

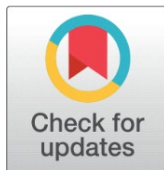


DUAL MILITARY SOCIOLOGICAL ADVANTAGES TO CONFLICT WITH LIFESTYLE

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ABSTRACT

Bangladesh armed forces is a well-known organization for its professionalism. Keeping force's goal 2030 in mind and to keep pace with the developed forces, Bangladesh armed forces is also upgrading itself in regard to men and equipment's. As a part of this process, Bangladesh armed forces started inclusion of female officers since Jan 2000. Female officers are now getting involved in various operational and administrative activities in the units or bases along with their male colleagues. At the same time, many of the female officers are getting married with male officers, which gives them some sociological advantages. On the other hand, some challenges have also come up in dual military couples' life. The number of dual military couples are increasing day by day. Thereby, the challenges of dual military couples have become an organizational matter to address.

Keywords: Lifestyle, Society, Couple

1. INTRODUCTION

Family is the prime concern for every married person's life and obviously a child is the nucleus of that family. Human child needs extreme care since his or her birth. Parents are the main tools to build up a child to a well-groomed up person in the society. The blood relation created by Almighty between a child and parents has also made a child fully dependent on his parents in the very initial stage. On the other hand, a dual military couple, where both of them are bounded by the rules and regulations of the military service, it is very difficult to fulfil parental requirement of a child.

Military service demands 24/7 service from its members. On the other hand, a children demands intense and continuous care from his parents, specially from

mother. These two equals but opposite important demands create a complex situation for the dual military couples. Now this is a matter of great concern for any service administration as it affects professional efficiency and social stability of both the officers at a time. [Shawon et al. \(2018\)](#) Moreover, challenges are more diversified when inter services marriage is occurred. This research has taken an endeavour to identify the challenges of dual military couples regarding childcare and its effect on both child and parents with few suggestions to overcome those challenges by military services.

2. RESEARCH QUESTIONS

2.1. PRIMARY QUESTION

Do military services have enough preparedness to support dual military couples to meet the challenges of child development?

2.2. SECONDARY QUESTIONS

- 1) What are the challenges do the dual military couples face in child development?
- 2) What are the effects of childcare complicacy on children and dual military couples' life?
- 3) What are the measures military services can take to mitigate the challenges of dual military couples in child development?
- 4) Major Afsana Rahman, in his research, 'Changing Family Pattern and Its Impact on Child Care System', confined her topic within urban area only.
- 5) Major JaRai A. Williams, in his research, 'Dual-Military Couples, Child Care & Retention', discussed the childcare issue only on air force perspective. Moreover, he gave more emphasis on off based childcare system. He didn't give any solution which can be taken by armed forces.
- 6) [Kacy Mixon \(2013\)](#), in her research, 'Serving Together: Research on Dual Military Couple', explained various difficulties of dual military couples in child development. However, she didn't mention any solution regarding this matter.
- 7) Major Mohammad Hedayetul Islam, in his research, 'Working Wives and Its Impacts on Military Life of Bangladesh Army', confined his research on military wives working outside armed forces. He didn't elaborately explain regarding effects of childcare complicacy on dual military couples.

2.3. SCOPE FOR FURTHER RESEARCH

Basing on the literatures reviewed and the comments, following areas were found for further research:

- 1) Necessity of required preparedness to support dual military couples to meet the challenges of child development.
- 2) Necessity of identifying challenges of inter services marriage for military personnel and ways to overcome.
- 3) Necessity of supportive working environment for a mother in military profession.
- 4) Identification of reasons for early retirement of dual military couples due to childcare challenges.

2.4. AREA CHOSEN FOR RESEARCH

It is well understood that childcare challenges of dual military couples are now a matter of great concern for military services for upbringing the overall efficiency of the armed forces. Thus the specific area chosen within above mentioned three scopes is, 'Necessity of required preparedness to support dual military couples to meet the challenges of child development.'

3. LIMITATIONS AND ASSUMPTIONS

3.1. LIMITATIONS

- 1) The research was confined to the periphery of Bangladesh Armed forces. Challenges of the other countries' Armed forces were not studied in this research.
- 2) Only mid-level serving officers were considered for this research.
- 3) Since ratio between ability of providing time to children and child development varies among the dual military couples, thereby specific data can't be given in this regard.
- 4) Challenges not related to childcare were not discussed in this research.

3.2. ASSUMPTIONS

- 1) Though the samples taken from a selected group of officers, it was assumed that the outcome of this research would be pertinent for all dual military couples.
- 2) It is assumed that the background of the study was well understood by interviewed person. Moreover, views and comments. were given impartially.
- 3) While taking the views of one of the members of a dual military family, it is considered that this is the view of both the officers of that family.

3.3. PURPOSE OF THE RESEARCH

The purpose of this research is to ascertain the challenges of dual military couples in child development, effects of childcare complicity and finally, propose some measures to our military services in order to support dual military couples in facing those challenges.

3.4. SIGNIFICANCE OF THE RESEARCH

Today's children are our future leaders. Parents are the key actors for proper grooming up of those future leaders. Thereby, the major role that has to perform by dual military couples, especially the female officers as mother, can't be undervalued or ignored. On the other hand, the childcare complicity of dual military couples considerably affects overall efficiency of the military services. [Zaman et al. \(2016\)](#) The significance of this research lies in its attempt to identify the challenges faced by dual military couples of Bangladesh armed forces for grooming up of their children. It will also find out the negative effects on both children and the couples. As a whole this research will make an endeavour to find out some plausible solutions which can be implemented by the military services to mitigate those challenges of dual military couples.

3.5. RESEARCH HYPOTHESIS

1.15 Hypothesis. Military services have lack of preparedness to support dual military couples in facing their child development challenges.

4. RESEARCH METHODOLOGY

4.1. RESEARCH DESIGN

This research will be a casual study type research to determine the casual relationship between a specific problem and its effects. The research questions have been identified from the problem statement of the research. The existing literatures have been reviewed critically to find further scope of research. After that, the purpose of the research has been identified, Moreover, the hypothesis of the research was linked with the purpose to ensure validity of the research work. Both quantitative and qualitative technique will be adopted for data collection. Plateau and Bhuiyan (2017) Data will be collected through survey method, interview, focused group discussion, document study, and childcare center visit. Survey for dual military couples, personal interview with structured questionnaire and telephone interview will be carried out for quantitative data collection. For qualitative data collection, focused group discussion, document study and Unstructured telephone interview will be conducted. Moreover, a childcare center will be visited for data collection on existing facilities for the children.

4.2. CONCEPTUAL FRAMEWORK

The conceptual framework is given at Annex E.

4.3. OPERATIONALIZATION

- 1) Research Variables.
- 2) Case. Childcare of dual military couple.
- 3) Independent Variable. Challenges of dual military couple.
- 4) Dependant Variable. Effects on the child development.

Research Type Causal

4.4. CHALLENGES FACED BY THE DUAL MILITARY COUPLES

4.4.1. POSTING IN SEPARATE GARRISONS/ BASES

A survey was conducted to identify the status of dual military couples' posting in same garrison. The survey result is as follows:

Table 1

Table 1: Duration of Staying in Same Garrison					
Length of Marriage Life	Number of Officers	Posting in Same Garrison			
		Less than 3yrs	3-6 yrs.	6-9 yrs.	Above 9 yrs.
1-5 yrs.	12	12	-	-	-
6-10 yrs.	32	8	24	-	-
10 - 15 yrs.	16	-	7	6	3
Total	60	20	31	6	3

Source: Researcher's Construct Based on Survey Results

Again, the response of dual military couples to consider posting in separate garrison as a challenge to child development is shown below:

Chart 1

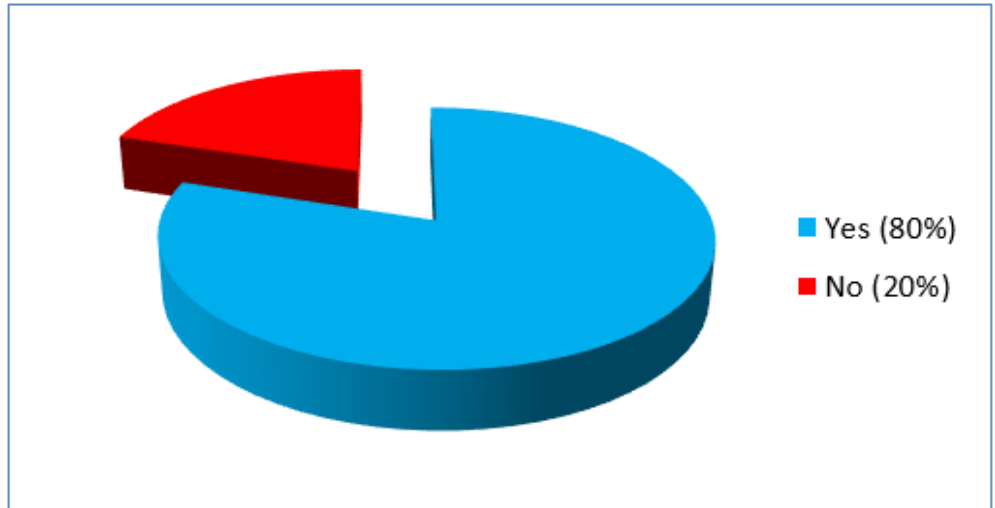


Chart 1: Posting in Separate Garrisons/ Bases

Source: Researcher's Construct Based on Survey Results

Majority of the dual military officers believe that posting in separate garrisons/bases is a challenge for child development. A child needs 24 hrs supervision by his parents or close relatives. However, parents both are serving in military hardly can give time to their child, especially during office time [FGD \(2018\)](#). On the other hand, posting of a military officer is an uncertain matter due to various service requirements. Thereby, separated parents face tremendous pressure in upbringing their children [Zaman et al. \(2016\)](#). There is a certain policy for posting in a same garrison for dual military couples. However, the policy can't be maintained regularly due to service requirements [Secretary \(2018\)](#). At present, the existing posting policy for dual military couples are as under:

Table 2

Table 2: Existence of Posing Policy				
Ser	Services	Existence of Policy	Letter No	Rmk
			MS Br 23.01.901.057.06.105.01.12.02.17, 12 Feb 2017	
1	Army	Yes		
2	Navy	No		
3	Air Force	Yes	Air HQ 36-29, 06 March 2018	

Source: Researcher's Construct Based on Survey Results

4.5. ABSENCE/UNAWARENESS OF CAREER PLANNING

The researcher has conducted survey on officers regarding awareness of personal career planning. Unfortunately, none of the officers received any written

career planning from military secretariat branch in their service life. The related authority of the three services also agreed that there is no such provision of providing career plan to officers. The survey result on challenges of dual military couples in relation to unawareness of career planning is shown below:

Chart 2

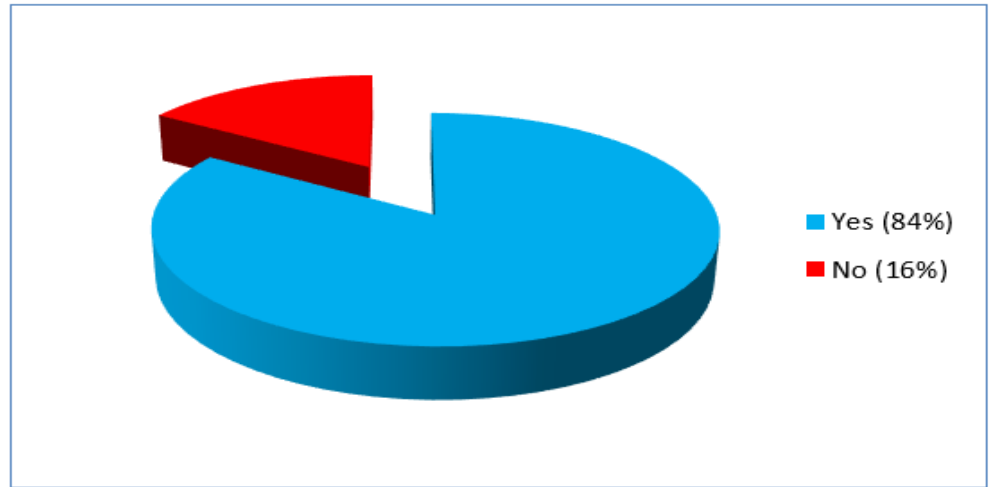


Chart 2 Absence/Unawareness of Career Planning

Source: Researcher's Construct Based on Survey Results

The result shows that majority of the officers believe absence or unawareness of their future career planning is a challenge for family planning and child development. An officer's life is based on unit service, military training, and operational activities. However, it's a difficult task for the service HQs to provide future career plan to the officers due to various service requirements [Sharif \(2018\)](#). However, this unawareness creates uncertainty in dual military couples' mind. The following survey result gives a clear indication of state of uncertainty:

