

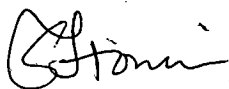
February 09, 2017

Chairperson  
Executive Director  
CFO/ Senior Directors  
Directors  
Associate Directors  
Programme Heads  
Programme Coordinators

**Subject: Staff Position of BRAC as of December 31, 2016**

Please find the Staff position of BRAC for the fourth Quarter of 2016 (October to December) is attached herewith for your information.

All data are collected through 505 Upazila Accounts Offices and compiled by HRD.



Sayeda Tahya Hossain  
Chief People Officer  
Human Resource and Learning Division

**Enclosure:**

1. Summary of Staff Position
2. Programme-wise number of staff
3. Programme and Division-wise Distribution of Staff By Sex
4. Programme/Department and Grade/Level-wise Staff Distribution
5. Grade/Level & Sex-wise Number of Staff
6. Programme and Project-wise Total Number of Staff by Sex (Details)
7. Gender Analysis

## Summary of Staff Position as of December 31, 2016

Staff Category	Male	Female	Total	Male %	Female %
Regular Staff	30,494	9,694	40,188	76%	24%
BEP Teacher	76	35,170	35,246	0%	100%
National Staff of BRAC International	1,550	5,023	6,573	24%	76%
Project Staff	953	13,733	14,686	6%	94%
Service Staff (Non-grade)	622	427	1,049	59%	41%
<b>Total</b>	<b>33,695</b>	<b>64,047</b>	<b>97,742</b>	<b>34%</b>	<b>66%</b>

Programme / Department	Field Office		Total	Head Office		Total	HO and Field		All Total
	Male	Female		Male	Female		Male	Female	
Administration	-	-	-	3	0	3	3	0	3
Advocacy for Social Change	12	2	14	11	7	18	23	9	32
AFS	172	44	216	5	3	8	177	47	224
BEP	1817	1420	3237	50	48	98	1867	1468	3335
BIED				28	32	60	28	32	60
BRAC DLO	-	-	-	2	1	3	2	1	3
BRAC Enterprises	1408	110	1518	81	6	87	1489	116	1605
BRAC International	257	5	262	42	27	69	299	32	331
BRAC Learning Division	620	125	745	16	12	28	636	137	773
BRAC Seed and Agro Enterprise	380	24	404	18	0	18	398	24	422
Central Store	-	-	-	11	1	12	11	1	12
CEP	295	228	523	11	8	19	306	236	542
Communicable Disease Programme	1025	831	1856	28	7	35	1053	838	1891
Communications Department	-	-	-	16	10	26	16	10	26
Construction	-	-	-	51	7	58	51	7	58
Corporate Office	-	-	-	6	4	10	6	4	10
DMCC	2	0	2	11	9	20	13	9	22
Driving Training Project	9	1	10			0	9	1	10
Estate	-	-	-	9	0	9	9	0	9
Finance & Accounts	2788	721	3509	53	20	73	2841	741	3582
Gender Justice and Diversity	33	30	63	8	36	44	41	66	107
HNPP	1288	897	2185	31	25	56	1319	922	2241
HRD	135	37	172	41	45	86	176	82	258
HRLS	267	127	394	6	10	16	273	137	410
IDP	511	103	614	17	3	20	528	106	634
Internal Audit	86	10	96	148	28	176	234	38	272
Investigation	20	2	22	2	1	3	22	3	25
Kumon Project (BIL)				2	0	2	2	0	2
Legal and Compliance	34	7	41	7	5	12	41	12	53
Logistics Services	-	-	-	42	44	86	42	44	86
Maintenance	-	-	-	83	4	87	83	4	87
Microfinance	15687	3895	19582	104	33	137	15791	3928	19719
Monitoring	60	7	67	9	4	13	69	11	80
Procurement	-	-	-	22	6	28	22	6	28
PSU	57	3	60	2	1	3	59	4	63
RED	-	-	-	45	37	82	45	37	82
Risk Management Services	-	-	-	2	0	2	2	0	2
Road Safety	1	0	1	4	0	4	5	0	5
Safe Migration Programme	8	1	9	8	6	14	16	7	23
Skills Development	197	55	252	13	11	24	210	66	276
Security Services	-	-	-	352	13	365	352	13	365
SHRC	-	-	-	6	6	12	6	6	12
Social Innovation Lab (SIL)	-	-	-	2	6	8	2	6	8
Travel Management and Protocol	-	-	-	3	0	3	3	0	3
Tea Garden	-	-	-	1	0	1	1	0	1
Technology Division				24	11	35	24	11	35
Telephone	-	-	-	7	6	13	7	6	13
Transport & Workshop	-	-	-	179	15	194	179	15	194
TUP	1274	372	1646	10	11	21	1284	383	1667
Urban Development Programme	30	9	39	11	1	12	41	10	51
WASH	361	51	412	17	7	24	378	58	436
<b>Total</b>	<b>28,834</b>	<b>9,117</b>	<b>37,951</b>	<b>1660</b>	<b>577</b>	<b>2237</b>	<b>30,494</b>	<b>9,694</b>	<b>40,188</b>

