

Volume-9

Number-1

January- June 2015



PRIME UNIVERSITY JOURNAL

2A/1, North East of Darussalam Road
Section-1, Mirpur, Dhaka-1216

Prime University Journal



Prime University

Prime University Journal

Volume-9, Number-1, January - June: 2015

**Centre for Research, HRD and Publications
Prime University**

2A/1, North East of Darussalam Road

Section-1 Mirpur, Dhaka-1216

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Price: BDT 250.00
 = US\$ 5.00

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Editorial Note

The Prime University Journal (PUJ) is an International Journal published half-yearly (January to June and July to December). It is a scholarly peer-reviewed journal aimed to promote inquiry on education and research. PUJ encourages emerging scholars and academicians locally, regionally and globally to disseminate their professional knowledge, innovative ideas and research activities in the fields of life, literature, culture, business, arts, social science, law, science, engineering and technology related disciplines. The objective of the PUJ is to bridge the research community in humanities, social science and technology developers from academia and industry through submitting/publishing their research-based papers, articles, case studies, reviews on various topics of current interest on different disciplines, and book review in single platform. The PUJ has an international editorial board consisting of scholars of different disciplines of the eastern and western origins which help to mitigate the cross-cultural issues across the globe.

Nine research articles have been selected in the current volume of PUJ on different disciplines.

The *first article* is on the study of the financial management of urban local government of the Comilla City Corporation. The paper attempts to provide guidelines to improve the financial system of urban local government bodies in Bangladesh. Decentralization is recommended as a means to enact the democratic governance to improve administrative and service delivery effectiveness. The *second paper* is on the exploration of women's victimization in the form of sexual harassment at workplace. The paper examines the physical and psychological experiences of the victims and its effects on them. The *third paper* is on the case study of the credit rate of deposit money banks and money supply against the GDP growth. The paper focuses on the impact of bank credit rate and money supply on the earnings of deposit money banks (DMBs) which eventually have an impact on GDP of the country. To analyze the relationship, multiple regression and time-series analyses were done. It is recommended that ethical standard in bank profession, conducive and supportive environment can enhance good lending behavior. The *fourth paper* is on the comparative study of ICT using situation in rural and urban primary schools of Bangladesh. It is a survey-based study where quantitative data are collected through questionnaire from 100 rural and 100 urban ICT trained primary school teachers and qualitative data are collected from 20 schools and classrooms. The findings indicate that 35% urban and 21% rural teachers use ICT in the classroom teaching-learning process but not in regular basis. The *fifth paper* is on the effect of cultural dimensions on customers'

susceptibility to interpersonal influence in the context of Bangladesh. Customers' susceptibility to interpersonal influence consists of two core parts, susceptibility to informational influence and that to normative influence. The paper examines both parts of susceptibility along with Hofstede's four specific cultural dimensions namely, 'Individualism versus Collectivism', 'Power Distance', 'Uncertainty Avoidance' and 'Masculinity versus Femininity' to identify the direction and extent of relationship among them in the context of Bangladesh. From the data analysis, it is found that these four cultural dimensions can explain up to 80.9% variance in customers' susceptibility to interpersonal influence in Bangladesh. It is also found that, amongst the other dimensions, the collectivistic orientation is the most influential predictor of Bangladeshi customers' susceptibility to interpersonal influence. The *sixth paper* is on the comparative study of the two poems, one of Whitman's 'Song of Myself' and other of Nazrul's 'The Rebel'. The paper attempts to explore some thematic resemblances between the American poet Walt Whitman and Kazi Nazrul Islam, the great national poet of Bangladesh. Though Whitman and Nazrul were born to two different great nations and in fairly different centuries, they have become the poets of the globe, of all nations, and of all ages because of their splendid love for the common human race and true sagacity of well-being for mankind. The poetry of Whitman and Nazrul deserves an intense consideration because they spoke for the common and oppressed community and unveiled the exploiters who are responsible widespread evils of the globe. The *seventh paper* is on the perceptions of students on dynamic team process at tertiary level. It explores the challenges of group assignment and the management strategies to minimize challenges facilitating greater levels of peer and interactive team-work. This is a mixed method interpretative study which employed qualitative and quantitative approaches to have better understanding and triangulation of generated data. Quantitative data was generated through online survey and qualitative data through 'Focus Group Discussion'. The *eighth paper* focuses on the critical evaluation of the role of the International Criminal Court (ICC) in the International Criminal Justice (ICJ) Regime. The violations of human rights and the international humanitarian law throughout the globe have appeared as a great concern for the international community. The article seeks to inquire into the development of ICJ to date and reflect on its present condition. Though the jurisprudence of ICJ has developed to a considerable extent up to now, but the question remains, whether those attempts guarantee ICJ for the days ahead? The article tries to assess the performance of the ICC to date in the global context which is the latest development in ICJ system. The ICJ cannot and should not remain as an abstract ideal unrealized or partially realized. In true sense it is essential for the global peace which is the ultimate goal of mankind. The ICC

must be strengthened and must act independently and impartially irrespective of nationality, color, religion, political opinion for the sake of development of ICJ system. The *ninth paper* focuses on viewing on Addison and Steele's *The Spectator* from Dalit Literature perspective. Most of the eighteenth century English literary writings reflect the social changes and contemporary people's behavior and thoughts. As then the people engage in unethical tasks and make discrimination between upper and lower classes, humiliation, cheating and hypocrisy are the common phenomenon of that time. Hence, the writers take the responsibility on their shoulders to make the people correct through their writings. Addison and Steele wrote to highlight the social problem, but they were not free from the class discrimination between upper and lower classes. On the other hand, in the 1930s in India, Dalit Movement started against the class and caste discrimination. This movement aims at destroying the distance between class, race, caste and the suppressed and the oppressed by awaking people. Regarding this, the paper aims at reading *The Spectator* by Addison and Steele from the nature of Dalit literature perspective.

M Abdus Sobhan
Editor

Contents

Financial Management of Urban Local Government: A Study on Comilla City Corporation Mohammad Razaul Karim Md. Zia Uddin	09
Exploration of Women’s Victimization: Sexual Harassment at Workplace Jannatul Farhana Rupa	25
Credit Rate of Deposit Money Banks and Money Supply against the GDP Growth: A Case of Bangladesh Rana-Al-Mosharrafa	45
ICT Using Situation in Rural and Urban Primary Schools of Bangladesh: A Comparative Study Md. Ramjan Ali	63
Effect of Cultural Dimensions on Customers’ Susceptibility to Interpersonal Influence in the Context of Bangladesh Thawhidul Kabir Bankim Chandra Sarker	77
Whitman’s ‘Song of Myself’ and Nazrul’s ‘The Rebel’: A Comparative Study Md. Jahidul Azad	109
Dynamic Team Process at Tertiary Level: Perceptions of Students Sabrina Syed Muhammad Foysal Mubarak	119
Critical Evaluation of the Role of the International Criminal Court (ICC) in the International Criminal Justice Regime: Hope or Despondency Tariq Bin Sarwar Md. Abdul Jalil	131
Viewing on Addison and Steele’s <i>The Spectator</i> from Dalit Literature Perspective Mohammad Jashim Uddin	151

Financial Management of Urban Local Government: A Study on Comilla City Corporation

Mohammad Razaul Karim¹ and Md. Zia Uddin²

Abstract: This paper attempts to identify the problems and tries to provide guidelines to improve the financial system of urban local government bodies in Bangladesh. Decentralization is frequently recommended as one of the means to enact and deepen democratic governance and to improve administrative and service delivery effectiveness. Local autonomy is an issue that is related to works without the dominancy of central authority. Nevertheless, without financial self-sufficiency autonomy of local institutions it is difficult to provide services to the people. Generated income from Urban Local Government (ULG) assets is not enough to meet its vast liabilities. ULG is dependent on central government for funds; sectoral ministries; and Ministry of Finance provides spending priorities & budget covering. ULG has no independent revenue sources. Among total expenditure a large portion is incurred for payment of employees' salaries and allowances. For the fear of losing electoral popularity the elective representatives are not interested to apply new taxes. Corruption is another major reason for low collection of taxes. The tax assessment system is not transparent and has many discrepancies. Moreover, there is no hard and fast rule in collecting taxes and fees. It has to report to center on expenditure according to central formulas, rules and regulations. ULG has some discretions on spending priorities within budget envelope. Block grants and conditional transfers from center offer some autonomy. Center and LG conduct LG audits though it is not in regular basis. Urban Local Government Financial Management has received lesser attention in public finance literature.

Keywords: Financial autonomy, urban local government, expenditure, budget.

Introduction

As part of a more recent move towards greater democracy and encouraging public involvement in policy-making, Bangladesh has recently been strengthening the institutional capacity of local government and reforming its plans to create effective local government. However, local government is still not autonomous; there exists a patron-client relationship between central government and local government of the country. Bangladesh, which emerged as a sovereign state in 1971, has not yet developed proper strategies, policies, and institutions necessary to cope with urban governance (Panday, 2006). In many transitional and developing countries like Bangladesh, local government service delivery capacities are either lacking or have not reached a satisfactory level due to limited financial resources and revenue bases, restricted financial market access and lack of

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proper institutional development (Siddiqui, 2005). The finances of municipal bodies continue to be in a state of disarray with many cities unable to raise adequate resources from their own sources to meet increasing expenditure on services. Moreover, lack of periodic revision of tax rates/user charges, outdated accounting and financial management and inefficient and ineffective planning and management systems all continue to plague city administrations across the region.

The finances of Urban Local Bodies (ULBs) have been assuming much greater importance with the urban areas increasingly becoming important in terms of not only population share but also economic wealth, and with which we concern in this paper. With the municipalities/municipal corporations acting as centers of government in urban areas, urban local government finance is also referred to, sometimes, as municipal finance in Bangladesh. However, the performance (both physical and financial) of urban local governments may vary between the municipalities (Paurashava) and municipal corporations (of larger urban agglomerations) as well as amongst themselves (Nallathiga, Ramakrishna, 2008).

Pourashavas (Municipalities) and City Corporations constitute the two types of urban local governments. The eleven largest cities of Bangladesh (Dhaka North, Dhaka South, Chittagong, Khulna, Rajshahi, Sylhet, Barishal, Comilla, Narayangonj, Rangpur, and Gazipur) are City Corporations.

Objectives of the Study

The study has been administered for the following purposes:

- To discuss the nature of financial arrangement is running in Urban Local Government system in Bangladesh.
- To identify the financial barriers existing in urban local government.
- Last of all, to give some recommendations in the matter of its financial system as how to strengthen and to make it more effective.

Methods of the Study

The study has been conducted on financial management of urban local government at Comilla City Corporation. Methods followed to complete the study are on the basis of primary and secondary data. The primary data has been collected from the Comilla City Corporation officials and the respondents who go to the corporation office for getting service. Data has been collected from 120 respondents for this study. The respondents

have come from different categories such as professionals, businessman, and house holders, land owners, politicians etc. For collecting data, researcher used structure and unstructured questionnaire, also observing attitude and the service delivery procedure of the officials. The secondary data used in this study have been collected from various government resolutions and recommendations of various committees and commissions of the government, Circular, Notifications, various Manuals and guideline published by various government agencies and municipalities relating to financial system of urban local government. Secondary data also acquired from various books, journals, reports, dissertations, research papers, internet, newspapers etc.

Urban Local Government

Duane Lockard defines local government as a public organization authorized to decide and administer a limited range of public policies within a relatively small territory that is a sub division of a regional or national government (Siddiqui, 1995). In south Asia, local government is widely known as local self-government. In the UN definition, ‘the term local self-government refers to a political sub-division of a nation or state which is constituted by law and has substantial control of local affairs, including the power to impose taxes or exact labour for prescribed purposes. The governing body of such an entity is elected or otherwise locally selected.’(Alderfer, 1964). In addition, the urban local bodies are supposed to be formed as democratic institutions based on the principles of self-government and should represent people’s desires and strengths. Due to massive urban growth during the past three decades, the urban quality of life has deteriorated and creates an urgent necessity for having vibrant and efficient urban local government bodies that can deliver adequate services and improve living conditions. (www.unescap.org.HumanSettlements) In Bangladesh according to the existing legislation, the characteristics of urban area are as follows:

1. The government may declare any urban area, other than a cantonment, to be a Municipality; extend, curtail or alter its limit, and can also withdraw the municipal status of any urban area.
2. All other places which satisfied the following criteria :
 - a) Three-fourths of the adult male population of the area must be employed mainly in non-agricultural occupations.

- b) Such an area must contain a population of not less than fifty thousand.
- c) Its population density should not be less than one thousand and five hundred inhabitants per square kilometer.
- d) Thirty three percent of total land should be non-agricultural nature. (Paurashava Act, 2009)

Financial Management

Financial management refers to the efficient and effective management of money (funds) in such a manner as to accomplish the objectives of the organization. It includes how to raise the capital, how to allocate it i.e. capital budgeting. Not only about long term budgeting but also how to allocate the short term resources like current assets. Financial Management also means planning, organizing, directing and controlling the financial activities such as procurement and utilization of funds of the organization. It means applying general management principles to financial resources of the organization.

Evolution of the Urban Local Government

Various forms of local governments have been in existence in the Indian sub-continent for centuries. It is widely accepted that the institution of village self-government (VSG) existed in ancient India (Siddiqui, 1992). The Mughals were essentially urban people who made remarkable contribution to the development of urban local government, as they gave importance to towns (Siddiqui, 1994). Each town was divided into well – defined wards/mohallas, administered under the authority of kotwal, in assistance with mir mohalla who acted as the spokesman for the people of mohalla, with broad range of functions (Khan, 1996). The kotwal was assisted by kazi and mohatasib in the discharge of his judicial functions and preventing illegal practices (Siddiqui, 1992). Despite this pioneering contribution it was nothing more than a top-down hierarchical administrative system which was intended to be an extension of the central authority into the local areas (Islam and Khan, 2000).

In the arena of urban local governments, British policy resulted in setting up of municipal administration in the Presidencies and giving responsibilities to municipal committees for a number of civic amenities (Islam and Khan, 2000). At first, urban administration was introduced in the year of 1793 under the Charter of British Parliament. Primarily, the system has introduced in Calcutta, Madraj and Bombay on legal affairs, holding taxes and Chawkidari system for peace and security (Ahmed, 2000). During

the next eighty years i.e. 1871-1947, towards the close of their rule in India a number of Acts were promulgated to make municipalities' representative of the populace. These acts among other things introduced election as a mode of choosing one's representative and subsequently extended its coverage. But chairman and vice chairman of the municipalities continued to be elected indirectly by the popularity elected commissioners (Siddiqui, 1994). All the regulations were established before further rearranged and prescribed in the Bengal Municipal Act, 1884. According to the enactment, Chairman, Vice-Chairman and two-third of the members were elected through the general election. Income of the municipality was involved with the holding tax, transport and animal tax, vehicles registration fee, toll on ferry and bridge, water and electricity tax and latrine cleaning fee (Ahmed, 2000). The Bengal Municipal Act, 1932 strengthened the powers of municipalities in levying rates and taxes and in the utilization of funds (Siddiqui, 1994).

During the divided of Indo-Pak Sub-continent, the then East Pakistan was formed with 56 Municipal Boards. Provision of the establishment of those Boards was three-fourths elected and one-fourth nominated members. The 28 Town Committees with per 1000 populated area was further introduced through the Basic Democracy Order, 1959 (*Government of East Bengal, 1958*). Under the ordinance of 1959, several previous laws regarding Municipalities were repealed and a uniform system of Municipal government was created in the entire Pakistan. Under this law, two types of urban local bodies were established in urban areas. These are Town Committees for small towns and the Municipal Committees for bigger towns (where more than 15,000 population). The members of the Town Committees were directly elected by the people whereas Chairman was elected by the members among themselves. But in the Municipalities, there was a lower body named Union Committee where all the members of the municipal body from among themselves one was elected Vice-Chairman. The Chairman of the Municipalities were however, appointed by the government, generally civil servant of the district. (*Government of East Pakistan, 1960*)

After the independence of Bangladesh all local government systems have been abolished by the Presidential Order No. 7 in the year of 1972 and appoint an administrator in each of the Municipality. After this order, name of the Local Governments have been changed as Town Panchayat instead of Union Committee, Shahar Committee instead of Town Committee and Pourashava instead of Municipal Committee. Shahar Committee was renamed as Pourashava in the year of 1973 with a Presidential Order No. 22 and elected procedure has introduced on the Chairman and

Vice-chairman. Pourashava Ordinance was established and notified in the year of 1977. Nine Commissioners and selection of female Commissioner in every Pourashava was provisioned in the Ordinance. One Commissioner for every Ward and one-third Ward of every Pourashava was reserved for female Commissioner who will be elected by the general election of the country.

At present, there are 11 City Corporations and 310 Paurashavas in Bangladesh. A City Corporation consists of several wards, and is headed by an elected people's representative called Mayor. The corporation is run by a Mayor and elected Councilor from each ward, and other government officials of the city corporation. The government has fixed one-third of the total number of seats as reserved seats exclusively for woman Councilor and these are also to be elected by direct election based on adult franchise. Paurashava and City Corporation structure and functions are more or less similar.

Comilla City Corporation

An administrative move was made on 23 June, 2011 abolishing the Comilla Municipality as the final step to introduce the administrative body as a City Corporation. Later on 10 July, 2011, a ministry gazette named the Comilla Municipality as the new Comilla City Corporation (COCC). The city corporation is run by a joint staff of elected public representatives and government officials. Official both come from departmental recruitment and the administrative cadre service of the country. On the other hand representatives comprise the Mayor as the cabinet leader, a Councilor for each ward and a special women Councilor for each three wards. This make the elected cabinet of COCC to have 37 Councilors, containing 1 Mayor, 27 Councilors, 9 women Councilors led by the Mayor. Bangladesh Election Commission is constituted to oversee city corporation polls and elected the cabinet, which sits in the office for a five years tenure. A new local government does not allow a cabinet to sit in the office for a day more than five years. Rather it accommodates the provision to appoint government officials as the administrator of the corporation, to oversee routine municipal works in a temporary basis.

Financial System of Urban Local Government in Bangladesh

The financial system of Paurashavas and City Corporations are mostly similar. In the following we have discussed the nature of financial management such as income sources, expenditures, budgets and accounts etc. of urban local government.

Income sources:

City Corporation levys taxes on only a few of these, such as holding tax, immovable property transfer tax, tax on professions, trades and callings, tax on advertisements, cinemas, dramatic and theatrical shows, other entertainments and amusements, tax on vehicles other than motor vehicles and boats etc. The revenue sources of City Corporations are quite similar to those of Paurashavas.

Table 1: Sources of Municipal Revenue

Source	Sub-components
Property tax	Property tax on annual value of buildings and lands, Conservancy rate, Water rate, Lighting rate.
Shared property tax	Surcharge on the transfer of property ownership
Other taxes	Tax on professions, trade and callings, Tax on vehicles and animals, Tax on cinema, dramatic and entertainment, Tolls and minor taxes (on advertisement, marriage etc.)
Non-tax source	Fees and fines, Rents and profits from property, Other sources
Loans	Internal, from banks, etc. International agencies
Government grants	Salary compensation grants, Octroi compensation grants, Normal development grants, Extra ordinary grants.

Source: Chowdhury, 1997

Expenditure:

Expenditures of the City Corporations are determined by their expenditure on services that they deliver and their development expenditure. In the area of development activities, City Corporation also spends funds for the maintenance of existing infrastructures and also for the development of new infrastructures. The largest expenditure at present is in terms of wages and salaries, which is varies 35 per cent to 40 per cent followed by intermediate consumption, which includes purchase of office equipments, furniture, supplies etc.

Budget:

Before the beginning of the each fiscal year, the respective local government unit must submit a copy of a statement of estimated receipts and ex-

penditure of that year of the ministry, which is referred as their budget mentioning their revenue collection, government grant to be received and expenditure to the ministry. The ministry can modify it or ask them to modify or revise the budget within thirty days of the receipt of the budget, which shall be deemed the sanctioned budget of respective local government unit. Otherwise, it will automatically become forfeited. In this way, the ministry exercises control over the urban local government unit. If the budget is not prepared before the commencement of any fiscal year, the ministry may have the power to prepare necessary statement, which shall be deemed as the sanctioned budget of the respective local authority. The government cannot influence the local bodies in spending money for a particular project designed by it in theory though the local bodies are required to have their budgets approved by the ministry. In addition to as the local bodies are dependent on central government for financial aid, loan to different schemes etc. so that the central government in one way or another indirectly can influence the entire budget.

Accounts & Auditing:

The annual statement of accounts of a local body is to be prepared after the closing of every financial year (June-July). Then the statement is to be forwarded to the prescribed authority by the thirty first of December of the following year. There is also a provision for public inspection of the accounts (Siddiqui, 2005). The accounts of the different Paurashavas and Corporations are audited by the Government Audit Department every year. The concerned City Corporation can take necessary measures of remedy against any defects or irregularities and take action against the person concerned if any expenditure of the local unit is found not in conformity with law as per recommendation of the Audit Department and report it to the government with the information of action taken by it. However, the audit authority can examine all the books and documents and also the elected and non-elected functionaries of the body. After completion of the audit, the audit party is to submit an audit report of the respective authorities. However, Siddiqui notes that: "In practice, local government auditing is lax and irregular and amounts to mere paper audit" (Siddiqui, 1992).

The Findings of the Study on Financial Management of COCC

The Comilla City Corporation is not financially solvent due to various reasons i.e., unwillingness of central government to empower financially solvent, lack of efficient employer, lack of willingness of Mayor and

Councilor. However several reasons are identified those are liable for regretful state of COCC finance discussed in the following:

First:

Although COCC internal income shows a steady growth but this increase is not enough in considering its increasing rate of population. COCC income shows steady growth, but income from other sources are fluctuating. Almost 33 percent of total COCC income comes from external source which is used for development purposes. For development activities, about 25% of total expenditure was used. If we look at the real scenario, we will see that among this expenditure, some expenditure including expenses like poor repair and maintenance of badly constructed physical infrastructure. Income generated from COCC assets is not enough to meet its vast liabilities, specially loan taken from bank at commercial interest rates. From 18 regular sources like taxes, rates, fees, fines, profits etc. only 4-5 sources contribute almost 65% of total revenue earned by COCC from internal sources. Moreover, the largest source of revenue is holding/property tax and this is not revised after its establishment. Among total expenditure, only a small part is development expenditure as about 55% revenue expenditures is incurred for payment of salaries and allowances. Although COCC officials claim that they have employee shortage but this huge amount of expenditure for salaries and allowances shows that number of employees is high as compared with the income.

Second:

COCC is not interested to impose new taxes because of fear of losing electoral popularity. Mayor and Councilor think that raising taxes may make them unpopular. As a result, the property/holding tax, a major internal source of COCC income, has not been revised after its establishment. Senior officials of corporations and municipalities get benefits from these practices and for this reason they do not take any major steps. Consequences of this, a weak and brittle resource base of city corporation which also calls for central grants and control in turns.

Third:

The expected revenue is not being received because of inefficiency, corruption and lack of proper training in the taxation department. Some assessments were done when COCC acted as Paurashava, but after that, no assessments are made. For this reason, taxes do not reflect the present market rate and this rate are not even corrected today. Moreover, the assessment system is not transparent and has many discrepancies. That is

why many of the holdings are not covered by tax net and many taxpayers do not understand the assessment system. As taxpayers do not understand the assessment system, most of the time they react adversely by ending taxes. Some councilor and official said that occasionally powerful individuals, industrialists, commercial houses and other group create pressure on COCC leadership. That is why COCC is deprived of a substantial amount of revenue and cannot work smoothly. It also takes away the moral authority of the tax collectors to be tough with the common man. Because of these pressures, tax collectors cannot take any tough action while collecting the arrears and dues by seizure and remand of moveable property that are provided in the law. Taxation system of COCC is corrupted. COCC does not follow any hard and fast rule in collecting taxes and fees. They follow the procedures that seem appropriate to them. Irregularities in tax payments occur because there is an absence of by laws on tax collection procedure.

Fourth:

Like other Local bodies in Bangladesh, COCC is also faced in constant shortage of funds. The tax management of Municipalities is weak, resulting in poor collection. There are many reasons for this, including a poor assessment system, lack of efficient workers and legal issues (e.g. more than 40 per cent of property assessments are appealed with proceedings taking time and judgment generally going against the city corporation). Corruption is another major reason for low collection of taxes. Corporation expenditures are mainly geared towards physical infrastructure (equaling 30 to 35 per cent of total expenditures). Public Health in turn accounts for 15 to 20 per cent and administrative expenditure average between 10 to 16 per cent. Expenditures on social sectors are negligible.

Fifth:

City Corporation is given the power by ministry to impose all kinds of levy under different sectors of the respective ordinance. Nevertheless, government has the power to increase or decrease the amount of levied taxes. Hence, govt. exercises indirect control over the city corporation. That is although central government has no direct control over local bodies in levying taxes and spending money received from rates, But as central government in practice pushes the city corporation to improve local services, to give financial aid etc. that naturally affect the local income and expenditure in the indirect way.

Sixth:

At present the ratio of tax personnel to holding is very low, only 1:1550 and no measures are taken to deploy personnel from other departments where there is a surplus to improve this situation. With this limited number of employees, it is not possible to collect taxes in a large city like Comilla. There are also poor record management problem and lack of actual area mapping, for which quick identification of defaulters become difficult. There is a review board but their dispute settlement process is highly time consuming and sometime these bodies succumbs the pressures and for these reasons COCC is deprived of due income. Again, a huge arrear in tax has accumulated over the years because there is a tendency to put budgeted demand for bellow the assessed demand.

Seventh:

The budget preparation procedure is outmoded, non-transparent and full of dodged. The budget of the local authorities cannot be in obliging unless the government approves it. The budget is prepared based on the requirements of the COCC's departments. In this phase, powerful ward commissioners who can access to the mayor, become able to push their favorite projects. This department budget is then submitted to the Budget Section under Accounts Department. Then for examination and recommendation, this budget is forwarded to the relevant standing committee after consolidation. Then the mayor should approve it. Then it needs approval by the special budget meeting of the COCC. Then it needs final approval from the ministry. The general public does not have access to the Special Budget Meeting. The way of passing budget is always unrealistic because it does not use the actual income and expenditure pattern or basic statistical methods for forecasting future income and expenditures. Because of this unrealistic pattern, it becomes difficult to prepare and approve the revised budget. In case of development budgets, COCC does not depend on concepts like IRR, NPV, opportunity cost, sank cost etc. rather it mostly depends on rules of thumb. Moreover, COCC is reliant on central government for financial aid, loan to different schemes etc. so that the entire budget is in one way or another indirectly influenced by the central government.

Eighth:

The financial accountability and reporting system of COCC is not appropriate. The financial record management of COCC is in a mess and a retrieval of simple information may take days. These are because, there is the absence of computerization and information is generally on the

memory of a particular clerk who is generally not available when needed. If the filling system was operated according to the rules, the present situation could be much better. Lengthy paper work and inefficiency of workers both create problems in releasing fund by the ministry, the donor and even within the COCC. Although they have a provision to hang the financial statement on notice board, in reality it never happened. Again internal and external audit are in place but these are hardly working and hence unable to deal with the financial irregularity and corruption that have now taken over the COCC. In 2014, when we went to the COCC for field investigation, we found that the total number of pending audit objections had further increased and some had been dealt with one way or the other.

Ninth:

The government controls over the COCC through its grants. The COCC cannot generate enough funds to tender service to the people and to meet up its expenditure. That is why it always depends upon the govt. for grant. The ministry exercises control over the municipal corporations, influences their policies, and budget by providing grants. The ministry can also use grants to a particular scheme or service that is very important in political ground. In addition, the COCC can be influenced by the threat of reducing the grant. By the opportunity of providing financial grants, central govt. can influence the policies of local bodies. Because of this, central government's assurance is very important before taking any new service oriented scheme, as a considerable amount of the approved expenditure would be financed out of the govt. funds. The govt. can also influence the local bodies by granting funds for a particular scheme or service according to their wish.

Tenth:

Without the approval from the ministry or the concerned controlling authority as per respective ordinance, the COCC has no power to implement the development schemes in the urban areas. The COCC has the power to prepare schemes but it must be approved in their respective council meeting. On the other hand, different local units have also power to prepare and implement scheme up to a certain limit like five lakh, thirty five lakh etc. for which they need no prior permission from the concerned minister or controlling authority.

Eleventh:

COCC activities has become a de facto rule that impedes smooth functioning of the ULG. This unlawful practice has become an instrument to defend interests of the vested class. Politics of vote is a major constraint to the effective functioning of the COCC. The Corporation representatives give preference to attract voters through patronization rather than delivery of better public services. Few councilors also complain that budget is allocated in consideration of political involvement.

Recommendations

Monopoly of revenue sources by the Central government severely constricts the revenue base of the municipal government to grow, revise rates of any tax or fees even service charges with clearance from the relevant Ministry. It has been observed that the number of small municipalities have mushroomed over the years without any serious evaluation of their economic viability. As a result, a number of these municipalities have been exposed to financial crises. In order to enhance the financial capacity of the municipalities, the following policy reforms are indicated:

1. New municipal taxes should be introduced after a cautious tax assessment. Moreover, a professionally competent team should be assigned with the task of the tax assessments of the Comilla City Corporation. Adoption of efficient taxation policy to earn revenue from different informal services within the jurisdiction of City Corporation which can be used for development purposes.
2. Central Government's grants to the corporation should be based on certain values, such as efficiency, own resource mobilization, population, area, needs, etc. instead of any political influence or consideration.
3. Tax assessment and collection procedures should be made easy and flexible. Every year tax should be evaluated and assessed all taxes impact in the society or corporation.
4. The COCC should prepare and regularly update manuals for conducting internal audit and maintaining accounts. Accounting and auditing system should be computerized, modernized and updated.
5. Corporation should give importance on collection of arrear taxes. They should identifies all missing properties and move to punish tax delinquency.
6. Clear guidelines should be framed for determining the relationships between the central government and municipal government. The Central government may return a certain amount of the tax money collected from the municipal area, so that the municipality gradually can become more self-sufficient.

7. Serious consideration should be given for the establishment of a centralized/regional property tax assessment body drawn from people from government, municipal government, experts and representatives from civil society.
8. At present there is hardly any transparency and accountability in the system of urban local governance. The local governments in fact, follow a bureaucratic system of decision-making. The urban local bodies should more actively seek to involve people in the decision-making process, implementation, monitoring and evaluation of their program. The quality of urban governance can be improved with the involvement of a strong and active civil society. Civil society may help to mobilize public opinion to make more clearly articulate an effective demand on public agencies to formulate urban development plans with public participation and implement such plans with earnestness and adequate transparency.
9. Corporation budget needs to be formulated based on hearing the needs of local people and availability of resources of local government through a participatory process. To ensure people's participation in budgetary process, it is important to build awareness among people regarding the activities and benefits of local government.
10. The corporation should be transparent to the people regarding all their development activities, finances, income and expenditure. Other bodies within the municipal area should be brought under transparency and accountability.

Conclusion

Financial insolvency is a major threat to the effective performance of the urban local government. These municipalities are basically dependent on the central government's financial grants. Due to resource constraints as well as lack of transparency and accountability of the taxpayers, the process of resource mobilization remains very weak. Inadequate trained work force, administrative limitation, weak monitoring of the central government makes the situation unwell. Due to poor collection of taxes and insufficient grants, the urban body cannot undertake and execute development projects and cannot also provide necessary services to its clients. Democratic participation of the stakeholders in decision-making and urban development activities is one of the crucial components of good urban governance. In more concrete terms, each city or Paurashava should be governed through the active participation of the elected representatives. The elected members of the City corporations and Paurashavas should sit more frequently and their performance needs to be made more effective.

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Exploration of Women's Victimization: Sexual Harassment at Workplace

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Abstract : Sexual harassment is an old phenomenon which is not confined to specific regions of countries or particular occupations. Almost every woman is experiencing sexual harassment in the term of their employment whether in the industrial or corporate job sectors or corporate job sectors. This paper explores the context of sexual harassment of women and it also examines the experiences of the victims as well as the physical & psychological effects on them. The paper particularly focuses on white collar women employees based on empirical data. The objective of the study is to contribute to a more comprehensive understanding of the nature of sexual harassment in the workplace and review the existing law and implementation procedure and explores their loopholes.