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Chart 3

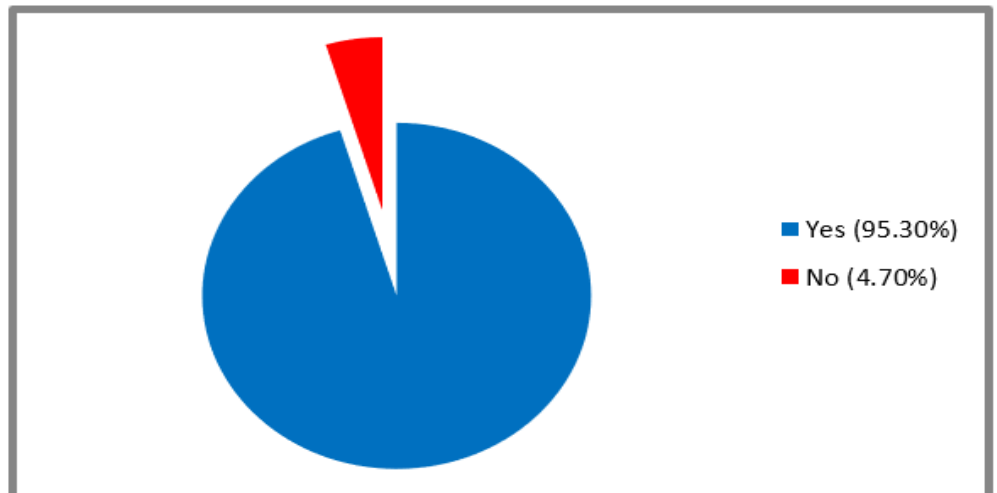


Chart 3: Uncertainty Due to Lack of Career Planning

Source: Researcher's Construct Based on Survey Results

During survey it is seen that 95.3% officers feel uncertainty about their future life. Officers' career planning can also help dual military couples to take preparation for the upcoming challenges FGD (2018). On the other hand, MS branch can't circulate career planning due to diversity of officers' employment in military services Military (2018).

4.6. ABSENCE OF INTER SERVICES POLICIES FOR DUAL MILITARY COUPLES

The number of dual military couples are increasing in our military services. The present state of dual military couples in our three services are as follows:

Table 3

Table 3: Number of Dual Military Couples			
Ser	Services	Number of dual Military Couples	Rmk
1	Army	71	
2	Navy	39	
3	Air Force	47	

Source: MS br, NS Br and Air Secy Br

Various requirements of dual military couples are interdependent to each other. On the other hand, our service HQs plan officers' career as a single entity Mixon (2013). The researcher tried to find out any existing inter services policies for dual military couples while conducting survey. However, there is no such policies have been made by any services headquarters or armed forces division. The challenges dual couples face due to lack of inter service policy has been reflected through following survey result:

Chart 4

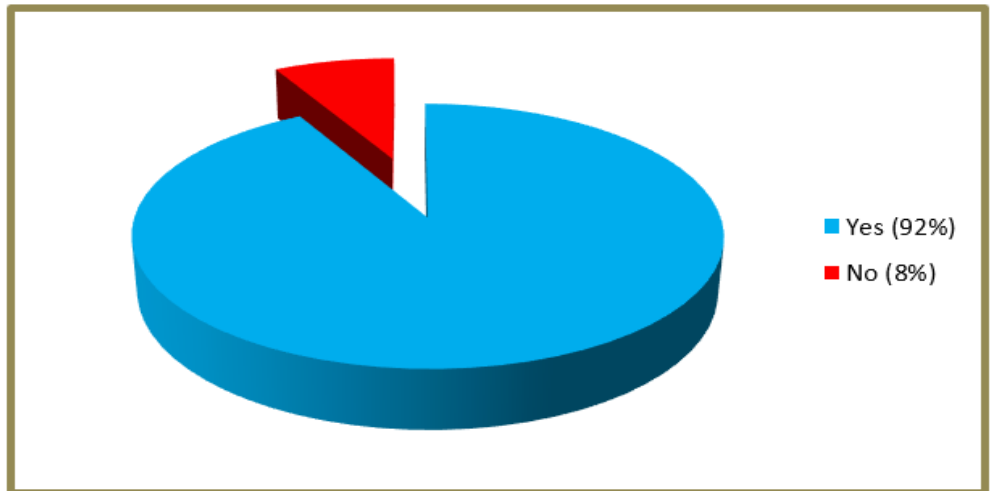


Chart 4: Absence of Inter Services Policy

Source: Researcher's Construct Based on Survey Results

All most all the respondents recognized that absence of inter service policies is a challenge not only for the dual military couples but also for the service HQs. Nowadays, many officers are getting married in other services. In present day

context, time has come to formulate inter services policies to provide required support to dual military couples [Major \(2018\)](#). The officers also think that there should be nominated personnel in service HQs or separate cell to deal with inter services married couples. The urgency is reflected in following survey result done on this aspect:

89.6% officers think that there should be nominated personnel or separate cell. On the other hand, different services have different requirements. Thereby, it is difficult to formulate such policy to adjust dual military couples [Air Secretary \(2018\)](#).

4.7. FOREIGN EMPLOYMENT OF BOTH THE OFFICERS AT A TIME

Foreign employment of dual military couples at a time is identified as one of the major challenges. The related survey result is shown below:

Chart 5

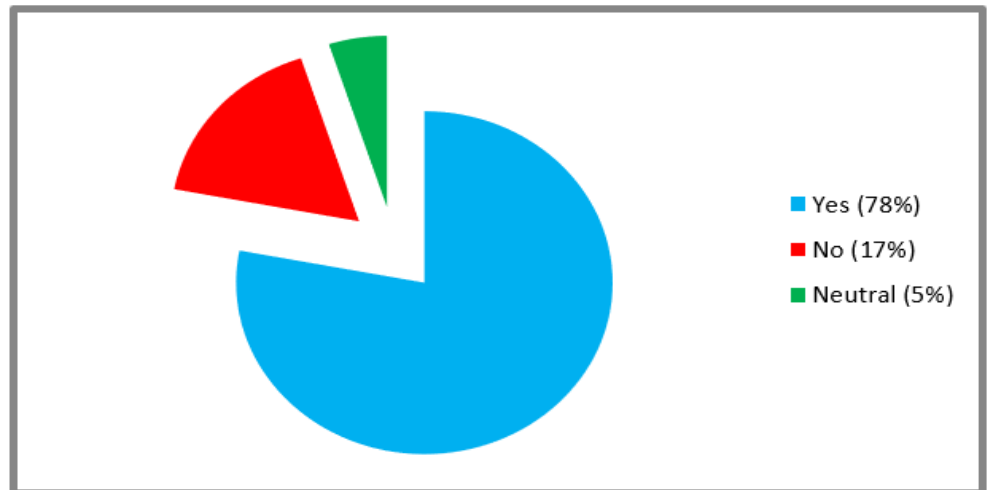


Chart 5 Attending Courses/ Foreign Employment at A Time

Source: Researcher's Construct Based on Survey Results

Bulks of the respondents feel that absence of parents at the same time due to foreign employment or attending various courses will hamper their child development. A child needs continuous support/ guidance from his or her parents. Specially, children below two years and the children who need special care. On the other hand, UN mission and many foreign courses are one year duration. Therefore, selection of both the officers for foreign employments will create a difficult situation in regard to childcare [FGD \(2018\)](#). However, the authority always try not to nominate both the officers at a time for foreign employment or military course [Naval \(2018\)](#).

4.8. LACK OF SUITABLE CHILD CARE SYSTEM

A female officer gets six months maternity leave. After that, she needs to depend on others for her childcare. During survey the researcher got the following dependency picture from 60 officers:

Chart 6

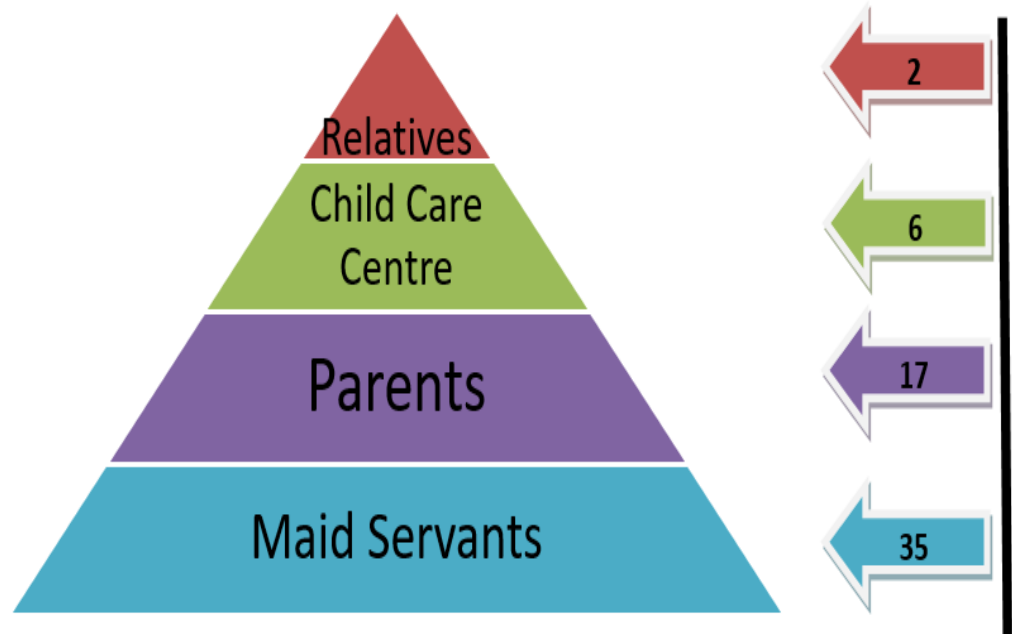


Chart 6 Dependency of Dual Military Couples
Source: Researcher's Construct Based on Survey Results

An well-organized childcare center has been identified as one of the vital requirements in our society. Absence of a suitable childcare centre forced dual military couples to depend on others, especially maid servants. The survey result on suitable childcare system is also shown below:

Chart 7

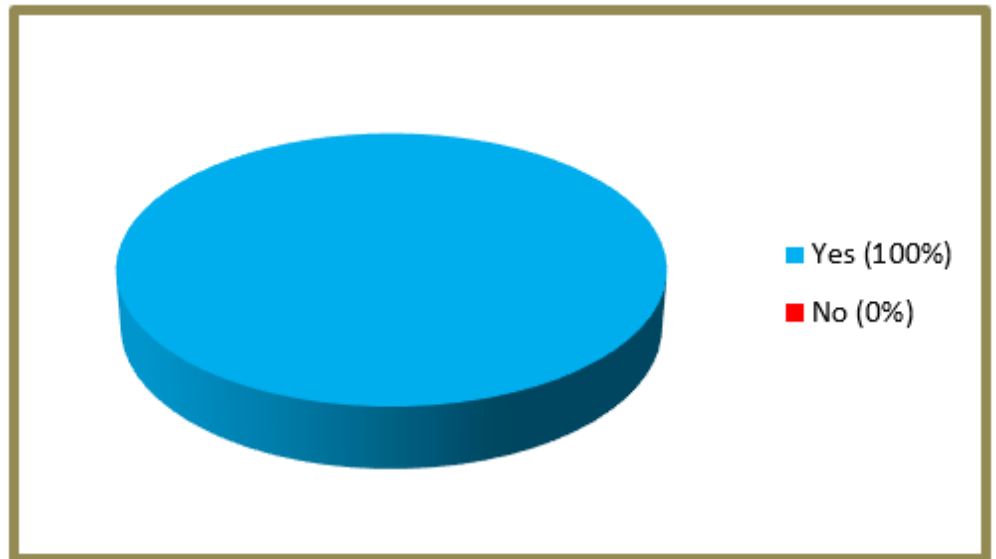


Chart 7 Lack of Suitable Child Care System
Source: Researcher's Construct Based on Survey Results

All the respondents (100%) strongly believe that all the garrisons or bases should have a well-established childcare centre. Nowadays, the family structure of our society has changed. Most of the families have become nucleus family (Professor Afzal Hossain, 2018). At the same time, dual military couple in our military need to go to office at the same time. [Bhuiyan and Faisal \(2020\)](#) Therefore, a well-established childcare system is a present time requirement. Unfortunately, there is no childcare centre in air force (Wing Commander Zakir, 2018). On the other hand, number of well-established childcare centre is also inadequate in Army and Navy. The number of established childcare centre in three services are given below:

Table 4

Table 4 Availability Of Child Care Center	
Name of the Services	Number of Child Care Center
Army	3
Navy	2
Air Force	-

4.9. LESS FLEXIBLE WORKING ENVIRONMENT IN UNIT/ BA

The survey on less flexible working environment gives the following result:

Chart 8

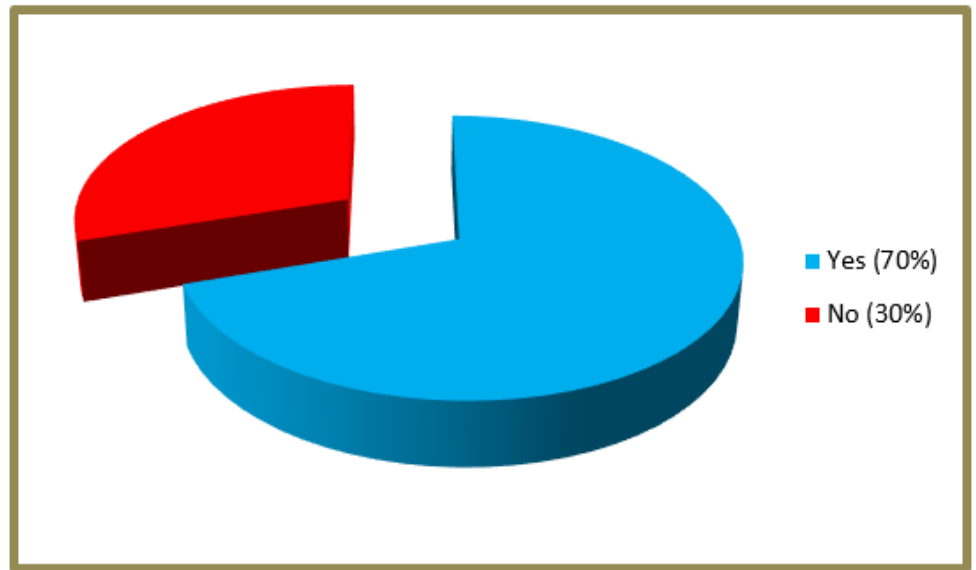


Chart 8 Less Flexible Working Environment in Unit/ Base

Source: Researcher's Construct Based on Survey Results

Majority of the respondents agree that working environment of the units/ bases is still less flexible for the female to provide motherly privilege. However, 30% of the respondents are not fully agree with this point. At present, women are more interested to get themselves involve in job market. [Bhuiyan and Majidul \(2021\)](#) Thereby, our society is also in a transition period of women empowerment in all the sectors [Hossain \(2018\)](#). Bangladesh armed forces is inducting female officers from 2000. However, few personnel of the units/ bases are still irrational to show sympathy to women's natural limitations [FGD \(2018\)](#).

4.10. IRRATIONAL EMPLOYMENT OF FEMALE OFFICER DURING PREGNANCY PERIOD/ IN EARLY AGE OF THE CHILDREN

Pregnancy period or the early age of the children is very crucial time for both mother and the children. The survey result on irrational employment of female officers are shown below:

5. AFFECTS OF CHILD CARE COMPLICACY ON CHILDREN

5.1. LACK OF BONDAGE BETWEEN PARENTS AND THE CHILD

During survey out of 60 officers, 54 officers gave their consent that there is a lack of mental attachment with their children. The survey result on this issue is shown below:

Chart 9

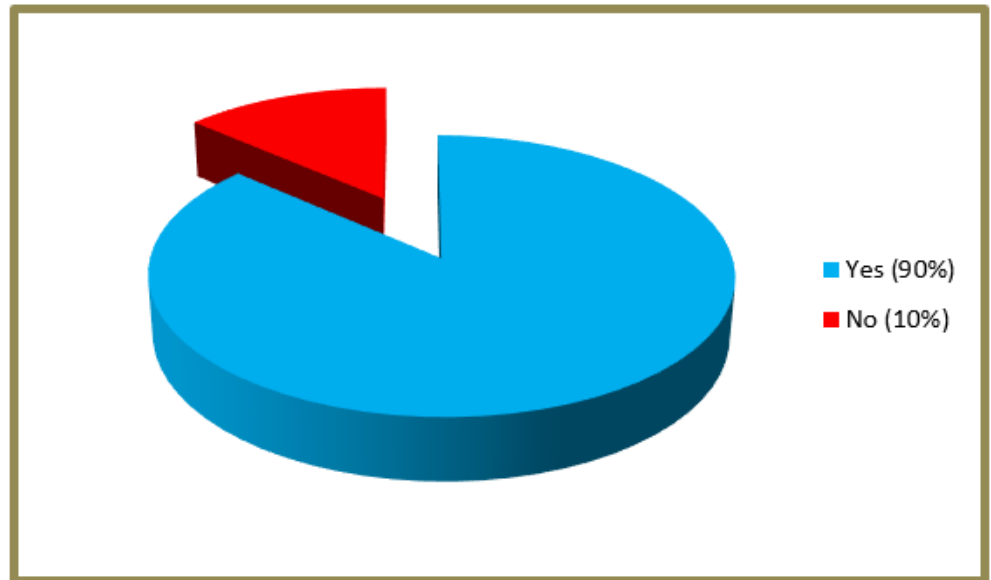


Chart 9 Lack of Bondage Between Parents and The Child

Source: Researcher's Construct Based on Survey Results

The survey result shows that majority of the officers are agreed that there is a lack of bondage between children and parents due to childcare complicacy. The following diagram also explain how family relationships or bondage effects on mental health:

Chart 10

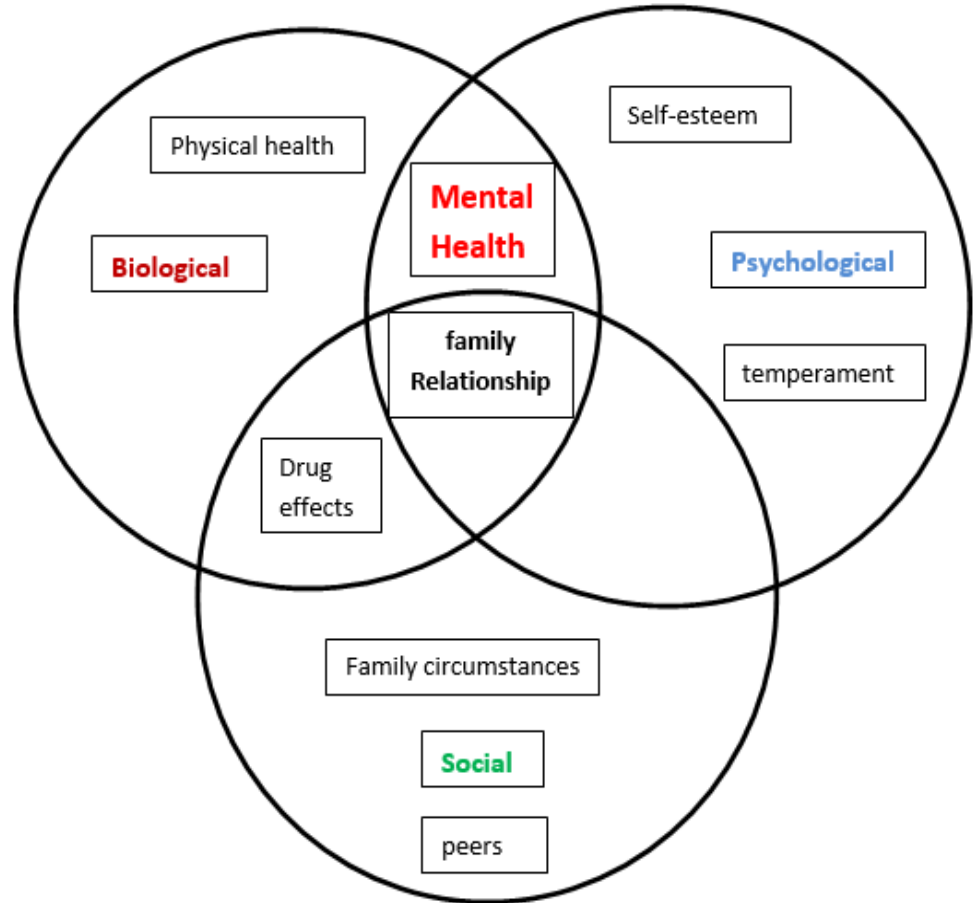


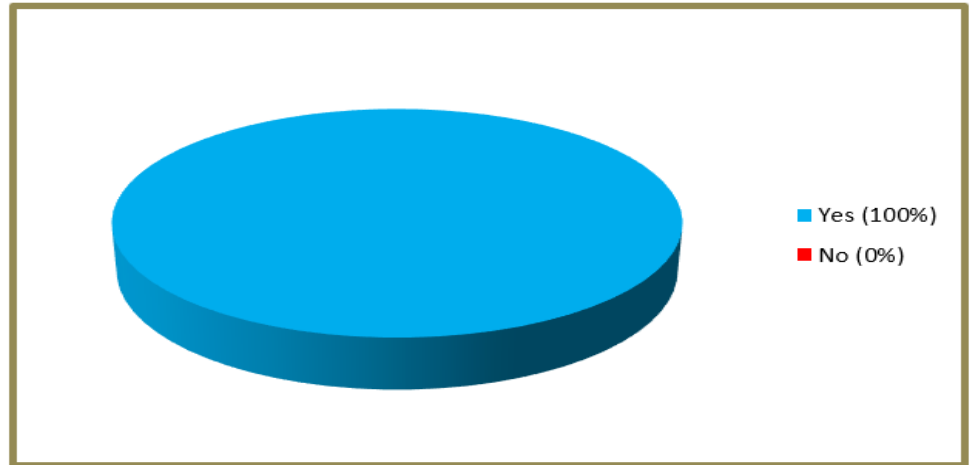
Chart 10 Family Relationship Effect on Child Health

Source:

A dual military couple needs to remain busy from early in the morning to till night due to various service requirements. At the same time, frequent posting in separate garrisons, UN mission, military courses etcetera are keeping parents away from their child for longer period of time [FGD \(2018\)](#). Hence, the attachment between the child and the mother will gradually decrease and the gap will increase. [Sayeed \(2014\)](#). Thereby, these children are deprived from their desired parental touch. They have lacking in strong bondage with their parents. Therefore, these children mentally remain away from their parents [Akter \(2018\)](#).

5.2. DEPRIVED OF MUCH NEEDED TIME FROM PARENTS

The survey result on this aspect is as follows:

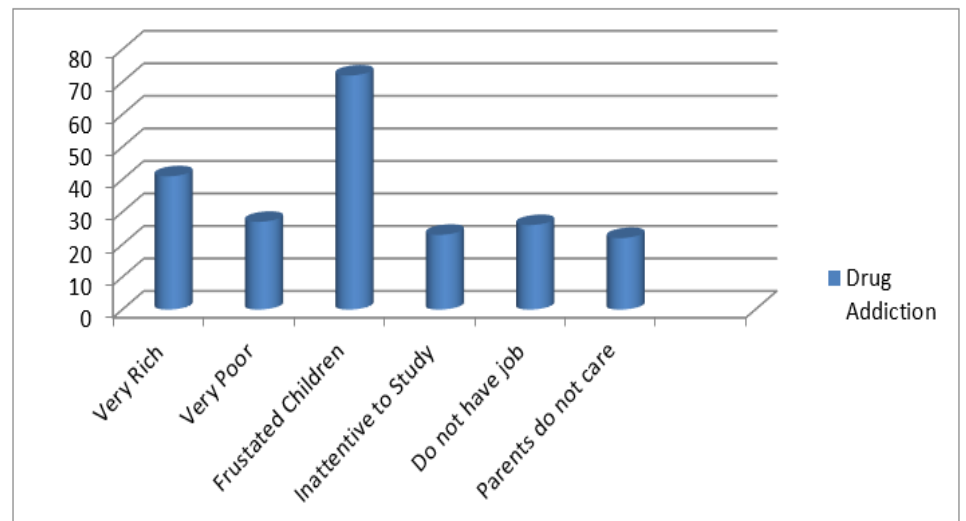
Chart 11**Chart 11** Deprived of Much Needed Time from Parents

Source: Researcher's Construct Based on Survey Results

Almost all the respondents think that children of dual military couples are deprived of their much-needed time from their parents. Parents are the closest person to a child. Children try to communicate with their parents for their needs from the very initial stage of their birth. The absence of parents' supervision may lead to child crime like addiction of drugs [Hossain \(2018\)](#).