Programme / Department	Regular				Project				Total			
	M	F	Total	% of Female	M	F	Total	% of Female	M	F	Total	% of Female
Administration	3	0	3	0%			-		3	0	3	0%
Advocacy for Social Change	23	9	32	28%	0	0	0		23	9	32	28%
AFS	177	47	224	21%	3	0	3	0%	180	47	227	21%
BEP	1867	1468	3335	44%	223	277	500	55%	2090	1745	3835	46%
BIED	28	32	60	53%	2	0	2	0%	30	32	62	52%
BRAC DLO	2	1	3	33%			-		2	1	3	33%
BRAC Enterprises	1489	116	1605	7%	5	1	6	17%	1494	117	1611	7%
BRAC International	299	32	331	10%			-		299	32	331	10%
BRAC Learning Division	636	137	773	18%			0		636	137	773	18%
BRAC Seed and Agro Enterprise	398	24	422	6%	13	4	17	24%	411	28	439	6%
Central Store	11	1	12	8%			-		11	1	12	8%
CEP	306	236	542	44%	8	30	38	79%	314	266	580	46%
Communicable Disease Programme	1053	838	1891	44%	159	617	776	80%	1212	1455	2667	55%
Communications Department	16	10	26	38%			-		16	10	26	38%
Construction	51	7	58	12%			-		51	7	58	12%
Corporate Office	6	4	10	40%			-		6	4	10	40%
DMCC	13	9	22	41%	2	1	3	33%	15	10	25	40%
Driving Training Project	9	1	10	10%			-		9	1	10	10%
Estate	9	0	9	0%			-		9	0	9	0%
Finance & Accounts	2841	741	3582	21%	3	1710	1713	100%	2844	2451	5295	46%
Gender Justice and Diversity	41	66	107	62%			0		41	66	107	62%
HNPP	1319	922	2241	41%	216	8700	8916	98%	1535	9622	11157	86%
HRD	176	82	258	32%			-		176	82	258	32%
HRLS	273	137	410	33%	45	17	62	27%	318	154	472	33%
IDP	528	106	634	17%	54	91	145		582	197	779	25%
Internal Audit	234	38	272	14%			0		234	38	272	14%
Investigation	22	3	25	12%			-		22	3	25	12%
Kumon Project (BIL)	2	0	2	0%			-		2	0	2	0%
Legal and Compliance	41	12	53	23%			-		41	12	53	23%
Logistics Services	42	44	86	51%			-		42	44	86	51%
Maintenance	83	4	87	5%			-		83	4	87	5%
Microfinance	15791	3928	19719	20%	160	1817	1977	92%	15951	5745	21696	26%
Monitoring	69	11	80	14%			-		69	11	80	14%
Procurement	22	6	28	21%			-		22	6	28	21%
PSU	59	4	63	6%			-		59	4	63	6%
RED	45	37	82	45%			-		45	37	82	45%
Risk Management Services	2	0	2	0%			-		2	0	2	0%
Road Safety	5	0	5	0%			0		5	0	5	0%
Safe Migration Programme	16	7	23	30%	57	22	79	28%	73	29	102	28%
Skills Development	210	66	276	24%			-		210	66	276	24%
Security Services	352	13	365	4%			-		352	13	365	4%
SHRC	6	6	12	50%			-		6	6	12	50%
Social Innovation Lab (SIL)	2	6	8	75%			-		2	6	8	75%
Travel Management and Protocol	3	0	3	0%			-		3	0	3	0%
Tea Garden	1	0	1	0%			-		1	0	1	0%
Technology Division	24	11	35	31%			-		24	11	35	31%
Telephone	7	6	13	46%			-		7	6	13	46%
Transport & Workshop	179	15	194	8%			0		179	15	194	8%
TUP	1284	383	1667	23%	1	390	391	100%	1285	773	2058	38%
Urban Development Programme	41	10	51	20%	2	55	57	96%	43	65	108	60%
WASH	378	58	436	13%	0	1	1	100%	378	59	437	14%
<b>Total</b>	<b>30,494</b>	<b>9,694</b>	<b>40,188</b>	<b>24%</b>	<b>953</b>	<b>13,733</b>	<b>14,686</b>	<b>94%</b>	<b>31,447</b>	<b>23,427</b>	<b>54,874</b>	<b>43%</b>

