

Status of Human Resource Management

*participates
in survival strategies
of coastal poor*



COAST Trust

HRM Department & Staff:

COAST Trust has a large number of staff working in its core and non-core programs of microfinance, social development and FDMN. All the human resource related functions are conducted centrally from HRM department in principal office.

Staff Status: Organization

SL	Staff status	2018-19	2019-20	+/- %	2020-21	+/- %
1	Male	896	815	-9%	888	9%
2	Female	565	447	-22%	525	17%
Total		1361	1262	-7%	1413	12%
Male Female Ration		65:35	64:36		62:38	

Staff Status: Core Programs

SL	Staff status	2018-19	2019-20	+/- %	2020-21	+/- %
1	Male	592	585	-1%	605	3%
2	Female	261	262	-0.4%	288	10%
	Total	853	847	-0.7%	893	5%
Male Female Ration		69:31	69:31		67:33	

Staff Status: Non-Core Programs

SL	Staff status	2018-19	2019-20	+/- %	2020-21	+/- %
1	Male	110	56	-49%	94	67%
2	Female	113	73	-35%	110	51%
Total		223	129	-42%	204	58%
Male Female Ration		49:51	47:53		46:54	

Staff Status: Rohingya Refugee Projects

SL	Staff status	2018-19	2019-20	+/- %	2020-21	+/- %
1	Male	194	174	-10%	189	9%
2	Female	191	112	-41%	127	13%
Total		385	286	-34%	316	10%
Male Female Ration		51:49	60:40		59:41	

Region-wise staff status

SL	Staff status	2018-19	2019-20	+/- %	2020-21	+/- %	Av. M:F
1	Bhola	302	212	-3%	212	0%	64:46
2	Cox's Bazar	681	550	-19%	685	25%	59:41
3	Chattogram	108	128	19%	128	0%	63:47
4	Noakhali	152	162	7%	168	4%	74:26
5	Outreach	68	67	1%	67	0%	74:26
6	Barishal	64	71	11%	81	14%	73:27
7	PO and MTCs	72	72	0%	72	0%	64:36
Total		1447	1262	-13%	1413	12%	64:36

Disciplinary Actions Taken (2019 and Up to June 30,2020)

Actions	Causes	2019	June 30, 2020
Show cause:	Unprofessional behavior	13	1
Warning	Financial misappropriation and hiding information.	18	3
Fine:	Microfinance rules violation	3	1
Suspension:	No One	5	0
Dismissal:	HR policy violation	8	1

Challenges:

1. Recruitment & Retention of competent staff due to COVID-19 pandemic which is affecting staffing process.
2. Lack of direct communication affecting recruitment & selection process.
3. Mismatching of staff qualifications with jobs or positions.
4. Sometimes we face difficulties in maintaining balance between employees and organization needs.

Thank you.