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An statistics on children's drug addiction is shown below:

Chart 12**Chart 12** Drug Addiction by The Children

Source: <http://www.assignmentpoint.com/science/medical/drugaddiction.html>

However, it is very difficult for a dual military couple to provide adequate time to their child for their profession activities. Moreover, absence of motherly privilege in unit, irrational employment of female officers, night office trend, and lack of childcare facilities in the unit are also keeping parents away from their children for

longer period of time [FGD \(2018\)](#). Therefore, children are not getting adequate quality time from their parents.

5.3. SPENDING MORE TIME WITH MAID SERVANTS

The survey result on reliability on maid servant is given below:

Chart 13

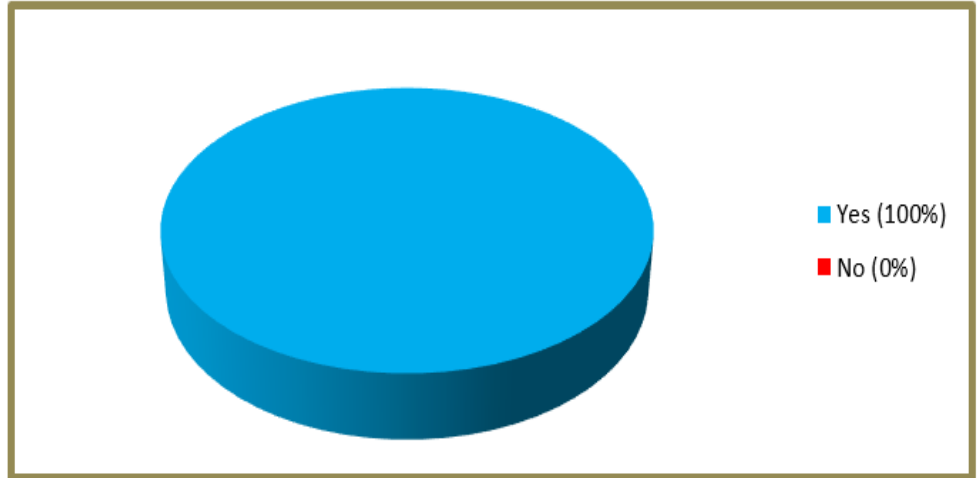


Chart 13 Spending More Time with Peers/ Maid Servants

Source: Researcher’s Construct Based on Survey Results

Most of the respondents are agreed on this point that their children have to spend much their time with peers or maid servants. At present, most of the families are nucleus families [Afsana \(2014\)](#). Thereby, nowadays it is very difficult to get the support of close relatives for the children. Though few of the dual military couples could manage continuous from their parents, mostly they have to depends on maid servants [FGD \(2018\)](#). The scenario is as follow:

Chart 14

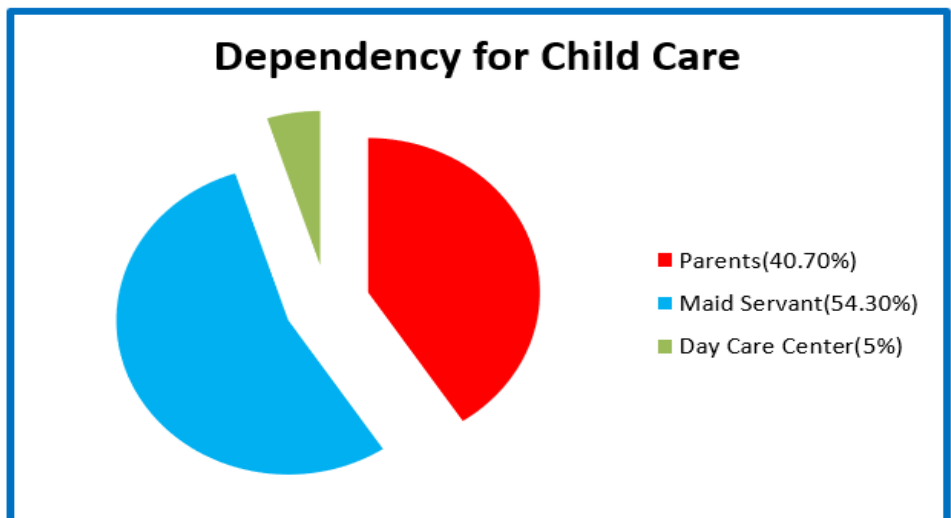


Chart 14 Dependency for Child Care

Source: Researcher’s Construct Based on Survey Results

Parents who need to rely on the maids for childcare feel anxiety about the negligence of the maids in handling the children [Hedayet \(2017\)](#). Moreover, the children are not getting the proper care that they badly need in their initial stage of life. At the same time, children are not secured in those servants' hand. So, the proper grooming up of the a child is not ensured [shamim \(2018\)](#).

5.4. INADEQUATE PHYSICAL DEVELOPMENT

The survey result on the effect of physical development is shown below:

Chart 15

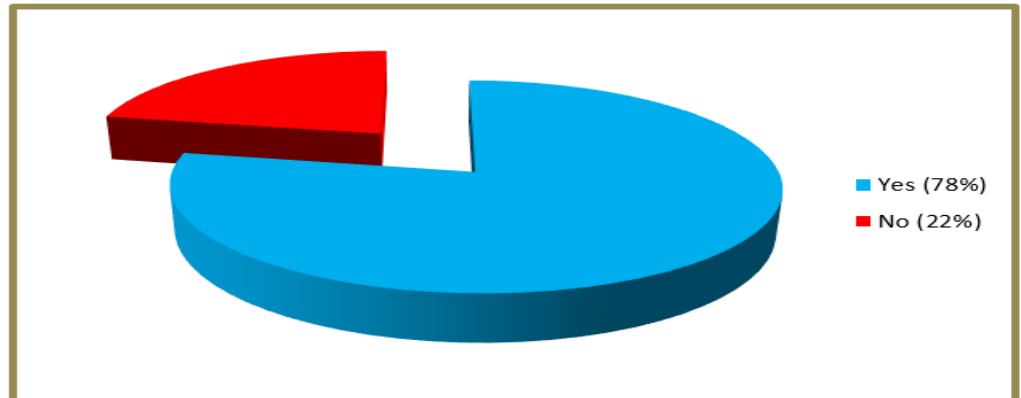


Chart 15 Inadequate Physical Development

Source: Researcher's Construct Based on Survey Result

Majority of the dual military couples think that challenges of childcare deter the physical development of the children. However, few officers (22%) disagree with that. A mother needs extreme physical care from the very beginning of the pregnancy period [Bhuiyan and Majidul \(2021\)](#) On the other hand, female officers get six months maternity leave as per existing policy. After that they get less time to take care of their child. Again, All the respondents think that personnel working in childcare centers do not have adequate training on childcare. Thereby these childcare centers are not reliable [FGD \(2018\)](#). The survey result on this issue is as follows.

Chart 16

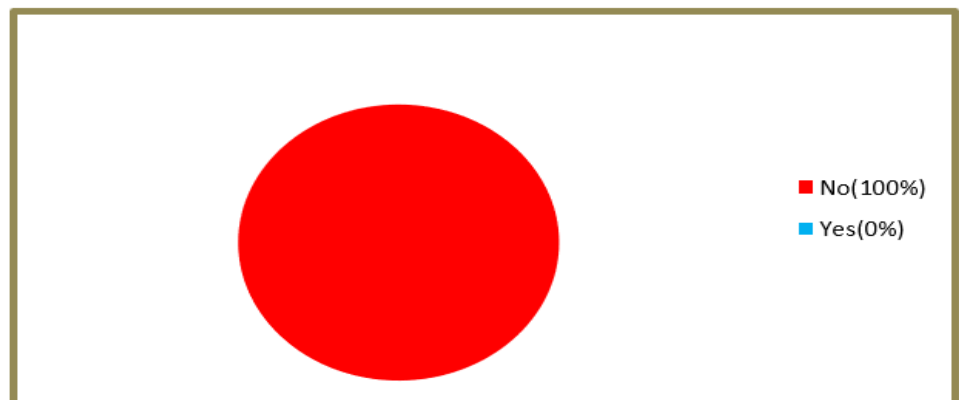


Chart 16 Adequacy and Reliability of Child Care Centers

Source: Researcher's Construct Based on Survey Results

Moreover, there is no provision of motherly privilege for woman in our military services during office time. Therefore, a child remains away from the support of his mother for a long time. This creates resistance to the adequate physical development of the children. However, few commanding officers give this privilege in his own jurisdiction [Secretary \(2018\)](#).

5.5. INADEQUATE PSYCHOLOGICAL GROWTH

The survey report on inadequacy of psychotically growth is shown below:

Chart 17

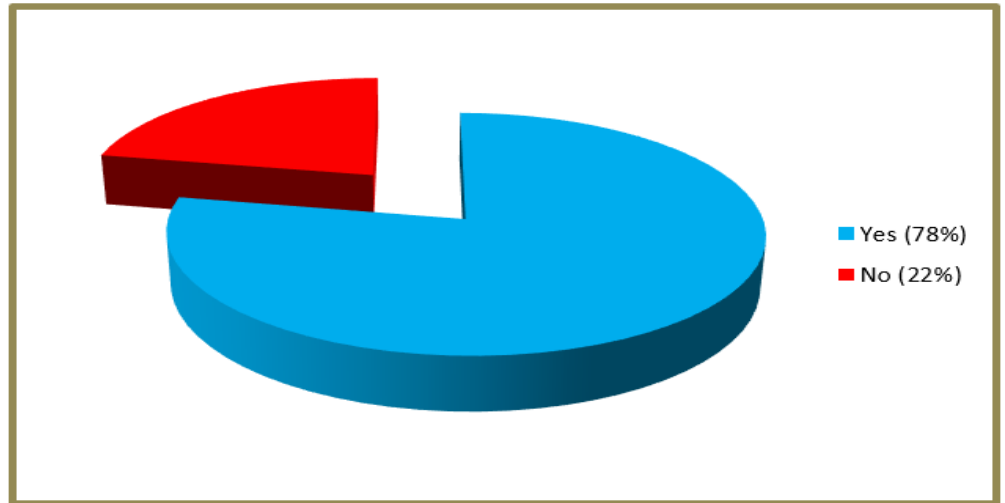


Chart 17 Inadequate Psychological Growth

Source: Researcher's Construct Based on Survey Results

Majority of the respondents (82%) feels that due to various childcare limitations of dual military couples, children are highly deprived of parental support. At the same time, their psychological growth is inadequate. A child is a quick learner and learns from his surroundings. Most of the things they learn from their families, specially from their parents [hossain \(2018\)](#). On the other hand, dual military can give less time to their children. They grow up either with their grandparents, and mostly with the maid servants. Thereby, they are learning most of the behaviour from those illiterate maid servants. In result, their psychological growth is not as per the expect level [FGD \(2018\)](#).

5.6. INADEQUATE SENSE OF SOCIAL VALUES, TRADITIONS, AND RESPONSIBILITIES

There are five core issues for learning social values and responsibilities. those are shown in following diagram:

Chart 18



Chart 18 Core Issues of Social Values and Responsibilities

Source: www.kidsmatter.edu.au/mental-health-matters

The distance between parents and children creates a vacuum of understanding social responsibility. The survey result on this issue is given below:

Chart 19

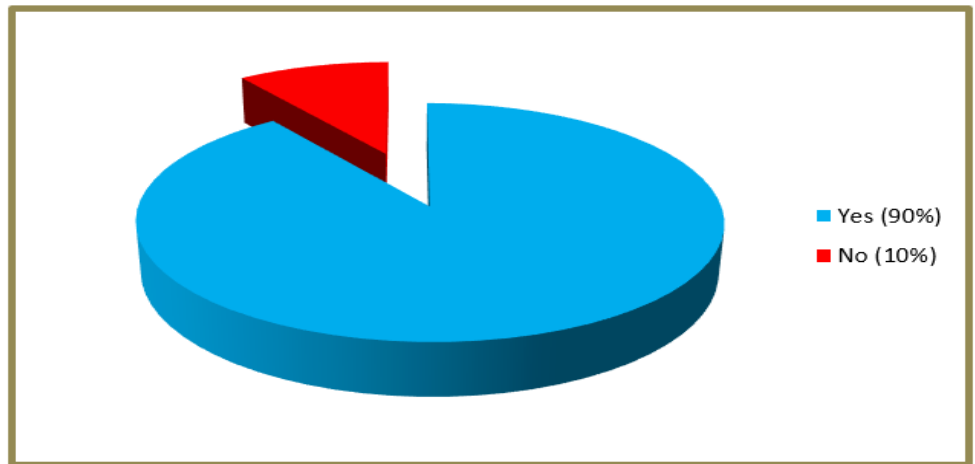


Chart 19 Inadequate Sense of Social Values, Traditions, And Responsibilities

Source: Researcher's Construct Based on Survey Results

Bulk of the officers agree that due to inadequate childcare of dual military couples, their children are not learning sense of social values, traditions, and responsibilities. Every military service has a very rich and traditional history. At the same time, our society has some very unique sociological and religious tradition. These norms and traditions are taught to the children through various activities of

children clubs and social gathering Forhad (2018). Unfortunately, due to huge workloads dual military couples get very less time to take their children-to-children club or social programs. On the other hand, most of the children are growing up with the maid servant. Therefore, these children have lack of sense of social values, traditions, and social responsibilities Shamim (2018).