## BRAC-HRD

Programme and Division-wise distribution of Staff by Sex as of December 31, 2016

Annex-3

Programme Name	SEX	Barisal	Chittagong	Dhaka	Khulna	Rajshahi	Rangpur	Sylhet	Foreign	Total	All Total
Advocacy	F			2						2	14
	M		2	10						12	
AFS	F	8		1	17	6	12			44	216
	M	41		9	80	6	36			172	
BEP	F	32	176	434	169	252	294	63		1420	3237
	M	50	348	540	126	232	205	316		1817	
BLD	F	4	12	58	12	19	16	4		125	745
	M	16	66	254	63	103	69	49		620	
BRAC Enterprises	F	1		101		3	4	1		110	1518
	M	13	95	809	148	203	90	50		1408	
BRAC International	F								5	5	262
	M			2					255	257	
BRAC Seed and Agro Enterprise	F			17	1	3	3			24	404
	M	4	11	92	24	65	178	6		380	
CEP	F	15	18	71	42	37	34	11		228	523
	M	24	38	76	29	55	53	20		295	
Communicable Disease Programme	F	76	270	159	198	32	57	39		831	1856
	M	130	360	189	163	51	80	52		1025	
DMCC	F	0								0	2
	M			1		1				2	
Driving Training	F			1						1	10
	M			9						9	
Finance and Accounts	F	46	111	252	113	86	79	34		721	3509
	M	157	542	878	279	405	333	194		2788	
Gender Justice	F	1	2	20		4	2	1		30	63
	M	1	7	19	2		3	1		33	
HEAD OFFICE	F			577						577	2237
	M			1660						1660	
HNPP	F	44	101	341	109	121	143	38		897	2185
	M	105	238	384	147	77	282	55		1288	
HRD	F	2	4	22	4	2	1	2		37	172
	M	10	20	45	16	19	17	8		135	
HRLS	F	5	16	36	23	27	17	3		127	394
	M	27	26	73	42	41	42	16		267	
IDP	F		1	24		5	1	72		103	614
	M		26	174		9	3	299		511	
Internal Audit	F	3	1		2	3	1			10	96
	M	12	14		14	14	17	15		86	
Investigation	F			2						2	22
	M		5	11			4			20	
Legal and Compliance	F			2	2	2	1			7	41
	M	3	4	12	5	4	4	2		34	
Microfinance	F	221	592	1085	610	659	470	258		3895	19582
	M	873	2976	4561	1829	2577	1976	895		15687	
Monitoring	F			2	2	3				7	67
	M	4	10	21	8	5	8	4		60	
PSU	F			1	1	1				3	60
	M	6	10	16	9	5	7	4		57	
Road Safety	F										1
	M							1		1	
Safe Migration Programme	F				1					1	9
	M		2	5	1					8	
Skill Development	F	3	6	15	16	9	4	2		55	252
	M	2	26	64	50	19	20	16		197	
TUP	F	74	18	68	73	54	74	11		372	1646
	M	204	104	217	164	188	314	83		1274	
Urban Development Programme	F			7			2			9	39
	M		7	17			6			30	
WASH	F	9	10	6	18			8		51	412
	M	93	62	31	91			84		361	
<b>Grand Total</b>		<b>2319</b>	<b>6337</b>	<b>13483</b>	<b>4703</b>	<b>5407</b>	<b>4962</b>	<b>2717</b>	<b>260</b>	<b>40188</b>	

## BRAC - HRD

Annex 4.1

Programme and Grade-wise number of staff as of December 31, 2016 (Regular\_Graded)