Keywords : sexual harassment, women, workplace, *victimization, prevalence.*

Conceptualization of Reality: Sexual Harassment of Women at Workplace

Sexual harassment of women is a cruel but evidential reality and it has plagued the world for centuries. Why should the workplace be different for women? Sexual harassment and workplace violence are not only historical but also contemporary issues. The history of sexual harassment draws back at least to the time women first traded their labour in the market before the late 19th century. The only substantial class of women working outside the house and farms of their families were servants. Situations were even worse for slave women working for white masters. They exploited them with the utmost violence. They tortured them both physically and psychologically. This enslaved service also came with the demand for sexual services, frequently from the master or their son, sometimes enforced by outright rape (Frug, 1992). Sexual harassment is an issue which has confronted every woman in the course of their career whether directly or indirectly. Sexual harassment is not confined to certain regions of the countries or certain occupations. For example, 'Bangladesh Demographic and Health Survey 2011' refers about 87% of Bangladeshi women and girls are experiencing sex and gender base violation; whether on the streets, house, educational institutes or even their work places. This is indeed a huge range that are affecting women of this country but the obvious question here is how this crude reality been experienced by them, where and how these victimizations took place? This paper, however, attempts to explore this process of victimization.

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A range of literature shows, the perpetuation of violence against women has root in old patriarchal belief and behaviour systems which are upheld and developed by a culture of silence. This silence can hinder women's wage market participation in male dominated employment situation. Regina Austin (1998) contextualises sexual harassment as only one of the subordinating mechanism which employer deploy against women and minorities (Austin, 1988). Therefore, it is not a strange thing that sexual harassment against women equally exists in any type of work environment i.e. either in informal job sector or in the formal sectors like, industrial, corporate or other working sectors. Sexual harassment does not discriminate white or blue collar employments. This vice occurs in all way around. A perpetrator can engage the mildly annoying behaviour that impairs the others concentration or he can perform extremely obnoxious actions that create anxiety and threatens the safety of other person (Swarnalatha, 2012). For many women, the presence of sex and sexuality in the workplace is not only stressful but also disabling; it can prevent them from functioning effectively on their job (Frug, 1992).

A study by Working Women's Institute of United States of America found 63 percent of the women who were sexually harassed suffered physical symptoms and 96 percent of women suffered emotional stress such as loss of motivation, absenteeism, less work ability and productivity (Frug, 1992). From the study "Women's Lifelong Experience on Sexual Harassment: A study in 2009 by Democracy Watch, found that 74 percent respondents go through mental trauma, 48 percent suffers from guilty feeling, 50 percent victims try to commit suicide, 70 percent victims feel helpless and try to conceal the incidents. Only a few victims' reacts instantly, inform their guardians, make complaints to the authority or seek legal action. Over all sexual harassment is a complex problem. Day by day this problem is becoming more serious. In absence of job security and appropriate legal protection women worker become more insecure in their working places.

Methodology

Considering the facts this paper is taking the opportunity-

Firstly, to explain how sexual harassment make hostile environment for a women and creates physical and psychological trauma?

A range of literature has been reviewed to understand these facts, legal frameworks and theoretical underpinnings related to the issue of sexual harassment of women. Based on these facts, frameworks and theories, this paper has attempted to forecast why women are being victimized and what the evidential outbursts of such victimization are.

Secondly, different empirical evidences are showing that sexual harassment not only exist in the low class working sectors by the low class people but also exists in the well decorated posh office. It is evident that they have also faced the bitter situation of sexual harassment by their line manager, boss, clients and co-workers. But most of the investigations or studies conducted in the context of Bangladesh are only being carried to understand and explore the reality of ‘blue collars’! This paper, at this point, thus is taking the opportunity to walk in this unexplored reality of ‘white collars’ based on the empirical data.

And, **finally**, it will scrutinize the prevalence of sexual harassment in corporate job sector of Bangladesh

Rationale of the Course

The issue of sexual harassment at workplace is a long tested and explored phenomena in terms of international theoretical debates and analysis. But this issue did not explore as widened as a global episteme. Rather such investigations were to some extent limited to expose the reality of women working in the informal or formal industrial sectors. The major rationale behind this paper is to address to some extent to this vacuum. Range of theories indicating the victimization at all level and sector oriented women either ‘blue collar’ or ‘white collar’ but it seems from the evidence and explorations in the context of Bangladesh only the blue collars are being victimized or only blue collars are having the attention of the researchers as relevant with this issue. This research paper has an opportunity to present contributory facts and evidentially is suggesting that the reality is same despite of being different collared women or status. Also, this limited effort is giving a window of opportunity to the researchers for further explorations and analysis.

Steps of Explorations and Structure of Arguments

This paper mainly originated from an academic thesis; it is indeed a summarized version of research. Both primary and secondary data were used as source to organize the key arguments of this proposition. A range of theory, facts and frameworks have contributed in the conceptualization of the issue of sexual harassment of women at work place in a first place. On the other hand, 20 (twenty women were interviewed using individual depth interview technique to have the relevant empirical data on the real time harassment situations and these were acted as the basis of the analysis. Finally, these empirical data were carried to fit in the theoretical directions on the sexual harassment and its’ consequence upon the victim.

This study focused exclusively on women in professional careers, such as law, consulting, business, teacher etc. For the purpose of the study “work-

place” may be defined as the location at which an employee provides work for an employer. Clearly a workplace is a huge term to adjust and analyze. That’s why this study is focusing on sexual harassment on the workplaces generally employing the white-collars. White collar means a working class that is known for earning high average salaries and not performing manual labor at their jobs or White collar work used to mean a high level of education and a cushy job with perks.

This paper, however, admit the fact that (i) only 20 (twenty) respondents are not enough to analyse such wide and vast issue of sexual harassment and (ii) this exploration was only limited to identify the reality of women.

This paper, however, initially will reveal theoretical understanding of the concept of sexual harassment at workplace and the effects of such harassment upon women. This conceptual explanation will also be supplemented with the reinforcing presentation of legal frameworks related with the issue and later will endorsed with five selected case studies to testify the theories of sexual harassment and its’ negative impacts upon the women. These empirical facts will express the actual reality of women of ‘white collar’ that are equally vulnerable and potential objects of victimization on the basis of their sexual identity.

Theoretical Underpinning of Sexual Harassment at Workplace

Sexual harassment is a form of gender specific violence against women. (CEDAW Committee Report 1992).The term “Sexual Harassment” was used during the period of 1975 or 1976. This term was used to describe sexual pressure on women. The history of sexual harassment started from the time when traded their labour in the market place. The range of sexual harassment at workplace is still high as it was. In one of the earliest survey in 1976 it was found that 9 out of 10 women had been sexually harassed on their job. Sexual harassment cut across occupational lines. One historian in a survey found that sexual harassment exists in almost every workplace. They were “elevated railway cashiers, union organizers, garments workers, white good workers, home workers, doctors, dress makers, shop girls, laundry workers, cannery workers, broom factory workers, foremen[sic], stenographers and typists, soap factory workers, hop-pickers, shoeshine girls, art students, and would be workers at employment interview” (Frug, 1992). In 1976 Redbook publish the result of survey which was conducted by mail. From that survey it was found that 88% of the 9,000 respondents claimed they had experienced some form of sexual harassment in the course of their employment (Safran, 1976).

In the survey of Bangladesh Institute of Labour Studies (BILS), based on news report in 12 national dailies, it was found that at least 51 women

working in the industrial and service sectors were raped in the first 6 months in the year of 2001. Several were murdered brutally in the aftermath of rape. The survey also identified the conditions of industrial work-late work hours, inadequate transport facilities, and lack of security commuting to and from work as contributing causes to sexual assaults on working women. Predictably, garment workers constituted a significant number-31 out of 51 of those rapes. Women's work environment in Bangladesh is not safe from sexual harassment whether it is 'white collar jobs' or 'blue collar jobs'. Various types of studies have been conducted on sexual harassment such as sexual harassment by partner, by non-partner, by strangers, at workplace etc. Existing researches on sexual harassment at workplace are mostly based on industrial sector. Women are especially vulnerable to sexual harassment because of informal practice of recruitment, lack of documentation and the consequent fear of job loss. The best known survey was conducted during the period of 1988 in the academic workplace. In that survey it was found that over half of the 61 female faculty and 75 percent of the 61 female administrators in their sample had experienced some form of gender harassment in the workplace (Fitzgerald, 1988). Over all survey data appear to suggest that roughly half of all working women be subjected of sexual harassment in the term of their employment in one form or another (Fitzgerald: 1993). Previous research has identified many conditions that may causes sexual harassment in the workplace. Research has found low level awareness among the women employee make them more vulnerable in the issue of sexual harassment (Franzway, et al 2009).

According to Millet & Kate (1971), Mitchell (1971) and Rowbotham (1973) our economic and political institutions such as the family, marriage, military industrial complex, technology, finance and universities ensure male domination over women. These structures guarantee and legitimize the unequal power relation between man and women, man would have little need to resort to psychological violence, coercion and repression to subordinate women. It has been argued by the feminist that the fundamental reason behind the sexual harassment at workplace is unequal power of woman at workplace. Woman typically occupies positions that are lower in status than their male workers; 75 percent of all women working in the United States are in sex-segregated jobs supervised by men (Faley, 1982).

Sexual harassment exists because of the views of woman as the inferior sex, and also sexual harassment serves to maintain the already existing gender satisfaction by emphasizing sex role expectation (Gutek, 1985). Radical feminist Catharine Mackinnon (1979) point out that the social and economic subordination of women is brought about by cultural forces,

including law, which separately and together eroticize domination and define women as sexual objects.

The main strength of feminist socio-cultural theory is the logical synthesis of gender issues, patriarchy and dominance towards an explanation of sexual harassment. Furthermore, feminist focuses on gender inequality which has been credited with bringing the issue of sexual harassment to light. Another important reason behind sexual harassment at work is “power”. Although power always plays an important role in sexual harassment, different power issues may be involved depending on the source of the harassment. Organization theory posits that sexual harassment is preliminary due to the prevailing organizational structure of man. The organizational theory deals primarily with the immediate context of sexual harassment. Thus, according to the organizational theory sexual harassment is not only occurs due to power differentials within the organization but also depends on other factors like organizational climate, Gendered occupations and organizational ethics, norms and policies. (Dekker, 1998).

Harassment also occurs by the co-workers. Sex-role spill over theory gives an explanation on why sexual harassment occurs by the co-worker. Sex role spill over defined as the carryover into the workplace of gender based expectations that are irrelevant or inappropriate to work. It occurs because gender role is more salient than work role and under many circumstances, men and women fall back on sex role stereotypes to define how to behave and how to treat the opposite sex (Gutek, B.A 1985). Sexual Harassment at workplace has multiple negative effects on victims. Women who had experience of sexual harassment have a great deal of psychological distress (Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997; Schneider, et al., 1997), have decreased general life satisfaction (Schneider et al., 1997), and suffer from stress related illnesses (Magley, Waldo, Drasgow, & Fitzgerald, 1999; Fitzgerald, et al., 1997; Schneider & Swan, 1994; Gelfand & Drasgow, 1994). Similarly, women who are harassed are negatively affected professionally in the form of decreased job satisfaction (Schneider & Swan, 1994).

Legal Understanding of Sexual Harassment

The International Labour Organization (ILO) recognizes sexual harassment as a violation of fundamental rights of worker, one that constitutes a problem of safety and health, a problem of discrimination, an unacceptable working condition and a form of violence. (Tegmo & Leyla, 2001). In ILO Conditions of Work Digest published Combating Sexual Harassment at Work, which carried examples from industrialized countries on measures to combat sexual harassment, The ILO website records reached

currently being carried out on the nature and extent of the problem, trends in law and jurisprudences and enterprise policies and programs to combat sexual harassment at the workplace (ILO Report, 2004). Moreover, the ILO's annual meeting in 2003 explores the possibility of introducing an expanded definition of sexual harassment to its core labour standard. The ILO defines sexual harassment as a sex-based behaviour that is unwelcome and offensive to its recipient.

Sexual harassment may take in two forms (Tegmo & Leyla, 2001):

- 1) **Quid Pro Quo**, when a job benefits such as a pay rise, a promotion, or even continued employment - is made conditional on the victim acceding to demands to engage in some Forms of sexual behaviour; or;
- 2) **Hostile Working Environment**: Hostile working environment in which the conduct creates conditions that are intimidating or humiliating for the victim.

Behaviour that qualifies as sexual harassment:

PHYSICAL: physical violence, touching, unnecessary close proximity

VERBAL: Comments and questions about appearance, life-style, sexual orientation, offensive phone calls

NON-VERBAL: Whistling, sexually-suggestive gestures, display of sexual materials

In 1991 European Commission adopted a recommendation on the dignity of women and men at work. In that recommendation commission state that: sexual harassment means unwanted conduct of a sexual nature, or other conduct based on sex, affecting the dignity of men and women at work. This includes unwelcome physical, verbal or non-verbal conduct. This conduct constitutes sexual harassment under three conditions: the behaviour must be (a) unwanted, improper or offensive (b) refusal or acceptance of behaviour influences decisions concerning a job and (c) the behaviour in question creates a working climate that is intimidating, hostile or humiliating for the person (Tegmo & Leyla, 2001).

Sexual harassment includes such unwelcomed sexually determined behaviour as physical contacts and advances, sexually coloured remarks, showing pornography and sexual demands, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem; it is discriminatory when the woman has reasonable grounds to believe that her objection would affect her in connection with her dignity in

employment, including recruiting or promotion, or when it creates a hostile working environment. Effective complaints procedures and remedies, including compensation should be provided (Et. al).

Bangladeshi law does not provide any clear definition of sexual harassment at workplace. Our laws express sexual harassment as an expression of inappropriate sexual desire and conduct, without specifying geographical jurisdiction.

Among the Bangladeshi laws **The Nari O Shishu Nirjaton Domon Ain, 2000** for the first time made sexual harassment as a criminal offence. Section 10(2) of this Act provided that –

“Any man who, in order to satisfy his lust in an improper manner, outrages the modesty of a women, or makes obscene gestures, will have engaged in sexual harassment, and for this, the above mentioned male will be sentenced to rigorous imprisonment of not more than seven *years* and not less than two years and beyond this will be subjected to monetary fines as well.”

In The Penal Code 1860 Article 509 treated any act any word, gesture which are intended to insult the modesty of a women as a punishable offence. In this section it is mentioned that—

Whoever, intending to insult the modesty of any women, utters any words, makes any sound or gesture, or exhibits any objects intending that such word, sound shall be seen, by such women, or intrudes upon the privacy of such women, or intrudes upon the privacy of such women shall be punishable with simple imprisonment for a term which may extend to one year or with fine, or with both.

So, sexual harassment at workplace is an act which is based on sexual desire which can be whether verbal or physical or both. Such behavior is unwanted, unreasonable and offensive to the recipient and which not only creates a hostile environment but also stresses an individual’s right to dignity rather than the violation of her modesty. Here it should be noted that the lines between sexual harassment and physical harassment against women (such as rape) tend to get blurred conceptually, if we are not careful. It is important to draw the line between physical violence and rape, which is a criminal offense of a different order (Siddiqui, 2003).

Types of Sexual Harassment

There are two categories of sexual harassment, namely sexual coercion and sexual annoyance.

Sexual Coercion: Sexual coercion is generally known as *quid pro que*. Sexual coercion is a type of harassment which has direct results in some consequences to the victim's employment. It is employment discrimination. It is under a condition of employment, where an open or implicit offer in keeping a job or getting a promotion or raise of the employee. In sexual coercion, promotion and favourable job benefits will follow if an employee takes the advantage and consented to sex. On the other hand, if the employee rejects, the job benefits are denied.

Sexual Annoyance: It is also known as hostile environment sexual harassment. Sexual annoyance is a determining and unwelcome sexually related behaviour that is offensive, hostile or intimidating to the victim, but has no direct connection to any job benefits. However, the annoying behaviour creates an offensive working environment which affects the victim's ability to continue working. Sexual annoyance includes sexual harassment by an employee against a co-employee. Similarly, sexual harassment by a company's customer also falls into the category.

Impact of Sexual Harassment

Sexual harassment has multiple impacts not only to the victim but also to the society. ILO Technical Report arising out of the Seminar on Action against Sexual Harassment at Work in Asia and the Pacific (2001) describe following types of impact to the individual worker (i.e. victim).

a. On Victims:

- **Physiological Effects:** According to Frug Joe Mary "the picture of sexual harassment that emerges as understanding of the phenomenon grows is one not only of a common experience, but also damaging one. Physical symptoms like headache, backache, nausea, weight loose or gain, and psychological reactions like insomnia, depression and nervousness, are common. A study by working Women's Institute found 63 % of the women who were sexually harassed suffered physical symptoms and 96% suffered symptom of emotional stress. This reaction in turn causes loss of motivation, absenteeism and in the end, diminished productivity, as women lose their desire and ability to work efficiently"(1992). ILO technical report includes nausea, loss of appetite, headaches, and fatigue which can lead to increased absenteeism. The trauma associated with sexual harassment can also cause miscarriage in pregnant women.
- **Psychological Effects:** Almost every victim suffers from psychological problem. Among the psychological effects of sexual harassment humiliation, shame, anger, fear, anxiety, depression, decreased moti-

uations are very common. Psychological effects may be following types:

Depression, anxiety, shock, denial, anger, fear, frustration, irritability, insecurity, embarrassment, feelings of betrayal Confusion, feelings of being powerless Shame, self-consciousness, low self-esteem, guilt, self-blame, isolation etc.

Physiological reactions like headaches, lethargy, gastrointestinal distress, dermatological reactions, weight fluctuations, sleep disturbances, nightmares, phobias, panic reactions and sexual problems.

Many victims leave up their opportunity because they lose their motivation because of the psychological trauma.

b. Socio Economic Effects:

Victim of a sexual harassment can also suffer from socio economic problem as a result of the offending behaviour. A loss in concentration and hence productivity affects opportunities for advancement, which in turn lowers earning capacity, especially for those paid daily or on the basis of output produced. A victim who refuses the advances of a superior may be fired, or feel forced to resign if management is unsympathetic to her situation (Mehra & Madhu, 2005). For many women presence of sex and sexuality in the workplace is not only demeaning and stressful but also disabling; it can prevent them from function their job (Frug, 1992).

The Range of Experiences of Sexual Harassment- Bangladesh Perspective

In Bangladesh there has been very few research on sexual harassment at workplace. Though sexual harassment at workplace persists in Bangladesh, it suffers from inadequate attention. During the last few years media frequently reported on cases of sexual harassment at workplace. Generally maximum women who are the victim of sexual harassment in their workplace initially did not acknowledge the incident of sexual harassment. For the lack of quantitative data it is hard to draw any conclusion about the frequency of sexual harassment at workplace. From the previous study and from the definition given by the Supreme Court in the case BNWLA VS Bangladesh and drawing from women's own description the sexual harassment can be classified into the following categories:

- **Verbal sexual harassment:** namely comments that have sexual overtones, or personal remarks that are humiliating and of a sexual nature or being addressed by unwelcome and offensive terms such as 'bitch', darling etc.

Receiving unwelcome or being asked intrusive questions about appearance, body part, sex life, menstruations etc.

It also includes being made to repeatedly and intentionally listen to dirty jokes, crudes stories that are unwelcome and discomfoting or being pestered for dates or receiving unwelcome sexual suggestions and invitations;

Being repeatedly subjected to sexually suggestive, obscene or insulting sounds which are unwelcome and offensive;

Verbal sexual harassment is very common in everywhere. For example, In India young doctors spoke about verbal harassment by senior doctors, or consultant and their colleagues. Comments were describing as humiliating and in some case women doctors discontinued the course.

- **Psychological sexual harassment:** namely behaviors that causes the women mental anxiety such as insistence on accompanying the respondent , phone calls at odd hours, stalking, staring at her breasts and sending obscene SMS or mail.
- **Visual sexual harassment:** include incidents in which the perpetrator intentionally falls on to women, exposes his body parts. Include incidents in which the perpetrator intentionally falls onto a woman, exposes his penis to her, stands naked, and masturbates (Chaudhuri, 2006). It also include letters, telephone call, cell phone calls, SMS, notice, cartoon, writing on bench, chair, table, bench, walls of office, factory, class room, wash room having sexual implication.
- **Unwanted touch:** unwanted touch refers touching of breast or other private part of the body which is unwanted and embracing.
- **Rape, attempt to rape, forced sex**

Sexual Harassment in Bangladesh Context: Empirical Facts Relating with the Theoretical Underpinnings

Studies of sexual harassment at work and women's experiences in this regard have shown two categories of harassment at workplace.

One is *Quid pro quo* harassment and another is hostile working environment.

a. Quid Pro Quo:

Quid Pro Quo is a Latin legal term which refer the sense "something for something" or "this for that"; this is the "you do something for me and I will do something for you" type of exchange. In a contract case this means that each part must receive some benefit in

order for there to be a binding agreement (Katsande, 2008). It refers the situations where an employer or superior at works try to obtain sexual favors from an employee. This form of sexual harassment involves making conditions of employment (hiring, firing, promotion, retention etc.) contingent on the victim providing sexual favors; such an action must prove that:

- The employee was subjected to unwelcome sexual advances or requests for sexual favors; and
- The reaction to the harassment- rejection or submission as the case may be affected tangible aspect of the employee's compensation, terms, conditions, promotion, access to training opportunities and/or any other privileges of employment.

Empirical evidence of Quid pro quo-

In Bangladesh there is a large scale quid pro quo harassment of in the corporate job sector. Jobs being scarce, the pressure of survival in a situation of scarcity added to their low status in society, keeps these women silent.

On the basis of empirical data a case study of quid pro que harassment are given below:

Real Life Story-1:

"I placed my boss as my guardian but shockingly he ended up as a perpetrator. I was not agreed to forgo my dignity and self-respect. So I have quit from my job." Said Nazia (not a real name), a victim of sexual harassment at workplace.

Nazia Sharmin (28) was the second among her five siblings of a well reputed family. She aimed to build her career after having a MBA degree but being a mediocre student it has took three years to get a job. Meanwhile, like many other girls of traditional Bangladeshi families, she was married off by her parents before having this job. She remarked, *"My marriage was arranged by my family and my husband was completely stranger to me. From the very beginning he was against my job or career. In his opinion, 'housewife' is the best profession for a woman that I refused to accept."*

A year later of her marriage, Nazia had managed to dig out an opportunity to work in a Multinational Company as an Administrative Assistant on a temporary basis. She putted her best to the job to prove herself and to capitalize the opportunity for further growth of her career. She was a kind of assistant who met her boss

in the morning with a cup of coffee describing his daily schedules. If he had an important meeting to attend, her duty was outlined the pros and cons of his proposals. She also was a reminder of special events to her boss, like, his mother's birthday, his wife's birthday, their anniversary etc!!

Her hiring manager was also satisfied with her efforts and announced to hire her on a permanent basis after her final evaluation. She was feeling like flying in the sky and was extremely grateful to her hiring manager. But things did not conclude like the happy ending of fairy tales.

Nazia stated, *"It was a dream job for me as I loved my team. Though bypassing my husband's decision of 'No Job' created unhealthy argument between us but I was determined to continue my job. I was obliged by the supportive behaviours of my boss and we often shared many of our personal and family problems to each other. I did all of these as normal social interaction and communication, nothing else but it was translated in a different way to my boss"*.

"A few days later he asked me to join in dinner with him. I told him 'no thank you'. He then told me that he and his wife had separated. The following day he invited me to have dinner with him at his apartment. Slightly alarmed, I told him no thank you once again. The following day he told me he was greatly attracted to me, sexually and wanted to have an affair with me. I rejected him with great irritation. My values, society does not permit me that kind of relation. It was impossible for me. After that I had no longer shared any of my problems and if he wanted to talk to me about something personal I told him I am busy. He told me that if I hadn't agreed to have an affair with him he will give me a bad evaluation. I was shocked but didn't believe he would go through with it. But he did. His evaluation of me downgraded me severely in all areas. I was devastated. I had been considering transferring to another department but with this new evaluation I knew no one would take me. When this tactic of his didn't bring out the desired result he began berating me in loud and cursing language, for anything he could think of. I was badly shaken. Day by day I became frustrated. I had lost my confidence. My blood pressure got low. My husband and I had reconciled but my home life continued with abuse and now I was faced with daily verbal abuse at work. My boss was always shouting at me for being incompetent. One day he threw file on me in front of other executive officer. After that I leave my job".

Another relevant fact for harassment scenario is the harasser and victim often know each other very well. Such acts of harassment occur by victim's supervisor or line manager and are very common perpetuations. Sexual harassment is not about love or mutual affection but instead it is absolutely abuse of power.

The following case will reveal this with factual expressions:

Real Life Story-2

“Why those male are so bloody perverted. Was it my fault being divorced & single? This woman is single, so jump on her. It's like a dog that found a piece of unattended meat or bone. Horrible!” Said Sazia (34) working in a Private University.

Sazia (not a real name) was the only daughter of her parents. Like many other Bangladeshi families she was set off for marriage with a NRB just after her graduation. As per Sazia, *“he was living in UK with quite good job. I was also agreed with their decision and marry that person. Every girl dreamed about her married life, her upcoming happiness, anxieties and problems even. But what happened with me was totally unexpected. My husband was impotent. We have tried many things to recover him from it but every effort had end with failure. Such incapacity led my husband extreme suspicious about me. He had never abided of any communications with any male with me. Often he accused me of extra marital affairs. I have tried a lot to manage that situation but after two years such twinge, I divorced him and return to my parents.”*

Sazia have shared everything with her parents and they have supported her to start her life all over again. She was a bright student and during her living in UK she has successfully managed to complete her post-graduation with full scholarship. So, she tried to build her career and got an opportunity in a Private University as full time lecturer through one of her family friend, who was also the Chairman of that department.

“Being a family friend he (the Chairman) was well informed about my conjugal life and my miseries. From the beginning he was supportive and habitually had tried to advise me how to deal with my new responsibilities i.e. job. But living as a single was not easy! One day during a one to one academic conversation, he asked me, what is my size?? I was just shocked and replied say it again. Then he replied, don't be foolish, I am asking the size of

your breasts. I know you are alone and I am ready to 'serve' you. I had no clue, what should I do and say to this bastard. I just left the room instantly. However, this did not end at this point. From the very next day he continuously has tried to contact me with his same indecent proposal and started to accuse me for having affair with many men even with my male students. He said if you can have such relations then why not me? Leaving my job was the only option for me at that point and I did it. Next few months I have kept myself imprisoned in my house. I was extremely frustrated and broken and tried to have an answer of why me?"

b. Hostile Working Environment Harassment:

Sexual harassment whether verbal, physical or visual has been acknowledged as affecting and unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Regardless of whether it actually results in psychological harm to the victim, with may well be the case, it is now known to constitute an environment of hostility or abuse toward one or more employee.

Real Life Story-3

I didn't share it with anyone not even with my husband who is very supportive to me in every aspect. I was in fear what will I do if somehow take it as my fault!! - Rimi (35) working in an International NGO.

Rimi (not real name) is managing a first-rate career for a long. She is a successful employee who has achieved highest level of potentiality by her dedication and hard work. Her working specialization is social justice and she is indeed a well-known expert of her field. Such expertise led her to a dependable position within her organization as well as outside stakeholders. In many cases she was hired to conduct capacity building initiatives of different INGO and autonomous bodies on social justice and took these opportunities for the better growth of her career. But awkwardly, unexpected can be appeared unexpectedly.

"I was managing a technical support based assignment to trained few batch of government employees being a member of a technical team comprising former government experts and international experts. It was a wonderful opportunity for me that is about to end with an international fellowship and exposure visit on the social justice initiatives across three Latin American countries. I was really happy with it!

However, in my team there was a former government high official who was managing the Chair of an Autonomous Body (I don't want to disclose the name of the body). He was a respected person in social justice field and was one of my mentors in this field. And he had given me the greatest shock of my life. One day after the session where his person was my co-facilitator, we were alone in the training room. I was taking with him about the feedbacks of the participants, gathering my materials and packing belonging. And out of nowhere that person grabbed me from behind and tried to squeeze me! I was just frozen. The next thing I can remember, I had grabbed my bag and run out from the room to my house. I was just lost myself. I couldn't sleep the whole night.

I don't have the answer why such a reputed and honourable person acted like a silly perverted. I did not share this with anyone. No one will trust my acquisition and I did not have the courage to fight. Though I was the victim but I was afraid and panicked. This person will be a member of that exposure visit. We have to work together. Being far from home how I would handle this pervert? It was my only question to myself. At that moment, leaving the assignment was the only way out for me. Next day I had noticed my withdrawal from that assignment showing severe sickness.

I was afraid of social lumens. If I tried fight against it, everybody would know. How everybody would treat it. I was not just ready to be a subject of gossiping. Rather had preferred to leave a golden opportunity for my career."

This story breaks the general assumption that people who has low qualification and low positions such as receptionist, secretaries, and executives are vulnerable to sexual harassment. But sexual harassment also happens to people of high qualification and professional positions under complicated situation.

The following two stories will unveil victimization of women a way further:

Real Life Story-4

"My boss proposed me to travel in his dark glassed car with him and said that no one will be able to notice what is happening in-

side of it and we can do anything" - said Raima Naznin (30) on her experience of being harassed.

Raima Naznin (not a real name) was a Junior Staff Lawyer of a very reputed Law Firm of Bangladesh. She joined there just after her post-graduation. As the start-up of her career she was incredibly sincere to her assigned responsibilities and tried to carry on a good relationship with all of her colleagues and supervisor/Senior Staff Lawyers, who were pretty helpful to her. Theoretically, it was wonderful opportunity for her to learn and shape her knowledge on the existing legal system of Bangladesh. But in the end, her identity as women shepherded her to a horrified and irritated experience.

She remarked, "I was only female staff in the firm at that time. I had no problem with my colleagues but the problem was the owner of the Law Firm. That person was very fond of calling me in her cabin to discuss office issues as well as my personal states. Initially I did not take it seriously and thought that maybe he is paying attention as I am very new in his firm and he is trying to orient me about the 'ins & outs' of my assignments/responsibilities. However, gradually his interest ruthlessly focused on my personal states! Often he passed dirty jokes to me during these conversations those were extremely hard to tolerate being a woman. I was tolerating all these nuisances as he is the boss and there was no option to complain against him. Meanwhile, during a conversation, he invited me to visit Water World of Nandan Park, a local amusement park with him, saying that there will be only two of us and we will have great fun in the water together. I was just astonished and refused the proposition. Next few days, he continually poked me to accept his offer and I refused again & again. Even he proposed me to travel in his car assuring (!) the car has dark glasses, no one will know what is happening inside of it and we can do anything. I was so afraid and had no idea what to do. Being so unsecured, I shared all these things to my fiancée and he advised me to quit from this firm and I did it".

Summarizing the Facts of Sexual Harassment

The empirical facts based on the real life stories evidentially have uncovered the dimensions, pros and cons of sexual harassments. Though these are selected among many stories but in a self-explanatory manner these are quite fitted in the theoretical underpinning of sexual harassment at workplace.

Sexual harassment at the workplace in Bangladesh is a social challenge that needs to be addressed properly. Perceptions of sexual harassment at the workplace vary within society and are affected by gender-based stereotype. Sexual harassment in the workplace is a gendered issue. Victims of sexual harassment are predominantly women, who are usually in a low-ranking position, and work under the supervision of, or are dependent on the harassers. Forms of sexual harassment include verbal harassment such as unwelcome flirting, wooing, lewd remarks, insults and put-downs, sexual comments (either in person or through phone), physical touching, suggestions of sexual intercourse, and sexual assault and rape. Verbal harassment is the most common. Sexual harassment in the workplace can be either associated with or unconnected with career prospects of the harassed person, and may affect their ability to obtain or keep certain professional rewards, such as successful completion of education and training, recruitment into a job, keeping a job, a wage increase, a promotion, or a transfer. Otherwise sexual harassment that does not include a demand for a sexual favour in exchange for a job benefit may disadvantage the victim by creating a hostile working environment. Lack of practically enforceable legislation relating to sexual harassment at workplace -including as legal definitions, legal and financial responsibilities of enterprises and employers, redress processes, and payment of damages and fines-has led to victims remaining silent.

Sexual harassment at work has various negative effects on victims and their organizations. Victims of sexual harassment at work suffer from both direct and indirect effects, including health, economic, social, psychological effects and hindered career development. Enterprises and organizations where sexual harassment continually takes place suffer from direct and indirect consequences to their organizations, including reduction in productivity and profit, damage to their reputation, negative impacts on business relationships, loss of human resources and increased running costs.