5.7. MORE ATTRACTION TO ELECTRONIC GADGETS

The survey result on fascination to electronic gadgets is given below:

Chart 20

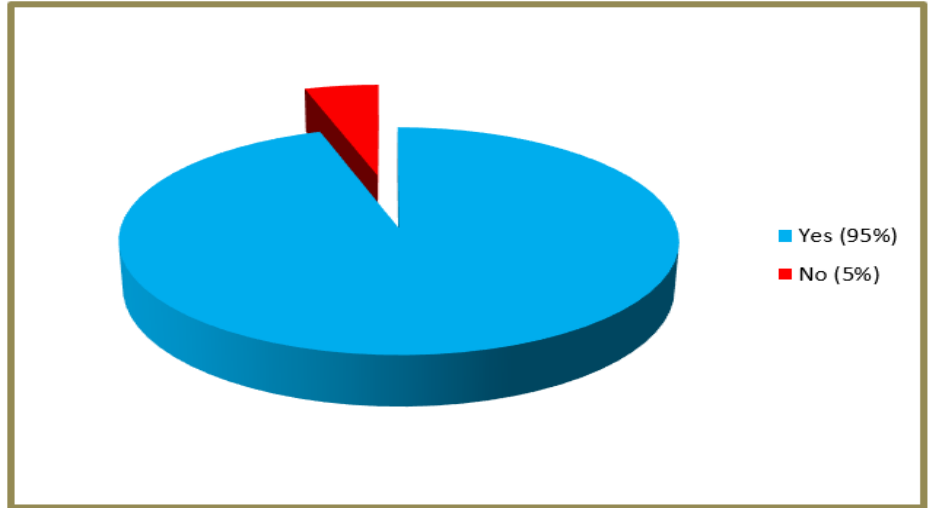


Chart 20 More Attraction to Electronic Gadgets

Source: Researcher's Construct Based on Survey Results

All most all the participants agree that their children are more biased to electronic gadgets due to failure of providing adequate time to their children. A statistics has shown the use of electronic gadgets by the children when parents are absent.

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Chart 21

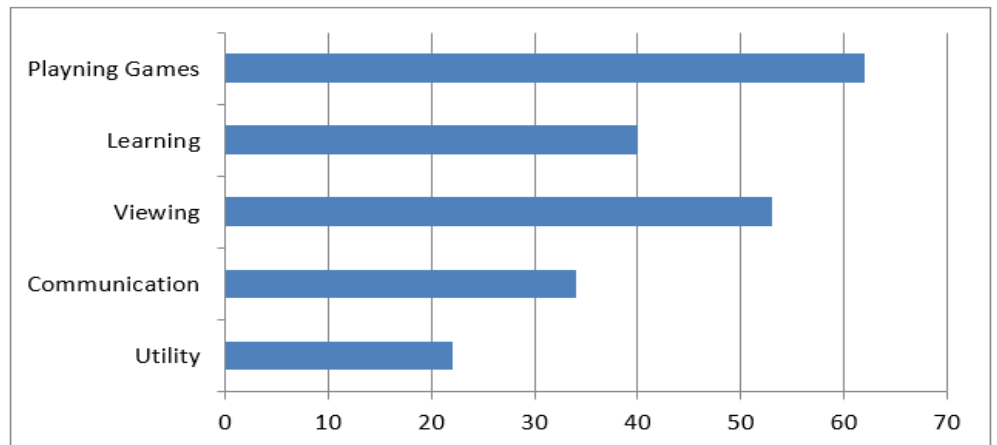


Chart 21 Frequency of Use of Electronic Gadgets by Children

Source: Michel Cohen Group, 2014

Since both the military parents have to remain busy therefore their children spend much of their time with electronic gadgets. At the same time, maid servant also try to keep the child engaged with television so that the child remains calm and does not feel the absence of the parents [Sayeed \(2014\)](#). Thereby, children become addicted to these electronic equipment's. This addiction is not only hampering their psychological growth, but also creating various health hazard for the children. [hossain \(2018\)](#).

5.8. FAULTY LANGUAGE DEVELOPMENT

The survey report on this issue is given below:

Chart 22

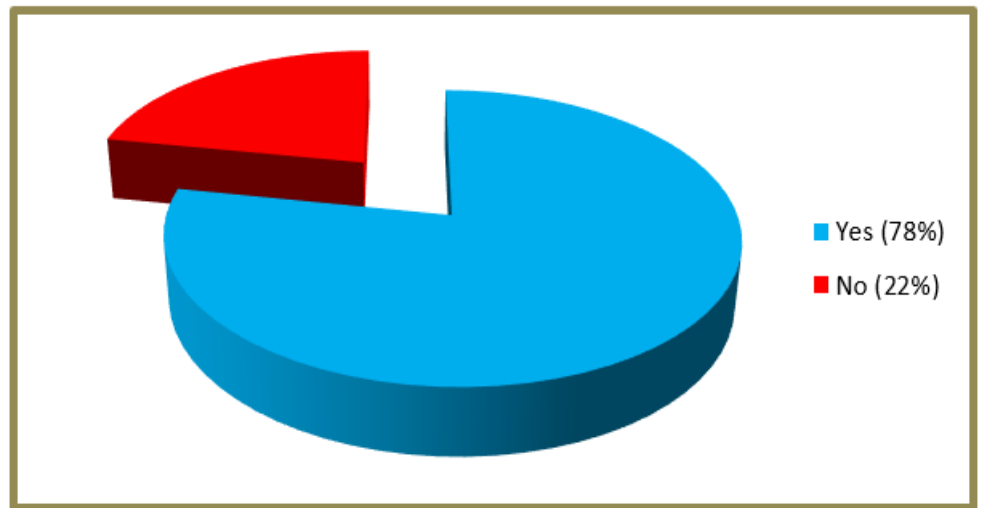


Chart 22 Faulty Language Development

Source: Researcher's Construct Based on Survey Results

The survey report reflects that bulk of the officers think less interaction with parents and more reliability on maid servant teaches faulty language to the children. Children learn to speak by listening to others. They mainly follow their parents to learn talking and speaking. But once the child is spending most of the days' time with maid servant, he will pick the language the servant speaks. Even the language development of the child may be delayed [Sayeed \(2014\)](#).

6. AFFECTS OF CHILD CARE COMPLICACY ON DUAL MILITARY COUPLES

6.1. SINGLE PARENTING

Childcare problems create multidimensional complex situation for dual military couples. single parenting is one of them. The survey result on this issue is given below:

Chart 23

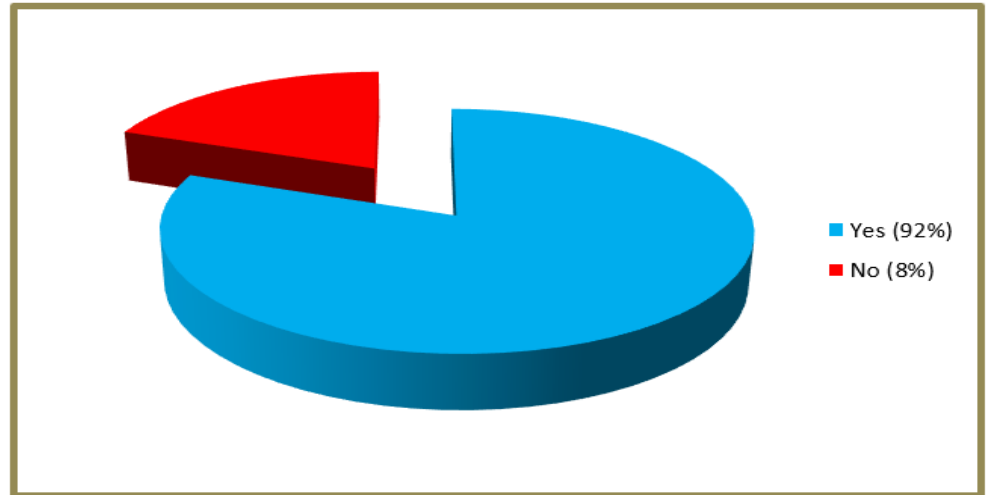


Chart 23 Single Parenting

Source: Researcher's Construct Based on Survey Results

The survey result shows that bulk of the dual military couples think that due to numerous childcare challenges, they become single parent. Thereby, difficulties regarding child development are also increased. When the couples have children but are not co-located, the female in the couple usually kept the children and thus, in essence, she becomes a single parent. A single parent who is also serving in military organization, has to undergo lot of trouble in managing his or her children [Steinberg \(1993\)](#).

6.2. FAMILY INSTABILITY AND INCREASE RATE OF DIVORCE. THE SURVEY RESULT IS SHOWN BELOW

Chart 24

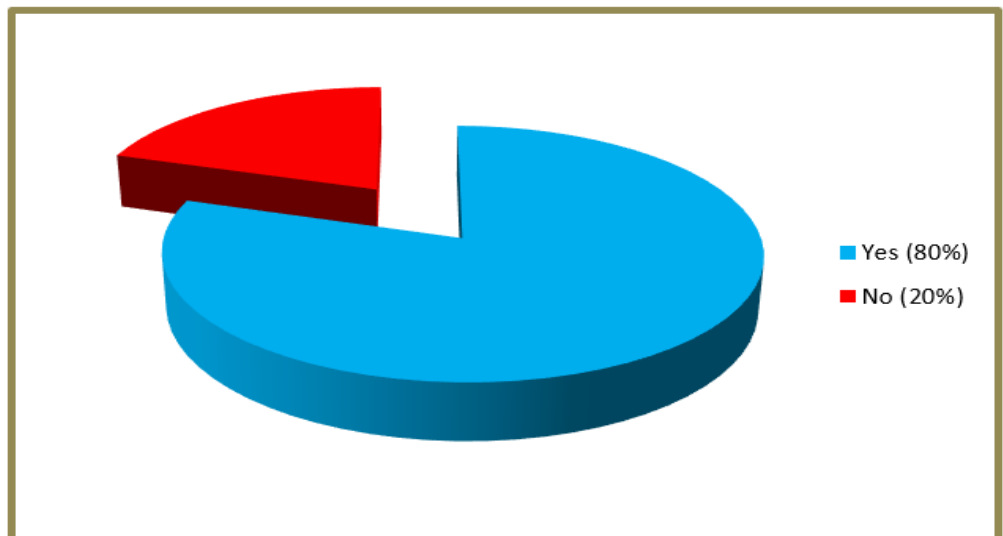
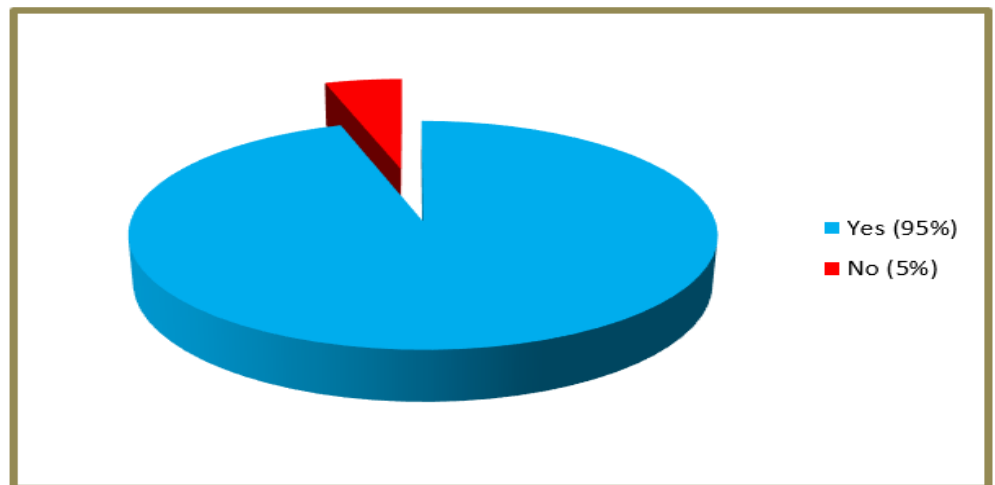


Chart 24 Family Instability and Increase Rate of Divorce**Source:** Researcher's Construct Based on Survey Results

Majority of the dual military couples think that childcare complicacy is one of the prime causes for family instability and increase rate of divorce in dual military couples' life. It is pointed to note that 20% of the officers don't agree with this point. Occupational stress, due to inter alia long working hours and undesirable working conditions may contribute to an escalation in marital conflict and arguments. [Smit \(2000\)](#) The dual-earner families - encounter additional stress to look after the home affairs. This may work as a catalyst to aggravate any turmoil in a spousal relationship [Hedayet \(2017\)](#). However, few opine that childcare complicacy may increase family instability but don't create situation like divorce [Forhad \(2018\)](#).