Programme Name	SEX	000	001	002	003	004	005	006	007	008	009	010	011	012	013	Total	All Total
Advocacy	F	2														2	14
	M	4				8										12	
AFS	F	3	25	11	3	2										44	216
	M	13	96	25	18	9	11									172	
BEP	F		801	418	69	94	28	10					0			1420	3,236
	M	1	331	875	87	423	74	25								1816	
BLD	F			7	48	33	9									97	264
	M		32	5	43	57	27	3								167	
BRAC Enterprises	F		2	5	3											10	605
	M	14	80	213	179	56	25	22	3	2		1				595	
BRAC International	F	1				1	1		2							5	262
	M	31		2	1	14	131	58	11	2	6	1				257	
BRAC Seed and Agro Enterprise	F		11	2	1	1	2	1								18	398
	M	1	162	57	80	46	23	11								380	
CEP	F	2	192	12	3	19										228	523
	M	3	169	42	7	67	2	5								295	
Communicable Disease Programme	F	18	406	375	21	6	3	1								830	1,855
	M	19	373	335	156	121	16	5								1025	
DMCC	F															0	2
	M	2														2	
Driving Training	F		1													1	10
	M	1	6		1	1										9	
Finance and Accounts	F		355	229	109	24	4									721	3,509
	M		814	1227	631	74	39	3								2788	
Gender Justice and Diversity	F	1		3	7	14	5									30	63
	M	3		5	2	15	7	1								33	
HEAD OFFICE	F	65	9	10	57	95	115	99	27	14	5	4	2	9	1	512	1,553
	M	76	17	25	124	196	211	202	95	38	24	18	2	11	2	1041	
HNPP	F		311	457	95	20	11	3								897	2,178
	M		235	684	199	107	48	7		1						1281	
HRD	F	11			10	12	3	1								37	172
	M	11			62	32	21	9								135	
HRLS	F			106	19	2										127	394
	M			143	79	39	6									267	
IDP	F	2	13	80	2	4	2									103	614
	M	10	57	360	8	41	31	4								511	
Internal Audit	F				10											10	96
	M			2	66	11	4	3								86	
Investigation	F					1	1									2	22
	M					8	11	1								20	
Legal and Compliance	F						7									7	41
	M					12	22									34	
Microfinance	F	2	1796	1330	605	137	21	4								3895	19,573
	M		3288	5565	4343	1468	866	148								15678	
Monitoring	F				3	4										7	67
	M				2	53	5									60	
PSU	F						1	2								3	60
	M						35	22								57	
Road Safety	M				1											1	1
Safe Migration Programme	F	1														1	9
	M	6				1	1									8	
Skill Development	F	8	17	16	9	5										55	252
	M	36	46	71	9	31	4									197	
TUP	F		215	132	2	19	3	1								372	1,646
	M		395	425	2	369	71	12								1274	
Urban Development Programme	F		1	3	2	3										9	39
	M			17	2	7	4									30	
WASH	F		28	20			3									51	412
	M		83	217	11	44	6									361	
Total	F	116	4183	3216	1078	496	219	122	29	14	5	4	2	9	1	9494	38,086
	M	231	6184	10295	6113	3310	1701	541	109	43	30	20	2	11	2	28592	
Grand Total		347	10367	13511	7191	3806	1920	663	138	57	35	24	4	20	3	38086	



## Department and Grade-wise number of staff as of December 31, 2016 (Head Office) (Regular\_Graded)

Department Name	SEX	000	001	002	003	004	005	006	007	008	009	010	011	012	013	Total	All Total
Skills Development	F	2		1			1	5			1			1		11	24
	M	2		1	1		4	3	1	1						13	
Social Innovation Lab (SIL)	F	1					2	2			1					6	8
	M					2										2	
Tea Garden	M	0												1		1	1
Technology Division	F	1				4	4		1				1			11	35
	M	1	1			3	8	5	3	2	1					24	
Telephone	F		4	1	1											6	13
	M	1	5	1												7	
Transport	F				3	1										4	9
	M				1	2	1			1						5	
Travel Management and Protocol	M					2	1									3	3
Urban Development Programme	F	1														1	12
	M				1	2		4	2	1	1					11	
WASH	F				1	3	1	2								7	24
	M	2				1	6	5	2						1	17	
Workshop	F			2	1	2		1								6	6
	M															6	
Total	F	65	9	10	57	95	115	99	27	14	5	4	2	9	1	512	1553
	M	76	17	25	124	196	211	202	95	38	24	18	2	11	2	1041	
Grand Total		141	26	35	181	291	326	301	122	52	29	22	4	20	3	1553	

## BRAC - HRD

Annex 4.3

## Programme and Level-wise number of staff as of December 31, 2016 (Service Grade)

Programme Name	SEX	000	001	002	003	004	005	006	007	Total	All Total
BEP	M			1						1	1
BLD	F		4	23	1					28	481
	M		92	283	21	19	21	17		453	
BRAC Enterprises	F		31	43	16	5	4		1	100	913
	M	4	126	174	238	56	166	35	14	813	
BRAC Seed and Agro Enterprise	F			3	3					6	6
Communicable Disease Programme	F				1					1	1
HEAD OFFICE	F		0	31	21	2	3	8	0	65	684
	M		7	251	132	50	60	107	12	619	
HNPP	M			5			2			7	7
Microfinance	M					3	5	1		9	9
Total	F	0	35	100	42	7	7	8	1	200	2102
	M	4	225	714	391	128	254	160	26	1902	
Grand Total		4	260	814	433	135	261	168	27	2102	



