

সংস্কার উদ্যোগ বাস্তবায়ন কর্মপরিকল্পনা - সউবাক

(Reform Initiative Implementation
Action Plan - RIIAP)

- উদ্যোগী কর্মকর্তার নাম: **Sabina Alam**
- পদবি: **Director General (Additional Secretary)**
- কর্মস্থল: **Department of Archaeology**

১. গভর্নেন্স সমস্যার বর্ণনা (Problem Identification)

- Department of Archaeology (DoA) assigns accession numbers based on the type of the object and the year of accession. While this method served its purpose in the past, it now faces serious challenges:
 - **Fragmented Documentation:** Manual, location-specific records with no unified format
 - **Duplicate Accession Numbers:** Regional offices generate numbers independently → overlap and confusion
 - **No Central Database:** Artifacts can't be easily tracked or referenced across sites
 - **Transparency:** Poor management of collections for internal and public use
 - **Academic Barrier:** Researchers, academics, and students struggle to access accurate, comprehensive artifact records
 - **Stakeholder Misalignment:** Numbering inconsistencies create long-term tracking and auditing problems

১. গভর্নেন্স সমস্যার বর্ণনা (Problem Identification)

- To illustrate the problem, here is an example of an accession number from the Department of Archaeology's Head Office antiquity Store:

Conventional Accession Number	Explanation	Observation
BA/C/11/2001	BA = Bangladesh Archaeology; C = Coin; 11 = Artifact number; 2001 = Accession year	If a regional office also accessioned a coin in 2001, it could have the same accession number, leading to duplication and confusion.

- This situation makes it difficult to track artifacts accurately, compromises collection management, and poses risks for the security and research usability of the collections.

১. গভর্নেন্স সমস্যার বর্ণনা (Problem Identification)



২. সংস্কার উদ্যোগের বর্ণনা (Wayout & Result)

- To resolve the issues, there is a dare need to developed a Unified Digital Accession Numbering System.
- **Method:**
 - Developed a standardized accession format.
 - Conduct a pilot implementation at the DoA head office store.
 - Collected feedback from stakeholders through workshops and meetings.
 - Align the system with international standards (ICOM, ICCROM).
 - Finalize the guideline for the Unified Digital Accession Numbering System

২. সংস্কার উদ্যোগের বর্ণনা (Wayout & Result)

- **Result:**

- ✓ Unique accession number will eliminate duplication
- ✓ Improved inventory efficiency
- ✓ Easier research and documentation access
- ✓ Researchers, students, and professionals gain reliable data
- ✓ Public engagement via digital access and exhibitions
- ✓ Lays foundation for a national, transparent digital inventory

৩. সংস্কার উদ্যোগের প্রস্তাবিত পরিসংখ্যান

- **Name of the Pilot Reform Initiative:** Improving Accession Numbering System for movable antiquities at Department of Archaeology
- **Implementing Institute:** Department of Archaeology
- **Name of the piloting location:** Head Office, Department of Archaeology.
- **Rationale for choosing the pilot location:** The initiating officer is based at the Head Office. Close and continuous monitoring of implementation activities was feasible, ensuring high-quality oversight and more accurate evaluation of results.
- **Piloting start and end:** 15 May 2025 to 15 August 2025 (3 months)
- **Number of Direct Beneficiaries:** approximately 150–200 individuals
- **Estimated Cost Savings:** While the reform primarily uses existing human and financial resources, the introduction of a unified accession numbering system will bring indirect but significant cost savings.

৪. পাইলট বাস্তবায়নের সাথে কারা-কারা সম্পৃক্ত হবেন এবং তাদেরকে কীভাবে কাজে লাগানো যাবে? (Stakeholder Analysis & their Management)

Stakeholder	Role	Management Strategy
Department of Archaeology (DoA)	Lead implementer	Capacity building and training
Ministry of Cultural Affairs	Oversight and policy support	Periodic review and resource allocation
Museum curators and custodians	Operational support	Involvement in design and piloting
Researchers, students, public	End beneficiaries	Awareness and access improvement
ICOM, ICCROM	Standard reference bodies	Technical validation and alignment

৫. পাইলট সংস্কার বাস্তবায়নে বিভিন্ন ধরনের রিসোর্স কীভাবে কী প্রয়োজনে কাজে লাগানো হবে? (Resource Mobilization)

- **Human Resources:** Existing DoA staff (Deputy Directors, Assistant Directors, custodians).
- **Financial Resources:** Utilized from DoA's operational budget.
- **Technical Resources:** Internal ICT team and infrastructure.
- **Expert Support:** Alignment with ICOM/ICCROM standards.

৬. সংস্কার উদ্যোগটি সফলভাবে বাস্তবায়নের লক্ষ্যে বিস্তারিত কার্যক্রম (Details of Activities)

ক্রম	কার্যক্রম	কে বাস্তবায়ন করবে	বাস্তবায়নের নির্ধারিত সময়	সমন্বয়ের বিষয়/মন্তব্য
1	Prepare a standard and systematic data collection format	Deputy Director, Assistant Director, Custodians	7 days	
2	Draft unified accession numbering system guideline	Same as above	21 days	
3	Training/workshop/stakeholder meeting	Same as above	15 days	
4	Piloting accession numbering for terracotta at head office	Same as above	30 days	
5	Finalization of guideline	Same as above	15 days	

৭. পাইলট সংস্কার উদ্যোগটি এগিয়ে নিয়ে যাওয়া, এর বন্ধ হওয়া রোধ করা, অভীষ্ট গ্রুপের নিকট এটিকে জনপ্রিয় করা, মনিটরিং কার্যক্রম এবং এর রেপ্লিকেট/রোলিং আউটসহ টেকসইকরণ বিষয়ে কী-কী কৌশল গ্রহণ করা হবে?

(Sustainability Strategies)

- **Institutionalization:** SOPs, official guideline
- **Capacity building:** Continuous training
- **Monitoring and evaluation:** KPIs, reporting to Ministry
- **Public Engagement:** Open digital access, online exhibitions
- **Scaling-up:** Rollout to 22 museums in phases
- **Partnerships:** Explore funding and tech support with donors/PPPs

Thank you