The legal framework generally support two causes of action of sexual harassment at work one is *qui pro que* and hostile working environment. Various researches reported that existence of sexual harassment at workplace and job satisfaction are inter related. It may cause dissatisfaction of work as well as reduces the productivity level of women at her workplace

even though where the threat of job is absent. The real life stories embedded in the paper signposts such psychological outcomes of sexual harassment at workplace. From the respondents' experience it been testified that it is not necessary to be exposed to a high level of harassment to be enacted with negative psychological outcome rather a dirty word or a single dirty sign may cause distress to a woman.

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Credit Rate of Deposit Money Banks and Money Supply against the GDP Growth: A Case of Bangladesh

Rana-Al-Mosharrafa²

Abstract: Most of the economic segments and individuals in Bangladesh rely on banks to cover their shortage of money. Therefore, banking sector plays an imperative role in enhancing investments and economic development by standing in the middle between deficit units and surplus units. This research article focuses on the impact of bank credit rate and money supply on the earnings of deposit money banks (DMBs) which eventually have an impact on GDP of a country. The study utilized secondary data to get an idea about the relationship of bank lending rate and earnings. For analyzing this relationship multiple regression analysis and time-series analysis were done. The result confirmed that the credit rate and money supply has significant and positive effects on the performance of DMBs in Bangladesh. The performance is measured in terms of earnings which have an ultimate impact on the country's GDP. This study proved that there is a positive relationship between credit rate and bank earnings and inverse relationship between money supply and bank earnings. It is recommended that ethical standard in bank profession, conducive and supportive environment can enhance good lending behavior. By adopting proper fund management banks can properly manage interest rate volatility. Bangladesh bank in cooperation with the DMBs should work in more productive relationship in order to enhance more economic growth.

Keywords: Credit rate, bank's earnings, money supply, gross domestic product, economic growth.

Introduction

After independence in Bangladesh, for export processing and import substituting industrialization, a reticent financial system was inherited to which the banks and other financial institutions were used as cheap sources of credit. Throughout the period, dealings like control over interest rates, selective credit allocations, rules and regulations repressing the development of money and capital markets and maintenance of overvalued domestic currency contributed to financial oppression, inefficiencies in investment and non-repayment of loans by the borrowers. However, the Financial Sector Reform Project was enacted with the help of World Bank to restore financial discipline to the country. Other laws, regulations and instruments relating to loan ledger account, credit risk analysis manual, performance planning system, interest rate deregulation, the Money Loan Court Act 1990 have also been acted out to promote sound, robust and resilient banking practice.

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Interest rates in financial sector have been at liberty relative to the running interest rate system of the preceding period while the execution of modification in the banking sector. The level and the structure of interest rates were controlled to limit the cost of financial intermediation and formulate a reasonable structure of lending and deposit rates. The interest rate spread (IRS) i.e. the difference between credit and deposit interest rates is an important determinant of the efficacy of the financial system in a country. It has been observed that the financial systems in developing countries reveal larger IRS than those in developed countries.

The financial system of Bangladesh is dominated by banks where around 96 per cent of total assets of the financial sector are accounted in the banking sector. The commercial banking system put on a vital role in this regard. The central bank of Bangladesh is the Bangladesh Bank and the principal regulator of this sector. In Bangladesh the banking system consists of 4 state-owned commercial banks, 39 private commercial banks, 9 specialized development banks, and 10 foreign commercial banks.

It has been argued that economically viable projects have been filtering out and reducing their expected returns with consequent adverse impact on private investment due to high cost of borrowed fund. In a world with asymmetric information and other market imperfections, financial intermediaries provide credit to liquidity constrained agents. If lending without screening and monitoring, entails large deadweight losses, and if market financing is prevented by free-rider problems, banks emerge as the only source of external financing for potentially productive agents (Diamond, 1984).

The economic shocks largely manifested through indiscriminate distortions of financial prices which include interest rates, has tended to reduce the real rate of growth and the real size of the financial system relative to nonfinancial magnitudes (Soyibo & Adekanye, 1992). Deposit money banks (DMBs) provide credit which may be on short, medium or long-term basis one of the services that render to their customers. In other words, banks grant loans and advances to individuals, business organizations as well as government in order to enable them embark on investment and development activities as a means of aiding their growth in particular or contributing toward the economic development of a country in general (Felicia, 2011).

Despite the dissemination of banking services, the basic commercial lending process remains the lifeblood of commercial banks and other banking institutions (Altman, 1980). Banks are different from other commercial firms in that they produce financial services, the reward to which is an interest rate (Hasan & Sarkar, 2002). Fernando (2006) in his study of un-

derstanding and dealing with high interest rates on micro credit acknowledged that interest charged on loans is the main source of income for institutions and because they incur huge costs, the rates are correspondingly high. Unfortunately, these high interest rates negatively affect the borrowers by reducing their incentive to take actions conducive to loan repayment and this leads to possibilities of credit rationing (Atieno, 2001).

Banks have the potential scope and prospects for mobilizing financial resources and allocating them to productive investments and in return promote economic growth and development. By following the three principles of guiding their operations profitability, liquidity and solvency, DMBs would be interested in giving out loans and advances to their numerous customers despite the sources of generating income or the economic policy of the country. However, DMBs verdict to lend out loans are influenced by the volume of deposits, the prevailing interest rate, banks liquidity ratio, the level of their domestic and foreign investment, public recognition to reveal just but a few. During the period of industrial revolution, by providing large capital outlays for projects, lending practices could increase the speed of commercial and production activities of a country which is measured by the growth of GDP.

The objective of this study was to comprehend how the huge assets in terms of loans and advances of DMBs are administered in Bangladesh. The present study focuses on the impact of bank credit rate and money supply on the earnings of DMBs which eventually have an impact on GDP of a country. To attract and retain the potential customers, the banks must behave in a way to maintain the balance of their main objectives of liquidity, profitability and solvency as well as credit must be handled effectively.

Literature Review

This study critically presents the review of the literature related to the study variables, includes the effect of bank credit and money supply on the overall development of the economy which can be measured in terms of GDP. A lot has been reviewed in terms of lending activities of various DMBs. Access to financial services, notably credit is particularly important from a standpoint of human and economic development (Mendoza & Vick, 2010).

The study discovered that commercial bank deposits have the greatest impacts on their lending behavior. Adofu and Audu (2010) found out that interest rate plays a significant role in enhancing economic activities by testifying the impact of interest rate deregulation on the agricultural productivity through the use of least square model and as such, monetary

authorities should ensure appropriate determination of interest rate level that will break the double - edge effect of interest rate on savers and local investors. By applying the error correction model Rasheed (2010) concluded that the more the Nigerian financial system incorporate the more with the international market, the foreign investments will play a foremost role in fixing the local rate of interest.

When the demand for money is equal to the supply of money, real money demand is defined as M/P where M is assumed to be the nominal stock of money and P is the price level. By using panel cross sectional data analysis Amidu (2006) investigated that if the Ghanaian banks credit behavior is limited due to monetary policy, it will be significantly affected by change in the volume of money supply and economic activities.

It is revealed from the available literature that banks should be less inclined to share credit (loan syndication) in presence of well-developed equity markets. In mergers and acquisitions banks' lending capacity is increased reducing their need of greater diversification and monitoring through share lending (Carletti et al. 2006; Ongena & Smith 2000; Karceski et al. 2004; Degryse et al. 2004). This theory has a great implication for banks in Bangladesh which exists in the industrial sector. Usually good companies should provide more collateral so that they can signal to the banks that they are less risky borrowers and then they are charged lower interest rates. Meanwhile, the reverse situation states that banks only require collateral and or covenants for relatively risky firms that also pay higher interest rates (Suwanaporn, 2003; Ewert & Schenk 1998).

Monetary policy which termed as government policy, affect the growth of domestic output to the extent that they affect the quantity and productivity of capital and labor. Monetary policy affects in two channels, i.e. through the effect that interest rate changes on the exchange rate of a currency, and the other is through the effect of interest rate changes on demand. Therefore, monetary policy has an impact on economic activity and growth through the workings of foreign and domestic markets for goods and services. The instrument of monetary policy ought to be the short term interest rate and it should be focused on the control of inflation which can be reduced by increasing short term interest rates (Alvarez et al. , 2001).

The main cause of high interest rates is high inflation, through the expected inflation Premium. The relatively high interest rates that may be necessary to achieve a desired disinflation which represent short-term pain for long term gain. Therefore, current anti-inflation policy will ensure steady growth in the long run (Akhtar, 2007). Kuttner & Mosser

(2002) indicated that monetary policy affects the economy through several transmission mechanisms such as the interest rate channel, the exchange rate channel, Tobin's q theory, the wealth effect, the monetarist channel, and the credit channels including the bank lending channel and the balance-sheet channel. From pooled cross-economy time series data Fry (1988) and Gelb (1989) found a consistently positive and significant relationship between economic growth and the real rate of interest.

There is a non linear relationship between inflation and economic growth although inflation affects the economic growth directly. Monetary policy variables such as Money Supply and Interest rates along with inflation also affect the economic growth in economy. Rasheed (2010) found out that the financial sector integrates more with global markets, returns on foreign assets which will play a significant role in the determination of domestic interest rates. In a study by Guo & Stepanyan (2011) revealed that when inflation rate affect adversely the credit growth, domestic and foreign financing are positively related with credit growth.

Conceptual Elucidation about Earning and Interest Rate of a Bank

Deposit money banks are resident depository corporations and quasi-corporations which have any liabilities in the form of deposits payable on demand, transferable by cheque or otherwise usable for making payments. The first line of defense against capital exhaustion resulting from shrinkage in asset value is earnings. It is the initial safeguard against the risks of bank business by providing the resources required to implement management's strategic initiatives. Earnings performance allows the bank to remain competitive. Bank management may provide loans or other investments that afford the highest return possible without assuring the quality of continued debt servicing or principal repayment. Short-term earnings will be enhanced by seeking higher rates for earning assets with higher credit risk. A bank might construct a portfolio of assets at a loss to take advantage of tax loss carry back provisions and enhance future earnings potential. Intensity and trends in earning performance would be positive, although future income potential is forfeited. From a bank regulator's viewpoint, both current and accumulated earnings of a bank are essential to absorb losses and augment capital.

Net Interest Income (NII) measures annualized total interest income which represents the bank's largest revenue component. A high NII could suggest management to provide a large number of high risk loan which carry high interest. The NII ratio is used to determine the vital causes of changes in any other performance ratio and their consequent effect on the return on asset (ROA).

According to the Uniform Financial Institutions Rating System, to evaluate the adequacy of a financial institution's earnings performance, consideration should be given to the intensity of earnings by considering trends and stability, the ability to provide for adequate capital through retained earnings, the quality and basis of earnings and the level of expenses in relation to operations. Economic literature on finance indicates that the rate of interest charged on any loan includes four components: i) cost to the bank of raising adequate funds to lend, ii) bank's non-fund operating cost (including wages and salaries, the cost of material and physical facilities), iii) necessary compensation for the degree of default risk inherent in a loan and iv) desired profit margin on each loan.

It is expected that the Interest Rate Spread (IRS) in Bangladesh is indicative of interactions of three sets of factors: i) high costs of intermediation of large non performing loan (NPL), ii) practice of setting higher than competitive deposit interest rates, resulting in high credit rates and hence IRS and iii) existence of forces favoring high IRS in a segmented and non-competitive banking sector.

After watchful study of literature review, the following conceptual model has been formulated to illustrate the relationship between credit rate and its impact on the economy (Figure 1).

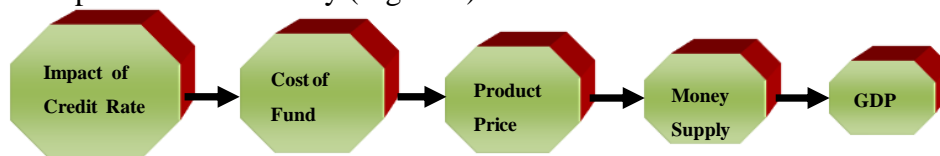


Figure 1: Conceptual frame work for the effect of credit rate on GDP

Impact of M_2 on GDP

The growth of the economy is often dependent upon adequate supply of credit to the real economy. The country has been facing a low rate of growth which can partly be attributed to its monetary policy. In Bangladesh in FY2014-15 the annual rate of growth in GDP was projected at 8 percent. But the projection has been revised and set at 7.3 percent in the current fiscal year. Bangladesh Bank is successively taking contractionary monetary policy which restrained the credit growth in the country and hence discourages investment demand tightening the possibilities of spreading out of the economy. Therefore, it might not be possible to attain the targeted rate of 7.3 percent growth in GDP in FY 2014-15.

The existence of excessive liquidity will drive banks to lend in unproductive and risky sector which may worsen the inflationary situation. To lessen this pressure Bangladesh Bank has increased the cash reserve ratio

(CRR) from 5.5% to 6.0%, but it might not work since it may cause the lender rate to rise depressing the private demand for credit. Unless the rising pressure of inflation and decreasing trend of private investment are addressed immediately with prudent and farsighted homogenization of macroeconomic policies, the target growth in GDP might not be proved feasible.

Banks borrow on a daily basis from each other or their central bank. The borrowing rates control the amount of money in circulation at any given period of time. By raising this rate the money supply is decreased and vice versa. "Tight" money slows economic activity down whereas "loose" money speeds it up. In a given economic condition the decision vested on the monetary policy is followed by the central bank.

Monetary policy changes may also affect the supply of credit, mostly by commercial banks. Because banks rely on demand deposits as an important source of funds, monetary policy tightening by reducing the aggregate volume of bank reserves will also reduce the availability of bank loans. When a significant number of firms and households rely on banks as a major source of financing, then a reduction in loan supply will depress aggregate spending and reduce total output and price. This is the bank lending strait.

Monetary policy strategy is reflected by the amount of money supply available in an economy at a particular point of time. The discount rate is the rate of interest that Bangladesh Bank charges DMBs for credit. If Bangladesh Bank increases discount rate DMBs pay more for Bangladesh Bank credit. Typically, DMBs will increase the lending rate charged from the private sector, and the demand for credit by the private sector will decrease. The opposite scenario will be induced if discount rate is decreased by the Bangladesh Bank.

In the present study we tried to find out the impact of credit rate on banks' earnings i.e ROA. We exclusively examined two variables i.e. the credit rate and money supply (M_2) and assess their individual and joint impact on bank earnings.

Hypothesis of the Study

On the basis of extensive literature review, following hypothesis have been worked out for the purpose of this study:

H_0 : Credit rate and Money Supply do not have significant impact on Bank Earnings.

H_1 : Credit rate and Money Supply have significant impact on Bank Earnings.

Methodology

For the purpose of testing the hypothesis of study, the researcher takes into account for determining i) credit rate of the deposit money banks ii) money supply (M_2) and iii) commercial bank's earnings. To examine the aforesaid factors on bank earnings, accumulated data of the banking sector were extracted for the period of 2000-2013. Main data source in this regard has been the Bangladesh Bank. Moreover, official websites of ministry of finance and bureau of statistics has also been visited to get the required information. Some facts related to the research topic have been collected in person form the people who are engaged in bank business.

The methodology involves estimating an econometric model as well as simple, statistical indicators like correlation and time series analysis. To investigate the impact of lending rate and monetary policy on ROA of commercial Bank, a regression analysis is employed to establish the relationship between the variables.

Model Specification

The initial model is developed as:

$$BE = f(CR, M_2)$$

where BE = Bank Earnings

CR = Credit Rate

M_2 = Money Supply

To determine the consistency of the impact of bank lending rate on Bangladeshi Deposit Money

Bank's earnings, the regression function is carrying out as:

$$Y = \alpha + \beta_1(X_1) + \beta_2(X_2) + \dots + \beta_t(X_t) + e$$

where,

Y represents the dependent variable i.e. bank earnings measured by ROA.

α is the constant of the regression formula.

β_1 is the regression coefficient of the first independent variable.

X_1 is the first independent variable i.e. Lending Rate

β_t is the regression coefficient of the last independent variable.

X_t is the last independent variable i.e. Money Supply.

e is the stochastic error term that captures the impact of all other variables not included in the model.

Results and Discussion

Data have been analyzed in accordance with the research design. To find a valid relationship among variables by regressing time series data have long been on the assumption that all time series data are stationary. Data for the period of 2008-2013 were analyzed to check out the impact of commercial bank's Lending Rate and money supply on Bank's Earnings which eventually influence the GDP of Bangladesh.

Regressing analysis

Model Summary (b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	0.976	0.952	0.920	0.13911	1.994

a. Predictors: (Constant), M₂, CR

b. Dependent Variable: BE

In the above model summary the dependent variable is Bank's Earnings and independent variable is money supply (M₂) and credit rate (CR). From the results of the SPSS regression model, it has been observed that R was 0.976 which indicates that the strength of relationship was strong, and the coefficient of determination (R²) was 0.952 which means that the 95.2 percent of the model was explained by the explanatory variables of M₂ and CR & the remaining was explained by unknown factors which are included in the regression model. So we reject null hypothesis and there exists a significant relationship among the variables. Durbin-Watson test value was 1.994 which was near to 2 ensure the relationship among the variables.

Coefficients^a

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.915	1.040		7.609	0.005
CR	-0.562	0.100	-1.138	-5.608	0.011
M ₂	8.013E-5	0.000	0.220	1.083	0.358

a. Dependent Variable: BE

Model: Bank Earning (BE) = 7.915 - 0.562 (credit rate) + 8.013x10⁻⁵ (Money Supply)

Interpretation

Constant was 7.915 which means even when the M_2 was zero still BE was 7.915, the $B1$ was -0.562 which indicates that with the increase in one unit of money supply BE is decreased by 562 and vice versa, and the $B2$ was 8.013×10^{-5} which indicates that with the increase in CR by one unit the BE is increased by 8.013×10^{-5} and vice versa.

GDP Growth Model of Bangladesh over the last Ten Years (2004-2013)

In this study time series analysis is performed to illustrate the GDP growth model. Time series refers to a set of figures observed over a period of time. Among different methods of time series analysis least square method is used to sketch a GDP growth model in Bangladesh from 2004 to 2013. By using the secondary data collected from World Bank development indicators, GDP growth model is constructed as:

$$Y = 735.24 + 45.490t$$

where, Y = GDP (in billion Tk.), t = Time (Year)

This means on an average, GDP is Tk. 735.24 billion per year. The inter year variation in GDP provided by the country measured in terms of Tk. 45.490 billion. There has been rising trend in GDP during the period from 2004 to 2013 by considering the base year 2008 and sustain positive trend during the period.

Net Interest Income of Different Types of Banks

One indicator of the earning performance of bank is net interest income (NII). Strong earnings and profitability profile of a bank determine the capacity to absorb losses by building an adequate capital base, expand financing and pay desired level of dividends to its shareholders. Net interest income (NII) is the spread between interest receipts from loans and advances and interest paid to the depositors against the amount deposited by them.

NII of different types of banks in 2014

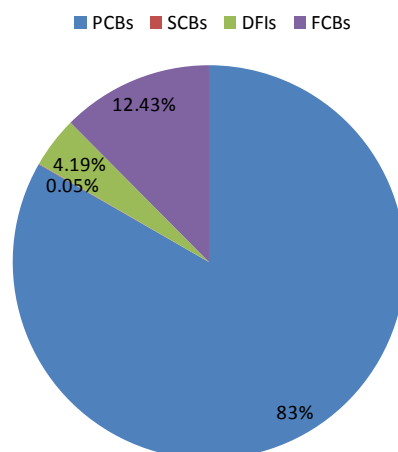


Figure 2: Net interest income of different categories of banks in 2014 (June)

In 2014, private commercial banks (PCBs) have been able to accumulate the maximum amount of NII (53.7 billion) which was 83% of the total income of that period. On the other hand, state-owned commercial banks (SCBs), development finance institutions (DFIs) and foreign commercial banks (FCBs) were accumulated -0.05%, 4.19% and 12.43% respectively (Figure 2). PCBs could do that by reducing their cost of fund. The above figure indicates that the PCBs and the FCBs' interest spreads are higher than those of the SCBs and the DFIs.

Growth Rate Scenario of Bank Credit

The total amount of credit in bank increased from Tk.1926.2 billion to Tk.4882.2 billion in 2008-2014. The growth rate in bank credit over the previous year and over the base year (2008) has been analyzed in Table 1. The highest growth was in the year 2011 (25.31%). In the year 2014, growth rate in bank credit was 11.67% over that of the year 2013. Bank credit over the previous year's witnessed a positive growth rate. Compound growth rate of bank credit was 16.94% during the period of 2008 to 2014.

Table 1: Growth rate of bank credit from 2008-2014

Year	Bank Credit (Tk. In billions)	Growth rate over the previous year	Growth rate over the base year (2008)	Average
2008	1926.2	0%	0%	
2009	2198.4	14.13%	14%	
2010	2720.6	23.75%	41%	
2011	3409.3	25.31%	77%	16.94%
2012	4056.6	18.99%	111%	
2013	4372	7.77%	127%	
2014	4882.2	11.67%	153%	

Source: Statistics Department, Bangladesh Bank

Impact of Money Supply on GDP

During the last few years the ratio of M_2 growth and GDP growth is almost similar except 2010 and 2011 (Table 2, Figure 3). In 2010 and 2011 GDP growth rate is consistent with other years but M_2 was higher compared to the other years. This is because of higher monetary expansion during the periods which is driven by the acceleration in net domestic assets (NDA) coupled with low inflation. Usually, M_2 depends on the three factors i.e. currency outside banks, deposits and inflation. Thus, this pattern reflects monetization condition of the economy and financial sector intermediation of economic activities.

Table 2: Growth of money supply (M_2) and growth of GDP from 2006-2014

Period	Growth of M_2 (%)	Growth of GDP (%)
2006	19.3	6.7
2007	17.1	7.1
2008	17.6	6
2009	19.2	5.1
2010	22.4	5.6
2011	21.3	6.5
2012	17.4	6.5
2013	16.7	6
2014	16.1	6.1

Source: Bangladesh Bank Annual Report, 2014

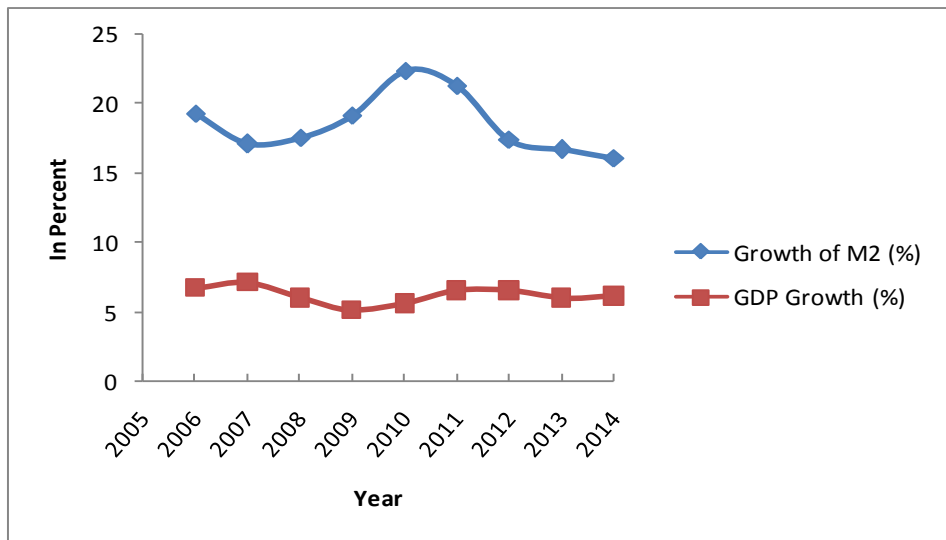


Figure 3: Comparison between the growth of M₂ and GDP growth from 2006 to 2014

Influence on Investment

Bank’s credit rates have an effect on consumer and business confidence. A rise in interest rates discourages investment which makes firms and consumers less willing to take out risky investments and purchases. Therefore, higher interest rates will be responsible to reduce consumer spending and investment. This will lead to a fall in aggregate demand (AD). Lower AD will tend to cause lower economic growth (even negative growth – recession), higher unemployment as output falls and as a result firms will produce less goods and therefore, will demand less workers. Higher rates will also reduce spending on imports and the lower inflation will help to improve the competitiveness of exports.

Again, monetary policy influences investment by creating better investment opportunity, by ensuring a steady flow of funds to private sector for generation of investment and to create channel of funds to productive sectors that create positive benefits to other sectors. Bangladesh Bank is consecutively taking contractionary monetary policy which restrained the credit growth in the country, consequently depresses investment demand and contracts the possibilities of expansion of the economy. Therefore, it will be difficult to achieve the targeted rate of 7.3 percent growth in GDP in FY 2014-15. The level of investment in a firm or economy is inversely related to interest rate. As the ceiling of credit interest rate has been removed it will increase the credit interest rate. This higher interest rate in real terms will have an adverse impact on investment.

Figure 4 shows the comparative investment as a percentage of GDP from the year 2006-2014.

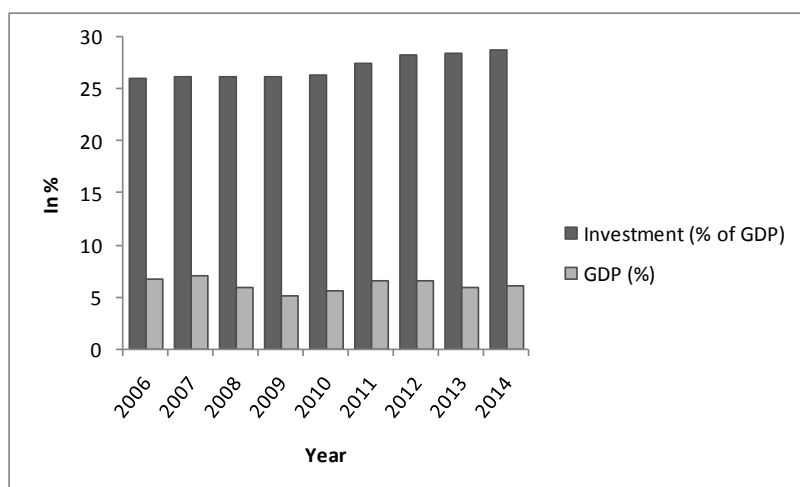


Figure 4: Investment as a percentage of GDP

Major Findings and Recommendations

The major findings as revealed from the study are as under:

- The bank credit rate and money supply have a significant impact on BE which in turn affect GDP of Bangladesh economy. The coefficient of determination (R^2) was 0.952 which means that the 95.2 percent of the model was explained by the explanatory variables of M_2 and CR & the remaining was explained by unknown factors i.e. the strength of relationship among BE, CR and M_2 is strong enough.
- During the period from 2004 to 2013 there has been rising trend in GDP by considering the base year 2008 and sustain positive trend during the period. Bangladesh bank sets safe limit of M_2 growth target in the line with projected GDP growth and inflation expectations.
- Because of high state control of credit, absence of risk management practices, huge accumulation of bad loans and limited technical skills erect high IRS in Bangladesh.
- Under the initiative of the Financial Sector Reform Program in the 1990s, the interest rate is liberalized over the scheduled banks to fix the interest rate and set frontier to make it convenient.

- High outlay of non-performing loans, high administrative and incidental cost, high expenses to set up new branches and to clutch skilled manpower are identified as the major causes to rise in lending rate by the DMBs.
- During the period of 2008 to 2014 the average growth rate of bank credit was (16.94%) which requires some necessary steps to increase this percentage for the sustainable growth for the overall economy.
- Due to acceleration in net domestic assets coupled with low inflation in 2010 and 2011 GDP growth rate is consistent with other years but M_2 was higher compared to other years during the period of 2006 - 2014.

From the above findings it can be concluded that Bangladesh Bank should strengthen bank credit policy through effective and efficient regulation and supervisory framework which will satisfy bank's required earnings and contribute to the economy through the growth of GDP. However, the following recommendations may be considered:

- To thump a balance in loan pricing decisions banks should endeavor as much as possible. By this way they will be able to cover cost associated with credit as well as maintain good banking relationship with their borrowers.
- Recent declining trend in private sector credit growth is causing a negative effect on the growth of Bangladesh economy. Bangladesh Bank may demonstrate its prudence while harmonizing monetary policy through undertaking an expansionary monetary policy that will ensure private sector credit growth which in turn increases investment.
- Emphasis should be given to maintain ethical standards in the banking profession to make the credit environment trustworthy and vibrant.
- Banks should manage properly interest rate volatility through adopting best practices in fund management and at the same time provide periodic earnings reports with adequate information for management and the board of directors to assess earnings performance.
- Bangladesh Bank should necessarily be more cautious and be careful to calculate the consequences of targeting GDP and inflation because targeting money supply will depend on these two factors.

- For tightening the monetary policy, credit restraint cannot be popular with the business community. A liberal monetary policy can be adopted by the Bangladesh Bank to reduce interest rate for easy availability of bank loans for the potential investors. This will have a great contribution on GDP of Bangladesh.

Conclusion

In Bangladesh deposit money banks remain dominant in the banking system in terms of their shares of total assets and deposit liabilities. A major component of total credits to the private sector is increasing in spite of the constraints of government regulations, institutional constraints and other macro economic factors. Both government and deposit money banks should be aware of the environments in which they operate. If the environment is conducive and supportive, earnings of banks are enhanced and good credit behavior is established.

Decelerating growth of Bangladesh economy has been posing the leading challenges for the central bank in eloquent appropriate monetary policy stance. Harmonization of monetary and fiscal policy may foster both the investment and employment creation in the economy. In Bangladesh, the financial market is segmented along with other limitations, undermines the economy's allocation efficiency and productivity which have an impact on the banks in setting deposit and credit rates. At the same time to keep steady growth rate of money supply and sustainable growth of the economy Bangladesh Bank declared some financial packages to recover the financial sector and is trying to bring black money on the track of real economy. This will help the GDP growth rate as intended and be able to control inflation as desired.

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ICT Using Situation in Rural and Urban Primary Schools of Bangladesh: A Comparative Study

Md. Ramjan Ali ¹

Abstract : This study is employed to explore the comparative usage situation of ICT in rural and urban primary schools of Bangladesh. Primary data are collected to fulfill the purpose of this study. Survey questionnaire and classroom observation checklist are applied as data collection instruments. Quantitative data are collected through questionnaire from 100 rural and 100 urban ICT trained primary school teachers and qualitative data are collected from 20 schools and classrooms through school and classroom observation checklist. Samples are selected purposively. A thematic approach is applied to analyze the data. The findings indicate that 35% urban and 21% rural teachers use ICT in their classroom teaching-learning process but not in regular basis. Only 2% rural and 9% urban teachers always use ICT. But problem is that only 1% urban teachers use ICT in every day of the week. The most used ICT devices in both rural and urban primary schools of Bangladesh are laptop, projector, modem, pen drive, audio player and sound box. These devices are also found during the classroom observation. On the other hand, lack of teacher's time, interest, skills, confidence, anxiety and training are also found as most hindering barriers to use ICT in primary classrooms teaching learning process. Some have also mentioned that lack of hardware and software, extra work load of teachers, load shedding, technical problems, security crisis in school, resistance to change and negative attitudes toward ICT are also hindering the effective use of ICT in both rural and urban primary classroom teaching learning process of Bangladesh.

Keywords : Information and Communication Technologies (ICT), primary school, Classroom Teaching Learning Process (CTLTP), Teaching Learning Process (TLP).

Introduction

Over the past two decades the Information and Communication Technologies (ICT) have become an essential and integral part of classroom teaching-learning process in all over the world (wikispace, 2014). But in Bangladesh, it seems to be a very newer approach in all level of education especially in the primary education. Although the government of Bangladesh is committed to implement ICT in education and gives more emphasis on the use of ICT in primary level classroom, but still it is hardly practiced in almost all primary schools of Bangladesh (Khan et al., 2012).

It supposes and believes that ICT helps to improve the internal efficiency of educational systems. It enhances the quality of education for a technology-driven marketplace. It can promote more interest in learning on the part of students if it is properly used and teachers can use it in the instruc-

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tion of their respective subjects. Technology can prepare students on how to integrate the world of work and competition tomorrow (Mndzebele, 2013). The shift from traditional teaching to ICT based teaching has been a major concern for many countries for the past two decades (Kazima & Winter, 2013).