## Department and level-wise number of staff as of December 31, 2016 (Head Office) (Service Grade)

Department Name	SEX	001	002	003	004	005	006	007	Total	All Total
BRAC Dairy and Food Project	M	1	1						2	2
BRAC Enterprises	M				1	1			2	2
Central Store	M		4	3					7	7
Logistics Services	F		20	19					39	76
	M		21	15	1				37	
Maintenance	F		2						2	81
	M	1	36	14	14	6	3	5	79	
Security Services	F		9	2	2				13	337
	M	5	188	99	28	3	1		324	
Transport	F					3	8		11	151
	M		1	1		46	92		140	
Workshop	M				6	4	11	7	28	28
Total	F	0	31	21	2	3	8	0	65	684
	M	7	251	132	50	60	107	12	619	
Grand Total		7	282	153	52	63	115	12	684	

## BRAC-HRD

Annex-5.1

## Level &amp; Sex-wise number of Staff as of December 31, 2016 (Regular\_Grade)

Grade/Level	Male	Female	Total	Male (%)	Female (%)	% against Total Female
I	6184	4183	10,367	60%	40%	44%
II	10295	3216	13,511	76%	24%	34%
III	6113	1078	7,191	85%	15%	11%
IV	3310	496	3,806	87%	13%	5%
V	1701	219	1,920	89%	11%	2%
VI	541	122	663	82%	18%	1%
VII	109	29	138	79%	21%	0%
VIII	43	14	57	75%	25%	0%
IX	30	5	35	86%	14%	0%
X	20	4	24	83%	17%	0%
XI	2	2	4	50%	50%	0%
XII	11	9	20	55%	45%	0%
XIII	2	1	3	67%	33%	0%
000	227	116	343	66%	34%	1%
Executive Group	4	-	4	100%	0%	0%
<b>Grand Total</b>	<b>28,592</b>	<b>9,494</b>	<b>38,086</b>	<b>75%</b>	<b>25%</b>	

**BRAC-HRD**

Annex-5.2

**Level & Sex-wise number of Staff as of December 31, 2016 (Service Graded)**

<b>Level</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>% against Total Female</b>
<b>I</b>	225	35	<b>260</b>	87%	13%	18%
<b>II</b>	714	100	<b>814</b>	88%	12%	50%
<b>III</b>	391	42	<b>433</b>	90%	10%	21%
<b>IV</b>	128	7	<b>135</b>	95%	5%	4%
<b>V</b>	254	7	<b>261</b>	97%	3%	4%
<b>VII</b>	160	8	<b>168</b>	95%	5%	4%
<b>VIII</b>	26	1	<b>27</b>	96%	4%	1%
<b>000</b>	4	0	<b>4</b>	100%	0%	0%
<b>Grand Total</b>	<b>1,902</b>	<b>200</b>	<b>2,102</b>	<b>90%</b>	<b>10%</b>	

Programme and project-wise total number of staff by sex (Details) as of December 31, 2016

