



বাংলাদেশ লিগ্যাল এইড এন্ড সার্ভিসেস ট্রাস্ট (ব্লাস্ট) Bangladesh Legal Aid and Services Trust (BLAST)

BY FAX AND EMAIL

8 December 2019

1. Secretary, Ministry of Public Administration, Government of Bangladesh, Bangladesh Secretariat, PS Ramna, Dhaka. secretary@mopa.gov.bd Fax: +88-02-9570100
2. Secretary, Ministry of Commerce, Government of Bangladesh, Bangladesh Secretariat, PS Ramna, Dhaka. secy@mincom.gov.bd Fax: +88 02 9540213
3. Secretary, Finance Division, Ministry of Finance, Government of Bangladesh, Bangladesh Secretariat, Dhaka- 1000. secretary@finance.gov.bd Fax: 9576003
4. Deputy Governor, Human Resources Department 1, Bangladesh Bank, Head Office; Motijheel, Dhaka-1000. ahmed.jamal@bb.org.bd; gm.hrd@bb.org.bd Fax: 880-2-7110071
5. General Manager, Human Resources Department 1, Bangladesh Bank, Head Office, Motijheel, Dhaka-1000. noor.nahar@bb.org.bd Fax: 88-02-57164010

Re: Demand of Justice Notice.

Dear Sir/Madam,

We write on behalf of our clients, the *Bangladesh Legal Aid and Services Trust (BLAST)* represented by its Legal Advisor, SM Rezaul Karim, of YMCA Bhaban, 1/1 Pioneer Road, Shegunbagicha, Dhaka and the Naripokkho represented by its President, Archana Biswas, of House-75, Rangs Nilu Square, 5/A Satmasjid Road, Dhaka-1209 to address you as under:

1. Our clients have come to know from a news report published on 06.12.2019 in the online portal "bdnews24.com" under the title "Bangladesh Bank criticised for 'sexist' job circular" that the Human Resources Department- 1 of the Bangladesh Bank issued a circular on 01.12.2019 inviting applications for filling up vacant posts of Assistant Director (General) of the Bank, purporting to include an eligibility criterion for all "married female applicants" to provide their husband's residential address.
2. Our clients submit that this requirement is clearly gender-discriminatory in as much as it would result in the disqualification of any married female candidate who did not provide her husband's residential address, and as such violates Article 28 and 29 of the Constitution.
3. In these circumstances, we are instructed to call upon you, as we hereby do, (a) to take steps to immediately investigate the circumstances in which such an order was issued by Bangladesh Bank, and to take disciplinary action against those responsible; (b) to issue a fresh circular immediately for the same post by revoking/cancelling the previously issued



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circular and by removing clause no. 14 of that circular; (c) to take immediate effective initiatives to ensure that a policy to address gender discrimination is adopted within the Bank and training is provided to all staff of the Bank, commencing with the senior human resources staff, on their constitutional duties in this regard. Upon your failure to comply with this demand within the next forty eight (48) hours, we are instructed to take appropriate legal action, including by way of bringing the matter to the attention of the Hon'ble High Court Division by filing an application under Article 102 of the Constitution of Bangladesh for protection of fundamental rights and in the public interest.

Yours Sincerely

Ayesha Akhter
08-12-19

Ayesha Akhter

Advocate, Supreme Court of Bangladesh