Few years ago, Bangladesh government supplied laptop, projector and some other ICT devices in some selected rural and urban primary schools across the country. But the ICT usage situation in rural and urban primary schools is still unsatisfactory.

Statement of Problem

Information and communication technology (ICT) has become an important part of most organizations and businesses in these days. Computers began to be placed in schools in the early 1980s, and several researchers suggest that ICT will be an important part of education for the next generation too (Bransford, Brown, & Cocking, 2000). Modern technology offers many means of improving teaching and learning in the classroom (Lefebvre, Deaudelin & Loiselle, 2006). Dawes (2001) is of the view that new technologies have the potential to support education across the curriculum and provide opportunities for effective communication between teachers and students in ways that was not been possible before. ICT in education has the potential to be influential in bringing about changes in ways of teaching. However, this potential may not easily be realized, as Dawes (2001) underlined when teachers are expected to implement changes that may cause adverse circumstances.

As it is a newer invent in the education sector of Bangladesh, there is not a single study regarding the comparative usage situation of ICT in rural and urban primary schools of Bangladesh. This study is applied to explore that.

Research Aim & Objectives

The aim of this study is to compare the ICT usage situation in rural and urban primary schools of Bangladesh. There are also some specific objectives to fulfill the aim of this study. These specific objectives are given bellow:

- To explore the existing situation of ICT based classroom teaching learning process in rural and urban primary schools of Bangladesh
- To point out the existing ICT devices in both rural and urban primary schools of Bangladesh.
- To identify the challenges to use ICT in both rural and urban primary schools of Bangladesh.

- To compare the use of ICT between rural and urban primary schools of Bangladesh.

Literature Review

Information and Communication Technologies (ICT) that are becoming increasingly advantageous in societies around the world are also reaching schools. With numerous global advancements in ICT it is essential that educators have a working knowledge of these media and their influence on the performance and engagement of their students (*Zhang & Martinovic, 2008*). Teachers realize the tremendous potential of ICT that can bring to teaching and learning (Ron, 1998). It includes personal computers, laptops, printers, LCD projectors, palm devices, iPods, fax machines, cell phones, Internet, and Intranet. Over the last two decades, the use of ICT has been an important topic in education (*Zhang & Martinovic, 2008*). On the other hand, studies have shown that ICT can enhance teaching and learning outcomes. For example, in science and mathematics education, scholars have documented that the use of ICT can improve students' conceptual understanding, problem solving, and team working skills (Culp, Honey & Mandinach, 2005; Zhou, Brouwer, Nocente & Martin, 2005). As a result, most of the government of developed and some developing countries all over the world give most emphasis to use ICT in classroom environment. So that all curriculum and documents of all level of education state the importance of ICT and encourage school teachers to use in their classroom teaching learning process (*Zhang & Martinovic, 2008*).

Kosakowski (1998) mentioned that “*most of the developed countries have exploited the potentials of ICT to transform their educational landscape at tertiary, secondary and even primary levels particularly through the instructional process*”. Bangladesh Government also gives more emphasis on it and declared vision 21: digital Bangladesh (Khan, S. H. et al., 2012). Recently government provides laptop, projector and some other ICT devices in some primary and secondary schools across the country. But problem is that teachers are not using these devices in their classroom teaching-learning process regularly (Khan, S. H. et al., 2012). May be they face obstacles to use ICT in their classroom environment.

Singh (2013) identified the possible obstacles to the integration of ICT into schools. These are resistance towards change, pedagogical practice

versus technical skills, lack of competence, lack of support from the whole school, lack of time, lack of effective training, lack of technical support, no perception of benefits. On the other hand Bingimlas (2009) mentioned that the major barriers are lack of confidence, lack of competence, and lack of access to resources. Since confidence, competence and accessibility have been found to be the critical components of technology integration in schools, ICT resources including software and hardware, effective professional development, sufficient time, and technical support need to be provided to teachers.

Simultaneously, Khan, S. H. et al. (2012) mentioned that Bangladeshi teachers are facing some barriers. He mentioned that lack of ICT supported infrastructure and resources, insufficient funds, political factors, social and cultural factors, lack of knowledge and skill, lack of time and teachers and over class load are the main barriers in the path of effective use of ICT in the education sector of Bangladesh. However, teachers need to be specifically trained in order to integrate ICT in their teaching (Batane, 2004; Markauskaite, 2007; Mitchem, Wells & Wells, 2003).

Methodology

This study is mix and exploratory research by nature and it is based on primary data collected from the questionnaires and classroom observation. All rural and urban primary school teachers of Bangladesh are the population of this study. To fulfill the purposes of this study, non-probability sampling techniques are used to select the respondents. The non-probability sampling methods are the purposive sampling (Best & Kahn, 1998). For analyzing the data obtained from questionnaires and school and classroom observation a descriptive triangulation approach is used. Triangulation of quantitative and qualitative data increases the credibility and validity of this study. SPSS software was used for statistical analysis of the quantitative data. Different themes related to 'Information and Communication Technologies (ICT)' are identified and data are analyzed under each theme. Simple percentages of respondents against the supplied evidence are computed for questionnaires and classroom observation.

Population and Sample

The population of the study comprised of ICT trained primary school teachers of Bangladesh. Total 200 classroom teachers participated in the study. These teachers are selected purposively and in an effort to represent the overall teachers' population.

Table: 1. Demographical information regarding the sample

			<i>Responses</i>	
			Frequency (f)	Percentage (%)
Gender	Rural	Female	37	37
		Male	63	63
	Urban	Female	43	43
		Male	57	57
Length of service	Rural	1-5 years	27	27
		6- 10 years	32	32
		11 -15 years	21	21
		16 – 20 years	13	13
		21 years and more	7	7
	Urban	1-5 years	21	21
		6- 10 years	42	42
		11 -15 years	27	27
		16 – 20 years	7	7
		21 years and more	3	3
In service training	Rural	Received	100	100
		Not received	0	0
	Urban	Received	100	100
		Not received	0	0

Table:1. demonstrates that among the 200 respondents 80% are female. Within the 80% female teachers 37% are rural and 43% are urban teachers. Here, large, 74% respondents have 6-10 years teaching experience; second large, 48% respondents have 1-5 years teaching experience. At the same time, 100% respondents in both rural and urban teachers have received in-service training.

Significant of the Study

The use of ICT in the classroom teaching–learning process is very important for providing opportunities for students to learn and to operate in an information age. It can enhance the students learning through creation of effective classroom teaching –learning process (Sutherland et al. 2013). Studying the ICT usage situation in Rural and Urban Primary Schools of Bangladesh may assist teachers, students and all other stakeholders of primary education of Bangladesh to recover these barriers and to ensure successful technology adaptation in the future.

Limitations of the Study

There are some limitations of the study. These are, Data are collected from 10 districts of Bangladesh which could not be the representative of the whole country. Data are collected from 200 teachers through mobile phone so it is not possible to generalize. Data that are collected from 20 schools and ICT based classrooms do not represent all the rural and urban primary classroom of our country. It is realized that during observation, some teachers become nervous and some teachers are trying to show extra classroom activities which they do not usually practices in classrooms. So the real classroom situation has been changed slightly.

Findings and Discussion

Few ICT based Classrooms are in both Rural and Urban Primary Schools of Bangladesh:

Table:2. Use of ICT in classroom teaching learning process

		Responses	
		Frequency (f)	Percentage (%)
Rural	Yes	21	21
	No	79	79
	Sub Total:	100	100
Urban	Yes	35	35
	No	65	65
	Sub Total:	100	100
Total:		200	200

Here it is concerning matter that a huge percentage of both rural and urban primary school teachers of Bangladesh have not used ICT yet. Here very less number of respondents have mentioned that they use ICT in their classroom teaching-learning process (TLP). Here, it is mentioned that ICT usage state of the urban school teachers is larger than the rural school teachers. Around 35% urban school teachers of Bangladesh [see table: 2] use ICT in their classroom teaching-learning process (TLP). On the other hand only 21% rural primary school teachers of Bangladesh [see table: 2] use ICT in their classroom teaching. But concerning matter is that majority of both the rural and urban primary school teachers do not use ICT in their classroom teaching learning process (TLP). These same situations are also observed during the school and classroom observations. Only five out of 20 classroom teachers have been observed to use ICT.

Most of the Teachers Rarely Use ICT in Classroom:

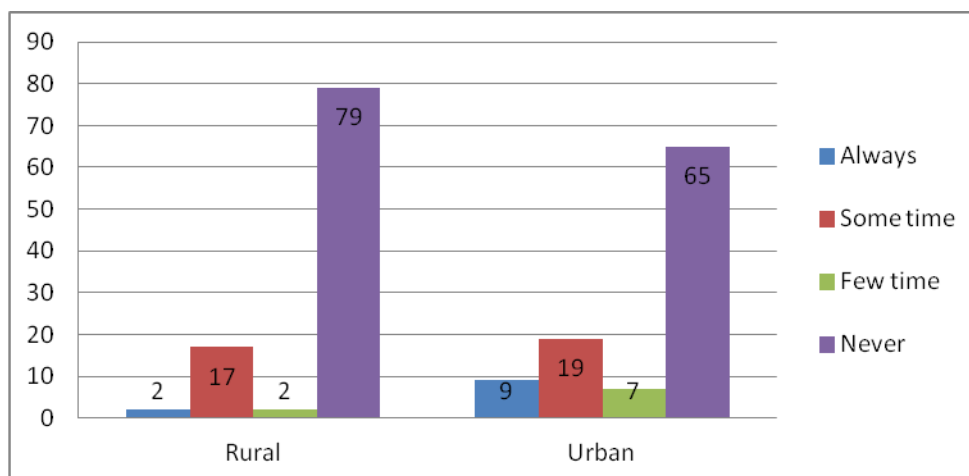


Figure 1: Regularity to using ICT in classroom

Although present government of Bangladesh gives more emphasis on ICT and declared vision 21: digital Bangladesh and invested lots of money in it, but a big question emerged that does it grown-up in the right way. It is very disappointing that majority of the primary school teachers of Bangladesh never use ICT in their classroom teaching-learning process. Around 79% [see figure: 1] rural school teachers never use ICT in their classroom teaching-learning process (CTLTP). In chorus, 65% [see figure: 1] urban primary school teachers never use ICT in their CTLTP. In this study, it is also explored that second large numbers of the total respondents use ICT for some-times. The percentages of these types of teachers in both rural and urban are 17% and 19% respectively [see figure: 1]. On the other hand, only 2 percent and 9 percent of rural and urban teachers [see figure: 1] always use ICT in their classroom teaching.

Table: 3. Regularity to using ICT in classroom

	Responses					
	Frequency (f)		Percentage (%)		Difference	
	Rural	Urban	Rural	Urban	(f)	(%)
1 day in a week	6	11	6	11	5	5
2 days in a week	9	14	9	14	5	5
3 days in a week	3	6	3	6	3	3
4 days in a week	2	2	2	2	0	0
5 days in a week	1	1	1	1	0	0
Every days in a week	0	1	0	1	1	1
Never	79	65	79	65	14	14
Sub Total:	100	100	100	100	28	28
Total:	200		200		56	

Although 2%, 17% and 2% [see figure: 1] teachers of rural primary schools of Bangladesh say that they always use ICT in their teaching-learning process always, but, [see figure: 1] the teachers never use ICT. Same situation can also be seen in the urban school teachers of Bangladesh. In the table 2, it presents only 1% teachers among the rural and urban primary school teachers use ICT in their classes every day. On the other hand, majority of the teachers who use ICT in their classes use it for only 1 or 2 days in a week and the difference of rural and urban teachers is 5 percent [see table: 3]. 3% rural and 6% urban primary school teachers of Bangladesh use ICT in their classroom teaching-learning process 3 days in a week.

Some Common ICT Devices that are Used in Both Rural and Urban Schools:

Laptop, projector, Modem and mobile are the common devices in both rural and urban schools of Bangladesh. Very few number of schools have some others devices that can be used for effective teaching-learning process. The following figure 2 presents the ICT devices that are used in rural and urban schools of Bangladesh.

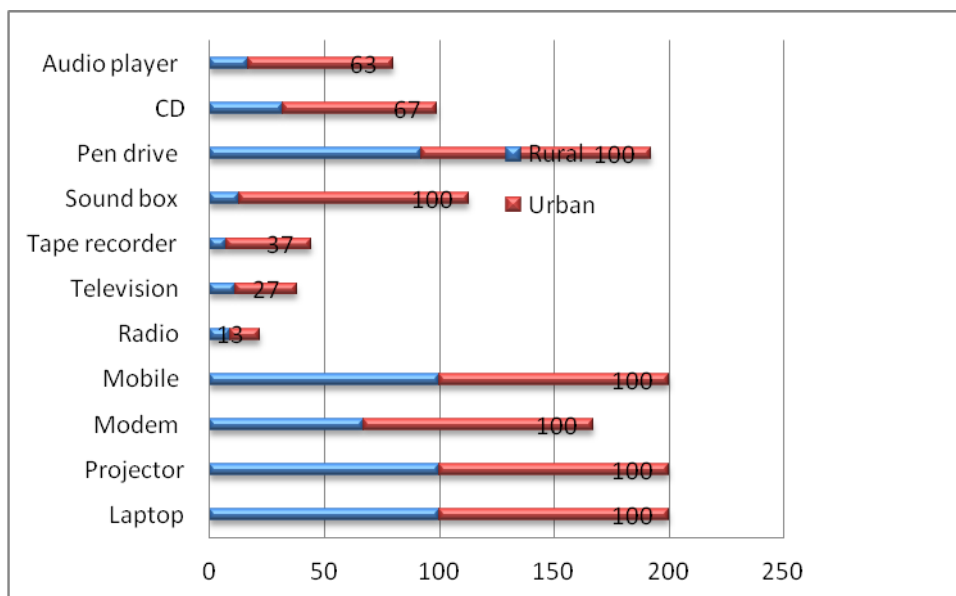


Figure: 2. Types of ICT devices that are used in both rural and urban Schools

Above figure 2 presents that laptop, projector, modem, mobile, radio, television, tape recorder, sound box, pen drive, CD, audio player are the common ICT devices in both rural and urban schools of Bangladesh. It is found that there are some ICT devices which having large percentage

mostly in the urban schools of Bangladesh. These types of devices are CD, audio player, tape recorder, television, radio etc. Although there are some rural primary schools where CD, audio player, tape recorder, television and radio are present. But the percentages of these types of rural schools are very less. Similar devices are also found from the observation of schools.

These are similar to *Zhang and Martinovic (2008)*. They include personal computers, laptops, printers; LCD projectors, palm devices, iPods, fax machines, cell phones, Internet and Intranet are the important ICT devices in education.

ICT Devices that are used in Classroom Teaching-Learning Process:

Although laptop, projector, modem, mobile, radio, television, tape recorder, sound box, pen drive, CD, audio player are the common ICT devices in both rural and urban schools of Bangladesh [see figure: 2]; maximum devices in the majority schools remain unused in classroom teaching-learning process.

Table:4. ICT devices that are used in classroom teaching-learning process

	Responses					
	Frequency (f)		Percentage (%)		Difference	
	Rural	Urban	Rural	Urban	(f)	(%)
Laptop	21	35	21	35	14	14
Projector	15	32	15	32	17	17
Modem	9	21	9	21	12	12
Pend rive	4	17	4	17	13	13
Audio player	7	2	7	2	5	5
Sound Box	13	19	13	19	6	6
Sub Total:	100	100	100	100	67	67
Total:	200		200		134	

Above table 4 presents, laptop, projector, modem, pen drive, audio player, sound box are the most used ICT devices in both rural and urban primary schools of Bangladesh. Here, most of the respondents articulated that they use laptop and projector mostly. On the other hand, very less number of respondents stated that they use pen drive and modem. Similar devices are also found during the classroom observation.

Most of the Teachers have Positive Attitude towards the use of ICT in Classroom:

Effective use of ICT in classroom teaching learning process depends on teachers' consideration. Only teachers can ensure the effective use of ICT in primary school classroom teaching-learning process.

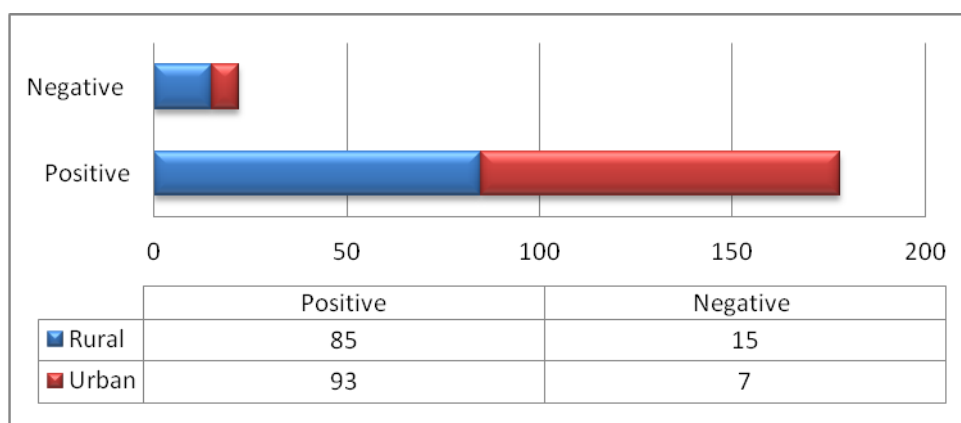


Figure 3: Teachers' consideration about the use of ICT in classroom

It is very interesting and good sign that majority of the rural and urban primary school teachers of Bangladesh have positive attitude towards use of ICT in classroom teaching learning process. This positive consideration can bring positive change in the primary education sector of Bangladesh.

Some common constrains that are hampering the successful integration of ICT in classrooms:

Table 5: Challenges to successful integration of ICT

		Responses	
		Frequency(f)	Percentage (%)
Rural	Lack of enough Time	39	39
	Lack of teachers' Interest	21	21
	Lack of pedagogical, technical (ICT) skills and training	90	90
	Lack of teachers' confidence and teachers' computer anxiety	70	70
	Lack of hardware and software	100	100
	Extra work load of teachers	100	100
	Lack of good operating skill	63	63
	Load shedding	100	100
	Technical problems	78	78
	Security crisses in school	89	89
	Resistance to change & negative attitudes	33	33
	Sub Total:	783	783

		Responses	
		Frequency(f)	Percentage (%)
Urban	Lack of enough Time	43	43
	Lack of teachers' Interest	52	52
	Lack of pedagogical, technical (ICT) skills and training	97	97
	Lack of teachers' confidence and teachers' computer anxiety	65	65
	Lack of hardware and software	93	93
	Extra work load of teachers	100	100
	Lack of good operating skill	88	88
	Load shedding	77	77
	Technical problems	100	100
	ity crises in schoolsSecur	59	59
	Resistance to change & negative attitudes	18	18
Sub Total:	792	792	
Total:	1575	1575	

Lack of teachers' time, interest, skills and training are the main barriers to use ICT in primary classroom teaching-learning process. Some have also mentioned that lack of teachers' confidence and teachers' computer anxiety, lack of hardware and software, extra work load of teachers, lack of good operating skill, load shedding, technical problems, security crisis in school and resistance to change and negative attitudes are also hindering the effective use of ICT in primary classroom teaching-learning process. These types of barriers are also observed and realized during the school visit and classroom observation. That is very similar to Khan, S. H et al. (2012). They found the similar barriers, these are, lack of ICT Supported infrastructure and lack of resources, insufficient funds, political factors, social and cultural factors, lack of knowledge and skill, lack of time are the main barriers in the path of effective use of ICT in the education sector of Bangladesh. These findings are also very similar to Bingimlas (2009) and Singh (2013) findings.

Recommendations

In the light of the results of the study, the following recommendations can be made:

- Primary school teachers should be encouraged to undertake regular in-service training in order to increase the use of ICT during their classroom teaching-learning process.
- Teachers' awareness regarding the importance of technology usage in teaching and learning process should be increased.
- Therefore, any problems related to insufficient usage of ICT in schools should be resolved as early as possible.

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Effect of Cultural Dimensions on Customers' Susceptibility to Interpersonal Influence in the Context of Bangladesh

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Abstract: Customers' susceptibility to interpersonal influence consists of two core parts: susceptibility to informational influence and susceptibility to normative influence. This study has examined both parts of susceptibility along with Hofstede's (1991) four specific cultural dimensions namely, 'Individualism versus Collectivism', 'Power Distance', 'Uncertainty Avoidance' and 'Masculinity versus Femininity' to identify the direction and extent of relationship among them in the context of Bangladesh. From the retrieved data of 1029 randomly selected participants, it has been found that, these four cultural dimensions can explain up to 80.9% variance ($R = .900$, $R^2 = .810$, adjusted $R^2 = .809$) in customers' susceptibility to interpersonal influence in Bangladesh. It also has been found that, amongst the other dimensions, the collectivistic orientation is the most influential predictor of Bangladeshi customers' susceptibility to interpersonal influence (standardized beta coefficient for individualism = $-.492$, Tolerance = $.809$, VIF = 1.237 and Sig = $.000$). Besides, other dimensions of culture also have unfolded some significant insights into this particular issue. Thus based on inferences drawn here, it is hoped that, this study will help craft marketing strategies with more precise understanding about how these cultural dimensions intercedes Bangladeshi customers' susceptibility to interpersonal influences.

Keywords: Customers' susceptibility, normative influence, informational influence, consumer behavior, cultural dimensions.

Introduction

Culture is often regarded as matrix that shapes the nature of interpersonal exchanges in society (Leung, Lau and Lam, 1998), determines how we act and think in our everyday lives (Haukelid, 2008), and hence impacts attitudes, values and concepts of human behavior (Markus and Kitayama, 1991). In the literature of marketing, culture has been thought of as the significant antecedents of several customer traits (McCracken, 1986) such as: propensity to change (Sheth and Sethi, 1977); novelty seeking and perceived risk (Gentry et al., 1988); loyalty (Raju, 1995); service quality expectations and satisfaction (Zhang et al., 2008); complaining behavior (Au et al., 2010); and pre-purchase and post purchase decision making (Doran, 1994). On the other hand, customers' susceptibility to interper-

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sonal influences, hereafter CSII, refers to the need to identify or enhance one's image with significant others through the acquisition and use of products and brands; the willingness to conform to the expectations of others regarding purchase decisions; and/or the tendency to learn about products and services by observing others and/or seeking information from others (Bearden, Netemeyer and Teel, 1989). Although different studies on CSII have confirmed that it varies systematically across culture, in the context of Bangladesh, there has been no study conducted yet to unearth this issue. Thus the broad objective of the study is to identify and analyze the effect of cultural dimensions on CSII in the context of Bangladesh.

Importance of The Study

The importance of this study in the context of Bangladesh can be retrieved from the earlier studies which have extensively documented some imperative effects of CSII on individual's decision-making processes such as, customers who are highly susceptible to interpersonal influence usually buy products which they feel would cause a positive association of them with others (Bearden et al., 1989; Netemeyer and Bearden, 1992) or may avoid buying the products which would cause a negative evaluation of others towards them (Netemeyer and Bearden, 1992) and/or others have provided credible information about a product (Mangleburg, Doney and Bristol, 2004). Hence the impact of CSII on product and brand purchase decisions has been found to be the key factor in shaping consumers' attitudes, norms, values and aspirations (Batra, Homer and Kahle, 2001); affecting product and brand choice (Wooten and Reed, 2004); selecting service providers (Keaveney, 1995); and diffusing information regarding new products (Dawar, Parker and Price, 1996).

Literature Review And Research Gap

CSII and its Constructs

CSII can be defined as an extent to which a person is influenced by real or imagined others, specifically with regard to his or her consumption choices (Kropp et al., 2005). According to Bearden et al. (1989) there are two constructs liable for constituting total CSII: (i) Susceptibility to Normative Influence (henceforth 'SNI') which consists of 8 items, and (ii) Susceptibility to Informational Influence (henceforth 'SII') composed of remaining 4 items (Bearden et al., 1989). Brunkrant and Cousineau (1975) defined SNI as the tendencies to confirm the expectations of others. It is because, individuals want to achieve rewards or avoid punishments mediated by others or groups (Hoffmann and Broekhuizen, 2009). SNI can be subdivided into value expressiveness and utilitarian influences (Price,

Feick, and Higie, 1989). This value expressiveness occurs when an individual adopts a behavior or opinion of others because the behavior or opinion is associated with satisfying a self defining relationship (Pierce et al., 1987). And utilitarian influences are reflected in individuals' attempt to comply with the expectation of others to achieve rewards or to avoid punishment and it operates through process of compliance (Burkrant and Cousineau, 1975). SII refers to an individual's tendency to ask friends and relatives for advice and to observe what brands and products other people are using before making a purchase decision (Bearden et al., 1989). Informational influence may occur in two ways individual may either search for information from knowledgeable others or make inferences based upon the observation of others (Park and Lessig, 1977). Informational influence is driven by a desire to form accurate interpretations about reality in order to make more informed decisions and behave correctly (Cialdini and Goldstein, 2004). Thus, informational influence has been found to affect customer decision process regarding product evaluations (Burnkrant and Cousineau, 1975) and products or brands selection (Bearden and Etzel, 1982; Park and Lessig, 1977).

Culture and its Constructs

Culture is defined as a society's or societal groups' series of unique material, intellectual, and spiritual aspects which encompass value systems, traditions and beliefs at an implicit level, and art, literature, and lifestyles at an explicit level (UNESCO, 2002) which is carried over with an individual across the national boundaries when he or she immigrates or starts working in a different nation and hence, results in sub-cultures within a national culture (Steenkamp, Hofstede and Wedel, 1999).

According to Hofstede (2010), the culture of any country can be classified into the six dimensions, namely 'Individualism and Collectivism', 'Power Distance', 'Uncertainty Avoidance', 'Masculinity versus Femininity', 'Long-Term Orientation' and 'Indulgence versus Restraints'.

Individualism pertains to societies where ties between people are loose, and everyone is expected only to look after himself or herself and his or her immediate family, and collectivism on the other hand, refers to societies in which people are integrated into strong, cohesive in-groups, which throughout people's lifetime continue to protect them in exchange for unquestioning loyalty (Hofstede, 1991). Hence, Individualism and collectivism refers to "the relationship between the individual and the collectivity that prevails in a given society" which is reflected in the way people live and is intimately linked to societal norms (Hofstede, 1980).

Hofstede's second dimension of culture is 'Power Distance' which refers to the extent to which the less powerful members of organizations and institutions accept and expect that power is distributed unequally (Hofstede, 2001; Hofstede and Bond, 1988). Thus, a society characterized as having large power distance possesses large disparities in income, status, and wealth, and consequently less powerful members of that society are expected to be dependent on more powerful members (Dawar and Parker, 1994). Thus, high power distance cultures tend to emphasize prestige and wealth in shaping boundaries or vertical relationships between social and economic classes such as rich and poor, superiors and subordinates (Hofstede, 1984).

The third dimension of culture according to Hofstede (2001) is 'Uncertainty Avoidance'. It refers to "the extent to which people feel threatened by ambiguous situations and creates beliefs and intuitions that tries to avoid these" (Hofstede, 2001; Hofstede, G. and Bond 1984, p.418). There are two sub-concepts in uncertainty avoidance: "risk aversion, the degree to which individuals feel uncomfortable with taking risks, and intolerance of ambiguity, the degree to which individuals feel uncomfortable when confronted with ambiguity" (Walczuch, 1994, p. 3).

The 'Masculinity versus Femininity' dimension refers to the dominant sex role pattern in which "social gender roles are clearly distinct: Men are supposed to be assertive, tough, and focused on material success; women are supposed to be more modest, tender, and concerned with quality of life" (Hofstede, 2001, p. 297). Therefore, male behavior is found to be associated with autonomy, aggression, exhibition and dominance; female behavior with affiliation, helpfulness, and humility (Hofstede, 1980, p. 263).

'Long-Term Orientation' is the fifth dimension identified by Hofstede using a questionnaire labeled as 'Chinese Value Survey' (Hofstede, 1991) and it was originally conceptualized as an orientation towards the future or the present and past (Yeh and Lawrence, 1995; Hofstede and Bond, 1988). Here, long term oriented societies were characterized as being future-oriented, valuing actions and attitudes that affect the future, specifically perseverance, thrift, self-discipline, shame, and ordering relationships by status (Hofstede and Bond, 1988). In contrast, short-term oriented societies were characterized as being past- and present-oriented, valuing actions and attitudes that are affected by the past or the present, specifically protecting 'face' respect for tradition, immediate personal steadiness and stability, and reciprocation of greetings, favors, and gifts (Hofstede and Bond, 1988).

Hofstede addressed the 'Indulgence versus Restraint' dimension as 'the sixth and new dimension' where "Indulgence stands for a society that allows relatively free gratification of basic and natural human desires related to enjoying life and having fun; Restraint stands for a society that controls gratification of needs and regulates it by means of strict social norms" (Hofstede, 2011, p.15).

Impacts of Culture on CSII

Culture has a significant role to influence the behavior of people of a particular country. For example, Chinese immigrants in the US were found to be more susceptible to interpersonal influence than native-born Americans (D'Rozario, 2001). According to the reasoning of Gregory and Munch (1996), individuals in a collectivist culture feel that it is important to conform to the goals of a collective in-group such as the family, tribe or religious group. In addition, people who are of a collectivist culture participate in more group activities, are more concerned with the interests of the in-group, and feel a greater need to conform to in-group opinions (Hui and Triandis, 1986).

Research findings also have repeatedly shown that people in high power distance cultures engage in more information acquisition behavior than people in low-power-distance cultures (Lam, Lee, and Mizerski, 2009). Lam et al. (2009) argue that this behavior can be explained by the higher external locus of control among people in high power distance cultures, which make them prone to information search behavior in their decision making.

Moreover, high uncertainty avoidance cultures are associated with a higher level of opinion-sharing (Lam et al., 2009) and hence often characterized by opinion-seeking (Money, Gilly and Graham, 1998) behavior as well as a need to reduce ambiguity and risk (Kale and Barns, 1992). In contrast, people in low uncertainty avoidance cultures have a greater belief that they can influence their own lives and the world in general (Hofstede, 2001). Therefore, they are less engaged in information acquisition behavior (Money et al., 1998) and are less susceptible to external influences on their behavior and cognitions.

Furthermore, researchers have found evidences of higher levels of information sharing as well as information acquisition activities (Lam et al., 2009; Dwyer, Mesak, and Hsu, 2005) in the materialistic and possession-oriented masculine culture. Earlier studies had shown that, culture impacts informational susceptibility while determining sources of information as well as the type and extent of information searching behavior in purchasing decision (Long-Chuan, Rose and Blodgett, 1999). Besides, in the con-

text of normative influences, researchers identified that interdependent cultures such as those popular in China, Japan, Korea and most East Asian countries emphasize conformity to group norms and social acceptance (Raju, 1995; Gürhan-Ganli and Maheswaran, 2000).

In particular, it has been found in the preceding studies that SII is higher in high power distance culture, in high uncertainty avoidance culture and also in masculine culture (Lam, Lee, and Mizerski, 2009). Besides, it was also found that, SNI is higher in collectivist rather than individualistic culture (Kropp, Lavack and Silvera, 2005). Thus, Lam et al. (2009) verified the previous findings of Dwyer, Mesak, and Hsu (2005) as well as Gilly, and Graham (1998).

However, there has hardly been any study which revealed the impacts of cultural dimensions on CSII in the context of Bangladesh. Hence, the specific objectives of this study are:

- a. to identify how well the factors of cultural dimensions can predict customers' susceptibility to interpersonal influence in Bangladesh;
- b. to measure the variance in customers' susceptibility to interpersonal influence that can be explained by scores of the factors of cultural dimensions;
- c. to identify the factor of cultural dimension that is the best predictor of customers' susceptibility to interpersonal influence in Bangladesh; and
- d. to measure whether the identified factors can still be able to predict a significant amount of variance in customers' susceptibility to interpersonal influence by controlling the possible effect of some additional demographic independent variables in the context of Bangladesh.

Theoretical Framework

This study has been theorized with one independent variable and one dependent variable namely 'Cultural Dimensions' and 'Customers' susceptibility to interpersonal influences (CSII)' respectively. However, to understand the dimensions of Bangladeshi culture, and also to unearth their impacts on CSII in the context of Bangladesh, this study has considered Hofstede's cultural dimensions. It is because, these dimensions continue to stimulate a large number of varieties in cultural studies (Taras et al., 2009) and these are being used increasingly in business and marketing studies (Shamkarmahesh, Ford and LaTour, 2003; Dawar et al., 1996).