6.3. DEPRESSION

The survey result on depression issue is given below:

Chart 25**Chart 25** Depression**Source:** Researcher's Construct Based on Survey Results

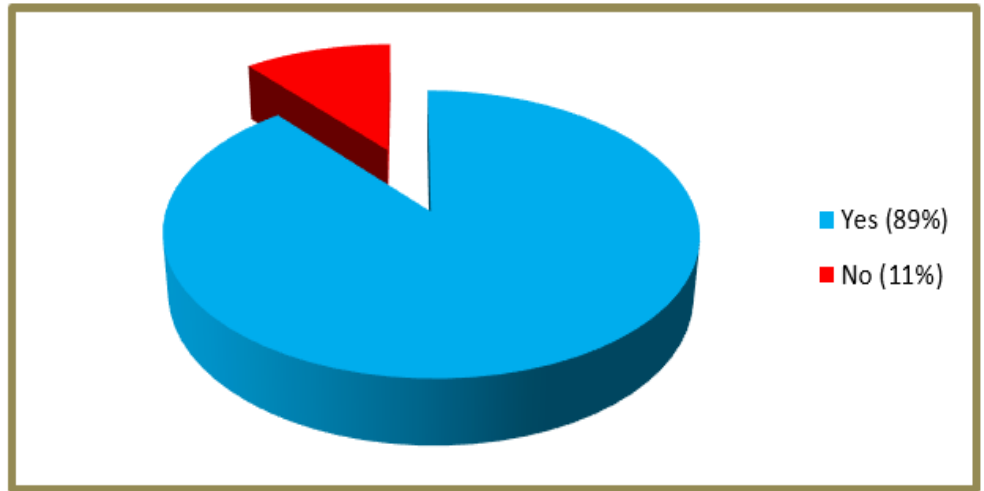
Majority of the dual military officers think that many officers suffer from depression due to lack of providing proper care to their children. Children are most valuable thing for all the parents. They can sacrifice anything in this world for their children. Dual military couples face lot of difficulties to provide required support to their children due to their service pattern. This creates depression for parents. Sometimes this depression reaches such a stage that they need medical attention. Naturally, female officers are the most sufferer of depression for this childcare complicacy parents [Akter \(2018\)](#).

6.4. REDUCTION OF PROFESSIONAL EFFICIENCY

The survey result on this issue is given below:

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Chart 26

**Chart 26** Reduction of Professional Efficiency**Source:** Researcher's Construct Based on Survey Results

Bulk of the dual military couples think that childcare complicacy acts as a barrier to their professional life. Therefore, their professional efficiency also goes down. Every officer starts their professional life with lot of hopes, zeal, and enthusiasm. Specially, a bachelor officer or a married officer without child can give lot of time to unit affairs. On the other hand, a couple with child need to divert their maximum attention to the child. naturally, there professional efficiency goes down [Sharif \(2018\)](#). Again, commanding officer writes officer's performance report (OPR) based on performance, unit involvement, and dedication to service. Thereby, those dual couples get less mark in officers performance report [Khair \(2018\)](#).

6.5. TENDENCY OF LEAVING JOB

The survey result regarding this issue is given below:

Chart 27

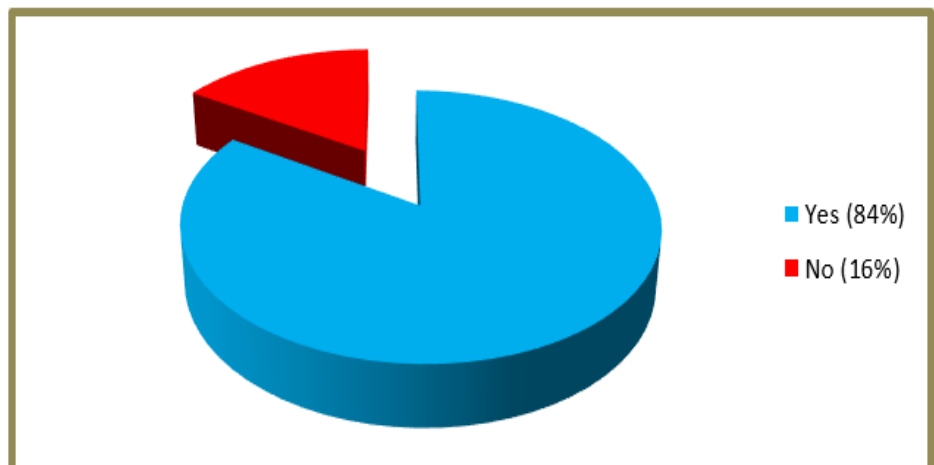
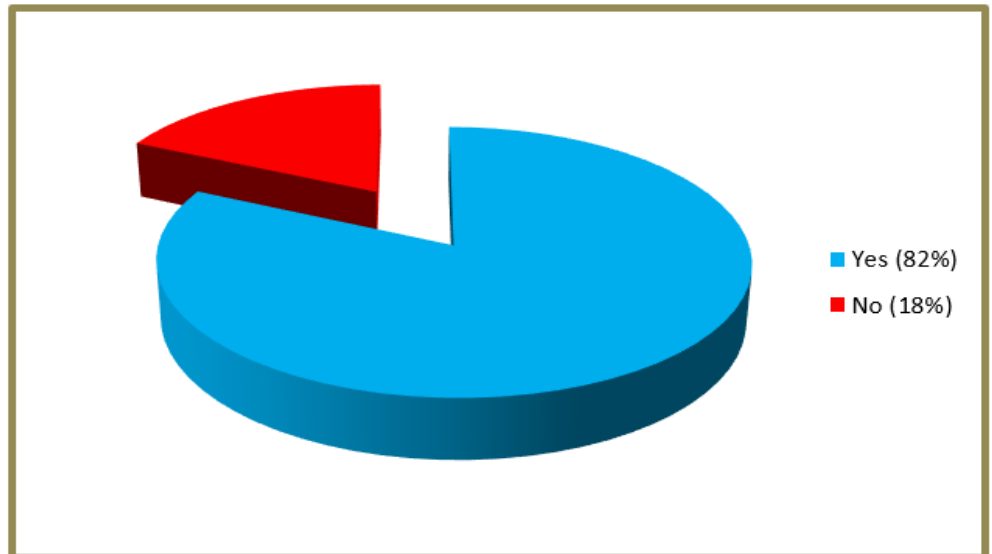


Chart 27 Tendency of Leaving Job**Source:** Researcher's Construct Based on Survey Results

Bulk of the respondents have agreed that difficulties in child management is one of the major reasons to leave military profession. In absence of both parents, child's safety remains as a matter of concern to any dual-career family. Parents who need to rely on the maids for childcare feel anxiety about the negligence of the maids in handling the children [Hedayet \(2017\)](#). Concern about children also include the lack of quality time with family and being a absentee parent because of job/ time demands of the army career. This also a reason to leave promotable female officers to leave army [Steinberg \(1993\)](#).

6.6. REDUCTION OF AFFILIATION WITH COLLEAGUES

The survey result on this topic is as follows:

Chart 28**Chart 28** Reduction of Affiliation with Colleagues**Source:** Researcher's Construct Based on Survey Results

The survey result indicates maximum officers feel that their relation with colleagues has reduced due to childcare problem. However, 18% officers have expressed opposite view about this issue. Teamwork or comradeship is key to success for any origination. Specially, colleagues need to have very good understanding among themselves in our military services. It is very difficult to accomplish any task successfully without wholehearted support from the colleagues and the under command [Zaman et al. \(2016\)](#). On the other hand, dual military couples with childcare complicacy need to split their devotion for both profession and children. Thereby, affiliation with colleagues is also reduced [FGD \(2018\)](#).

6.7. MORE RELIANCE ON MAID SERVANTS

The survey result on this issue is given below:

Chart 29

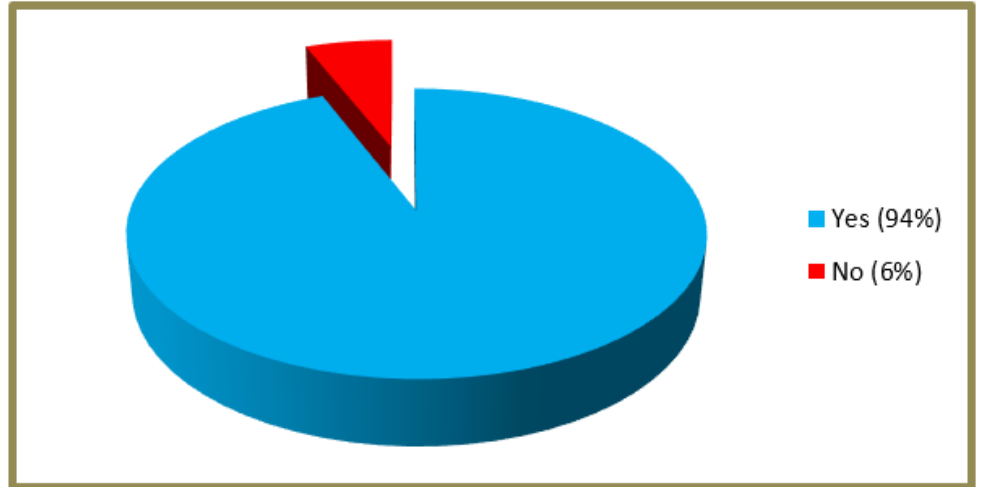


Chart 29 More Reliance on Maid Servants

Source: Researcher's Construct Based on Survey Results

Bulk of the dual military couples think that they have to rely on maid servants to look after their children. The family pattern of urban area in Bangladesh is changing. Day by day we are moving towards more nuclear family system. The nuclear families still depend on childcare by grandparents and other relatives whereas a large portion takes the assistance of house maids which poses strong safety hazards [Afsana \(2014\)](#).