Programme	Code	Project	M	F	Total	% of Female
Advocacy	511	Engaging Communities for Social and Behaviour Change	6	2	8	14%
	545	MIYCN Home Fortification Phase-2 (Advocacy)	2		2	
	401	Promoting Safe Road Code (SRC)	4		4	
		<b>Total</b>	<b>12</b>	<b>2</b>	<b>14</b>	
AFS	539	AFSP	168	43	211	20%
	549	Polder Communities in Coastal Bangladesh (SILL)	4	1	5	
		<b>Total</b>	<b>172</b>	<b>44</b>	<b>216</b>	
BEP	530	BEP-III	1374	1336	2710	44%
	404	BRAC Boat School	23	1	24	
	405	BRAC Urban Slums School	41	16	57	
	429	BSMP	6		6	
	412	Building Young Womens Ledership Through Sports	1		1	
	509	Innovation for Improving Early Grade Reading Activities	32	1	33	
	460	NECDSP	12	15	27	
	505	School Feeding Programme at Gaibandha	5	2	7	
		<b>Total</b>	<b>1817</b>	<b>1420</b>	<b>3237</b>	
BLD	008	BRAC Learning Center	620	125	745	17%
		<b>Total</b>	<b>620</b>	<b>125</b>	<b>745</b>	
BRAC Enterprises	076	BRAC Artificial Insemination Enterprise	67		67	7%
	105	BRAC Chicken	55	7	62	
	099	BRAC Cold Storage	15		15	
	032	BRAC Dairy and Food Project	931	78	1009	
	057	BRAC Feed Enterprise	9		9	
	053	BRAC Fisheries Enterprise	93	2	95	
	070	BRAC Nursery	48		48	
	058	BRAC Poultry Farms	6		6	
	108	BRAC Poultry Rearing Farms (Broiler Unit)	4		4	
	380	BRAC Poultry Rearing Farms (Layer Unit)	2		2	
	144	BRAC Printing Pack	126	7	133	
	125	BRAC Recycled Handmade Paper Enterprise	8	3	11	
	069	BRAC Salt Enterprise	13		13	
	178	BRAC Sanitary Napkin and Delivery Kit Enterprise	6	8	14	
262	BRAC Sericulture Enterprise	25	5	30		
		<b>Total</b>	<b>1408</b>	<b>110</b>	<b>1518</b>	
BRAC International	037	BRAC Afghanistan	41		41	2%
	863	BRAC Liberia	28		28	
	087	BRAC Myanmar	22	1	23	
	098	BRAC Nepal	2		2	
	051	BRAC Pakistan	11		11	
	884	BRAC Philippines	5		5	
	864	BRAC Sierraleone	25		25	
	853	BRAC South Sudan	13	2	15	
	848	BRAC Tanzania	65	1	66	
	849	BRAC Uganda	45	1	46	
		<b>Total</b>	<b>257</b>	<b>5</b>	<b>262</b>	
BRAC Seed and Agro Enterprise	318	BRAC Land Management Project	4		4	6%
	372	Krishi Panna Utpadon & Baponon Project	1		1	
	066	Potato Seed Production and Marketing	111	7	118	
	065	Poultry, Feed and Soil Laboratory	1		1	
	054	Seed Processing Centre	144	9	153	
	068	Seed Production Centre(Rice,Veg,Mz)	116	6	122	
		<b>Total</b>	<b>380</b>	<b>24</b>	<b>404</b>	
CEP	487	Addressing Violence against Women and Children	2		2	44%
	807	CEP-Field	288	225	513	
	298	Community Radio Project	2		2	
	456	NDVAW	1		1	
	484	Prevent and Respond to Sexual and Gender Based Violence Proj	2	3	5	
		<b>Total</b>	<b>295</b>	<b>228</b>	<b>523</b>	
Communicable Disease Programme	507	Reduction of Malaria Incidence	101	96	197	45%
	506	Reduction of TB Prevalence	924	735	1659	
		<b>Total</b>	<b>1025</b>	<b>831</b>	<b>1856</b>	
DMCC	512	Ensuring Medicare&Livelihood Support for Rana Plaza Survivor	2		2	0%
		<b>Total</b>	<b>2</b>	<b>0</b>	<b>2</b>	
Driving Training	337	Driving Training Project	9	1	10	10%
		<b>Total</b>	<b>9</b>	<b>1</b>	<b>10</b>	

Programme and project-wise total number of staff by sex (Details) as of December 31, 2016

Programme	Code	Project	M	F	Total	% of Female
Finance and Accounts	854	Finance and Accounts-Field	2788	721	3509	21%
		Total	2788	721	3509	
Gender Justice and Diversity	391	Economic Empowerment for Poor	6	3	9	48%
	580	Gender Justice and Diversity Phase-II	23	17	40	
	353	MEJNIN	4	9	13	
	367	Organization Development of GJ&D		1	1	
		Total	33	30	63	
HEAD OFFICE	H56	Administration-BRAC	3		3	0%
	H30	Advocacy for Social Change	11	7	18	39%
	H77	Agriculture and Food Security Programme	5	3	8	38%
	H14	BEP	50	48	98	49%
	H41	BIED	28	32	60	53%
	H22	BRAC Computer Centre	7	6	13	46%
	H38	BRAC Dairy and Food Project-HO	45	1	46	2%
	H97	BRAC Daycare Center		21	21	100%
	H72	BRAC DLO	2	1	3	33%
	H55	BRAC Enterprises	36	5	41	12%
	H69	BRAC International	42	27	69	39%
	H15	BRAC Learning Division	16	12	28	43%
	H92	BRAC Seed and Agro Enterprise	18		18	0%
	H24	Central Store-BRAC	11	1	12	8%
	H68	CEP-HO	11	8	19	42%
	H59	CFPR-TUP	10	11	21	52%
	H95	Communicable Disease Programme	28	7	35	20%
	H17	Communications Department	16	10	26	38%
	H10	Construction	51	7	58	12%
	H01	Corporate Office	5	4	9	44%
	H71	DMCC	11	9	20	45%
	H57	Estate	9		9	0%
	H99	Executive	1		1	0%
	H09	Finance and Accounts-HO	53	20	73	27%
	H61	Gender Justice and Diversity-HO	8	15	23	65%
	H12	HNPP	31	25	56	45%
	H18	HRD	41	45	86	52%
	H58	HRLS	6	10	16	63%
	H83	IDP-HO	17	3	20	15%
	H19	Internal Audit-HO	148	28	176	16%
	H91	Investigation Department	2	1	3	33%
	H31	Kumon Project (BIL)	2		2	0%
	H78	Legal and Compliance-HO	7	5	12	42%
	H03	Logistics Services	42	44	86	51%
	H06	Maintenance-BRAC	83	4	87	5%
	H08	Microfinance	97	27	124	22%
	H86	Migration Programme	8	6	14	43%
	H16	Monitoring-HO	9	4	13	31%
	H04	Procurement-BRAC	22	6	28	21%
	H80	PSU-HO	2	1	3	33%
	H11	RED	45	37	82	45%
	H90	Risk Management Services	2		2	0%
	H88	Road Safety	4		4	0%
	H62	Security Services	352	13	365	4%
	H82	SHRC	6	6	12	50%
	H94	Skills Development	13	11	24	46%
	H93	Social Innovation Lab (SIL)	2	6	8	75%
	H42	Tea Garden	1		1	0%
	H76	Technology Division	24	11	35	31%
	H02	Telephone	7	6	13	46%
	H05	Transport-BRAC	145	15	160	9%
	H34	Travel Management and Protocol	3		3	0%
H89	Urban Development Programme	11	1	12	8%	
H60	WASH	17	7	24	29%	
H32	Workshop	34		34	0%	
		Total	1660	577	2237	26%