Another reason for selecting Hofstede's cultural dimensions is coined in the a study of Taras et al in the year of 2009. Taras et al. (2009) had indicated that out of 121 distinct measures of culture "97.5 percent of all reviewed measures contain at least some dimensions that are conceptually similar to those introduced by Hofstede" (Taras et al., 2009, p. 367).

A two-factored 'SUSCEP' scale, developed by Bearden et al. in 1989, was used to explore the constructs of CSII for measuring it in Bangladeshi context because the early measure of CSII which was developed by Park and Lessig in 1977, was compromised with psychometric properties such as reliability, validity and dimensionality, and also had been found to be limited to both product and situation (Bearden et al., 1989) specifically. The two-factored 'SUSCEP' scale of Bearden et al. (1989) had refined the limitation of previous scale by conceiving customers' susceptibility as individual trait difference.

However, prior research in this specific field has confirmed that susceptibility to interpersonal influence is higher in collectivist rather than individualistic societies (Kropp, Lavack and Silvera, 2005) and Bangladesh, with a score of 20, is considered a collectivistic society which is evinced by a close long-term commitment to the member 'group' where loyalty is paramount, and over-rides most other societal rules and regulations (Hofstede, 2001; www.geert-hofstede.com). Hence, this study assumed that,

H₁: As a collectivist country, insisting its people to agree with individualistic orientation will cause strong and significantly inverse relationship with CSII in Bangladesh.

Since the people in high power distance cultures engage in more information acquisition behavior (Lam et al., 2009), and Bangladesh, with a score of 80, can be considered as a country of high power distance (Hofstede, 2001; www.geert-hofstede.com), it was hypothesized in this study that,

H₂: As a country of high power distance dimension, CSII will strongly and significantly yield positive relationship with this specific cultural dimension in Bangladesh.

As it had been found in the earlier studies that, the high uncertainty avoidance culture is characterized with a higher level of opinion-sharing (Lam et al., 2009) as well as opinion-seeking (Money, Gilly and Graham 1998) behavior, and Bangladesh scores 60 on uncertainty avoidance dimension (Hofstede, 2001; www.geert-hofstede.com), it was presumed in this study that,

H₃: As a country of high uncertainty avoidance, probing its people to accept uncertainty unconditionally will cause strong and significant inverse relationship with CSII in Bangladesh.

Likewise, previous studies have found higher levels of information sharing as well as information acquisition activities in masculine culture (Lam et al., 2009; Dwyer, Mesak, and Hsu, 2005), and Bangladesh, with a scores 55 on this dimension, can be considered a masculine society (Hofstede, 2001; www.geert-hofstede.com). Thus, this study had hypothesized that,

H₄: As a country of masculine culture, there will be strong and significant positive relationship between CSII and Masculinity in Bangladesh.

With a score of 40, Bangladesh was identified with short term oriented culture where societies generally exhibit great respect for traditions, a relatively small propensity to save, strong social pressure to ‘keep up with the Joneses’, impatience for achieving quick results, and a strong concern with establishing the normative truth (Hofstede, 2001; www.geert-hofstede.com). But, it is to be noted that, Hofstede admits his fifth dimension (Long term-short-term orientation) “is not ‘readily-developed’ as the other four (Gooderham and Nordhaug, 2003)” and did himself stop using the terms interchangeably in later works by referring this value dimension simply as ‘long-term orientation (Hofstede et al., 2010)’ which “stands for the fostering of virtues oriented towards future rewards, in particular perseverance and thrift (Hofstede et al., 2010, p. 237)”. Moreover, Hofstede’s the sixth dimension has still remained undefined in the context of Bangladesh. As a result, based on these reasons, this study excluded last two dimensions from this study and considered first four dimensions to prevail their impacts on CSII in the context of Bangladesh. In addition, this study acknowledges that, Hofstede’s framework has not only been accused for its limited ability to extend the dominant values present within a multinational to represent cultural values of a country (Triandis, 1982), but also for its insufficient precision in definition across categories (Bearden, Money and Nevins, 2006) and limited scope in methodology and measurement (Yeh and Lawrence, 1995). Moreover, the face validity of these dimensions have been questioned as “dimensions capitalize on chance” (Erez and Earley, 1993; Schwartz, 1994) and constitute a subjective and arbitrary aggregation of items (Fernandez et al., 1999). Hofstede’s response to these criticisms was that, what had been measured were differences between national cultures and “any set of functionally equivalent samples from national populations can supply information about such differences” (Hofstede, 2001, p. 73).

Methodology of the Study

Nature of the Study

This study was causal in nature and the most appropriate type of research design for this study was 'Confirmatory Study' because, hypotheses for this study were developed based on the previous research findings which were subjected to be confirmed in indigenous context and also were focused on obtaining as well as analyzing specific data to address specific questions.

Measurement Scales

Hofstede's cultural dimensions were considered as the independent variables of this study and consequently, a '16-itemed cultural dimension scales' on four specific cultural dimensions was developed to measure Bangladeshi Customers' cultural exposure. In addition, the constructs of each dimension were structured on the basis of 5 point Likert scale technique (1=strongly disagree to 5=strongly agree) and only the constructs of 'Masculinity vs. Femininity dimension' were negatively scaled to reduce the centrality tendency error among respondents. With regard to this study, CSII was the only one dependent variable. Hence, to measure the extent of CSII, a modified scale of Bearden et al. (1989) was maneuvered in the context of Bangladesh and all of its constructs were also structured on the basis of 5 point Likert scale technique (1=strongly disagree to 5=strongly agree).

Data Extraction and Analysis

The population parameter of this study had included any adult Bangladeshi citizen who has the ability to buy any kind of product or service and thus this study could not determine the actual number of such population in Bangladesh. Therefore, all the 1100 samples were taken from the 10 most popular shopping centers within Dhaka Metropolitan City of Bangladesh by applying the accidental sampling technique. Next, each of the 1100 respondents was surveyed with a close ended questionnaire, but before conducting the field survey, each questionnaire was translated into indigenous language to ensure absolute understandings of respondents while providing their cautious consents. After that, reliability of data was measured by comparing the Chronbach's alpha value of collected data against its suggested acceptable value of .60 propounded by Kaiser (1970, 1974). For evaluating the validity of the data, factorability of the data were first tested through Kaiser-Meyer-Oklin's measure of sampling ade-

quacy and the Bartlett's test of Sphericity, then factor analysis was conducted with principle component extraction technique. Additionally, the 'Bivariate' correlation analysis was done by using 'Pearson Product-moment Correlation' to explore the impacts of cultural dimensions on CSII. Interpretations of the findings from correlation analysis were incorporated based on the standards suggested by Cohen (1988) where ' $r = .10$ to $.29$ or $r = -.10$ to $-.29$ ' stands for 'small'; ' $r = .30$ to $.49$ or $r = -.30$ to $-.49$ ' for 'medium' and ' $r = .50$ to 1.0 or $r = -.50$ to -1.0 ' for 'large' relationships. Besides, probabilities of accepting null hypotheses were evaluated against the calculated 'Significance' value and 'F' value found through ANOVA. Moreover, after measuring the normality, multicollinearity and outliers, sequential multiple regression analysis followed by standard multiple regression analysis was conducted.

Findings and Discussions

Sample Demographics

Out of 1100 received feedback, after rejecting 71 incomplete questionnaires, 1029 feedbacks were finally selected which engendered 93.54% response rate for this study where 31.10% of the total respondents were female and 68.90% were male. Majority of derived samples had just overcome their juvenile age, 18 to 22 years (29%). On the basis of occupation, marital status, division of origin and religious orientation, majority of the respondents were students (43%), unmarried (59%), from Dhaka division (53.5%) and Muslims (88.7%) respectively (see APPENDIX 01: Demographic Characteristics of Sample).

Reliability and Validity

The retrieved Cronbach Alpha scores for both scales in this study were good with overall Alpha reported in-between 0.68 to 0.95 (see APPENDIX 02 and APPENDIX 03) and hence exposed the extent of reliability of data. Additionally, as shown in table 1, the Kaiser-Meyer-Oklin value was .94 and .87 for both susceptibility and cultural dimension scales which not only satisfied but also exceeded the recommended value of .60 (Kaiser, 1970, 1974) as well as the Bartlett's test of Sphericity (Bartlett, 1954) for those scales also reached statistical significance. Thus, the data used in this study was obviously supported for factorability.

Table 01: Results of KMO and Bartlett's test

Test Techniques		Measurement Scales	
		<i>Susceptibility to Interpersonal Influence</i>	<i>Cultural Dimensions</i>
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.936	0.865
Bartlett's Test of Sphericity	Approx. Chi-Square	17169.227	8227.078
	df	66	120
	Sig.	0.000	0.000

***Source: Questionnaire Survey, analyzed by SPSS (Statistical Package for Social Science) Version 17.1**

Subsequently, exploratory factor analysis, which was conducted through principle components extraction along with varimax rotation techniques which successfully exposed the 12 dependent items of the CSII scale to be reduced to two constructs (see APPENDIX 02) and 16 independent items of the cultural dimension scale to four constructs (see APPENDIX 03). As the cut-off loading used in factor analysis was 0.649, most factor loadings were above 0.65, which can be assumed to have a high level of significance. Hence, the results from factor analysis of the measurement items for each of the categories imply that measures used in this study have construct validity.

Delineating the Impact of Cultural Dimension on CSII

From table 02, it can be observed that correlation coefficients of two independent factors of cultural dimension, individualism with $r = -0.614$ and uncertainty avoidance with $r = -0.553$, demonstrated significantly strong and inverse relationship with the dependent variable (CSII) significantly. On the contrary, correlation coefficients of the remaining two of the factors of cultural dimension, masculinity with $r = 0.650$ and power distance with $r = 0.603$, demonstrated significantly strong and positive relationship with CSII (In all cases, $\alpha = <0.05$).

Table-02. Correlation coefficients depicted

Independent and Dependent Variables	CSII	SII	SNI	IND	UNC	MAS	POW
Customers' Susceptibility to Interpersonal Influence (CSII)	1						
Susceptibility to Informational Influence (SII)	.886*	1					
Susceptibility to Normative Influence (SNI)	.959*	.719*	1				
Individualism (IND)	-.614*	-.221*	-.787*	1			
Uncertainty Avoidance (UNC)	-.553*	-.762*	-.364*	.001	1		
Masculinity (MAS)	.650*	.567*	.628*	-.415*	-.314*	1	
Power distance (POW)	.603*	.694*	.480*	-.090*	-.528*	.386*	1

*Correlation is significant at the 0.01 level (2-tailed)

More specifically, after comparing with the components considered as the constructs of customers' susceptibility to interpersonal influence in table 02, individualism was found to be more inversely related with customers' susceptibility to normative influence (with $r = -0.787$ and $\alpha = <0.05$) than that of informational influence (with $r = -0.221$ and $\alpha = <0.05$) and uncertainty avoidance was found to be more inversely related with Customers' Susceptibility to informational influence (with $r = -0.762$, $\alpha = <0.05$) than that of normative influence (with $r = -0.364$, $\alpha = <0.05$). Likewise, masculinity was comparatively exposed to a slightly stronger, positive and significant relationship with Customers' Susceptibility to normative influence (where $r = 0.628$, $\alpha = <0.05$) than that of informational influence (where $r = 0.567$, $\alpha = <0.05$) and power distance was exposed to a moderately stronger, positive and significant relationship with Customers' Susceptibility to informational influence (where $r = 0.994$, $\alpha = <0.05$) than that of normative influence (where $r = 0.480$, $\alpha = <0.05$). Hence **H₁**, **H₂**, **H₃** and **H₄** had reached to the basic level of acceptance as subjects yet to be tested against each of their null hypotheses.

Assessment of Normality, Outliers and Multi-collinearity

Normality was assessed by 'Normal Probability Plot of Regression Standardized Residuals' which is shown in figure 01 from where it can be observed that points were positioned in a reasonably straight diagonal line from bottom left to top right indicating no major deviation from normality.

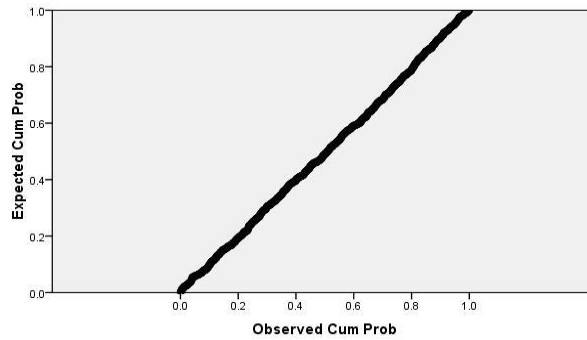


Figure 01: Normal Probability Plot

Moreover, Tabachnick and Fidell (1996) defined outliers as cases that have a standard residual of more than 3.3 or less than -3.3. As shown in figure 02, all the observed cases except two, were within this range. Because of having sample size over 1000, number of outliers (only two) in this case was considered.

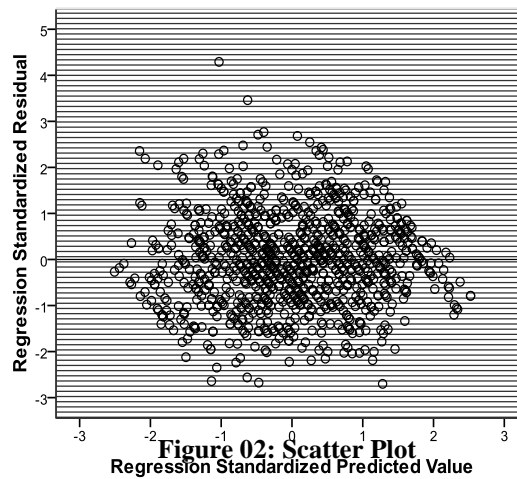


Figure 02: Scatter Plot

Additionally, to assess the degree of multi-collinearity for the factors, 'Tolerance' and 'VIF' (variation inflation factor) were used in this study. Table 03 represents the outputs of 'Collinearity Diagnostics' which was actually performed as a part of standard multiple regression analysis. Here the values given in the column headed 'Tolerance' was calculated by the formula: $1-R^2$ for each variable. Standardized Regression assumes that, if this value is very low (near 0), then there is a possibility of multi-collinearity.

Table 03: Coefficients of Customers' Susceptibility to Interpersonal Influence

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	4.217	.116		36.224	.000		
	IND	-.453	.014	-.492	-32.460	.000	.809	1.237
	UNC	-.358	.018	-.323	-19.742	.000	.696	1.436
	MAS	.186	.013	.228	13.802	.000	.682	1.467
	POW	.287	.016	.300	18.002	.000	.667	1.499

In this study, from table 03, it can be observed that, the tolerance values for the four independent factors were quite respectable (IND = .809, UNC = .696, MAS = .682 and POW = .667) and the VIF values for those four specific factors were between 1.24 and 1.49. Hence it was not only confirmed that, this study did not violate the assumption of multi-collinearity but also no problem of multi-collinearity that appears to be present in the study. Additionally, the 'Beta Value' of independent factors under the column 'Standardized Coefficients' in table 03 represents which of the factors included in this model contributed to the prediction of dependent variable. The largest standardized beta coefficient found was -.492 which stands for 'Individualism'. Thus, it represents that, when the variance explained by all other variables in this model was controlled for, this variable made the most strongest and unique contribution to explain the dependent variable (Customers' Susceptibility to Interpersonal Influence) significantly (Sig = .000).

Assessment of Null Hypotheses

Table 04 represents the outcome of analysis of variance (ANOVA) as a part of standard multiple regression analysis. In this table, the F Value was derived from dividing the Mean Square Model (151.369) by the Mean Square Residual (0.139), which was equal to 1089. Consequently, the P value associated with this F value, shown under the column headed 'Sig.', was less than 0.001.

Table 04: Analysis of variance (ANOVA^b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	605.474	4	151.369	1089.013	.000 ^a
	Residual	142.332	1024	.139		
	Total	747.806	1028			

a. Predictors: (Constant), POW, IND, UNC, MAS
b. Dependent Variable: CSII

Thus P and F value depicted in table 04 indicates that independent factors (Power distance, Individualism, Uncertainty avoidance and Masculinity) of this study reliably predicted the dependent variable (Customers' Susceptibility to interpersonal influence) by providing strong evidence against the null hypothesis. As a result, all hypotheses (**H₁**, **H₂**, **H₃** and **H₄**) have been accepted finally without any doubt.

Evaluation of the Model

According to the 'Standard Multiple Regression analysis', the value of 'Adjusted R Square' shown in table 05 indicates that 80.9% variance in the dependent variable (Customers' Susceptibility to Interpersonal Influence) was explained by the model.

Table 05: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.900 ^a	.810	.809	.37282

a. Predictors: (Constant), POW, IND, UNC, MAS
b. Dependent Variable: CSII

For further query, 'Sequential Multiple Regression' analysis was used to understand that, if we control the possible effect of 'Gender', 'Age', 'Marital Status', 'Division', 'Category of Job' and 'Religion' as additional independent factors, whether or not, this set of factors (Power distance, Individualism, Uncertainty avoidance and Masculinity) still be able to predict a significant amount of variance in 'Customers' Susceptibility to interpersonal influence' (Dependent Variable) in Bangladesh.

Table 06: Model Summary of the Sequential Multiple Regression

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig F Change
1	.058 ^a	.003	-.003	.85397	.003	.570	6	1022	.755
2	.902 ^b	.813	.811	.37083	.809	1100.435	4	1018	.000

a. Predictors: (Constant), Religion, Gender, Division, Marital Status, Age, Category of Job
b. Predictors: (Constant), Religion, Gender, Division, Marital Status, Age, Category of Job, MAS, UNC, IND, POW

As demonstrated in table 06, it can be realized that, after the factors (Religion, Gender, Division, Marital Status, Age and Category of Job) had been entered into the ‘Block 1’, the overall model (Model 1) explained 0.3% of the variance. Alternatively, after the factors (Religion, Gender, Division, Marital Status, Age, Category of Job, MAS, UNC, IND and POW) had been entered into the ‘Block 2’, the model (Model 2) as a whole explained 81.3% of the variance. It means that ‘Masculinity (MAS)’, ‘Uncertainty avoidance (UNC)’, ‘Individualism (IND) and ‘Power distance (POW) can explain an additional 80.9% of the variance in ‘Customers’ Susceptibility to Interpersonal Influence’ in Bangladesh, even when the effects of ‘Gender’, ‘Age’, ‘Marital Status’, ‘Division’, ‘Category of Job’ and ‘Religion’ were statistically controlled for. This also was a statistically significant contribution, as indicated by the Sig. F change value for this line (.000).

Conclusion of the Study

This study found that, as a country of masculine society, collectivistic orientation, high uncertainty avoidance and high power distance, probing its customers to accept any view or conviction against this dimension will yield significantly strong and negative impact on customers’ susceptibility to interpersonal influence. More simply, as a country of masculine conviction, if the segment of target market is constituted with male persons then more acceptances will occur to those products or services which will help them to demonstrate their material success. On the contrary, if the segment of target market is constituted with female persons then more acceptances will occur to products or services which assist them to enhance their quality of life. Again, for exposing much higher compliance with collectivistic norms, the market of Bangladesh may deny any kind of products or services that endanger their conformance to a specific group they belong to. Besides, nurturing the traditionally inherited trends to avoid uncertain things, newly introduced products or services, about which the target market has no idea, may face a very slow acceptance unless provided with sufficient valid assurance about performance efficiency

and effectiveness both in pre purchase and post- purchase decision making stages. To meet the demands of mass market, organizations may have to face localization pressure rather emphasizing standardization while deciding and designing the ingredients and attributes of products and services respectively. And for being a country of high power distance, where social and economic demarcation is conventionally inculcated based on prestige and wealth, globally standardized products or services may not be able to serve all demographic segmentation equally. Thus chances are there to have many niche markets based on this specific demographic segmentation.

Limitation and Future Research Implications

First of all, this study was compromised with the inherited limitation of Hofstede's cultural dimensions and excluded last two extensions, namely, long term- short term orientation and indulgence versus restraint dimensions. Besides, it neither considered any specific type of product or services nor conducted to understand customers' susceptibility to interpersonal influence within any specific industry. Additionally, measurement scale used to understand customers susceptibility were customized in context of Bangladesh and the other scales used to understand cultural dimension were authors' own developed scale on the basis of the findings from literature. This study also had excluded the other factors of customers' susceptibility to interpersonal influence which were not established by any of the previous literatures as well as any possible impacts of extraneous variables were not controlled for. Hence, the findings propounded in this study were not fairly generalizable and need more product or service specific justification to validate it completely. So as to, it recommends the upcoming research on this specific topic in context of Bangladesh to incorporate all those excluded factors.

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APPENDIX 01
Demographic Characteristics of Sample

Demographic Characteristics	Frequency	Percentage
Gender		
Female	320	31.1%
Male	709	68.9%
Age		
Below 18	77	7.5%
18 to 22	298	29.0%
23 to 27	230	22.4%
28 to 32	172	16.7%
33 to 37	77	7.5%
38 to 42	62	6.0%
43 to 47	69	6.7%
48 to 52	23	2.2%
Above 52	21	2.0%
Marital Status		
Married	388	37.7%
Unmarried	612	59.5%
Divorced	29	2.8%
Division of Origin		
Barisal	70	6.8%
Chittagong	122	11.9%
Dhaka	551	53.5%
Khulna	92	8.9%
Rajshahi	108	10.5%
Rongpur	45	4.4%
Sylhet	41	4.0%
Category of Job		
Government Service Holder	112	10.9%
Private Service Holder	196	19.0%
Businessman	116	11.3%
Freelancer	31	3.0%
Unemployed	37	3.6%
Homemaker	62	6.0%
Student	442	43.0%
Others	33	3.2%
Religion Orientation		
Hindu	87	8.5%
Buddhist	13	1.3%
Christian	12	1.2%
Muslim	913	88.7%
Tribal	4	.4%

APPENDIX 02

**Degree of Reliability and Validity Observed in
Customers Susceptibility to Interpersonal Influence
Measurement Scales**

Construct	Dimension	Items	Factor loadings	Reliability
Customers' Susceptibility to Interpersonal Influence	Susceptibility to Informational Influence	I frequently gather information from other people before I buy.	0.869	0.941
		If the brand has got a seal of approval of an independent testing agency, I will trust its performance more.	0.866	
		If I have little experience with a product, I often consult others.	0.855	
		To help choose the best alternative available from a product class recommendations from professionals or experts influence my choice.	0.833	
	Susceptibility to Normative Influence	When buying products, I generally purchase those brands that I think others will approve of.	0.939	0.958

Construct	Dimension	Items	Factor loadings	Reliability
		I often purchase the similar products that others expect me to buy.	0.917	
		I rarely purchase the latest fashion styles until I am sure my friends approve of them.	0.829	
		It is important that others like the products and brands I buy.	0.811	
		I achieve a sense of belonging by purchasing the same products and brands that others purchase.	0.807	
		If I want to be like someone, I often try to buy the same brands that they buy.	0.766	
		I like to know what brands and products mark good impressions on others.	0.744	
		To maintain similarities with others, I often purchase the same products and brands.	0.619	

APPENDIX 03

Degree of Reliability and Validity Observed in Cultural Dimension Measurement Scale

Construct	Dimension	Items	Factor loadings	Reliability
Cultural Dimensions	Individualism vs. Collectivism	I believe that, taking decisions independently, and frequently being alone is a means of exposing personality.	0.794	0.751
		Instead of considering friends and family members, I will prefer to spend my leisure time individually.	0.717	
		I do not consult with my friends and family members while taking any decision.	0.717	
		I think that, instead of being loyal to a specific group, it is better to safeguard self-image.	0.669	
	Uncertainty Avoidance	Usually I am not afraid of attempting any uncertain activity.	0.706	0.679
		I will prefer that task which is	0.705	

Construct	Dimension	Items	Factor loadings	Reliability
		highly profitable but full of uncertainty and risk.		
		When I find something hard to understand then I feel very enthusiastic to get acquainted with it.	0.659	
		I always welcome the new things and ideas.	0.639	
	Masculinity vs. Femininity	I think that, taking care of the weaker, instead of the stronger, makes society well controlled.	0.862	0.852
		01. I believe that, instead of being competitive, becoming cooperative will bring prosperity.	0.816	
		I prefer the efforts of uplifting the standard of living to efforts involved in accumulating financial wealth.	0.794	
	Power Distance	Instead of doing things by own	0.829	0.868

Construct	Dimension	Items	Factor loadings	Reliability
		risk, it will be more advantageous to work in accordance with the instructions of competent persons.		
		I think centralized and formal management is more convenient than any others.	0.765	
		To identify and differentiate among social and economic classes, prestige and wealth is an acceptable standard for me.	0.751	
		I believe, instead of considering any one, power should be possessed by only a few competent persons.	0.743	
		It does not bother me if my boss has more authority than that of mine.	0.689	

APPENDIX 04
Questionnaire

Part I: Please put a tick mark (√) on the given categories

1. Gender: A) Female B) Male
2. Age: A) Below 18 B) 18 to 22 C) 23 to 27 D) 28 to 32 E) 33 to 37 F) 38 to 42 G) 43 to 47 H) 48 to 52 I) Above 52
3. Marital Status: A) Married B) Unmarried C) Divorced
4. Division of Origin: A) Barisal B) Chittagong C) Dhaka D) Khulna E) Rajshahi F) Rongpur G) Sylhet
5. Category of Job: A) Government Service Holder B) Private Service Holder C) Businessman D) Freelancer E) Unemployed F) Homemaker G) Student H) Others
6. Religion Orientation: A) Hindu B) Buddhist C) Christian D) Muslim
E) Tribal

Part II: Please put a tick mark (√) on the given categories.

(For the following question, mark from 5 to 1 scale. 5 = Strongly Agree, 4= Agree, 3 = Neutral, 2= Disagree, 1 = Strongly Disagree)

SL. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
01	I frequently gather information from other people before I buy.	5	4	3	2	1
02	If the brand has got a seal of approval of an independent testing agency, I will trust its performance more.	5	4	3	2	1
03	If I have little experience with a product, I often consult others.	5	4	3	2	1
04	To help choose the best alternative available from a product class recommendations from professionals or experts in-	5	4	3	2	1

SL. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	fluence my choice.					
05	When buying products, I generally purchase those brands that I think others will approve of.	5	4	3	2	1
06	I often purchase the similar products that others expect me to buy.	5	4	3	2	1
07	I rarely purchase the latest fashion styles until I am sure my friends approve of them.	5	4	3	2	1
08	It is important that others like the products and brands I buy.	5	4	3	2	1
09	I achieve a sense of belonging by purchasing the same products and brands that others purchase.	5	4	3	2	1
10	If I want to be like someone, I often try to buy the same brands that they buy.	5	4	3	2	1
11	I like to know what brands and products mark good impressions on others.	5	4	3	2	1
12	To maintain similarities with others, I often purchase the same products and brands purchase	5	4	3	2	1
13	I believe that, taking decisions independently, and frequently being alone is a means of exposing personality.	5	4	3	2	1
14	Instead of considering friends and family members, I will prefer to spend my leisure time	5	4	3	2	1

SL. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	individually.					
15	I do not consult with my friends and family members while taking any decision.	5	4	3	2	1
16	I think that, instead of being loyal to a specific group, it is better to safeguard self-image.	5	4	3	2	1
17	Usually I am not afraid of attempting any uncertain activity.	5	4	3	2	1
18	I will prefer that task which is highly profitable but full of uncertainty and risk.	5	4	3	2	1
19	When I find something hard to understand then I feel very enthusiastic to get acquainted with it.	5	4	3	2	1
20	I always welcome the new things and ideas.	5	4	3	2	1
21	I think that, taking care of the weaker, instead of the stronger, makes society well controlled.	5	4	3	2	1
22	I believe that, instead of being competitive, becoming cooperative will bring prosperity.	5	4	3	2	1
23	I prefer the efforts of uplifting the standard of living to efforts involved in accumulating financial wealth.	5	4	3	2	1
24	Instead of doing things by own risk, it will be more advantageous to work in accordance with the instructions of competent persons.	5	4	3	2	1

SL. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
25	I think centralized and formal management is more convenient than any others.	5	4	3	2	1
26	To identify and differentiate among social and economic classes, prestige and wealth is an acceptable standard for me.	5	4	3	2	1
27	I believe, instead of considering any one, power should be possessed by only a few competent persons.	5	4	3	2	1
28	It does not bother me if my boss has more authority than that of mine.	5	4	3	2	1

Whitman's 'Song of Myself' and Nazrul's 'The Rebel': A Comparative Study

Md. Jahidul Azad¹

Abstract: The paper aspires to explore some remarkable thematic resemblances between the American poet Walt Whitman, and Kazi Nazrul Islam, the great national poet of Bangladesh. Though Whitman and Nazrul were born to two different great nations and in fairly different centuries, they have become the poets of the globe, of all nations, and of all ages because of their splendid love for the common human race and true sagacity of well-being for mankind. Though they were truly the ambassadors of their own age, they were capable of transcending it and have become poets of the common people of all ages by virtue of their transcendental and common universal humanistic spirit. Even today, the poetry of Whitman and Nazrul deserves an intense consideration because they just not only spoke for the common and oppressed community but also unveil those exploiters who are genuinely responsible for many widespread evils of the globe. Though many poets and writers throughout the ages wrote for the common, Nazrul and Whitman are however different from them because of their universal voice, which exceeds any cultural milieu. In this article two major poems of both the poets are taken into consideration to comprehend the true affinity between them and show how they, in their respective historical context, realized the anguish of the common, addressed them appropriately and thereby how the truth and thoughts of their poetry enlighten us still today.

Keywords: Equality, Similarities, Revolutionary, Universality, Common Humanism.

American poet, Walt Whitman (1819-1892) and Bengali poet, Kazi Nazrul Islam (1899-1976) both had almost comparable intention as poets and views to reach the people beyond territory. Lyrically both were adept in composing poems in their respective mother tongue having accurate words of admirable appeal. Their life and works show astonishing resemblances with each other in numerous ways. Both of them devotedly noticed that the common were the most awful victims of all social, economic and political indiscriminations, and inequality. Though the poets were the voices of their own time, they have always been appreciated for their prose and poetical themes of social, economic and political beliefs for the emancipation of the common subjugated people of the world. Their works have always been highly valued against all sorts of unjust oppressors or universal human foes. And their identical family background and poverty-stricken life must have turned them to be the poets of the common. Their similarity in lives made their life and literature vividly alike. Based on their strong convictions of human dignity and equality as votaries of democracy, they spoke for the common and against all social and political

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evils permeating their time transcending equally the boundaries of their countries. Both the poets in the socio-economic and political upheaval of their respective society verbalized for the common and addressed the entire nation with a view to healing the nation equally thereby hoping and dreaming a world free from repression and injustice or anguish of all humankind.

Some critics of Nazrul have made their arbitrary comments on Nazrul and Whitman focusing on very slender affinity between the works of the two poets. This paper aims at exploring the poetic affinity of both the poets to a larger extent.

Bengali literature earned enormous reputation and recognition during the 19th century with the poets like Rabindranath Tagore, Michael Madhusudan Dutta, and Kazi Nazrul Islam. The century was mostly under the shadow of Tagore's strong influence until Nazrul came with the new voice and spirit of rebellion. Nazrul was a revolutionary poet with a tremendous rebellious approach against autocracy and dictatorship. Through his poetry and nationalist activism he acquired the title 'Bidrohi Kobi' (Rebel Poet) who later became the national poet of Bangladesh. He was born in an underprivileged family and tenderly named 'Dukhu Meah' (prince of sorrow). It is worth mentioning that Nazrul was born in 1899, seven years after the death of Whitman but some remarkable similarities between the poets both in their real life as well as in their poetic aspiration are found. Like Whitman, Nazrul never seemed fascinated to study at school for a long time. Nazrul also led a life of wandering like Whitman. The noteworthy point is both of them started their life with a ruthless struggle. Whitman, son of a British carpenter and Dutch mother, started working as an office boy at the newspaper printing press when he was only eleven because of extreme poverty in the family. Similarly after losing his parents in his early childhood, Nazrul had to work in a bread and bakery shop as a baking boy at a meager wage. In *Kazi Nazrul: Poet and More*, Sirajul Islam writes about Nazrul, "Like Whitman, who was an influence on him, Nazrul Islam was essentially a traveler along the open road" (Islam, 1994, p. 10).

