitution of the People's Republic of Bangladesh 1972

The statement calls for the elimination of legislation that are not in accordance with the Constitution. It guarantees equal status for all citizens of the country and ensures that everyone receives the same benefits under the law. It guarantees the freedom of religion and belief, allowing individuals of all castes to freely practise their chosen religion. It ensures equitable possibilities for employment in all government sectors of the country. It ensures legal protection for every individual. Additionally, it guarantees several crucial entitlements of an individual as a member of society.

Rights Ensured by the Rights and Protection of Persons with Disabilities Act 2013

This Act defines 12 types of impairments. This Act describes the rights of disabled people. These rights are:

- a. The right to live, to live in society with parents or legal guardians or family or children and the right to get an inheritance.
- b. The right to get information, advantages in employment, whether it is government or non-governmental institution, rehabilitation and compensation, protection from oppression and gaining a secure and healthy environment to receive the best quality of health care protection and management as well as medical management when needed.
- c. To take part in social, economic, and political activities.
- d. To take part in all stages of education or inclusive education by getting advantages.
- e. To do jobs and get rehabilitation and compensation.
- f. Protection from oppression and gaining a secure and healthy environment.
- g. To get the best quality of health care protection and services as well as medical management by necessity.
- h. To ensure physical, oral, and vocational competence of them to mix with every stage of life.

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- i. Persons detached from parents and family should be provided with rehabilitation and maintenance.
- j. To take part in cultural activities for amusement.
- k. To adopt sign language in Bengali for the hearing and speaking of the disabled. and security of personal information.
- l. Constituting organizations for the welfare of them.
- m. Gaining a National ID Card and taking part in voting and any other right mentioned in the national gazette by notification.

Nobody can discriminate against disabled people's rights. The National Coordination Committee, National Executive Committee, District Committee, Upazila Committee, Town Committee, Sub-committees, etc. are also recommended by this Act. It specifies these committees' duties and members. This Act also covers characteristics, incompetence, and member dismissal. It gives members reasons to leave. The National Coordination Committee holds at least two sessions each year, the National Executive Committee three, the District Committee four, and the Upazila Committee six. National ID Cards, automobile seat conservation, educational institution discriminatory eradication, and employment and public institution accessibility are included. Building Construction Act 1952 should be followed to assure accessibility of disabled persons. But the Act does not tell about autonomy, security, and service coordination, etc.

Mental Health Act 2018

The Mental Health Act 2018 has substituted the Lunacy Act 1912. People with psychiatric sickness do not get appropriate medication in Bangladesh. Sometimes, it causes suicide also. Psychic illness is believed as an evil spirit in our country and the sufferers face shamans in rural areas. The claims as well as authority of sufferers with psychic sickness are to be established and protected by this law. Bangladeshi mental health patients are protected by this Act. This Act creates a mental health reconsideration and observation committee. The government can build any hospital for them. It can be formed in any medical college or district hospital unit. However, addicts, convicts, and minors should be separated from other patients. Place minors differently. Mental illness patients have the right to learning, dignity, health, and property under Section 6.

This Act governs mental health care, hospital closures, judicial evaluations, and guardianship of patients and their property. Mental disorder means mental incapacity, drug addiction, etc. Mental illness goes beyond psychological disorders. Medication compliance is defined here. This law classifies patients as willing, reluctant, or non-protesting. This Act specifies patient assessment. Minors need parental consent. If they are not under involuntary medical service and their admission status changes, willingly admitted patients can leave clinics. Doctors can admit and treat unwanted

individuals without a guardian if they diagnose psychic sickness. Patients who cannot notify doctors about their ailments are non-protesting. With guardian consent and checkups, they can seek treatment. This Act also mandates a psychological health review council to oversee patient care. Every district will have this committee. This statute does not list all sufferers' rights. This is only guaranteed by the 2013 Act. This Act protects mental health and disability rights. Again, physician training is not mentioned.

Neuro-Developmental Disability Protection Trust Act 2013

This legislation is specifically designed to cater to individuals who have been diagnosed with conditions such as Cerebral palsy, Down syndrome, autism, and intellectual problems (Protection of Persons with Neuro-Developmental Disability Trust Act 2013).