6.8. NEED TO SEEK MORE HELP FROM PARENTS AND PEER

The survey result on this issue is given below:

Chart 30

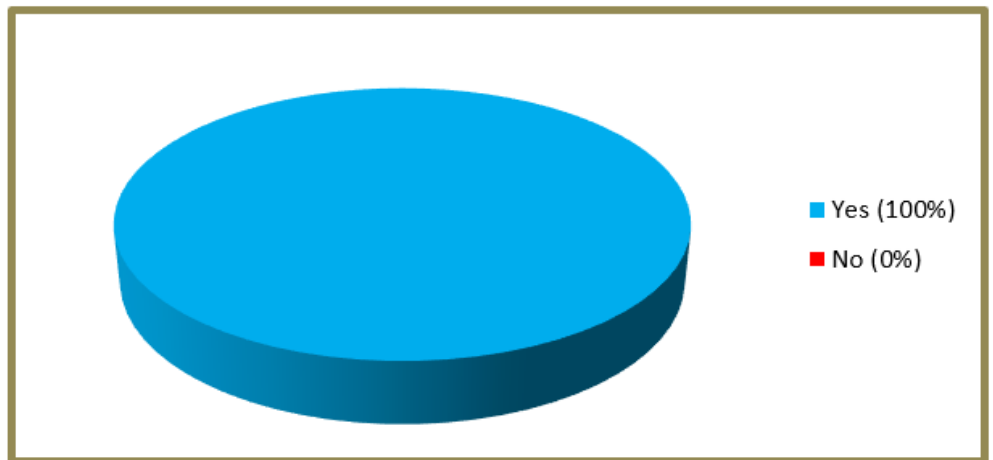


Chart 30 Need to Seek More Help from Parents and Peers

Source: Researcher's Construct Based on Survey Results

The survey result shows that almost all the respondents are agreed up on this point that they need to seek help from their parents/ peers due to their limitations of childcare. There are very few childcare centers are functional in our military services. Many cantonments/ bases do not have any childcare center. Again, these existing childcare centers are operating only up to office hours. The childcare center personnel also do not have any childcare related training. [Sharmin \(2018\)](#). Most of the maid servants are unreliable. Therefore, couples remain anxious to keep their children with maids. The scenario is as follows:

Chart 31

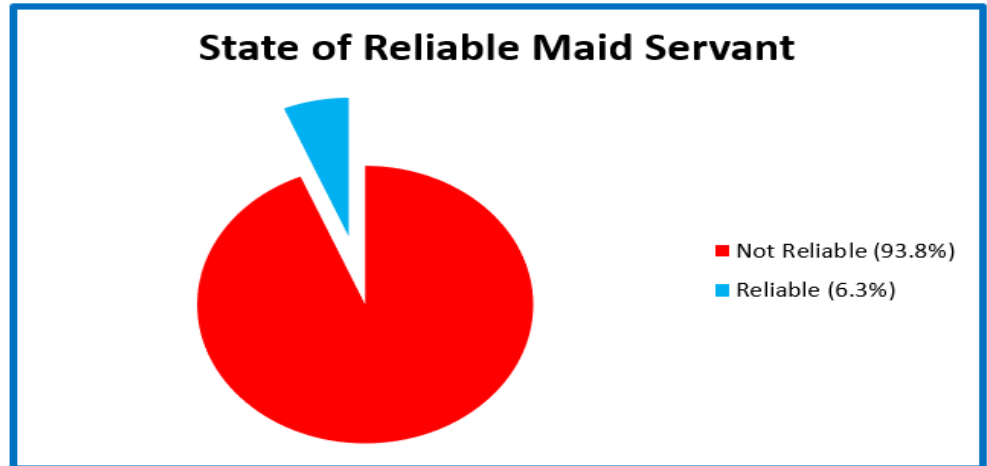


Chart 31 State of Reliable Maid Servant

Source: Researcher's Construct Based on Survey Results

Again, due to lack of suitable childcare center dual military officers need to seek assistance from their parents for quite a long period. However, many parents are still continuing with their own jobs. In result, it creates administrative problems for both dual military couples and for their parents [FGD \(2018\)](#).

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6.9. PURSUANCE OF POSTING.

The survey result in this regard is as follows:

Chart 32

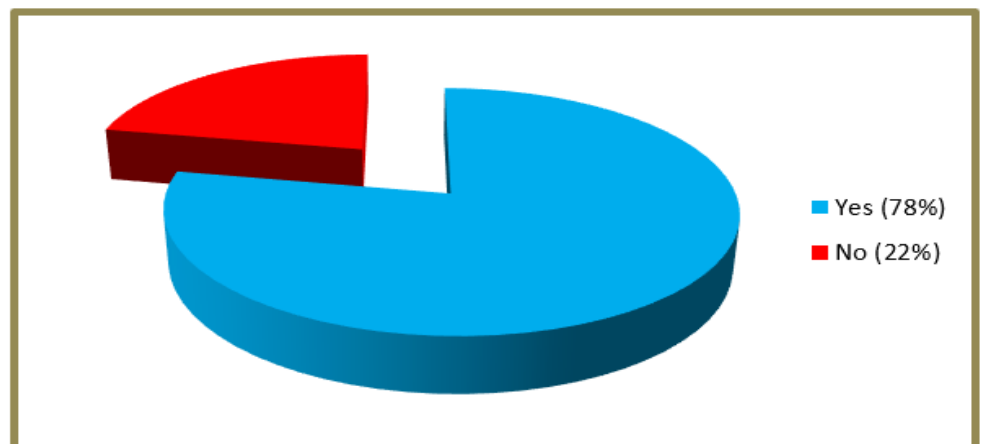


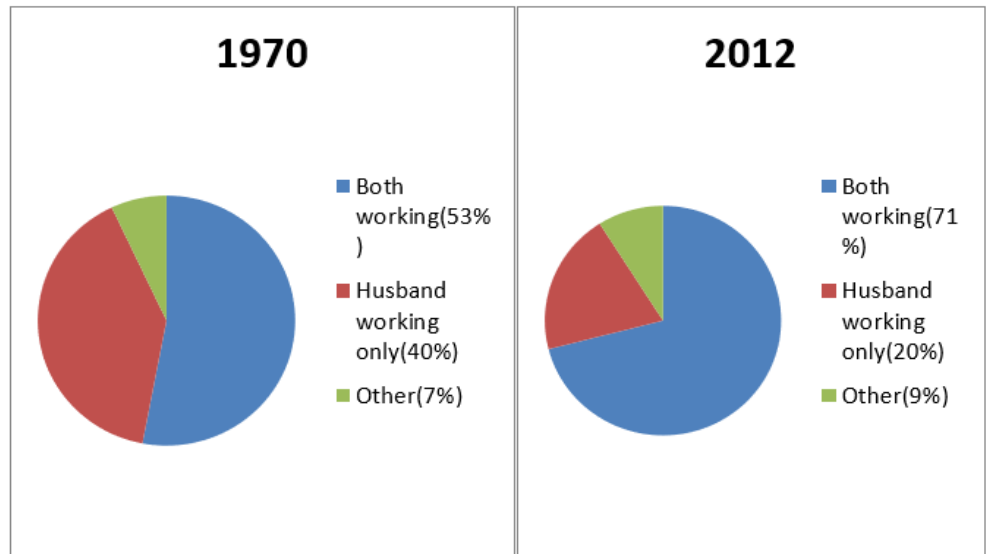
Chart 32 Pursuance of Posting**Source:** Researcher's Construct Based on Survey Results

Maximum dual military couples have given positive answer that they have to pursue for their posting in same garrison/ area to reduce childcare complicity. Childcare most notably affects the retention rate of dual military couples because maintaining the appropriate level of care becomes cumbersome to manage when both of parents are separately deployed [Mixon \(2013\)](#). In order to avoid single parenting and to ensure better grooming up of their child many of the dual military couples have to pursue for their posting [FGD \(2018\)](#).

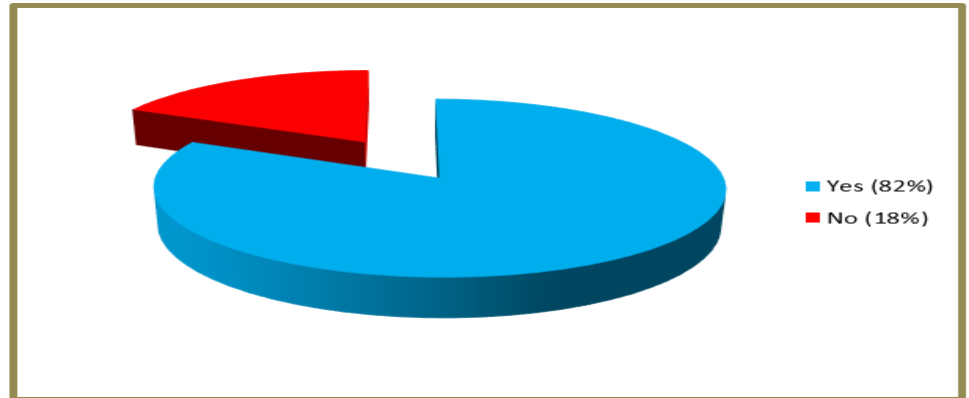
7. POSSIBLE MEASURES TO REDUCE CHILD CARE PROBLEMS

7.1. PREPARING JOINT SERVICES POLICIES FOR DUAL MILITARY COUPLES

The number of families, where both husband and wife are working, are increasing day by day. This picture has come out in research done by D'vera Cohn and Wendy Wang of PEW research center April (2014). The diagrams are given below:

Chart 33**Chart 33** Changing Patern of Family**Source:** <http://www.pewsocialtrends.org/2014/04/08>

The number of dual military couples getting married to other service personnel are also increasing day by day. Unfortunately, there is no joint services policy. The urgency of such policy is reflected in following survey result:

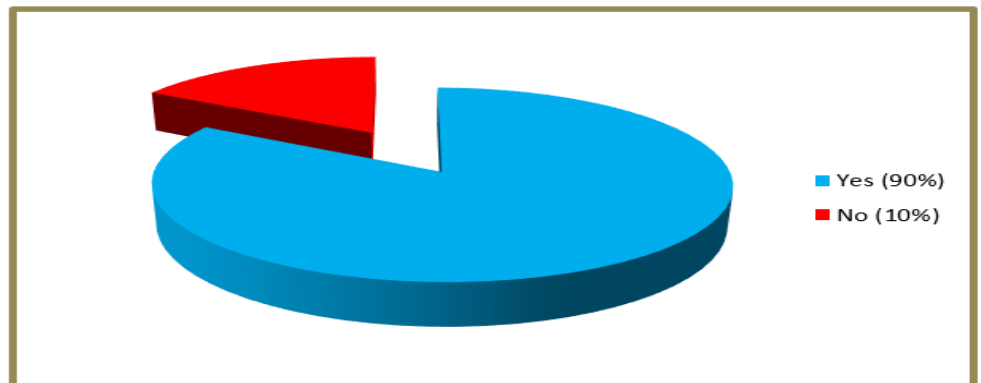
Chart 34**Chart 34** Preparation of Joint Services Policies

Source: Researcher's Construct Based on Survey Results

Majority of officers have agreed that joint services policies will help both services head quarter and the military couples to take necessary steps to adjust their family requirements. Thereby, child development can be ensured to a great extent. This is a difficult task to formulate such policies due to various service requirements. However, there should have at least some guidelines for these couples. This will help the service headquarters also to adjust any difficulties related to them. [Secretary \(2018\)](#). The number of officers marrying in sister services are increasing day by day. Unfortunately, there is no joint service policies for them [FGD \(2018\)](#). In present day context, time has come to formulate some inter services policies to provide required support to dual military couples [Khair \(2018\)](#).

7.2. EMPLOYMENT POLICY FOR FEMALE OFFICERS DURING PREGNANCY PERIOD

Though Bangladesh Army has the policy for employment of female officers during pregnancy, Bangladesh Navy and Bangladesh Air force do not have any policy like that. During survey, 87% officers think that absence of such policy compel them to do tasks which are harmful for the upcoming children. The survey result related to formulation of such policy is given below:

Chart 35**Chart 35** Employment Policy for Female Officers During Pregnancy Period

Source: Researcher's Construct Based on Survey Results

The survey result shows that 90% officers are strongly agreed that there should be a standard policy for the employment of pregnant female officers. This will protect them from any unwanted accident. Unfortunately, only Army has employment policy for the pregnant female officers among the tri services. This sort of policy will provide required health security to the female officers [FGD \(2018\)](#). Pregnancy period in a very crucial stage for every female. Nowadays, many of the female officers are struggling to have child due to pregnancy related complicity. Therefore, they need extra support from the units/ bases during pregnancy period [Akter \(2018\)](#).