When *Agni veena* (flute of fire) was published in 1922, the people of Bengal not only got a fresh voice but also found in Nazrul a bard of inexhaustible spirit and courage. Similarly, when *Leaves of Grass* came out in 1855, the Americans recognized a new voice, the voice of power, consciousness, new future and democracy. Whitman's conversion into the 'Walt Whitman' who springs forth from the pages of *Leaves of Grass* is one of the great artistic miracles in American literary history and the most 'generative nourishment' in American literature (Boris, 1991, p. 652). "Whitman is the greatest of the Americans. One of the greatest poets of

the world...” (Moon, 2002, p. 823). In terms of poetic themes and forms, both Whitman and Nazrul were unique hallmarks in the literary history of their countries. Generally speaking, both of them wrote for the common people because of their deep earnestness on the equality and human dignity. Especially, the two poems that bring both the poets close to each other are ‘Song of Myself’ and ‘Vidrohi’, meaning, ‘the rebel’ (Gupta, 1997, p. 112).

If we closely look at Whitman and Nazrul, we can get some striking similarities between the two great poets. Initially, if we consider the distance between Indian subcontinent and the United States, we find that when the sun rises in the United States, it is dusk in the subcontinent. The distance is quite substantial considering the era. Also astonishing are the resemblances between Kazi Nazrul Islam’s ‘The Rebel’ and Walt Whitman’s ‘Song of Myself’. It is purely co-incidental as they had no communication in their real life. Apart from themes, we find the resemblances in contents, versification and even in diction also. Nazrul’s first published anthology of poems *Agni veena* (1922) consists of 12 poems. ‘The Rebel’ is one of the notable poems in it. Similarly, Walt Whitman’s anthology of poems *Leaves of Grass* (1855) also contains 12 poems. ‘Song of Myself’ is the largest and the most significant poem in it. Their real life co-incidentally is also fairly similar. A significant experience was added to Whitman’s life when he joined the Civil War of the United States in 1863. Nazrul also went upto Karachi to join the first world war. One has the direct experience of joining the war but another has not. But while reading Nazrul’s poems one feels that Nazrul has a direct experience of joining the war. His poetic mind was always in a state of war. Nazrul was imprisoned by the British government for writing poetry. Whitman was not imprisoned but co-incidentally he lost his job for the similar revolutionary activities. Most surprisingly, both of them were born in May. Besides, at the age of 43 Kazi Nazrul Islam began suffering from an unknown disease, became dumb and almost paralyzed. Walt Whitman also at the age of 54 began suffering from paralysis and could not recover from that stage (Bradley, 1967, pp. 884-885).

Basically Kazi Nazrul Islam and Walt Whitman are frequently compared for their thematic resemblance. Both are equally ‘loud-mouthed’ and ‘voluntaries of democracy’ (Islam, 1990, p. 17) - a system that authorizes equality of opportunity to everyone. Though the space of time between Whitman and Nazrul is vast, the circumstances of their time were approximately alike. When Whitman’s America was just liberated from the British rule, Nazrul’s own country was still under the shackles of the British imperialism. Although Whitman belonged to the post-independence period, the racial conflict was going on. Many of the blacks were under extreme

slavery and a silent war was going on between the white and the black which rather can be considered as the second 'War of Independence' of the United States. Whitman actually worked a lot for the democracy and rights of the black people and tried hard to maintain a balance between the the ruling and working class. On the other hand, Nazrul's battle was very much visible, because when Nazrul arrived on the literary scene, he observed the colonial rule, a rule that had created many evils- economic, social and cultural. Nazrul thus in his writings blended equality, justice, human rights with humanity which portrays a great sign of humanity in him. Basically in the writings of both poets we find an indistinguishable fusion of realism and romantic fervor. Both Whitman and Nazrul used their romantic and realistic poetic obsession to verbalize against all sorts of subjugation and injustice. It was not like Alexander Pope or John Dryden, who only depicted 18th century social foibles or imperfections of English society. Also not like William Wordsworth or S.T. Coleridge who only make the readers travel to the imaginary world of nature or distant sea with the appearance of unreal objects. Whitman and Nazrul, in contrast, spotted intensely the concrete roots of socio-economic evils and authentic views of their era to bring about a change. Both of them as far-sighted poets noticed and understood the core reasons of the miseries of the common and for this, when the poor and the common were subject to the dreadful desires of the oppressors, both of them verbalized their feelings against the oppressors, indiscrimination and unfairness of all sorts permeating their own society. Both the poets were well-inclusive and well-accepting to all; as a result, revolutionary approach distinguished their lives and their poetry from the others. They are both realist and romanticist simultaneously. In 'Song of Myself' Whitman himself conveys contradiction and dualistic poetic entity:

Do I contradict myself?
 Very well, then I contradict
 I contain multitudes. ('Song of Myself', lines 1324-1326)

Nazrul resolutely wanted to modify the existing social order in the wake of colonial subjugation. He saw landlords were enjoying a contented life and their wealth evidently came from the nameless peasants sweating in the sun and rain. The common people, whether they were Hindus or Muslims, were exploited and subjugated brutally. Though Bankim Chandra Chatterjee and Tagore wrote about the deprived and lowly, they still were detached from the common and poor class. The cause is clear as "the writers belonged to the same class as the landlords" (Islam, 1994, p. 17). During the time Nazrul's extraordinary mode of defiance and fury against the oppressors was startling in Bengali literature. Similarly, Walt Whitman composed his poems in one of the most hazardous and difficult periods of American history. The root cause of troubles during Whitman's

time, Like Nazrul's, is economic. The union was divided into two, the North and the South, on slavery, tariff and tax issue, which ultimately led the United States to the civil war (1861-1865). Whitman, like Nazrul, was not concerned with the elite class, but with the aspirations of the common oppressed section of his society. 'Song of Myself', did focus "the poetic eye for the first time on the common people" (Walt Whitman Biography, Available at newworldencyclopedia.org), and so did Nazrul. Both Whitman and Nazrul sought essential modifications in their respective society and age. Both poets stimulated and agitated the minds of the mass. Whitman thought of himself as the 'chosen one to agitate the country...' 'Agitation' is the great and mighty instrument for carrying forward radical changes...' (Reynolds, 2000, p. 7).

Both the poets, through their far-reaching mode and writing, could touch the mass mind. There is a great surge of life within both poets, and by centering on the miseries of the common their poetry articulates equality for all classes of people. Their dreams were of a civilization without discriminations--economic, racial, and political. So, Nazrul declared a rebellion against economic inequity, religious and racial divisions and wanted a society in which the identity of a man would be nothing but a man (Sultana, 1969, p. 278). Nazrul writes:

Weary of battles, I the great Rebel,
 Shall rest in peace only when
 The anguished cry of the oppressed
 Shall no longer reverberate in the sky and the air
 And the tyrant's bloody sword
 Will no longer rattle in battlefields. ('The Rebel', lines 112-115)
 (Translated by Sajed Kamal, 1999)

The most appealing features of 'Song of Myself' and 'The Rebel' are the celebration of 'self' and 'ego-perception' of the poets. These two poems also represent an incredible sense of spirituality mingled with romantic passion as well as mundane themes. For the merriment of 'self', both poets use 'I', which is not only an embodiment of the two 'ego-perceptive genius' (Rahman, 2005) but also a sign of combined ego of humanity. Here 'I' becomes the mighty word of the globe. Addressing all human beings as 'you' Whitman writes:

I celebrate myself;
 And what I assume you shall assume;
 For every atom belonging to me as good belongs to you.
 ('Song of Myself', lines 1-3)

Therefore, at the commencement of the poem, Whitman smashes all fake conceptual obstacles to universal brotherhood by insisting on similar hu-

man constituents, “every atom belonging to me as good belongs to you”. Like Nazrul, Whitman not only breaks the poetic traditions but also sets poetry on the ‘vernacular of America’s common people’ (Walt Whitman Biography, Available at Wikipedia.org).

However, in ‘The Rebel’, Nazrul puts a great weight in the mighty word ‘I’ in a vibrant and bold manner. He mentions this pronoun 144 times in the poem and 98 times at the beginning of a line. The poem, significantly full of Hindu and Muslim mythological symbols, strengthens Nazrul’s rebellion in a vital way. ‘I’ becomes a different love-self in both poems bestowed with spiritual supremacy and rebellion. Nazrul writes:

Proclaim, Hero,
Proclaim: I raise my head high!
Before me bows down the Himalayan peaks!
Proclaim, Hero,
Proclaim: rendering through the sky,
Surpassing the moon, the sun,
the planets, the stars,
Piercing through the earth,
The heaven the earth, the cosmos
and the Almighty’s throne,
Have I risen I eternal wonder
of the creator of the universe. (‘The Rebel’, lines 1-9)
(Translated by Sajed Kamal, 1999)

Whitman, a true speaker for mankind, on the other hand, conveyed the universal human nature in his poetic fold. Their transcendental ‘self’ transmits to all human beings through an understanding of the widespread human nature and through their inward mental curve to mankind:

Walt Whitman, a kosmos, a mighty Manhattan the son,
Turbulent fleshy and sensual, eating, drinking, and breeding,
No sentimentalist, no stander above men and women or apart from them,
No more modest than immodest.
(‘Song of Myself’, lines 497-500)

Likewise, rebellious poet Nazrul never forgets to mention the common miseries caused by different social evils in ‘The Rebel’. He fearlessly conveys that he would not be calm until and unless that day comes when struggles, oppression, depression of common humanity would come to an end. But when Nazrul conveys boldly the power of his self-saying, ‘I am the god of gods, the supreme humanity traversing the heaven and earth’, he echoes Whitman very nicely (Tajuddin and Huda, 2015, p. 110):

I have said that the soul is not more than the body,
And I have said that the body is not more than the soul,
And nothing, not God, is greater to one than one's self is
(‘Song of Myself’, lines 1269-1271)

Great rebel poet Nazrul also composed a few great rebellious poems like ‘The Rebel’. Among those ‘Coolie Mojoor’ (Day Labourers), ‘Chor Dakat’ (Thieves and Robbers), Kishaner Gan (Song of Farmers) are notable poems in which the poet also mostly focuses on the grief and struggles of the life of common people and simultaneously the oppression over them and unveils the faces of oppressors through his innate words of rebellion. Whitman also undoubtedly celebrates these working class people similarly:

Comrade of raftsmen and coalmen, comrade of all who shake
hands and welcome to the drink and meat,
(‘Song of Myself’, lines 343)

or

Through me many long dumb voices,
Voices of interminable generations of prisoners and slaves,
Voices of the diseased.. of thieves and...
(‘Song of Myself’, lines 508-510)

Apart from that, both Nazrul and Whitman, despite being revolutionary, sound like the Sufis who try to appreciate almighty God with love and attachment. Nazrul probably is motivated by oriental mysticism as he translated *Rubayat-e-Hafiz*, a famous work of Iranian mystic poet Samsuddin Mohammed. Nazrul, like Whitman, is triumphant in realizing his own self. The intensity and the vibrant emotion of the poet's self-realization are also present in Sufism and its message (Mukul, 2001). Regarding the spiritual feature of Whitman's poetry it can also be said that, *Leaves of Grass* in general, and ‘Song of Myself’ in particular disclose similarities between Whitman's experience and the mystical literature in general. Besides, “it is the inner enlightenment and extraordinary individuality and inevitability that link all the mystical writings, eastern and western...” (Gupta, 1997, p. 112).

Though there are incredible similarities between Nazrul's ‘The Rebel’ and Whitman's ‘Song of Myself’, sometimes a little bit of deviation is observed, especially on the basis of ‘Consciousness’. This probably occurred for the diverse life styles of the poets. Whitman's ‘Song of Myself’ has 1346 lines but Nazrul's ‘The Rebel’ has only 139 lines. Both the poems have different parts and both the poems are large of course. The title itself of Whitman's poem, in fact, shows that both the poems center on ‘I’ and ‘Myself’ quite vividly. In the large preface of Whitman's *Leaves of Grass*

(1855), basically 'self' is marked like "Only the soul is of itself all else has reference to what ensues" (Bradley, 1967, p. 900). The authority and prospect of 'self' are also largely portrayed here. Whitman basically starts the poem with the invocation of the 'self'. He writes:

I celebrate myself, and sing myself,
And what I assume you shall assume,
For every atom belonging to me as good belongs to you.
I loafe and invite my soul,
I lean and loafe at my ease observing a spear of summer grass.
(*'Song of Myself'*, lines 1-5)

Besides, Nazrul actually first used the pronoun 'I' in the ninth line of 'The Rebel'. While using 'I' at the beginning of a line, Nazrul intentionally maintained a gap from the other words. This actually highlights 'Myself' in a harmonious way. Like Whitman, Kazi Nazrul actually did not pluralize the concept of 'I' in 'The Rebel'. The poem starts with the severe boldness of 'I' (Kadir, 1993, p. 20):

Proclaim, Hero,
proclaim: I raise my head high!
Before me bows down the Himalayan peaks!
(*'The Rebel'*, lines 1-3) (Translated by Sajed kamal, 1999)

But Like in Nazrul's, in Whitman's poem 'I' never remained as 'I' always; sometimes it became 'We' as well. Here Nazrul is different from Whitman on the basis of 'We' and 'I'. Nazrul always had the belief on 'Myself'. But Whitman's 'I' occasionally changed. Probably he never highlighted 'I' and 'Myself' because he was quite gregarious in his real life. He was directly connected to American Democrat Party. He could not unite himself in 'Myself' only as he wrote in favor of the blacks and the poor farmers during the time. Whitman writes:

We should surely bring up again where we now stand,
And surely go as much farther, and then father and father.
(*'Song of Myself'*, lines 1192-1193)

Apart from that, Nazrul, despite being religious to some extent, does not seem to be an ideal follower of Whitman's mysticism. Nazrul by unfolding himself at a certain point even tends to defy the height of the seat of the Creator also to proclaim his boldness. This unique approach suggests his true revolutionary spirit. Nazrul writes:

piercing through the earth,
the heavens, the cosmos
and the Almighty's throne,
have I risen I, the eternal wonder
of the Creator of the universe.

(‘The Rebel’, lines 7-9) (Translated by Sajed Kamal, 1999)

On the other hand, Whitman seems more calm and submitted to God. He seeks God as his relative. This truly demonstrates the identical notion of the two great poets. Whitman writes:

And I know that the hand of God is the promise of my own,
And I know that the spirit of God is the brother of my own.
(‘Song of Myself’, lines 92-93)

Apart from all those disparities, some people at times presume the factual grounds behind the affinity of the two poets as they consider that Nazrul may have read Whitman’s poems as Whitman’s poems became tremendously famous worldwide during 1870’s especially in Germany, France, England and different other countries among the freedom lovers (Bradley, 1967, p. 884). Even those who could not read his poems got the idea about Whitman’s poems through newspapers. It is apparent because Nazrul mentioned Whitman’s name in several of his writings. It is relatively astonishing considering the era. In 1927 when Nazrul’s poem ‘Agro Pathik’ (Pioneer) was published in the paper ‘Saogat’, in the footnote Whitman’s name was mentioned (Kadir, 1993, p. 927). Whitman’s poem ‘Pioneers! O Pioneers!’ (Birds of Passage) has a huge resemblance remarkably with Nazrul’s poem ‘Agro Pathik (Pioneer)’ which rather suggests that Nazrul may have read Whitman’s poems. Besides, Nazrul in his essay ‘Bortoman Bishwa Sahitya (Present World Literature)’ also mentioned Whitman’s name along with other famous writers of the era. It rather creates intense mystery.

The discussion made above denotes that Whitman and Nazrul are indistinguishable with each other in many points; especially their sheer rebellion against injustice on common people and profound love for the mankind. These widespread themes are mingled in Whitman’s and Nazrul’s poems as harmonizing components to complete their poetic aspiration. Their infinite love for the common people in particular and mankind in general is accredited to their spiritual understanding and their realization of love as being fundamental strength behind all creation. About Nazrul it may be said that ‘his rebellion is the output of his love’. Whitman in ‘Song of Myself’ conveys that ‘love is the keelson (foundation) of creation’. Through their ‘all accepting’ voice and ‘all loving’ attitude they want to disseminate the message of love, which is the message of God (Sastry, 1982, p. 19 & 80). Because of the unfathomable love as they have

shown for unprivileged and the common, it may be proclaimed that the voice of these two great worshipers of humanity- Whitman and Nazrul, shall always reverberate in the deep recess of the heart of every common man.

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Dynamic Team Process at Tertiary Level: Perceptions of Students

Sabrina Syed¹ and Muhammad Foysal Mubarak²

Abstract :This study was carried out to investigate the perceptions of students regarding the nature of dynamic team work at tertiary level. It explores the challenges of group assignment and the management strategies to minimize challenges facilitating greater levels of peer and interactive team-work. This was a mixed method interpretative study which employed qualitative and quantitative approaches to have better understanding and triangulation of generated data. Quantitative data was generated through online survey and qualitative data through 'Focus Group Discussion'. The sample for this study was selected from the undergraduate level students of one of the leading private universities of Bangladesh. Concrete recommendations were given to improve the status of dynamic team process at the undergraduate level on the basis of the findings of this study.

Keywords: Group work, dynamic, effectiveness, challenges, tertiary level.

Introduction

The need for tertiary educators to use a variety of teaching strategies has become increasingly important with the shift from a predominately instructivist to constructivist pedagogy. Learning designs need to incorporate student-centered team based learning pedagogy. Teamwork helps to promote deep learning that occurs through interaction, problem solving, dialogue, cooperation and collaboration (Tarricone, 2002). Group work makes students autonomous learners who work collaboratively for their own learning. It is a teaching strategy used at all levels of education and researchers observed that group based assignments and discussions are a common feature of tertiary education (Raja, 2012). It provides opportunities for students to negotiate meaning and manipulate ideas with others and reflect upon their learning. Contrarily, this is not always viewed for its positive repercussions (Burdett, 2003). In a discussion about peer learning with the undergraduate students of a leading private university of Bangladesh, some problems of peer learning have also been revealed, an emerging but strong need can also be observed which sets the formation to rethink about the process and output of peer learning activities. There-

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fore this paper presents students' views about team work to improve the effectiveness of learning.

Purpose of the Study

The study extends current literature on dynamic team process among university students. The followings are the main objectives of the study:

- It investigates the perceptions of students regarding the nature of dynamic group process.
- It explores the challenges of group work and the group work management strategies to minimize challenges facilitating greater levels of interactive team-work.
- It identifies framework that educators can use to promote effective collaborative learning in their classes.

Conceptual Understanding

There is strong evidence that groups pass through a sequence of four stages of development proposed firstly by Bruce Tuckman. It is generally not possible to achieve high team performance until the group has passed through these stages.

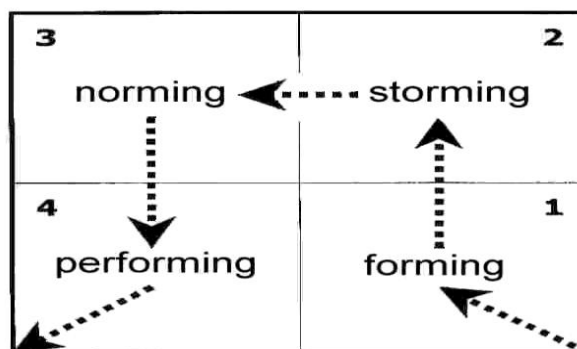


Figure 1: Stages of Team Building

Forming Stage

Tuckman's (1965) sequential model suggests that in the forming stage, members consider interpersonal relationships within groups (Miller 2003). Students' values get recognition in the times of peer choosing but it is more appropriate for the teachers to do so as students' preferences shift every time in choosing peer groups (Mitchell et al., 2004). Heterogeneous team of peers can cause some tension in the class work and is more challenging due to inherent differences within peer group. (Nielsen et al. 2009). On the contrary, according to McManus & Grettinger (1996) students of heterogeneous ability perform significantly higher than the

students do in homogeneous group. Formulating groups with equal number of boys and girls promote mutual understanding than do same sex groups (McManus & Grettinger, 1996).

Storming Stage

Suddenly those things that do not seem to matter apparently start to matter and hence conflicts arise. Peers' behavior ranges from silence to domination in this environment. While some members would rather avoid the conflicts, it is important to build skills to cope up with the stress of this stage (Cain, 2003). According to Tuckman's model it happens that the group members raise conflict over their activities and they react towards each other. Intra-group conflict and hostility take place as a result of the assertion of autonomy and leadership struggles (Miller, 2003). The tutor should make sure that the conflict remains within manageable limits (Lindsey & Hartley, 2007).

Norming Stage

After all storming, peer groups typically welcome breath of fresh air. Although they are not yet at the high performing stage, troublesome members are beginning to work and good things begin to happen (Cain, 2003). Agreement and consensus are largely formed, roles and responsibilities are clear and accepted. Big decisions are made by them and smaller decisions may be delegated to individuals (Chapman, 2009). The group begins to demonstrate 'trust and structure' as well as 'cohesion and openness' (AGPA, 2007). Group develops a stronger commitment to the goal (Mind tools 2013). Task work moves into a period of new openness and of exchanges of task information (Miller, 2003).

Performing Stage

Performing in a peer group might not be applicable for all. This develops mostly in individuals who are enjoying the work who demonstrate it through their performance. It helps teachers of larger classes to deal with the grading load and helps students prepare for the collaborative work. Using teams effectively requires pre-planning and more class management by monitoring, but the active learning and development of interpersonal skills make group assignments worthwhile for both teachers and students (Vik, 2001). Peer groups might ask for assistance from the facilitator with personal and interpersonal development (Chapman, 2009). When the peer group starts to perform, hard work leads directly to progress towards the shared vision of their goal. Group members attempt problem solving and task completion (Miller, 2003) and the tutors' role is to provide expert advice and support (Lindsey & Hartley, 2007). It is the most productive stage.

Methodology

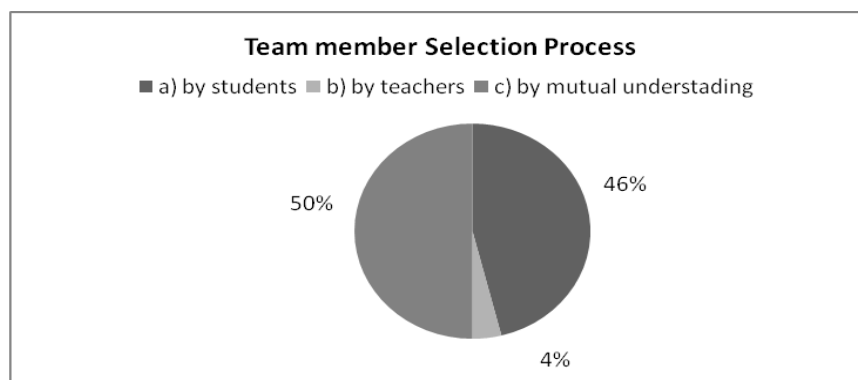
This was a mixed method interpretative study which employed qualitative and quantitative approaches to have better understanding and triangulation of generated data. Major part of the study was based on the qualitative method and findings, whereas the quantitative part was relevant to support, validate and judge the qualitative findings. Quantitative data was generated through online survey having both open and closed ended questions with the opportunity of giving multiple responses and qualitative data was generated through Focus Group Discussion. The sample for this study was selected from the undergraduate level students of one of the leading private universities of Bangladesh. 185 questionnaires were distributed through email and in all 152 usable questionnaires were returned having a response rate of 82%. A review of published social research literature suggests that a response rate of 50% is considered adequate for analysis and reporting (Babbie, 2007). For direct interaction with the participants of two Focus group discussions were conducted consisting of 15 members in each. Software such as Microsoft office (MS word, excel) and SPSS-17 had been used to analyze and process data.

Analysis and Discussion

Group Forming Practices at Tertiary Level

Students can select their peer for group work but teachers' intervention is needed and group formation process should be defined to assist teachers. It can be seen that groups were formed with mutual interest of teachers and students in fifty percent cases whereas, 46% students think that the teams are formed according to their interests (Table 1.1).

Table 1.1



This is evident that when teachers select the peer mates for a group activity, most of the times they select students randomly (Table 1.2). But when students select members, they give almost equal preference to the previous conflicts, behavior of their peer mates and emotional attachment (Table 1.3).

Table 1.2

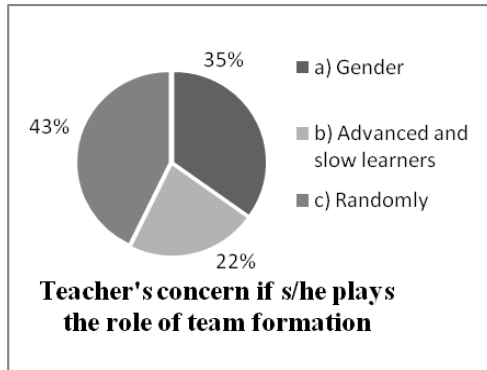
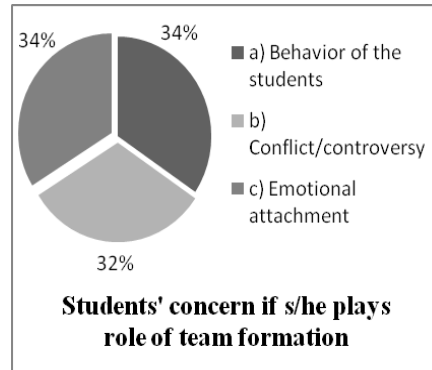


Table 1.3



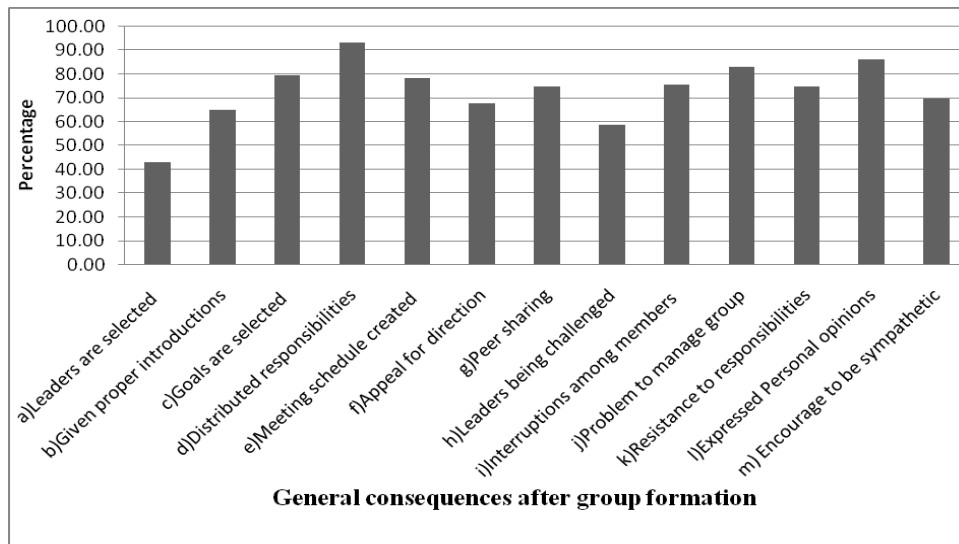
Group Dynamics at Tertiary Level

The common characteristics of students’ behavior in the early stage of group activity:

- Conflict, defensiveness, choosing sides and competition
- Students react with each other though group delivery is negatively related to cognitive task and positively related to emotional task.
- Autonomy occurs and leadership struggle is difficult.
- Individuals show resistance to task and change their behavior from silence to domination.

From the responses of students, it is obvious that they also face this type of issues. Leaders face problem in managing groups in this stage and members often interrupt each other during the discussion. Most of the participants share their opinions and show resistance to take responsibilities. Personal conflict is another problem for this stage though members try to be sympathetic to their group mates (Table 2).

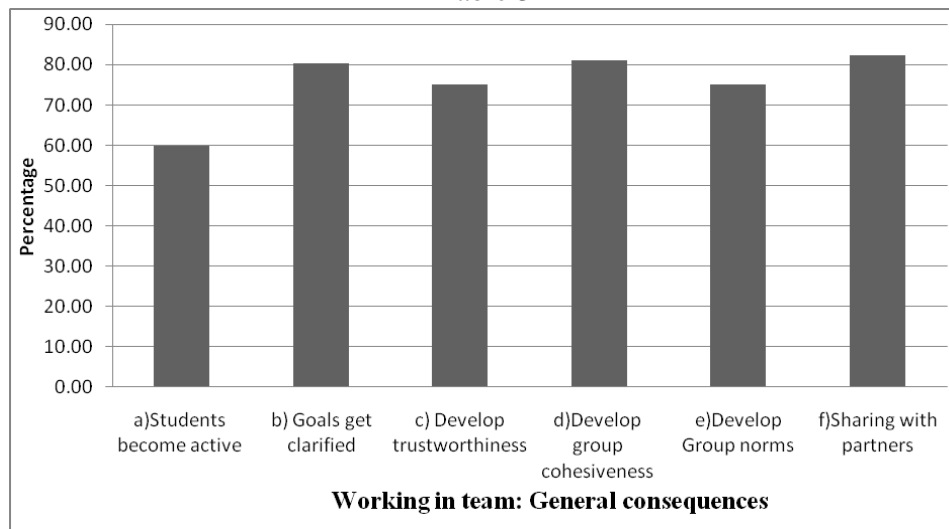
Table 2



Thus the literature shows how the group activities require planning, communication, timing and skill to deal with frustration. Conflict may not influence work as much as expected if team leaders or supervisors can take the responsibilities to help group mates and to cope up with the stress.

Responses show most of the students have good experiences when some norms are developed among them; they become confident and start to understand their peer. Students get clarified gradually on their goals and become more trustworthy to each other. It is found that almost eighty percent of the students feel that they are having clear views gradually on their goals and start working like a unit in the norming stage (Table 3).

Table 3

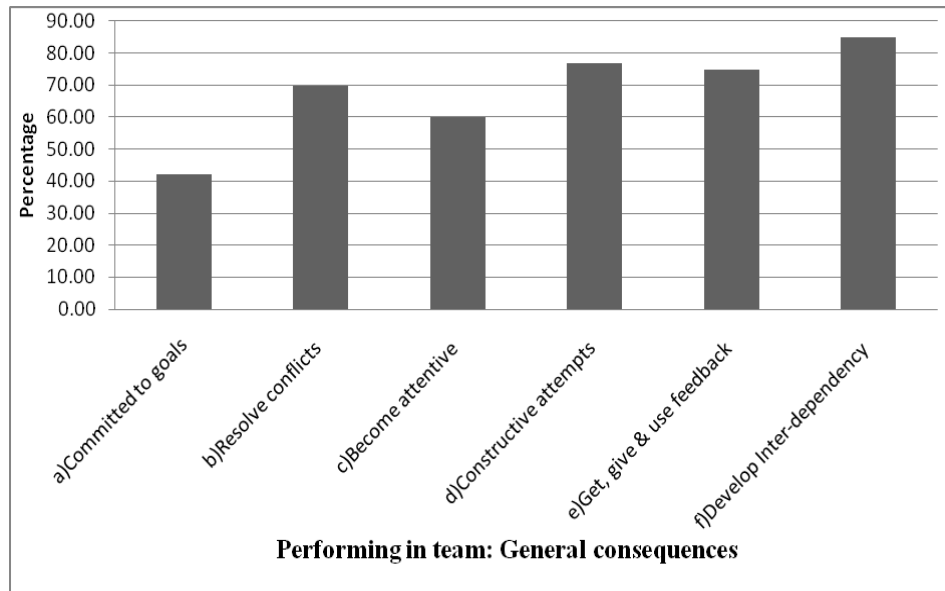


Though in this stage students should be more active in performing the assignment, the responses from students indicate that few students are active in performing the assignment in this stage. A group loses its creative edge is the only risk of this stage. The norms and rules were developed within the group and team leaders only need to check that the group is on track in this stage. A group can make a plan to solve any problem and individuals know their role in the plan. More than seventy percent of the students responded that the ground rules/norms were developed properly in this stage (Table 3).

In the productive stage, students can share problems and have the abilities to solve the problems. They have respect, trust on each other and can share the responsibilities with peers. Here students are confident enough to face challenging activities because the team becomes more strategically aware and independent. The team's goal is clear to the members and they have a good understanding with their leader. So, team achieves high au-

tonomy in this stage. Disagreements may occur among the students but in this stage they know how to solve it positively (Table 4).