This Act provides a detailed description of the process of establishing a trust. This trust will offer information, guidance, and monetary support. Additionally, it will provide them with both physical and mental upkeep. This trust will be comprised of an advisory council and a trustee board. The advisory council is responsible for providing crucial instructions in accordance with the authorised regulations. The trustee board will oversee the management of the trust. The composition of the group will be determined by the individuals specified in the Act. They will be selected based on certain requirements. The Board will organise a quarterly meeting. The responsibilities of the Board and the trust are thoroughly described in the Act. The Board will form a committee of multiple members in each district. Additionally, individuals with neurodevelopmental disorders will receive advantages from the establishment of organisations mandated by this Act. Guardianship for individuals with neuro-developmental disabilities will likewise be established according to this Act. However, it is necessary for the organisations to be officially registered under this Act. Non-registration will result in exclusion from acting under this Act. An individual with autism does not pose a challenge, as they can become valuable via appropriate education, instruction, and motivation. However, it is imperative that we determine the appropriate work environment for those with autism.

Bangladesh Rehabilitation Council Act 2018

Rehabilitation is an activity aimed at reducing disability and improving the functionality of individuals with impairments. It may also encompass health conditions such as pregnancy, disease, and so forth. Individuals may require enhancement and rehabilitation services at any stage of their lives, as they are accessible to individuals of all ages. This legislation establishes a council dedicated to rehabilitation, with members appointed for a term of three years (Bangladesh Rehabilitation Council Act 2018).

International Laws Protecting the Rights of Disabled Women

The Universal Declaration of Human Rights (UDHR) delineates and guarantees the entitlement to freedom and reverence for every individual

(Faruque 2012). The chart includes those who possess equal rights as others, and it specifically acknowledges the disabled population under the category of 'other status'. In Article 23, The Convention on the Right of the Child 1989 (CRC) also mentions handicapped children who have psychological and bodily impairments. UDHR in its Preamble states about the equivalence of rights and claims for each person of the world (Shahnaz Huda 2013). These rights are immutable and they provide everyone a sense of self-worth and honour. These rights have been established in response to the incidence of inhumane behaviours. Each state has established rules and regulations to protect human rights. The purpose of these laws is to establish and implement this declaration of the rights of all individuals.

The reports on Bangladesh's compliance with the rights of its citizens are unfavourable. The prevalence of aggression towards women has been a growing concern in our nation for several years. The prevalence of sexual offences has reached concerning levels. In order to effectively safeguard the rights of its citizens, Bangladesh must fulfil certain conditions and adhere to all agreements pertaining to the claims of individuals. This includes improving the working conditions of non-governmental organisations and submitting reports within the specified timeframe (Arif 2018).

There is also the Declaration on the Rights of Mentally Retarded Persons 1971. The International Covenant on Civil and Political Rights (ICCPR), 1966 ensures non-discrimination for females and specifies rights that will equally exist between male and female members. The statement emphasises the need of acknowledging fundamental rights regardless of any factors such as position or gender. Any status can encompass impairment as well (Borhan 1998).

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The Convention was received on December 13, 2006 and it came into effect on May 3, 2008. The advocacy for the rights of disabled individuals emerged when it was embraced. This treaty is the primary and most important document that presents the demands and power of disabled populations in a comprehensive and extensive way. The document delineates their economic, non-military, and collective entitlements. The text not only grants rights but also outlines the obligations of state parties to guarantee the implementation of these rights (Kapoor 2015).

Article 6 of Convention on the Rights of Persons with Disabilities (adopted on 13 December 2006 and entered into force on 3 May 2008) 2515 UNTS 3 (CRPD) is about the handicapped female. The preamble of this Convention talks about their weakness and it declares that impaired women become victims of repression, maltreatment, misbehaviour, etc. Article 6 mentions impaired female members and it says that they face various types of avoidance and differences. It declares that the countries which are its members have to assure their rights and claims. They must be given liberty

and all the rights which they need. They should be empowered and given all progress and prosperity. The countries which are part of this conference have to confirm it.

Furthermore, this Convention reaffirms that all individuals are equal in the eyes of the law and have the ability to access the protection and benefits afforded by the law. This treaty mandates that member countries must ensure the elimination of any kind of discrimination against disabled communities. They are ensured legal protections regardless of their ability or infirmity. The objective is to ensure that the member countries' rights are protected and upheld.

Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

This treaty prohibits the practice of gender segregation and mandates member governments to implement measures aimed at eliminating gender disparities. It also advocates for the elimination of policies in countries that promote evasion and disparities. The text discusses women's marriage and family life, as well as the concept of equal rights for women in marriage, in comparison to men. To address the issue of gender-based discrimination against women in rural areas, it is necessary to actively eliminate all forms of avoidance and promote comprehensive involvement. This convention specifically addresses the equal rights of women in matters like as inheritance, housing, access to reproductive healthcare services, obtaining loans, and work. It enables them to establish agreements similar to those made by others.