Programme and project-wise total number of staff by sex (Details) as of December 31, 2016

Programme	Code	Project	M	F	Total	% of Female
HNPP	496	Alive & Thrive's integraton of Maternal Nutrtion	32	5	37	41%
	050	BLBC	9	8	17	
	452	BRAC Health Secutiry Programme (BHSP)	1		1	
	551	Breast Feeding Promotion	1	7	8	
	520	Effect Of Bio Fortified Lentils on Iron and Selsenium Status	27	10	37	
	801	EHC	339	392	731	
	485	FPSP	10	5	15	
	420	Improving Maternal and Child Nutrition		2	2	
	526	Improving mother and child nutrition in Bangladesh (SHIMA)	19	17	36	
	524	Maternal Health Care Through Mobile Biometrics	2	2	4	
	532	Maternal, Neonatal & Child Health, Phase-II (MNCH Rural)	388	190	578	
	587	MISHD	24		24	
	413	MIYCN - Home Fortification Program	66	46	112	
	531	MNCH (Urban) Project	130	134	264	
	533	Nutrition Interventions Pilot Phase	129	60	189	
	206	Reading Glasses for Improved Livelihoods	73		73	
	444	Sustainable Clubfoot Care in Bangladesh	16		16	
	556	TOMS Shoes	5	6	11	
	845	TUP-N (Health)	4	3	7	
546	Vision Bangladesh Project	13	10	23		
		<b>Total</b>	<b>1288</b>	<b>897</b>	<b>2185</b>	
HRD	852	HRD-FO	135	37	172	22%
		<b>Total</b>	<b>135</b>	<b>37</b>	<b>172</b>	
HRLS	806	HRLS (Field)	266	127	393	32%
	317	The Property Rights Initiatives	1		1	
		<b>Total</b>	<b>267</b>	<b>127</b>	<b>394</b>	
IDP	339	CDSP	25	1	26	17%
	473	IDP Cashless Branch Scale Up	1		1	
	363	IDP for Plain Land Indigenous Peoples	12	6	18	
	550	Integrated Development Programme (IDP)	455	94	549	
	522	JIBIKA	18	2	20	
		<b>Total</b>	<b>511</b>	<b>103</b>	<b>614</b>	
Internal Audit	810	Internal Audit-Field	86	10	96	10%
		<b>Total</b>	<b>86</b>	<b>10</b>	<b>96</b>	
Investigation	891	Investigation (Field)	20	2	22	9%
		<b>Total</b>	<b>20</b>	<b>2</b>	<b>22</b>	
Legal and Compliance	322	Legal and Compliance-Field	34	7	41	17%
		<b>Total</b>	<b>34</b>	<b>7</b>	<b>41</b>	
Microfinance	279	BCUP	870	146	1016	20%
	436	BRAC Safe Save Project	4		4	
	015	Microfinance (Dabi)	9523	2996	12519	
	104	NCDP	152	16	168	
	060	Progoti	4880	655	5535	
	351	SCDP	258	82	340	
		<b>Total</b>	<b>15687</b>	<b>3895</b>	<b>19582</b>	
Monitoring	016	Monitoring-Field	60	7	67	10%
		<b>Total</b>	<b>60</b>	<b>7</b>	<b>67</b>	
PSU	309	PSU-Field	57	3	60	5%
		<b>Total</b>	<b>57</b>	<b>3</b>	<b>60</b>	
Road Safety	442	Road Safety Awareness Campaign	1		1	0%
		<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	
Safe Migration Programme	417	Safe Migration For Bangladeshi Workers	8	1	9	11%
		<b>Total</b>	<b>8</b>	<b>1</b>	<b>9</b>	
Skill Development	585	BRAC Institute for Skills Development	1		1	22%
	588	Business Incubation For Youth		2	2	
	572	Livelihood Skill Training Project (Unicef)	37	8	45	
	559	Skill Development Programme	2		2	
	542	Skill Training for Advancing Resources (STAR) Project	149	45	194	
	443	Skills for Youth	7		7	
	343	STAR	1		1	
		<b>Total</b>	<b>197</b>	<b>55</b>	<b>252</b>	
TUP	836	ACCD	107	40	147	23%
	802	OTUP	268	117	385	
	805	STUP	896	215	1111	
	445	TUP-N	3		3	
		<b>Total</b>	<b>1274</b>	<b>372</b>	<b>1646</b>	
Urban Development Programme	519	EMPOWER	25	7	32	23%
	406	Urban Street Children Project (USC)	5	2	7	
		<b>Total</b>	<b>30</b>	<b>9</b>	<b>39</b>	
WASH	490	BRAC Splash Urban WASH in Schools	2	1	3	12%
	529	WASH in Hard to Reach Areas	253	33	286	
	538	WASH in Urban Areas	106	17	123	
		<b>Total</b>	<b>361</b>	<b>51</b>	<b>412</b>	
<b>Grand Total</b>			<b>30494</b>	<b>9694</b>	<b>40188</b>	<b>24%</b>