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7.3. NOT TO NOMINATE FOR COURSES / FOREIGN ASSIGNMENT AT THE SAME TIME

The survey result on this matter is given below:

Chart 36

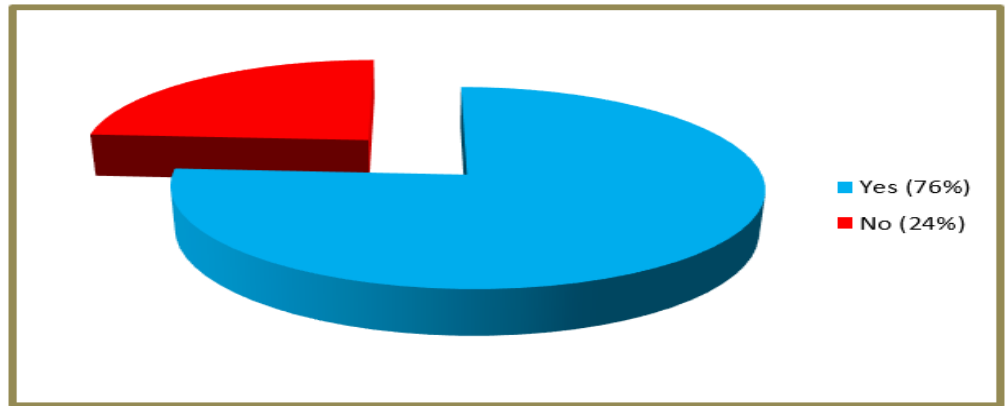


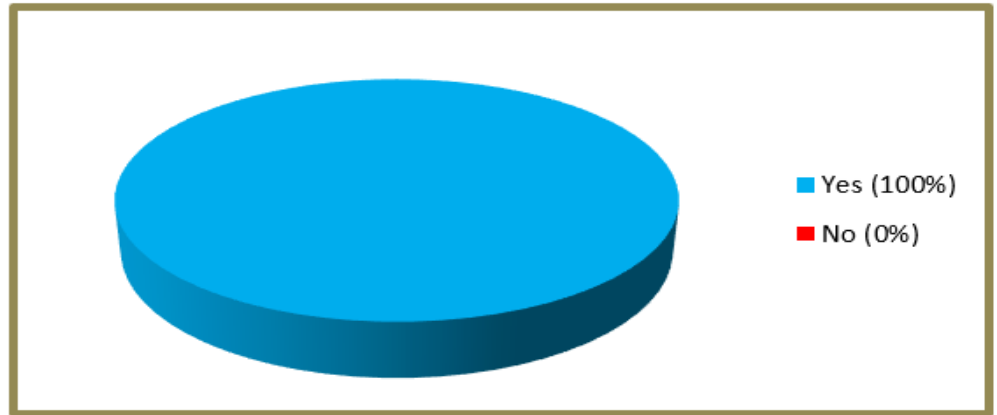
Chart 36 Not to Nominate for Courses / Foreign Assignment at The Same Time

Source: Researcher's Construct Based on Survey Results

The survey result shows that majority of the officers think both the parents should not be selected for UN mission or any foreign assignment at the same time. However, 24% of the officers do not agree on this point. On the other hand, services HQ try not to send both officers for foreign assignments. Nevertheless, regular coordination among the services on this issue is yet to be regulated. [Secretary \(2018\)](#). Parental absence is detrimental to the cognitive, emotional, social, and psychological development of the children [Sayeed \(2014\)](#). Parents are the closest friends to the children. Nobody understands a child more than his parents. Thereby, absent of both the parent at the same time creates a huge psychological effect on children. At the same time, parents also remain anxious for the safety and security of the children [FGD \(2018\)](#).

7.4. WELL-ORGANIZED CHILD-CARE CENTRE (DAY AND NIGHT) IN ALL GARRISONS/ BASES

The survey result on this aspect is given below:

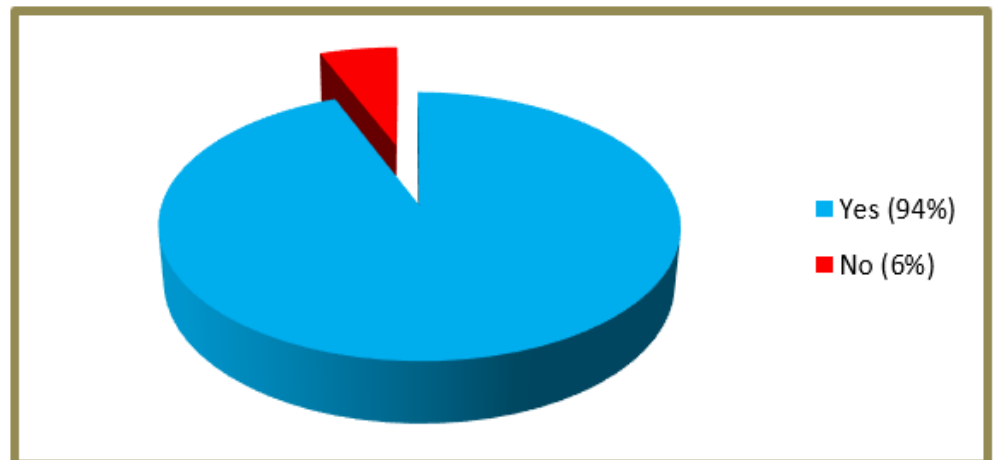
Chart 37**Chart 37** Well-Organized Child-Care Centre

Source: Researcher's Construct Based on Survey Results

All the respondents recognized that a well-organized childcare center could play a big role to resolve their childcare problems. Government should take immediate step to establish sufficient number of day cares both organization and community level. There should be transport facility included in the day care service, so that they can pick up and drop the children [Afsana \(2014\)](#). A study shows that young children benefit from formal childcare (i.e., day care center). Cognitive and language development improve with amount of time (i.e., months) in day care centers. This effect remains later into childhood. This suggests that children at day care centers receive advantages over home care children that remain over time [Hedayet \(2017\)](#).

7.5. REDUCTION OF NIGHT OFFICE TREND

The outcome of the survey regarding reduction of night office is appended below:

Chart 38**Chart 38** Reduction of Night Office Trend

Source: Researcher's Construct Based on Survey Results

The survey result shows that majority of the officers are agreed that reduction of night office trend will help them to take care of their children. Moreover, officers will be able to maintain a healthy family life. Nowadays, most of the officers need to do night office in the unit/base. Thereby, there is hardly any scope to give time to family in a day. Specially, children are highly deprived of parental affection. Moreover, this absence in days together also creating problem in officers' personal life. Therefore, this night office trend should be reduced [FGD \(2018\)](#). Everyone should have some time for his or her family. An organized unit can very well manage its tasks within office hour. At the same time, there should have some facilities for the children to stay in office premises if the officers need to come at night [Ali \(2018\)](#).

7.6. PROVIDING MOTHERLY PRIVILEGE FOR TO THE FEMALE OFFICERS TWO YEARS AFTER CHILD'S BIRTH DURING OFFICE TIME.

The survey report on this matter is given below:

Chart 39

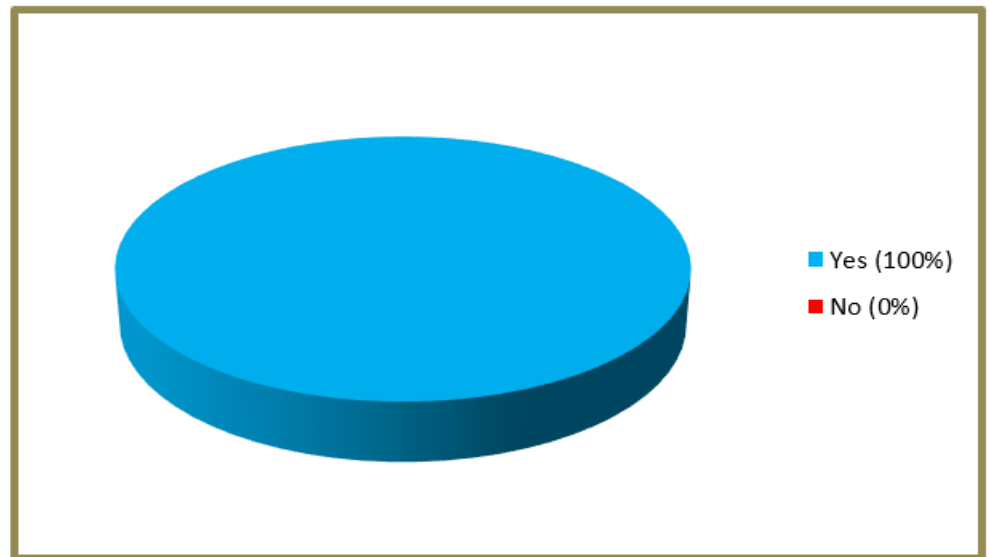


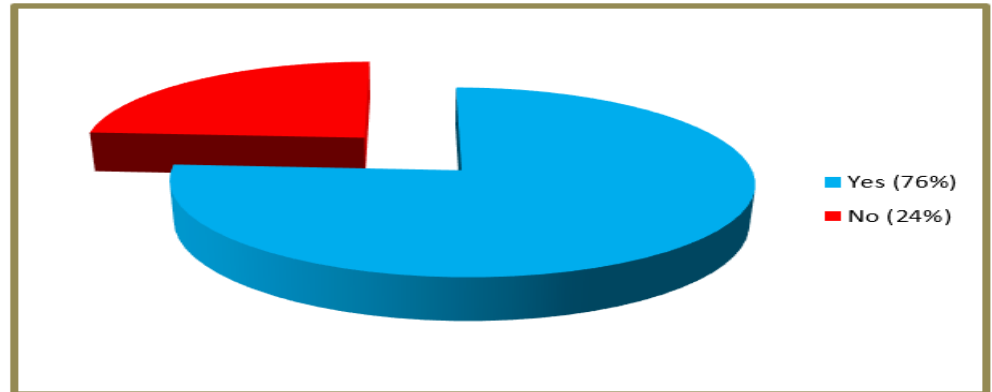
Chart 39 Providing Motherly Privilege for Two Years

Source: Researcher's Construct Based on Survey Results

Almost all the respondents think that units should provide motherly privilege to the female officers for two years during office time. This will definitely facilitates the physical and psychological growth of a child. A healthy children is an asset for a country. A mother should be given with minimum one hour break during office hour to take care of the child. This motherly privilege should be viewed from a broader aspect, not as providing benefit to an individual one [FGD \(2018\)](#). Motherly privilege is a requirement for proper child development. Every commanding officer/ officer commanding should consider it in sympathetic ground [Air \(2018\)](#).

7.7. REGULAR MOTIVATIONAL CLASS IN UNIT/ BASE

Response of dual military couples is shown below:

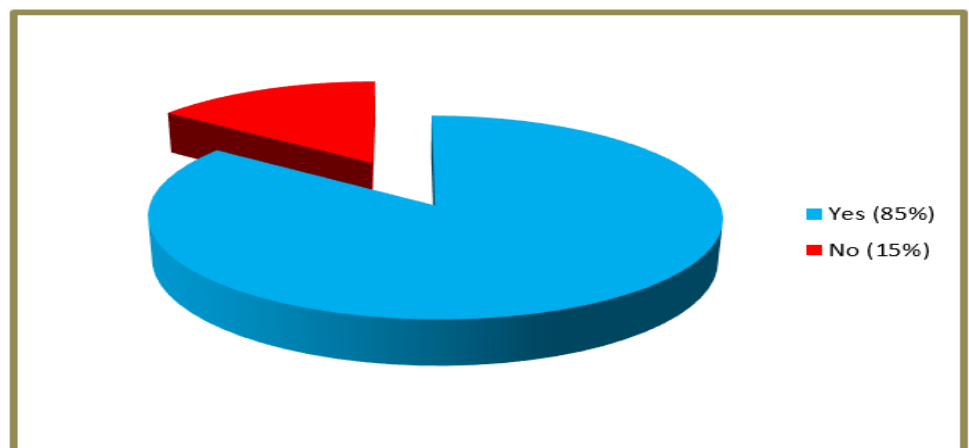
Chart 40**Chart 40** Regular Motivational Class in Unit/ Base

Source: Researcher's Construct Based on Survey Results

Bulks of the respondents feel that regular motivational class can reduce mental stress of the dual military couples. It is also helpful to get required guidelines from others to sustain in critical stage of their life. On the other hand, 26% officers have shown neutral view on this regard. At the same time 8% officers do not agree with this proposal. Childcare complicacy is a huge mental stress for the dual military couples. Sometimes it also creates family crisis like divorce. Thereby, some motivational classes should be taken monthly/ quarterly in the unit/ formation by commanding officers or by psychologists [Shamim \(2018\)](#). Bases/ units should conduct motivational class on family matters. This will not only provide mental support to the affected officers, but helpful to maintain healthy environment among the officers [Zaman et al. \(2016\)](#)

7.8. PROVISION OF MAID SERVANT CENTRALLY BY SENAKOLLANSOMITI (SKS)/ STATION HQS IN CANTONMENTS/ BASES

The survey result on this welfare issue is given below:

Chart 41**Chart 41** Provision of Maid Servant Centrally

Source: Researcher's Construct Based on Survey Results

Majority of the officers have agreed that provision of maid servant centrally by SKS/ station HQ will ease up childcare problems. Most importantly, security of the children can be ensured to a great extent. Alongside the childcare activities, a paid domestic worker may lighten the burden regarding time consuming domestic task obligations in the dual-earner household [Smit \(2000\)](#). The military welfare organization like 'SenaKalyanSangstha' may provide maids to the military families, who are unable to manage by themselves. As a matter of fact, there are numerous maid agencies already functioning in the major cities of the country to provide quality maid service to the families. Such service if managed by the organization is likely to reduce the security hazards related to the maids [Hedayet \(2017\)](#). Bangladesh Navy is providing servants centrally for the bachelor mess members. The welfare organizations/ base HQs/ station HQs can take initiative to arrange maid servants centrally in the cantonments/ bases. This will help not only the dual military couples, but also the officers having working wives in other government or private organizations [Secretary \(2018\)](#).

CONFLICT OF INTERESTS

None.

ACKNOWLEDGMENTS

None.

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