Table 4

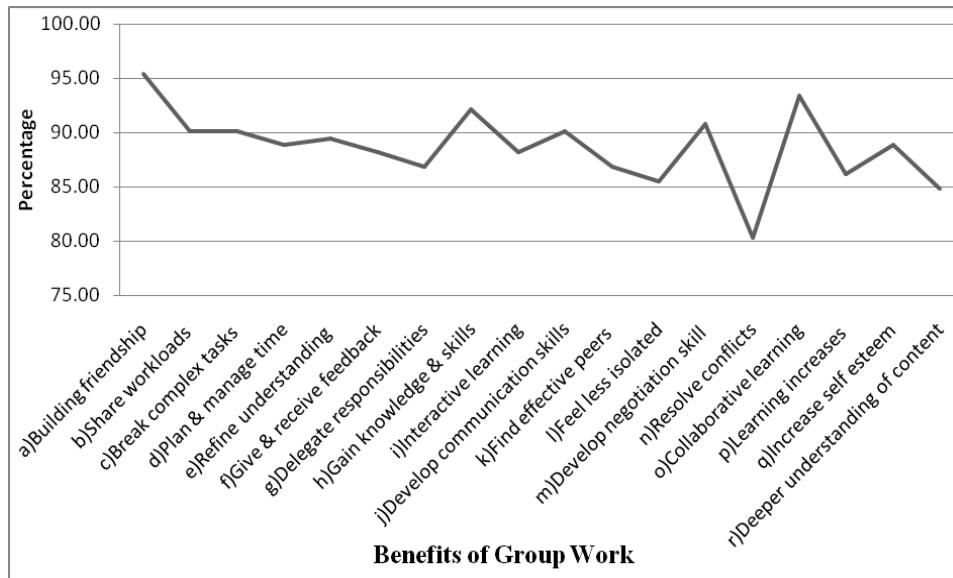


However, seventy percent students feel they solve conflicts easily and interdependency in relationship is developed in more than eighty percent cases in this stage. Moreover above forty percent students are committed to the group goal and task. They do not manage their times effectively which is unusual for this stage. Communication rate should be highest and effective but students are not that much communicative though the response from only half of them is that they communicate directly and honestly. This is the stage when teams should stay focused on the task but in maximum cases students cannot make it. Member's attention rate is expected more in this stage but it is sixty percent only. Although this is the productive stage, considering all the responses the productivity is not satisfactory for the students (Table 4).

Benefits of Group Work Perceived by Students

Students are getting benefits from group activities in many cases. These are reflected in their responses. For example, most of them are happy with the process of group activities because the process helps them to build friendship, meet with new people, share the work load, break complex tasks, plan & manage time, discuss for better understanding, get feedback etc. (Table 5).

Table 5



The benefits of group activities are not limited in the boundary of the mentioned things; the activities also help students in learning which is replicated in their responses. Most of the students are also happy with the outcome of group activities. They feel the outcome is good because group work generates more ideas and it helps to develop strong communication skills and the skills to negotiate with others (Table 5).

Challenges of Group Learning Perceived by the Students

There are several problematic issues. Firstly, members do not think in the same line in a group activity and active members have less coordination with lazy people. Another issue is active members do not like being responsible for their classmates' grades. They also face disagreement about the work and difficulties to coordinate the schedules. Some other challenges include handling dependent people, establish own ideas, same grading system and feedback system.

Major Findings and Recommendations

Based on the discussion in the previous sections, this study sheds light on few issues related to group work which are also supported by the data derived from 'Focus Group Discussion' with the students. These are as follows:

- Most of the students are getting benefits when the group mates are selected mutually both by the students and the teachers.
- Students feel the urge to select a competent leader for dynamic team activities.
- The activities after the group formation require planning, communication, timing and skills to deal with frustration. Conflict will not

influence work as much as predicted if team leaders and teachers can take the responsibilities effectively to help them to cope up with the stress.

- When team members become more active in performing the assignment, teachers need to be more conscious. Students need frequent monitoring at this stage.
- Students are not always capable enough in managing their time effectively which is unusual for performing stage. So, they need help to make an effective schedule for work.
- Students need to develop better communication skills.
- Group should stay focused on the task but in maximum cases the students could not make it.
- Students were not optimistic with others opinion and thinking.
- To avoid lazy people in a group, teachers can take different steps like-
 - Monitoring the group activities effectively.
 - Sit with the group mates regularly to monitor their work.
 - Develop complaining system.
 - Take oral test individually to assess their work.
 - Develop effective grading system to make sure that each member gets marks based on his/her performance.
 - Bonus/incentive/motivation for active members are required.
- Teachers need to give constructive feedback to the groups time to time.
- This is evident at the end of the work where students' delivery is not always satisfactory. They need extra care from teachers.
- Proper allocation of work can help the students run their work smoothly and for the teachers to monitor them effectively.
- The attitude of appreciation / acceptance to others' opinion among the students helps to develop strong bonding which will assist in avoiding conflicts.
- Students need to understand their responsibility and act as responsible members.
- Workshop on 'how to work in a group' will help students to perform better in a group.
- Effective feedback from group mates and teachers are needed for every individual.
- Regularity and punctuality is another important issue which needs to be considered for effective team work.

Conclusion and Implications

In conclusion it can be said that the large multilevel class works are better when we provide a great deal of variety in teaching. Often the teachers need to encourage students to participate or prompt the students with in-

formation. Students need to be trained to work in group settings. They need to recognize the importance of communication in class. The data provides implications for teacher training also. Teachers do not have to simply keep students busy in a number of activities, but promote learning. Only those teachers who have a belief in effectiveness of group work can conduct it fruitfully.

In this study, participation was voluntary and was conducted at 3 departments from one of the leading private universities in Bangladesh. So, the findings should be interpreted with caution as the participants were from a particular university and do not represent all the students of the country. In spite of having this limitation, it is expected that the suggestions put forward are of some value in other institutional settings and all other subject areas as well.

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Critical Evaluation of the Role of the International Criminal Court (ICC) in the International Criminal Justice Regime: Hope or Despondency

Tariq Bin Sarwar¹ and Md. Abdul Jalil²

Abstract: International Criminal Court (ICC) was established to ensure international criminal justice which is a high ideal. But the role of the Court has become questionable. The functions of the Court up to now do not create a very optimistic impression though it was established after many bitter experiences humanity had gone through. There have been attempts internationally to ensure justice. International Criminal Court (ICC) is the final accomplishment in this. But genocide, war crimes, crimes against humanity, crimes of aggression have not stopped. Therefore, effectiveness of ICC has been questioned on many occasions. Violations of the international law are still going on. Moreover, capacity and impartiality of ICC have also been a major concern. Now, it is pertinent to discuss the role of ICC in the last two decades. The present research will evaluate the performance of the International Criminal Court (ICC) up to now. It will analyze the weakness and limitations of the ICC in ensuring justice. Without the co-operation of the international community it is not possible to ensure international criminal justice since enforcement of international law is a great challenge and ICC is not an exception. The article will try to reach some findings regarding effective functioning of ICC as the torch bearer of international criminal justice.

Keywords: International criminal justice, International Criminal Court, independence, impartiality, procedural fairness, strengthening ICC.

Introduction

Former co-chair of the South African Truth and Reconciliation Commission Dr. Boraine (2002) noted in the *Plavsic* sentencing hearing

“It’s the same cry that I’ve heard all over the world in so many different cultures and different languages, and it goes something like this, quite simply, and yet desperately. I want to know what happened. I want to know why it happened. I want to know where the body is of my loved one. I want to know.”

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The answer to all those questions lies in an impeccable criminal justice system, internationally, for the present purpose. As a corollary, it comes to the attention of the inquisitive minds to investigate into the present international criminal justice system to quench their thirst. This article brings to light an overall scenario regarding the functions of the International Criminal Court (ICC) to date and some other issues related to it. What is commented regarding ICTY (International Criminal Tribunal for the Former Yugoslavia) may well suit for ICC (David, 2004) and moreover, in the words of Professor Cassese (1998) who once described the Yugoslav Tribunal as a 'giant without arms and legs [who] needs artificial limbs to walk and work', the ICC may well be another such giant. This is not to deny that the procedures, rhetoric and ideology of international criminal justice may be invoked selectively, hypocritically or in bad faith, in pursuit of narrow state interests (Paul and Nesam, 2003). Hence, ICC may have been restrained in different ways to function independently and impartially. David (2004) says 'My own experience as a judge of the ICTY has taught me that the most attractive colours do not always make the most appealing picture...'

Needless to say, the history of mankind is, *inter alia*, the history of crimes. Human beings have been committing crimes of different forms since the inception. Now it has evolved into an international character to be termed as 'international crimes'. Genocide, war crimes, crimes against humanity are the few instances of which hallucinating consequences shook the world conscience in the last century on many occasions and in different parts of the globe. Therefore, the idea of justice has been developed and emerged into international justice or more specifically international criminal justice. A new dimension of the idea of justice has emerged, particularly in international criminal justice system and it has changed the fact that justice was done in the name of the abstract notion of "humanity" but not necessarily in that of the victims (Forman, 1999). The ICC is intended to be the ultimate symbol of the international community's aspiration to global justice. Though international criminal justice has assumed unprecedented significance in theory, policy and practice over the last few decades and accountability has replaced impunity in principle, if not yet in practice and the creation of a permanent International Criminal Court has further strengthened that resolve, but there is still weakness of both national and international legal responses to those crimes which has rendered justice as just a vague ideal for the demoralized survivors of the ransack (Afflitto, 2000). The problem lies in the selective application of the norms of the international criminal justice which asserts that justice depends upon the will of the victorious. But let's not be demoralized because the international criminal justice system has im-

portant implications as a means to end impunity for crimes committed, whether through exercising primary jurisdiction or in a complementary role, together with national justice systems and other accountability mechanisms. Domestic legal systems as well as international law, the two bedrocks of international criminal law, constitute the corpus of international criminal justice system. The emerging international criminal justice movement has committed itself to prototypically 'legal', or 'juristic', responses to international crime to reestablish the rule of law in the wake of systematic war crimes, genocide and crimes against humanity.

International criminal justice has to be understood in the present world's context. It is a matter of pondering over whether the killing of the Palestinians by the Israeli army has anything to do with it or the killing of the supporters of the democratically elected President Mursi by the Egyptian army under the leadership of army chief General Sisi or the killing of hundreds of thousands of people in Syria or the massacre in Myanmar of the 'Rohingyas' by the Buddhists and many more. These are all recent and current events which cannot and should not be skipped along with what happened earlier. These facts are of immense relevance to understand international criminal law and justice, its implementation and guarantee, and the role of the International Criminal Court better. In this writing it has been highlighted that how ICC has been playing its role since its inception to ensure international criminal justice and what are the challenges in doing so and what are the success stories so far. It has been argued what more ICC could do to set examples so that international criminal justice could be ensured leading to a peaceful world and the recurrence of international crimes could be prevented. There is an old adage 'It is not enough that justice to be done; it must also be *seen* to be done'. If justice cannot be ensured and the criminals enjoy impunity, there will be recurrence of crimes, potential criminals will be encouraged and humanity will be at stake.

From 'Crimes' to 'International Crimes': A Leap Frog

'International Crimes', as documented, is of relatively late origin, taking the example of genocide which is arguably the paradigmatic international crime, *inter alia*, as reflected in the adoption of the 1948 Genocide Convention and in the creation of international tribunals to adjudicate the allegations of that crime, from Nuremberg to the former Yugoslavia, Rwanda, Cambodia and East Timor. Though genocide, only, has not been the scope of this investigation nobody will deny that it is a special heinous crime of prime international concern. A straightforward application of criminological method might fruitfully be employed to deconstruct the

notion of 'international crime' because theories of criminology are being gradually extended to international context.

Though the term crime does not, in modern criminal law, have any simple and universally accepted definition (Farmer, 2008), in spite of that crime is known to all as an act or omission forbidden by law which affects the state and for which punishment is prescribed in the criminal law. Lord Esher observed in *Seaman vs. Burley* (1896) that it does not depend on the nature of that act or omission for becoming it a crime rather it depends upon the nature of the legal consequences that may follow it. When it comes to international crimes, these are simply the crimes of international nature which are in violation of international law and affect more than one state or the international community and sometimes the humanity at large. Though these are called international crimes but these can be tried in the national courts at the first place according to the principles of jurisdiction under international law. Article 1 of the ICC Statute says genocide, war crimes, crimes against humanity, crime of aggression or crimes against peace are considered to be the most serious crimes of international concern. Besides, 'international crimes' also include piracy, human trafficking, smuggling, illegal arms dealing etc by virtue of the Convention on the High Seas (1958), the United Nations Convention on the Law of the Sea (UNCLOS) (1982), the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949), the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (2003), (also referred to as the Trafficking Protocol or UN TIP Protocol), the Protocol against the Smuggling of Migrants by Land, Sea and Air (2004), supplementing the United Nations Convention against Transnational Organized Crime (2000), The Arms Trade Treaty (2014). Despite terrorism has not been sufficiently defined as a crime in international law still, a number of particular terrorist acts have been defined as violating international law (Tom, 2006). However, this article concerns only to those international crimes which are recounted to come within the jurisdiction of ICC.

International Criminal Justice: What has Happened So Far?

The commitment of the governments reflects international criminal justice which can be ensured through the implementation of law and it begins with respect to the law and matures through the enforcement of the law. They commit to put an end to impunity, prosecute those responsible for genocide, crimes against humanity, and war crimes, and exclude, where feasible, these crimes from amnesty provisions and amnesty legislation (United Nations, 2002). Supreme Court Justice and Chief US Prosecutor, Robert Jackson (1945) stated so well in the second paragraph of his opening

‘...that the law shall not stop with petty crimes by little people. It must also reach men who possess themselves of great power and use it to set in motion evils which leave no home in the world untouched.’ International criminal law is a body of international law designed to prohibit certain categories of conduct commonly viewed as serious atrocities and to make perpetrators of such conduct criminally accountable for their perpetration. Because of its general lack of precision, international criminal law has at all times been dependent upon judges, domestic or international, for its development, and it has received from them the precision expected from a body of criminal norms. Interestingly, not unlike the common law, international criminal law was not divined all at the same time. Rather it was allowed to develop slowly and to adapt to new circumstances. As Mr. Justice Jackson (1945) observed that International law must develop to meet the needs of the times just as the common law has grown, not by enunciating new principles but by adapting old ones. These views were reflected in a judgment given in one of the later Nuremberg trials of *Alstötter et al.* case (‘Justice Case’), conducted under Control Council Law No. 10: ‘International law is not the product of statute. Its content is not static. The absence from the world of any governmental body authorized to enact substantive rules of international law has not prevented the progressive development of the law. After the manner of the English common law, it has grown to meet the exigencies of changing conditions.’

Accountability for crimes under international law has been sought through a number of judicial and non-judicial means within the emerging international criminal justice system (UNICEF, 2002). Historically, the trace of international criminal law can be found after the World War I but it was set in motion after the World War II by the establishment of the Nuremberg tribunal for the trial of the Nazi perpetrators and the International Military Tribunal for the Far East which is also called the Tokyo Tribunal. Though the real significance of the Tokyo Judgment to the development of international criminal law is, to say that least, open to question but Mr. Justice Jackson said in Opening Speeches of the Chief Prosecutors, 20 Nov 1945, the trial of 22 major Nazi war criminals by the International Military Tribunal in Nuremberg was ‘one of the most significant tributes that power ever has paid to reason’. The two International Criminal Tribunals, The International Criminal Tribunal for the Former Yugoslavia (ICTY), established by Security Council Resolution 808, 5 May 1993 in response to crimes committed against civilians during the war in the Balkans and The International Criminal Tribunal for Rwanda (ICTR), established by Security Council Resolution 955, 8 November 1994 after approximately 800,000 people were slaughtered during the genocide in Rwanda, have, since their inception, made a substantial contribution to

implement international criminal law, but they are not the only courts which have to administer that law. Many domestic courts which have tried charges based upon international criminal law have adopted rules and principles identified by these two Tribunalsⁱ and the Tribunals in turn have adopted statements made by domestic courts.ⁱⁱ Since the establishment of the ICTY, 161 persons have been publicly indicted. Of these, proceedings have been completed with regard to 141 of them, yielding 74 convictions and 18 acquittals, 13 transfers and 36 terminations of cases on various grounds. These Figures are based on data provided by the Press and Information Section at the Tribunal. A rich jurisprudence has been developed in the course of these proceedings, carrying international criminal law into a new era from where it stood at the time of Nuremberg and the other tribunals in Japan and Germany following the Second World War (Alan and Milbert, 2005).

Similarly, since trials began in 1997, the ICTR has finished 50 trials, involving a prime minister and several ministers, prefects, bourgmestres and other leaders, who would otherwise not have been brought to justice (Erik, 2005). 29 accused have been convicted; another 11 trials are in progress. During the first mandate (1995-1999), the Tribunal delivered ground-breaking judgments concerning genocide, such as *Akayesu* and *Kambanda*. In the second mandate (1999-2003), the judicial output doubled and included the Media judgment. There are also members of the clergy on the ICTR list of convicts and indictees. Amongst the detainees is the first woman subject to international prosecution for genocide. Pauline Nyiramasuhuko was the Rwandan Minister of Family and Women's Affairs at the relevant time. The ICTR is an efficient judicial institution which has conducted fair trials, created important jurisprudence, and made a significant contribution to the development of international criminal justice. There can be no doubt that the Tribunal's proceedings relating to persons in very high positions have sent a strong signal to the world, including the African continent, that impunity will not be accepted by the international community (Erik, 2005). By conducting proceedings which are beyond reproach, the Tribunal has set an important precedent and has contributed to the development of the international rule of law. The ICTR was the first international Tribunal after Nuremberg to hand down a judgment against a Head of Government. The corpus of procedural and substantive law developed by the ICTR and the ICTY constitutes a basis for subsequent trials in international and hybrid tribunals, including the International Criminal Court (ICC) and the Sierra Leone and Cambodia tribunals, which are created in addition to international tribunals to address crimes committed during genocides and civil war, ad-hoc courts combining international and domestic strategies have also been estab-

lished on a situational basis. These are called “hybrid tribunals”. Examples of these are found in Sierra Leone, Lebanon, East Timor, and Cambodia. The Special Court for Sierra Leone has been established to try those who bear the greatest responsibility for crimes committed in Sierra Leone since 30 November 1996. The Special Court is thus directed towards the leaders who were responsible for planning and implementing strategies of warfare in Sierra Leone that included atrocities directed against civilians. In some cases, individuals accused of war crimes, crimes against humanity or genocide have been brought before national courts. Other countries have chosen to deal with past atrocities through truth commissions or traditional justice mechanisms, or a combination of methods. For example, in Sierra Leone, along with Special Court (Cryer, 2001) a Truth and Reconciliation Commission will address accountability and create a historical record, giving victims a public forum to voice the wrongs they suffered. Truth commissions are often headed by a panel of eminent persons who are tasked with the investigation of violations committed during a conflict by a previous regime (Neil, 1996). International criminal justice implies justice on both the victims and perpetrators. Therefore, by assigning individual responsibility for crimes, the perception, that all the members of a particular group within society bear responsibility for the crimes committed by some members of that group is being diminished. Individual accountability, established through the prosecution of offenders before international tribunals and national criminal courts, is a prominent theme of the prevailing juristic response to international crime (UNICEF, 2002).

Though international criminal law has emerged from international law by mutual consent of the states but it prescribes penalties to be imposed upon individuals who are the subjects of the national law. It includes the individuals as subjects of international law who are responsible for international crimes, especially crimes against humanity (Mireille, 2005). The Development of international criminal justice after the Nuremberg and Tokyo tribunals, originally *ad hoc* (ICTY and ICTR) then permanent (Since the creation of the International Criminal Court, ICC) is exemplary. The work of the ICTY represents a considerable achievement and was one of the stepping stones in the establishment of the ICC (Carla, 2006). After the Rwanda tribunal, hundreds of decisions and dozens of judgments later, international criminal justice stands firmly on its feet. On the other hand, under the universal principle of state jurisdiction, of which there is no generally accepted definition in the conventional or customary international law, Denmark prosecuted a Yugoslav national for crimes committed against civilians during the armed conflicts in the Balkans. Martin Luther King said: ‘Injustice anywhere is a threat to justice everywhere.’

German courts have tried several perpetrators from former Yugoslavia for genocide and for grave breaches of the Geneva Conventions, i.e. war crimes. In addition, four Rwandan nationals were tried in a Belgian court and convicted of war crimes for their role in the Rwandan genocide.

ICC and International Criminal Justice: an Analysis

The need of a permanent international criminal court cannot be denied as the traditional mechanisms have much to commend them but they are not necessarily the most appropriate venue to provide accountability for crimes under international law. The unavoidable reality is that the investigation and prosecution of international crimes, including genocide, cannot be accomplished without the creation of a comprehensive international infrastructure. Samson (2012) observed that

“The Rome Statute was designed to both represent and create shared, unifying international values. It added an independent and permanent justice component to the world’s efforts to achieve peace and security. It offers a solution, creating global governance without a global Government but with international law and courts. Accountability and the rule of law provide the framework to protect individuals and nations from massive atrocities and to manage conflicts.”

As the investigations are frequently carried out in states with minimal, or compromised, infrastructures and the cases prosecuted are some of the most complicated imaginable, frequently involving multiple defendants and crimes of enormous magnitude and scale. Therefore, trying complex cases of this nature would be time-consuming and expensive for any legal system. Besides, there are other challenges as well like in post-conflict situations it takes time to restore administrative and judicial systems, which are frequently destroyed during conflicts. Judges and lawyers may have fled or been killed in the war. In some cases, national courts are subject to bias as a result of recent hostilities, or there may be widespread corruption due to the collapse of government and State institutions. Another challenge is that national legal standards and judicial procedures may not be in conformity with rule of law and human rights principles. Moreover, states often fail to prosecute those who commit international crimes because of the complicity of those in power in that state (Dapo, 2003). The Tribunals, hereinbefore referred, clearly had an impact on the establishment of the ICC, as well as on its Statute, which is filled with compromise, and rules as they have already made a significant contribution to the development of international criminal justice. The principle of individual criminal responsibility for everyone, including leaders, which is named as ‘the doctrine of command responsibility’, has been firmly es-

established. The doctrine of command responsibility has been applied in force in both the ICTY and the ICTR. The origin of the doctrine in modern international criminal law derives from the Yamashita prosecution after World War II. The essence of the doctrine is that a superior can be held responsible for crimes done by his inferior, either where the commander knew or should have known of the crime beforehand and did nothing to stop it, or where the commander discovered the crime after the fact and failed to punish it. Arts.68 and 75 of the Statute show that for the first time in the human history it happened that victims of crimes and their families can access the Court to express their views and concerns and to claim reparation for the wrongs suffered. But justice demands to undo the effects of wrongdoing and restore what was taken from the victim at its concluding phase. Though, it would be unthinkable to reach there if the justice falters at its preliminary stage. Moreover, Art. 79 of the Statute says a Trust Fund is said to be established for the benefit of victims of crimes within the jurisdiction of the Court, and of the families of such victims. In March 2012 ICC delivered its first historic verdict in the case *The Prosecutor vs. Thomas Lubanga Dyilo*. It is anticipated that the majority of cases that would fall within the jurisdiction of the ICC will be tried in domestic courts. According to the ‘principle of complementarity’ the ICC will only step in when States are ‘unable’ or ‘unwilling’ to take action, for example, the domestic proceedings were undertaken only to shield the person from individual criminal responsibility; there have been unjustified delays that seem incompatible with the intent to bring the person to justice; the domestic proceedings were not impartial or independent; the national justice system has collapsed. This implies that states have the primary responsibility to prosecute genocide, war crimes and crimes against humanity within national justice systems. Thus, through the ‘principle of complementarity’, the ICC becomes a safety-net mechanism, enabling States to fulfill their obligation to prosecute or extradite those suspected of having committed crimes under international law, while at the same time ensuring that persons suspected of having committed genocide, crimes against humanity or war crimes cannot escape justice.

Samson (2012) quoted as Ben Ferencz said in his closing remarks at the *Lubanga* trial:

“What makes the ICC so distinctive is its primary goal to deter crimes before they take place by letting wrongdoers know in advance that they will be called to account by an impartial international criminal court. The law can no longer be silent but must instead be heard and enforced to protect the fundamental rights of people everywhere”

ICC is currently one of the pre-eminent forums for considering breaches of international humanitarian and criminal law. International Law Commission was the responsible body for the establishment of a permanent International Criminal Court and as a result it was established by the Rome Statute of the International Criminal Court, henceforward, the Statute. It was adopted at a diplomatic conference in Rome on 17 July 1998 and it entered into force on 1 July 2002. ICC is an independent, permanent court that tries persons accused of the most serious crimes of international concern, namely genocide, crimes against humanity and war crimes. There are two overarching purposes in the Rome Statute: to bring to justice, and thus end impunity for, perpetrators of atrocity crimes (genocide, crimes against humanity and serious war crimes) of relatively high magnitude or gravity, and to encourage national investigations and prosecutions of such crimes before resorting, if necessary, to the ICC (Scheffer, 2005).

The Security Council has the power to refer situations to the ICC regardless of where the crimes have occurred and the nationalities of the alleged perpetrators, thereby overriding jurisdictional thresholds that apply to any other case brought to the ICC (UNICEF, 2002). But the question remains does the Security Council refer such situations to ICC in one or two of which 'a mighty state' being a permanent member of it happens to be involved. These states are seen to be not parties to the statute to date and members of the armed forces and leaders of those states virtually remain under impunity in spite of committing the crimes which come under the ICC jurisdiction.

The jurisdiction of ICC is limited to certain crimes which are the crime of genocide, crimes against humanity, war crimes and the crime of aggression. It is needed to define these crimes to determine whether a particular incident comes within the jurisdiction of ICC. Article 13 of the ICC Statute says that the court can exercise jurisdiction in three ways either on the reference of a state party of a situation, or on the reference of the security council of a situation, or on the initiation of the prosecutor through investigation. On 31 March 2010, Pre-Trial Chamber II granted the Prosecution authorisation to open an investigation proprio motu in the situation of Kenya. In addition, on 3 October 2011, Pre-Trial Chamber III granted the Prosecutor's request for authorisation to open investigations proprio motu into the situation in Côte d'Ivoire. The question of state comes in two ways which are the state in which the alleged crime has been committed and the state of which the accused person of the crime is a national. It reflects two principles of state jurisdiction under international law namely territorial principle and nationality principle. It expresses that either of the states must be a party to the Statute or must have accepted the jurisdiction

of ICC for it to exercise jurisdiction. If the state backed government commits any crime against the citizens of that state, the victims have little or no remedy from the ICC unless such state is a party to the Statute, but if not so, the Security Council is the last resort. Though ICC has jurisdiction over nationals of non-parties in certain circumstances like First, the ICC may prosecute nationals of non-parties in situations referred to the ICC prosecutor by the UN Security Council (Art. 13(1) of the Statute). Secondly, non-party nationals are subject to ICC jurisdiction when they have committed a crime on the territory of a state that is a party to the ICC statute or has otherwise accepted the jurisdiction of the Court with respect to that crime (Art. 12(2)(a) and (3) of the Statute). Thirdly, jurisdiction may be exercised over the nationals of a non-party where the non-party has consented to the exercise of jurisdiction with respect to a particular crime (Art. 12(2) (a) and (3) of the Statute). In either of the first two circumstances, the consent of the state of nationality is not a prerequisite to the exercise of jurisdiction (Dapo, 2003). But the United States has vigorously objected to the possibility that the ICC may assert jurisdiction over its nationals without its consent.ⁱⁱⁱ In its view, doing so will be the violation of international law and it is described as the ‘principal American legal objection’ (Sheffer, 2001) to the ICC. Moreover, it has sought to use a variety of legal and political tools to ensure that the ICC does not exercise jurisdiction over its nationals. For example the enactment of legislation restricting cooperation with the ICC and with states that are parties to the ICC, the conclusion of agreements with other states prohibiting the transfer of US nationals to the ICC, and the adoption of Security Council resolutions preventing the ICC from exercising jurisdiction over those nationals of non-parties that are involved in UN authorized operations. These have led to the non-appearance of a single US national to date before the ICC for prosecution. Though being a party of many anti-terrorism treaties, USA itself has prosecuted non-party nationals without even seeking the consent of the state of nationality (Scharf, 2001). Moreover, USA declared ‘war on terrorism’ has been considered as a farce due to its opposition to the ICC (Wedgood, 1999).

Through the principle of complementarity the statute persuades the states to prosecute the perpetrators in the first place which they are, however, permitted to do under the universal principle of state jurisdiction embedded in the customary international law. Significantly, most of the ICC crimes are of that category in respect of which states have universal jurisdiction when the accused is present in their territory (Broomhall, 2003). Therefore, at least, in respect of the state parties, ICC guarantees the criminal justice by placing the most serious crimes of international concern in its Statute and thus by playing a joint role with the states in international

criminal justice province (Danilenko, 2002). It cannot be denied that there are precedents of the exercise of jurisdiction by an international court, founded by a treaty, over the nationals of a non-party to that treaty and without its consent. It was stated by the ICTY that ‘a crime committed by any person, whatever his nationality, in a country that is part of the SFRY (Socialist Federal Republic of Yugoslavia), is triable by the tribunal’ and it was supported by USA which demonstrates its acceptance regarding the exercise of jurisdiction by a treaty based international court over nationals of non-parties. Similar things happen in the case of the Special Court of Sierra Leone. Moreover, as long as territorial jurisdiction is there, questions of nationality are irrelevant and ICC has the identical position. According to article 20 of the Statute ICC does not have the power to formally indict states or to make rulings on state responsibility, but can only exercise its jurisdiction over individuals. It has also been argued that exercise of jurisdiction by ICC over nationals of non-parties would be unlawful if those persons act pursuant to the officially approved policy of the states (Wedgood, 2001). But it does not get ground, because, the very purpose of international criminal responsibility is to separate the responsibility of individuals from that of the state and to focus on the personal responsibility of those who order, direct or commit those crimes (Dupuy, 2002). Article 25 of the Statute says ICC will not be engaged in making determinations about a state’s legal responsibility, nor will it need to do so in order to convict an individual for war crimes, crimes against humanity or genocide. Moreover, the definitions of those crimes do not make the individual’s criminal responsibility dependent on the responsibility of the state. But Article 98 (1) and (2) of the Statute limits the jurisdiction of the ICC in respect of the nationals of non-parties. It makes the Statute a little bit self contradictory and paradoxical. Due to this provision included in the Statute it becomes particularly challenging for the ICC to prosecute the nationals of non-parties. It was one of many safeguards from ICC investigations and prosecutions of US personnel (official, military and related civilians) as the Rome Statute evolved into its final text on 17 July 1998. But these provisions cannot be interpreted in such a way as to allow any state party to avoid its obligations of cooperation with the ICC, by simply concluding broad agreements in which the ICC party agrees not to transfer nationals of other states to the ICC. Such an interpretation would be inconsistent with the object and purpose of the ICC Statute. Needless to say, these provisions give benefits to non-parties like USA. However, when properly interpreted, those cannot be used to create a blanket exemption for nationals of non-parties (Dapo, 2003).