## BRAC

Annex-7

Programme and project-wise total number of Aarong and BIED staff by sex (Details) as of December 31, 2016

Programme	Project Code	Sub Project	Male	Female	Total	% of Female		
AARONG	835	AAF	378	162	540	32%		
	816	Aarong Outlet	187	104	291			
	038	Aarong Production Center	12		12			
	<b>Total</b>		<b>577</b>	<b>266</b>	<b>843</b>			
Aarong-HO	C01	Aador		4	4	29%		
	C08	AAF-HO	45	43	88			
	C02	Aarong Leather Factory	4		4			
	C04	Administration	1	2	3			
	C05	Administrative Service and Textile Division	1		1			
	C07	Central Store	71	8	79			
	C10	CRM	1	1	2			
	C12	Design	30	36	66			
	C13	Documentation Library	4	1	5			
	C14	E-Commerce	15	3	18			
	C15	Export	6	2	8			
	C16	Export Store	7		7			
	C03	Finance and Accounts	17	3	20			
	C17	Human Resource	5	4	9			
	C19	Information Technology	18	1	19			
	C20	Inventory Control	2	2	4			
	C23	Maintenance	32	7	39			
	C24	Marketing	3	4	7			
	C25	Merchandising	21	15	36			
	C26	Pattern Room	28	4	32			
	C27	Processing Store	63	3	66			
	C28	Procurement	17		17			
	C29	Quality Control	52	50	102			
	C30	Retail	1	1	2			
	C31	Retail and Infrastructure	1		1			
	C32	Security	22	5	27			
	C33	Security and Maintenance	1		1			
	C34	Social Compliance and Producer Development	7	3	10			
	C36	Textile Division	8	1	9			
	C37	Training Division	4	2	6			
	C38	Transport	59	1	60			
	C39	Warehouse	54	5	59			
	<b>Total</b>		<b>600</b>	<b>211</b>	<b>811</b>			
	<b>Grand Total</b>			<b>1177</b>	<b>477</b>		<b>1654</b>	
	BIED	204	BIED		9		9	54%
		428	BRAC Noba Dhara School	4	3		7	
		269	IERTA - BRACU	6	1		7	
		534	SAILS	1			1	
		<b>Total</b>		<b>11</b>	<b>13</b>		<b>24</b>	

**BRAC**

Annex-8

Status of newly joined staff (Male - Female) in last 5 years

Year	Total Joined in years			Joining Rate in Percentage (%)	
	Male	Female	Total	Male	Female
2012	5313	2317	7630	70	30
2013	3378	1902	5280	64	36
2014	1946	890	2836	69	31
2015	2809	800	3609	78	22
2016	3124	1417	4541	69	31

Drop-out status of women and men staff from BRAC in last 5 years

Year	Total Staff in that year	Total dropout in number			Dropout in percentage respect to total staff		
		Male	Female	Total	Male	Female	Total
2012	45511	3969	833	4802	8.7	1.8	10.6
2013	46180	2844	785	3629	6.2	1.7	8.0
2014	42826	4124	1476	5600	8.9	3.2	12.1
2015	42625	2961	1076	4037	6.9	2.5	9.4
2016	40188	4770	2022	6792	11.2	4.7	15.9

Ratio of female staff compared to men in last 5 years

Year	Total Staff In (%)		Total
	Male	Female	
2012	77	23	45511
2013	75	25	46180
2014	75	25	42826
2015	76	24	42625
2016	76	24	40188