CRPD and the Rights of Women

The CRPD mandates the protection of the rights of women with disabilities. It states that female members are more victims of differences. Their fundamental liberty should be addressed and the state parties have to assure their enjoyment on the same basis. The progress and empowerment of disabled females should be recognized and they shall be provided with equal rights as determined in this Convention. Moreover, according to CEDAW, women are mainly deprived of participating like men in activities because of inequality and differences. They are unable to derive pleasure from political, social, economic, and cultural aspects of life due to this. Impoverished women lack access to education, healthcare, and employment opportunities. This treaty recommends that the state parties establish laws and Constitutions that will impose penalties and forbid any form of discrimination against them (Akter, K. 2019).

Limitations of Legal Framework of Disabled Women in Bangladesh and Recommendations

Gaps in the Right and Protection of Persons with Disabilities Act 2013

No Provision regarding female

Throughout the entire Act, I was unable to locate any particular provision pertaining to women with disabilities. The entire legislation was enacted to

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apply to all individuals. This is applicable to individuals of both genders. However, women are the most susceptible individuals in our culture. They require certain safeguards and attention because of their susceptibility. In order to address this, it is necessary to have a specific section dedicated to women. The law does not explicitly address female members as a distinct group when it refers to the rights of the disabled community. While the legislation applies to both males and females, it is necessary to explicitly specify the terms 'women' or 'she' in the relevant parts. The act of describing the experiences of handicapped women is crucial for guaranteeing and establishing their rights. The situation of disabled women in our country is tolerable and filled with suffering. They are regarded as one of the susceptible demographics in our nation. Therefore, it is appropriate to allocate distinct chapters or sections specifically addressing their entitlements. This separate chapter should include the following matters:

- a. Their privileges
- b. Legal rights relating to safety regulations
- c. Procedure for initiating suits on behalf of women with disabilities
- d. Trial procedure for cases involving women with disabilities
- e. Violations committed against women with disabilities and the corresponding legal remedies

Further elaboration about Committees

This Act extensively details the functions of the committees. The text not only provides descriptions of the committee members but also offers detailed explanations of the committees' roles and responsibilities in multiple sections. However, it lacks certain portions pertaining to women and their safeguarding. This Act has provided a comprehensive depiction of the authorities and their functions. Furthermore, it was unnecessary to include these parts that provide a description of the chart illustrating the individuals and their affiliations with the committees' authorities. The government has the option to enact a new legislation to regulate the operations of the authorities, or alternatively, it can delegate these functions to other entities. However, I believe that these superfluous portions have squandered the space that could have been used for other crucial provisions, the significance of which is indescribable.

No Provision Regarding Sexual Torture and repression

There is no provision regarding handicapped female members in the Right and Protection of Persons with Disabilities Act 2013. The Act does not include any provision for the sexual repression of women. However, they encounter it to a greater extent than other members of our society. They are deprived of justice. If this Act included a specific provision addressing sexual harassment, or if it included a section outlining methods to address sexual harassment or prevent it, it would facilitate the process for victims to pursue

legal recourse. This legislation need additional revisions and reformation. Currently, women with disabilities are the primary targets of rape and sexual abuse. Furthermore, they have a notable lack of physical strength and are highly susceptible due to their outward look. They merit distinct legislation to safeguard their rights. Given the perilous situation faced by disabled women in our country, it is inconceivable that we still lack any legislation specifically addressing their needs. Due to the absence of legislation, it is necessary to establish distinct sections or rules specifically addressing these matters. However, there is no distinct section dedicated to them. This law also does not address any provisions about sexual assault against them. A section or sub-part describing sexual suppression and fury is necessary. Their solutions should be incorporated inside this section. Disabled women are entitled to more redress, and the penalties for any wrongdoing against them should be more severe and stringent. Their trial method should prioritize user-friendliness and effectiveness over other systems. The trial method should incorporate both 'sign language' and 'sign language explainers'. In the absence of these, they are unable to provide evidence in a court of law. The magistrates are unable to comprehend their words. Occasionally, these individuals are excluded from trial proceedings and their charges are subsequently dismissed. Police personnel are reluctant to initiate legal proceedings due to the issues surrounding trial procedures. The women with disabilities are unable to provide verbal testimony and are unable to engage in conversation with others. In addition, they engage in discussions with police officers in the event of initiating legal proceedings. Police stations require the presence of 'sign language interpreters' in order to effectively interact with victims.