Article 11 of the Statute says ICC cannot exercise jurisdiction over the crimes which were committed before the ICC Statute came into force. It

has been observed that justice has been limited by law and law has been given priority over justice (Kamari, 2010). It demonstrates that the role of the states in the process of making international law is still highly monopolistic. International justice system has been influenced by the dominant ideologies and it has been shaped accordingly (Sarah, 2012). States Parties to the Rome Statute have a general obligation to cooperate fully with the Court in its investigations and prosecutions, which includes an obligation to put procedures in place under national law for all forms of cooperation. Though the Statute has extensive provisions stating the duty of states to cooperate with the Court, yet there are a number of exceptions to this general obligation to cooperate which have the effect of denying to the Court the benefit of Part 9 of the Statute when seeking to overcome a state's lack of cooperation. Articles 72 and 93(4) allow a State Party to deny a request for assistance if the request concerns the production of documents or disclosure of evidence which relates to its 'national security'. When a state raises an issue of national security, Article 72 denies to the Court the power to order the state to produce the material for the Court's own inspection, Another restriction on the Court's powers is to be found in Article 93(1) (1), by which a state may refuse to give assistance if such assistance is 'prohibited by the law of the requested State'. This is the argument which the former Federal Republic of Yugoslavia made when ordered to arrest an accused for transfer to the Tribunal, because it had passed a law making it illegal to do so. Though these seem to be broad exceptions, but the Statute sets strict limits regarding the circumstances under which such refusals would be acceptable. Even when a refusal is accepted, States are obliged to do their utmost to cooperate, such as by seeking alternative ways in which the request from the Court might be satisfied. The Statute does not contain any obligation placed upon non-States Parties to cooperate with the Court. The Statute also provides in Article 72(5) (d) for certain protective measures that can be used to accommodate the national security concerns of a State, such as *in camera* hearings or providing a summary of a requested document. Articles 87(7) and 112(2)(f) of the Statute provide that if a State Party fails to comply with a request to cooperate, the Court has the option to refer the case to the Assembly of States Parties or to the UN Security Council, if the Council initially referred the case to the Court. The power of the ICC to impose obligations upon individuals directly has been made dependent upon the domestic law of the state on whose territory such individual may be residing, while the Statute does not provide for express power to issue binding orders upon such individuals. Article 93 merely imposes a general, and very loose, duty upon states to facilitate the voluntary appearance of witnesses or experts and to assist in the transfer of those persons to the Court, by permitting the states to follow their local procedures (Da-

vid, 2004). Conversely, the drafters of the ICC Statute seek to deny to the judges of the ICC the opportunity to develop the law, preferring to impose upon them a more mechanical and narrow function. International law, however, does not easily fit into the pattern of simple syllogisms, however well drafted a code may be. The performance of ICC to date brings frustration for the conscientious human beings as it is not even close to ensuring international criminal justice and it does not warrant any guarantee for the future International criminal justice.

Limitations and Challenges to Overcome by ICC

The limitations and challenges faced by ICC are numerous and multifarious. ICC has both legal and practical limitations. Powerful states refrain from ratifying the ICC Statute. Moreover, they do not cooperate with the ICC but sometimes they are seen to oppose it. Thus in spite of a beautiful law justice cannot be ensured impartially rather it has become country specific and partial. ICC cannot exercise jurisdiction over the crimes which were committed before the ICC Statute came into force. Article 98 (1) and (2) of the Statute limits the jurisdiction of the ICC in respect of the nationals of non-parties. It makes the Statute a little bit self contradictory and paradoxical. Due to this provision included in the Statute it becomes particularly challenging for the ICC to prosecute the nationals of non-parties. Stubborn non-cooperation of certain states brings frustration for the ICC judges as it did the same in case of the tribunals. The State Parties have also erected a fortress of restrictions upon the powers of the judges to control the proceedings. ICC may have to learn to be polite to non-cooperating states and patient with those who are supposed to help it carry out its mission. Though, many of the rules and standards adopted in the Statute have been deservedly praised as welcome developments, yet challenges remain for the ICC, especially regarding the completion strategy and final arrests. While the Court is imbued with all the necessary judicial powers, it does not have an independent mechanism to enforce its decisions (Erik, 2005). Apprehending the convicted criminals has been a major challenge not only for ICC but for the international criminal justice system as a whole which must be overcome. Many convicted criminals to date are still at large which potentially delays justice. In many aspects ICC statute approach in soft manner in line with the jurisprudential tenet of international law but it ought not to be the case when instances like genocide, war crimes, and crimes against humanity are concerned. Unique challenges arise when investigating and prosecuting at the international level some are obvious, such as the lack of a police force or enforcement agents, and some less so, such as the impact of combined common law/civil law procedures and legal environments. Such challenges impact on the type of investigative methods, staffing and legal tools that are used and their ef-

fectiveness. Moreover, there are difficulties in tracking some indictees. There must not be unreasonable delay in investigating and conducting the trial as happens in cases of national courts or tribunals. ICC simply lacks the means to deal with the potentially large number of cases arising from a conflict, particularly where the violations have been widespread or systematic (UNICEF, 2002). If it is to fulfill its goals efficiently, international criminal law must be given space to grow, rather than kept in a straight-jacket imposed by a rigid code (David, 2004). It's been a big challenge for ICC to access to witnesses, for reasons including a continuing climate of intimidation and fear, domestic political hostility to cooperation with the Tribunal, and even bureaucratic obstacles. The ICC has explicitly excluded corporations from its jurisdiction by not recognising corporations as legal persons under the Rome Statute. But the conflict in the Democratic Republic of Congo in which more than 80 companies from developed nations were identified as being directly involved in the illegal exploitation of natural resources, forced labour and the transfer of weapons to warring parties which have been implicated in the commission of war crimes (David, 2005). It will definitely be challenge to include the legal persons within the jurisdiction of ICC. It is both normatively desirable and jurisprudentially necessary to recognise corporations as having legal personality under ICC jurisdiction so that they can be held legally accountable for transgressions of human rights standards. ICC seems to be less geographically accessible to the victims and witnesses of international crimes which make them estranged from the proceedings and it affects the justice system as a whole by the failure to communicate meaningful censure of heinous crimes, promote individual and group healing (Paul and Nesam, 2003). Besides the mode and severity of the international penal response is comparatively lenient which renders the ICC questionable whether it is capable of communicating any coherent penal message to the justice seeking people of the world. To maintain contact with witnesses to ensure their continued safety without exposing their cooperation with the Court has been a challenge ever-present in each new situation and case. The ICC requires a significant amount of resources to finance its core activities but it has budgetary constraint and all the expenses in investigating, collecting evidence and other maintenance are borne by itself (Dinah and Thordis, 1999). ICC member countries should be increasingly willing to recognize the value of international justice and to fund the ICC accordingly (Elizabeth, 2012). The ICC certainly has not reached its full operational capacity and it will take years for the ICC to reach maturity and it will need the support of every stakeholder, above all States Parties, but also civil society acting in support of the Court (Matthew, 2012). The power given to the Security Council in article 16 of the Statute to 'request' deferral of prosecution or investigation by the ICC leads to raise eyebrow and it has been put in soft words which suit the oxymoron

‘flexibly rigid’ to the Security Council. The judges of the previous tribunals were given the responsibility of adopting and amending their own rules of procedure and evidence which enabled those to proceed in a flexible manner, which is best suited to resolve new problems like arrest and transfer of the indicted persons long after the trial is started without retaking the evidence. But no such measures have been included in the ICC’s procedural rules.

Conclusion

The ICC, just like any court, will be judged not by the standard of the promises which its Statute contains, and not upon the number of convictions entered, but rather upon the fairness of the trials which it has conducted (David, 2004). However, the role of the Court up to now does not give much hope to the justice seeking people of the world. But the hope remains in the dust at the horizon due to the non-applicability of the statute of limitations in respect of the crimes under the Statute. One day may come when there will be no external leverage upon the ICC and it would function independently and impartially as aspired, the perpetrators of today will be brought to book irrespective of their nationality, color or creed. On 16 January 2015, the Prosecutor of the International Criminal Court (ICC), Mrs. Fatou Bensouda, opened a preliminary examination into the situation in Palestine. The OTP (Office of the Prosecutor) is currently conducting preliminary examinations in ten situations. To date, the OTP has made public its preliminary examination of 21 situations. In three situations, the decision was made not to proceed to investigation. Eight preliminary examinations have proceeded to investigation. In doing so, the ICC needs to have the enforcing agency of its own empowered to move freely from place to place like free market economy, but until then an important role for State parties will be to perform law enforcement functions. This assistance would be required during all stages of a case, from initial investigations to the enforcement of sentences, orders and judgments of the ICC, such as the payment of reparations to victims, and the incarceration of convicted criminals. However, it should be kept in mind that justice demands that the trials can and should be conducted fairly, with respect for the rights of the accused and the rights of the victims. This is not only important in itself; it can also assist in the restoration of the rule of law, and of course all trials shall be conducted in accordance with international standards of justice. Due to the challenges faced by the ICC some accused can be transferred to national jurisdictions for the speedy disposal of the cases if justice and fairness can be ensured. Strong prosecutorial cooperation has been felt between international and national authorities in relation to the files of persons who have neither been arrested nor indicted by the Tribunal. ‘Least justice is better than no justice’;

hence plea agreements can serve as a powerful vehicle for addressing the tension between accountability and resource limitations, and help to ensure that the objectives of international humanitarian law are fulfilled (Alan and Milbert, 2005). Some recommendations are put forward to ensure international criminal justice in line with the recommendations made by the 'No Peace without Justice and UNICEF Innocenti Research Centre' in 2002. These recommendations are:

- i) States should review their national legislations and make amendments as necessary to ensure compatibility with the Rome Statute to try international crimes.
- ii) Genocides, war crimes and crimes against humanity should be made crimes under national laws and the definitions of the crimes should be similar to the Rome Statute.
- iii) Penalties under the national criminal laws should reflect the seriousness of the crime.
- iv) National laws should not allow immunity for the Head of the State or any other dignitaries, for crimes within the jurisdiction of the ICC.
- v) Procedures enabling judicial cooperation with the ICC should be established under national laws.

One can only hope that the judges of the ICC will manage to escape from the shackles by which they have been confined by suspicious states and deliver the kind of justice we are entitled to expect from an independent court which has the ambitions of the ICC. ICC cannot function properly without the cooperation of the states, therefore it is imperative that the states must cooperate with it to end impunity, to stop violations of human rights, to stop crimes of international concern. United Nations has a responsibility to cooperate with ICC. If it happens that ICC can try the perpetrators belong to the weaker states and not that of the powerful states, the very purpose of its creation will be frustrated. But interestingly, the weaker states ratify the Statute and not the powerful ones!

Endnotes

- ¹. See http://en.wikipedia.org/wiki/Internationalcriminal_law, last access on 09.08.14.
- ². See, e.g. *Vuc̆kovic̆*, Mitrovic̆ District Court, CC No. 48/01, 25 October 2002 (Federal Republic of Yugoslavia); *Ford v. Garcia and Vides-Casanova*, 289 F.3d 1283, US Court of Appeals, Eleventh Circuit, 30

³ See, e.g. Judgment, *Vasiljevic*, Trial Chamber II, 29 November 2002, para. 224, citing from an Israeli District Court and the Israeli Supreme Court in the *Eichmann case*.

⁴ *United States' State Department Fact Sheet on the International Criminal Court*.

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Viewing on Addison and Steele's *The Spectator* from Dalit Literature Perspective

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Abstract: Most of the eighteenth century English literary writings reflect the social changes and contemporary people's behaviour and thoughts. As then the people engage in unethical tasks and make discrimination between upper and lower classes, humiliation, cheating and hypocrisy are the common phenomenon of that time. Hence, the writers take the responsibility on their shoulders to make the people correct through their writings. For that, satirizing mildly and harshly they focus on the social problems. Addison and Steele are two of them who are writing prose trying to highlight the social problem. But they are not free from the class discrimination between upper and lower classes. On the other hand, in 1930s in India Dalit Movement started against the class and caste discrimination. This movement aims at destroying the distance between class, race, caste and the suppressed and the oppressed by awaking people. Regarding this, the paper aims at reading *The Spectator* by Addison and Steele from the nature of Dalit literature perspective.

Keywords: Meaning of Dalit, challenge against the centre, discrimination, awakening.

Introduction

The Spectator was written more than three hundred years ago but institutionally the Dalit Literature Movement or Discourse starts after 1930s. So, how can the Dalit views reflect over the views of three hundred years back? Knowing the fact and the features of Dalit literature and socio-economic condition of the eighteenth century's lower classes people, I have tried to know the attitude of higher classes to the lower classes, as *The Spectator* represents the socio-economic documents of the contemporary period. Moreover, "with traditional characters inside and outside of the club, *The Spectator* delighted in demonstrating that men of different backgrounds and ideologies can cooperate in a pleasant and productive manner" (Clark, 2008, p. 378).

The Spectator "was one of the most well-known and popular English periodicals during the eighteenth century" (Brittan, 2011, p.74). It consists of observations made by its fictional narrator, the ever-observant Mr. Spectator who is a member of the fictional Spectator Club. "Mr. Spectator compensated for his own class ambiguity by defining members of this

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club by their economic and social functions” (Knight, 1993, p.165). The purpose of *The Spectator* is to engage with the historiographical debate of just how politically motivated and *The Spectator* is with regard to its depiction of Sir Roger de Coverley, a fictional Tory character who is created to serve as a farcical squire stereotype by the Whig authors (Bucholz & Ward, 2012, p. 180). So, its purpose hints that it has attempted to humiliate the other who is outside the power or who is trying to establish their rights in society. Even Knight claims “through the observations of Mr. Spectator, Addison and Steele attempted to usher in a complicated and subtle change in English society” (Knight, 1993, p. 161).

Carol Meyers also suggests:

The aim of the literary periodical of the eighteenth century was admittedly the analysis and criticism of the contemporary life--for a reformatory purpose; men needed to have an instruction and an example in order to know how to act, and that example was provided by the periodicals (Meyers, 1962, p. 2).

Additionally, “Addison was echoing the thoughts of a number of thinkers of his age; the beginnings of the eighteenth century saw a desire for reform in many areas of living, for a purer and simpler morality, for gentler manners, for. . . dignified self-respect” (Routh, 1913, p. 30) because “the periodical essay was designed to reach the always expanding and powerful middle classes, and to interest them in the forming of manners and morals that would fit them for the new age” (Meyers, 1962, p. 5).

The publication of *The Spectator* occurs during a great period of transition in ideas about gender as well as politics and religion. And today it is widely accepted that history is no longer an undisputed, uncontested terrain. Every history - history of the world or of a nation or of a people or an individual - can be seen and narrated from various perspectives.

Insights from literature enrich our understanding not only of history but also of politics and economics as well and new horizons of thinking emerge. Not only the Nation but also its ‘fragments’ find their utterance through Narration. Both Marxist and Subaltern Schools profess to work towards the goal of writing ‘history from below’, and offer a much needed corrective to the ‘nationalist’ school which is seen as ‘elitist’. However, despite its explicit corrective agenda and preoccupation with the binaries of nation and fragments, men and women, elites and peasants, urban and rural, haves and have-nots, majority and minority even the Subaltern School seems to have missed the position of the Dalits in India. But caste prejudices often contribute, but are not solely responsible for the atrocities against Dalits. Conflicts over material interests and political power con-

tribute a great deal to such incidents (Shah, 2001, p. 20).

Michael Warner uses *The Spectator* to illustrate his claim that “the periodical press was constitutive of a new form of public identity, while Stuart Sherman reads it as a vehicle of a new private identity (structured by the diary), and Lawrence Klein as an example of a new kind of culture” (Black, 1999, p.28). Moreover, “*The Spectator* should be understood as a vehicle of a new kind of identity, one based on a literary technology of self-recording prose” (Sherman, 1990, p. 12).

Reading literature by marginalized authors is only the first step to achieve insight and understand the minority groups and gain insight into their struggles on the very edges of society (Stone, 1993, p. 215).

The paper has some certain limitations. First, on *The Spectator* in our country researchers might have worked little. For that, I have got few books. As a result, the paper is unique one and it might have some confusions. Second, though a number of articles are available in on-line, some have no clear address and time. Besides these limitations, the writings on Dalit and Dalit Literature are excellent which helped me much to complete the writing.

Excluding “Introduction” and “Conclusion”, there are two elaborate chapters where meaning and nature of Dalit and Dalit Literature and how these have reflected over *The Spectator* to analyze the ultimate aim are portrayed. Finally, the paper proves that *The Spectator* can be read from the Dalit perspective.

Dalit- History and Meaning & Dalit Literature

Dalit (oppressed or broken) is not a new word. Apparently it was used in the 1930s as a Hindi and Marathi translation of ‘Depressed Classes’, the term the British used for what are now called the Scheduled Castes. In 1930, there was a Depressed Class newspaper published in Pune called *Dalit Bandu* (Friend of Dalits) (Pradhan, 1986, p. 125). The word is also used by B.R. Ambedkar in his speeches in Marathi. In *The Untouchables*, published in 1948, Ambedkar chooses the term 'b men', an English translation of ‘Dalit’, to refer to the original ancestors of the Untouchables for reasons which must have been self-evident because he has not explained them (Khan, 2013, p. 314).

In Kannada, it goes back to the first Vachana poet of the 11th century, Chennaiah, the cobbler. The 12th century Dalit saint Kalavve challenged the upper castes (Mishra, year unknown, p. 1). Dr. N.K. Dutta says, “the Dashyu’s were the natives of the soil, whose towns and fortresses were captured and properties seized by the aggressive Aryans, who were grad-

ually being pushed away from the country” (Larbeer, 2003, p. 328).

Since the early 1970s, the word has come into increasingly wider usage in the press and in common parlance where it is normally used in the original, narrower, caste-based sense (Khan, 2013, p. 314).

Undoubtedly; the Dalit issue is one of the cornerstones of the minority discourses. It is noteworthy that

[t]he word “Dalit” popular and common in India, comes from the Sanskrit language, and means “grounded”, “suppressed”, “crushed”, or “broken to pieces”. It was first used by Joytirao Phule in the nineteenth century, in the context of the oppression faced by the then “untouchable” castes. . . the popularization of the term in India was brought about in the 70s by the *Dalit Panther*, a radical militant movement. Now the word Dalit is commonly used to indicate so called untouchable castes, the pariah, [and] the outcasts (Alam, 2013, p. 9).

Some may think and question to what extent caste, as a concept, can be the criteria for judging or finding out a person’s identity. In reality caste is the one and only criterion for identifying anyone in today’s caste-ridden society (Larbeer, 2003:322). Mostly we make mistake thinking ‘Dalit’ as a ‘Hindu caste’. “But quite often nowadays, the word ‘Dalit’ is given a connotation of being a caste word But the Dalit identity is, basically, an anti-caste identity. It stands for the rejection of the caste system, totally” (Larbeer, 2003, p. 324).

Someone becomes confused easily to distinguish the term ‘Dalit’, ‘untouchable’, ‘Harijans’, ‘Bahujans’, ‘marginality’, ‘minority’, ‘caste’ and subaltern’ from each other because all of them connotatively refer the challenges against the oppressor and the identity of the oppressed. The term ‘untouchable’ is used to refer to those castes at the bottom of the caste hierarchy whom the other “upper” castes historically regarded as irredeemably polluted. Gandhi gives them the name ‘Harijans’, which is still widely used, but increasingly this caste has preferred to describe themselves as “Dalits” (Sharma, 2002, p. 47).

Ambedkar tries to endow the lower castes with a glorious history of sons of the soil to help them acquire an alternative – not-caste based – identity, to regain their self respect and overcome their divisions. In *The Untouchables, who were they and why they became Untouchables?*, Ambedkar refutes Western authors explaining caste hierarchy by resorting to racial factors (Ambedkar, 1948, pp. 290-303). Regarding the awakening of Dalit people and making them revolutionary, Ambedkar draws two conclusions from it:

It explains why the Untouchables regard the Brahmins as inauspicious, do not employ them as their priests and do not even allow them to enter into their quarters. It also explains why the Broken Men came to be regarded as Untouchables. The Broken Men hated the Brahmins because the Brahmins were the enemies of Buddhism and the Brahmins imposed untouchability upon the Broken Men because they would not leave Buddhism (Ambedkar, 1948, p. 317).

According to Dr. Ambedkar's analysis, it becomes that once the lower classes, the Shudras and the labourers were dominated by Brahminism and now-a-days capitalism dominates the ordinary people (Gokhale, 1993, pp. 132-133). Those who are centreless or thrown away from centre, or who are forbidden to enter into the city or upper class and who are exploited and muted are the dalit or marginality (Ghosh, 2010, p. 1).

Language should not only be conceived as a tool for understanding the discipline and its object of study, but also as a way to implement its institutional and social recognition in the middle of globalization, far beyond from orientalist and exotic approaches. As Gayatri Spivak has recently mentioned, "the first step towards cultural diversity is, precisely, linguistic diversity" (Spivak, 2006, p. 51). But through "the Dalit Identity we are talking about is certain awareness, one of pride and not inferiority" (Larbeer, 2003, p. 325). Further, the precise degree of social distance between the high castes and these excluded groups varies locally (Sharma, 2002, p. 48).

This category has an ontological ability to encompass within itself the lower castes—Adivasis, toiling classes and women (Bagul, 1981/2009, p. 211), though Ambedkar opines, "Dalithood is a kind of life conditions which characterize the exploitation, suppression and marginalization of Dalits by the social, economic, cultural and political domination of the upper castes Brahminical ideology" (Gail, 1994, p. 20).

The language of the Bahujan political discourse does not accord to the category of Harijan a radical material status and hence this category will continue to differ radically from the Dalit category (Guru, 2001, pp. 102-103).

In brief we can say:

- i. *Dalits* are the victims of sarcasm and untouchability
- ii. Non-access to socio-economic rights i.e. access to food, housing, water and sanitation, right to health and Medicare, right to development etc.
- iii. Fear of eviction
- iv. The aggression of economic liberaliza-

tion and sweeper-Muslims conflict v. Absence of organizational spirit vi. Cultural aggression, poverty and conversion (Billah, 2012, p. 14).

Basically the major theme of Dalit literature is to challenge the centre (Nicholas, 1944, p. 47). Thus, minority discourse would challenge readers to understand that this is not a woman's story that can be deciphered only by women-it is also a story for men; it is a story for those who seek to understand life on the very periphery of society (Stone, 1993, p. 216).

No doubt Dalit or marginality comes from Indian Hindu caste system. But regarding the peasants of *The Spectator*, we consider his financial and social power. Even we consider how the undeveloped people politically dominated (Ghosh, 2010, p. 1).

Viewing Dali in *The Spectator*

When Addison and Steele describe *The Spectator* (1711-12) as a "Diurnal Essay", they are claiming to be doubly modern, combining a literary innovation with a new technology. *The Spectator* applies the rhythm of the daily newspapers to the essay, making the metropolitan press the measure of this literary form and providing a new use for the essay. In turn, the periodical essay offers a new way to understand a sphere of social relations mediated by that periodical technology, and thus enables a modern public distinct from both church and state. By applying the "Method" of an "Essay Writer" to the modern "Art of Printing" and the "Penny Papers", Addison and Steele offer a mode of literary reflection for the modern city, using the form of the essay to represent-reflect, understand, explain, and define-its urban dynamics (Black, 1999, p. 21). But now "Addison is read as the ideologue of the bourgeoisie, an agent of "class-consolidation" or the "disciplinary regime" of modernity" (Black, 1999, p. 22).

The interest of *The Spectator* is not exhausted by insisting on its "mystification" in grounding authority in a consensus that it helps create, or by noting that its "mode of free, apparently random discourse is used to disguise an ideological program" and remarking that its "cultural achievement" is "deeply political and ideological." In these terms, what else could it be? The study of ideology, though, often slips, in Raymond Williams's words, from considering "the general process of the production of meanings and ideals" into an accusatory unmasking of "a system of illusory belief." When critics who study "ideology" slide from the former sense to the latter and make their points by uncovering "ideology," they believe their critical assumptions by suggesting pathos of discovery that

could only mean something if there was a discourse somehow not ideological.

The Spectator takes this one step further and provides a means to represent a variety of commentaries to match the variety of topics and voices. Instead of a monologic commentary by the satirist, *The Spectator* is organized by a civil space of mutually-defining critical conversation that replaces the private center of criticism of the “Apartment.” A new critical voice, a condition of the modern public sphere, is thus enabled through the articulation of a style formed from that space.

Sir Roger de Coverley keeps the peasants away from him, as if they were untouchable; whereas, he tries to keep Mr. Spectator as close as possible to him when he is at his home because both belong to a higher society. Even Mr. Spectator dines at his table or in his “chamber, where he feels comfort and ‘fit’” (Addison & Steele, 1968, p. 11). On the other hand, “when the gentlemen of the country come to see him (Sir Roger de Coverley), he only shows me at a distance” (Addison & Steele, 1968, p. 11). Moreover, Mr. Spectator is treated as a “show-piece”. According to Mr. Spectator, “As I have been walking in his fields I have observed them stealing a sight of me over a hedge, and have heard the knight desiring them not to let me see them” (Addison & Steele, 1968, p. 11).

Sir Roger de Coverley is introduced with us as “a mixture of the father and the master of the family”, but all the employees are anxious to “be unemployed” (Addison & Steele, 1968, p. 12). Here the word “master” is closely related with the domination and an important feature of capitalism and the anxiety of being unemployed hints the gap between Sir Roger de Coverley’s appearance and reality.

Butler has been serving at Sir Roger de Coverley for thirty years, “though he does not know I (Sir Roger de Coverley) have taken notice of it has never in all that time asked anything of me for himself” (Addison & Steele, 1968, p. 13). Later we see Sir Roger de Coverley appoints the butler only for getting some religious written speeches which he can deliver in church on every Sunday and defy the other clergyman. It means that butler is used here and he is never introduced as an intelligent one to the other. “The most marginalized groups are often disadvantaged in the workplace and in labour markets, suffering low pay and poor working conditions” (Rasheed, 2004, p. 3) like the butler. However, at present the vast majority of the country’s workforce remains employed but poor, in the informal sector with no job security, no social security and poor pay like the eighteenth century England. “This is a situation that persists despite the constitutional standards and a host of labour laws to protect workers’ rights” (The Bangladesh Labour Act, 2006). Similarly, in appearance, Sir

Roger de Coverly might ensure the workers (peasants) rights but in reality he uses them for his self interest.

Sir Roger de Coverley even misuses his power at Church. Whenever peasants are at their prayer he keeps them such a way so that no one can nod, nap and turn left to right or vice-versa. But when everyone is kneeling as a part of prayer, he “sometimes stands up when everybody else is upon their knees to count the congregation or see if any of his tenants are missing” (Addison & Steele, 1968, p. 30). In addition,

As soon as the sermon is finished, no body presumes to stir till Sir Roger is gone out of the church, the knight walks down from his seat in the channel between a double row of his tenants, that stand bowing to him on each side (Addison & Steele, 1968, p. 31).

This is the same attitude of the upper class Hindu who does not allow the Dalits or lower class people to sit, walk by them and even to use their plate or to collect water from their well (Larbeer, 2003, p. 327).

By using his power, Sir Roger de Coverley orders the country men to cut the relation off with the squire who denies coming to the Church and he is unwilling to accept Sir Roger’s autocratic decision. In order to suppress the squire, Sir Roger declares the squire an “atheist” and “a thief” (Addison & Steele, 1968, p. 31). Basically Sir Roger’s attitude is ceremonial and hierarchical. Klein believes “in the process of loosening social discourse and moving away from a civil interplay that was ceremonial and hierarchical in nature” (Klein, 2002, p. 873). We ought to think when do people revolt against the centre and change their identity after being matured? The Indian history reveals that “Hundreds of thousands of Dalits – mostly Mahars – got converted along with Dr. Ambedkar on 14 October 1956 in Nagpur” (Jaffrelot, 2009, p. 15). So, “The idea of converting to another religion in order to escape from the caste system logically ensued from Ambedkar’s analysis of Hinduism, whose originality and strength laid in its demonstration that in this civilization social hierarchy was substantial to religion” (Jaffrelot, 2009, p. 11). Here the challenge of the squire against Sir Roger de Coverley is the challenge against the power and it is a tool of Dalit Literature to awake the oppressed. They have appealed to, and mobilized, a large mass of Dalits for collective action (Khan, 2013, p. 314).

In *The Spectator*, we see the club members distinguish them from the villagers. In “Rural Manners”, Will Wimble does not touch the food until Mr. Spectator serves him though Sir Roger orders the peasants to serve Wimble, he rejects them directly saying that they have no manners, though he is much hungry. In addition, he comments the country men

who use “homely language” are “the boorish and uncultured people” (Addison & Steele, 1968, p. 55). At the same time, Mr. Spectator advises the country men not to adopt the attitude of town men, because such a vulgar system cannot last for long and it will destroy their identity. So, in the prose, we see the suffering experiences of rural people and the challenge against urban attitude are portrayed nicely.

Women are always voiceless in and out of the home. *The Spectator* papers will be the most useful to women who do not have proper employment and diversion for them (Addison & Steele, 1968, p. 5). Hunting is Sir Roger’s hobby by which he exercises, but because of his cruelty in hunting, “a hare is not yet safe that sits within ten miles of his house” (Addison & Steele, 1968, p. 44)

‘Subaltern’ in this investigation refers to the voiceless, oppressed community which was the ‘other’ of the so called native elite and the western hegemonic centre of power in the Eurocentric socio-political discourse of the subcontinent during the period of concern of the study (Kalyani, 2011, p. 1).

The eighteenth century English people inherited “hard-headed and ruthless” from their antecedents especially from the seventeenth century generation (Worden, 1986, p. 10). Though most of the western critics honour Sir Roger as a kind hearted man, the authors very technically ignore the economic undeveloped people and portraying the true image of the society, they clear that the oppressed people have no voice. Rather “Sir Roger’s observance of country hospitality at Christmas lends credence to Robert Bucholz and Newton Key’s claim that “it was a traditional expectation for a landlord to open his house on holidays during the early modern period” (Bucholz & Key, 2009, p. 27). So, Sir Roger or the other Knights have no credit on offering food on Christmas.

Such discrimination means that the majority of Dalits are trapped in poverty with extremely limited access to adequate housing, health and education services. Dalit women face multiple forms of discrimination and violence as a result of both their caste and gender (Rasheed, 2004, p. 12).

Here we have clearly found the class discrimination between the rural and the urban people on the basis of economic solvency. And the rich and the powerful men have only voice but the others are voiceless.

“The most unfortunate thing for us about all our sufferings, was the names given to us by the upper castes, through which, we were subdued and marginalised. These names were given by others and not chosen by untouchables ourselves” (Larbeer, 2003, p. 326).

So, we are not given any name. But historically it can be seen that people are baptised with different titles such as ‘Dasa’, ‘Dashyu’, ‘Asura’, ‘Avarna’, ‘Panchama’, ‘Chandala’, ‘Melichcha’, ‘Swarpaka’, etc. These were the names mainly used in pre-Vedic, Vedic and precolonial times. During the Colonial rule, baptised people were called as ‘Exterior caste’, ‘Depressed classes’, ‘Backward classes’, ‘Untouchables’, ‘Scheduled Castes’ and as ‘Harijans’ (Larbeer, 2003, p. 327). But in the western country in the name of class, people are divided into upper and lower or central and marginal.

The writing of the Dalits is directly or indirectly linked up with the social, political and cultural ethos of the Dalits or the marginalized people. However, this literature does not constitute a homogenous or unified entity. There are divergent currents and tendencies, which these writers use to voice their anger and protest. This literature seems to emphasize the economic structure as primary and consequential and it seems that their identity issue is located within a larger matrix of the market economy. “This literature exemplifies how relations of inequality and dominance are primarily governed by structures of economic and political power and not merely or significantly by the cultural forces” (Khan, 2013, p. 315). The challenges have come from women, racial groups, religious minorities, and others who have been ignored and left of the canon. Marginalized minorities have demanded a voice and representation in literary studies (Stone, 1993, p. 222).

Conclusion

Dalit communities need to be fully informed about their rights and must have meaningful opportunities to contribute to policy making at all levels (Rasheed, 2004, p. 12).

The main tenets of the Self-Respect Movement are that:

there should be no kind of inequality among people; there should be no difference as rich and poor in the economic life; men and women should be treated as equals in every respect without differences; attachments to caste, religion and varna should be eradicated from society with a prevalent friendship and unity around the world, and every human being should act according to reason, understanding, desire and perspective, and shall not be subject to slavery of any kind or manner (Kalyani, 2011, p. 3).

The ‘untouchable’ as compared to us; really a ‘Harijan’—a man of God—and we are ‘Durjana’ (men of evil). For whilst the untouchable has toiled and moiled and dirtied his hands so that we may live in comfort and cleanliness, we have delighted in suppressing him. We are solely respon-

sible for all the short coming and faults that we may lay at the door of these untouchables. It is still open to us to be Harijan ourselves, but we can only do so by heartily repenting of our sin against them (Gandhi, 1971, p. 244).

“Dalits are studied from a range of positions and standpoints around common themes: their struggles, identity politics and efforts to achieve social justice, equality and power, battles for reservations, and ritual status, to name a few” (Khan, 2013, p. 315). In the Modern period, considering the Dalits experiences and challenges, *The Spectator* can be read and the labeled lower class can be awakened as “Self-Respect” is, “fit to think of ‘self-respect’ only when the notion of ‘superior’ and ‘inferior’ caste is banished from our land” (Kalyani, 2011, pp. 2-3).

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Prime University Journal

Volume-9, Number-1, January-June 2015

ISSN: 1995-5332

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ISSN . 1995-5332