No Detailed Method of Identifying Disability

The Schedule only gives little information about the identification of disability. Identifying a disability is one of the major activities in order to provide them with a 'disability card' or 'Golden Citizen Card' and this card helps them to receive any government assistance, or any kind of facilitation, whether it is provided by the government, or any organization. The life of a handicapped woman is dependent on the aid and support of others. Without other assistance, their life cannot be imagined. Though handicapped men are in few cases able to rescue them or do some work, women are weaker than others. 'Handicapped women' are one of the vulnerable groups in our society. So they need more assistance from others. Identifying the impairments of women is more significant than for men. In this case, this law should have a section that will give a description of the process and method of disability. The Schedule of this Act describes a few ideas about their identification, whereas they need a long vast idea of the process of identifying. This law should describe where and at which time of year the identification should be held, the whole process of detecting disability, etc. By this, government officials will follow these rules and make it easy. Moreover, corruption in the case of identification of disability should be determined as a crime as it causes serious harm to them. They cannot get their 'Golden Citizen Card' without the detection of disability.

Additional Clarification on the Many Categories of Disabilities

Disability kinds are defined in this Act. It begins with an overview of disability. This could concisely summaries these points. This legislation covers this issue, although it doesn't mention women. Some crucial provisions are missing from this law. However, additional minor occurrences have occurred. It details the specific traits of different disabilities. The information provided was a list of categories without property descriptions. This law addresses disability rights and needs. The current law doesn't meet the needs of 50% of the world's women. Furthermore, it has ignored other difficulties. By specifically addressing women's emergency needs, the Act could be strengthened. Since everyone in our state has rights, it is not essential to describe the different disabilities and their characteristics. Everyone has human rights. By classifying disabilities, it appears that only people who fit those categories have specific rights. Other disability groupings may exist beyond the 12 listed. This Act's main goal is to protect disabled people from discrimination, inequities, and exclusion, hence defining disability classifications is unnecessary. This project seeks legal rights for disabled people. These paragraphs seem to show bias towards other disabled populations not addressed here.

Restricted Violations

This act only prosecutes six specific offences. The responsibilities of the committee members are outlined in this document. Here, their faults and misdeeds are omitted. Committee members who fail to fulfil their obligations or are unable to safeguard disability rights are not subject to any penalties. Members who violate their obligations and liabilities face no repercussions. At times, they fail to fulfil their duty to defend rights. Committee meetings are sporadic. Reports pertaining to individuals with disabilities are also delayed and not presented to the district committee.

No Provision Regarding Hazardous Circumstances

Since this law pertains to both men and women, its instructions and regulations are relevant to everyone. When it comes to addressing humanitarian issues, priority should be given to women. Due to their vulnerability, disabled women in our culture are disproportionately subjected to human attacks, torture, repression, violence, and assault compared to males in our country. Given their conditions, it is crucial to prioritise the provision of protection in emergency situations over other described matters. The Constitution recognises the human rights of the right to life and the right to legal protection. Every citizen have the legal entitlement. The Constitution mandates the enactment of further legislation to ensure the safety of all citizens of the country. The UNCRPD also stipulates the need to provide protective measures for communities with disabilities. However, this Act does not provide a detailed description of it. The text merely mentions the creation of protective measures without providing any details on the

government's response to individuals facing hazardous situations, the specific actions taken to ensure their safety, or how secure dwellings contribute to their successful rescue. Furthermore, this document fails to address the specific tasks and responsibilities that women or individuals may need to do in situations of risk or dread.

Social Security

This law does not specifically address any measures or provisions that are intended to ensure the protection and safety of women. There is a specific portion in the Schedule that pertains to social security and protection. However, it fails to explicitly state the term 'women' and distinguish them from others. An additional measure is required to reduce the susceptibility of women with disabilities. By creating distinct categories or subdivisions dedicated to their social security, individuals can receive protection from organisations that advocate for them and are responsible for ensuring the well-being of disabled populations. Due to the lack of provisions addressing women's safety, organisations may not be sufficiently informed about this issue. They may also fail to complete their obligations as required. There is a requirement for a provision that will provide information regarding the management and precautions for women with disabilities.

Drawbacks in other Laws

This Act does not provide a list of rights of mental health patients. Patients with psychic disabilities lead a hard life full of sorrows. They do not even get their rights properly. But this law was adopted to protect their rights. The Rights and Protection of Person with Disability Act 2013 provides rights of them. It includes patients with mental health problems in its list of types of disability. It also gives the same rights which other handicapped people possess. But the Mental Health Act 2018 does not have such a long chart of rights. The Women and Child Repression Prevention Act 2000 does not have any separate provision regarding disabled women. It deals with all women, whether they are handicapped or not. But handicapped women need different sections for getting a remedy in case of being raped or the victim of sexual outrage, or torture.

Recommendations

Possible reforms for the Right and Protection of Persons with Disability Act 2013:

- a. A distinct provision must be established specifically for disabled women in order to ensure the realisation of their rights.
- b. A dedicated section addressing the safety of women with disabilities from sexual violence and assault should be established.
- c. This Act should provide provisions for the inclusion of special employment opportunities or work facilities specifically designed for women.

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- d. Extraordinary facilities for the safety of women in our society should be addressed in this law. Women face more repression and assault in our society. So they are entitled to special needs in case of getting rid of torture and repression. In the section on freedom from torture of this Act, sub-sections for women should be made so that their demands can be fulfilled.
- e. Sections for risk circumstances should be made. In this section, it must be included where they can find shelter and safety during these times.
- f. Special awareness should be made for women in this Act.
- g. The liability of the members of committees should be included here so that the deception of their activities comes before all.
- h. Special provisions for the shelter of women should be made. Their rehabilitation and accommodation should be secluded from men under the law. By this, the significance of their rehabilitation and residence will be established. The organizations working for them will be bound to manage it for them and their safety.
- i. Excessive provision for kinds of disabilities and duties and responsibilities of committees should be excluded from this Act.
- j. An elaborated method of detecting disability should be introduced in this law for the identification of ‘impairments’ in order to get the help and assistance of government and other primary needs.

How Other Laws should be Reformed

The ways of reforming other laws are given below-

- a. All the rights of a patient with a psychic disease should be enumerated in the Mental Health Act 2018. The rights which a normal human being deserves should be mentioned here.
- b. The Women and Child Repression Prevention Act 2000 should be amended and a section for handicapped women should be included in it. Through this, handicapped women would get a remedy. They can file their cases easily if there is a special provision for them.
- c. A different law for ‘handicapped women’ should be enacted which will consist of all important matters and terms regarding women and also their impairments. A law that will include the procedure of trial of handicapped women, their detention, method of filing cases for them, etc.
- d. A new law for sexual torture of handicapped women should be enacted. This may include handicapped children also. But separate legislation for ‘sexual violence’ in handicapped communities is absolutely necessary. This law should include rape, sexual harassment, sexual torture, and repression, etc.

Conclusion

Approximately 20% of women are believed to have a disability. Women who have disabilities may have a range of impairments, such as physical, psychological, intellectual, and sensory disorders, which may or may not affect their ability to operate. Furthermore, the range of women with disabilities encompasses those who possess multiple and overlapping identities in various settings, including their ethnic, religious, and racial backgrounds. This also includes their status as refugee, migrant, asylum-seeking, and internally displaced women, as well as their LGBTIQ identity, age, marital status, and their experience of living with or being affected by HIV.

Due to significant differences in life experiences resulting from these circumstances, women and girls with disabilities frequently face severe marginalisation and encounter substantial instances of discrimination. These circumstances can result in decreased economic and social standing, heightened vulnerability to violence and mistreatment, particularly sexual violence, gender-based discrimination, and restricted opportunities for education, healthcare (including sexual and reproductive health), information, services, justice, and civic and political engagement.

Women with disabilities face more problems than other female members of society because they are deprived of their necessities. In Bangladesh, the rights of disabled women are the most disregarded matter. Disabled women are facing violence and ferocity almost every day and we find it in newspapers and televisions after opening them. But they do not get the proper justice in our country.

The laws protecting their rights are only those which apply to all people in the country. But the laws are also made for women. No law deprives women of its shadow. But these laws also have some lacunas which should be early amended.

Education, employment, health care facilities, right to property, etc. are the most important rights of an individual. Disabled women also need these opportunities in their daily life and to lead a normal life like others. The laws protect their rights but they are not strict. There are also irregularities in exercising their rights and the government officials are not serious about implementing the laws. Moreover, this research depicts the rights which are provided by our legal system as well as some lacunas of these laws. If they are reformed and remade, disabled women can access their lives more easily and can lead a happy life as they are the most vulnerable part of our society.

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