

CHAPTER 12

HUMAN RESOURCE DEVELOPMENT

Nearly 75 percent of the total population of Bangladesh lives in rural area. They constitute an important segment of the society and can play a significant role in the pursuit of economic development. An educated, skilled, and healthy population is crucial for rapid economic progress. Therefore, development of human resources is key to achieving a sustained economic well-being of the country. Education, health and social welfare are the essential tools for human development. Sports and cultural development can remarkably contribute to the process as well. In Bangladesh, majority of the population represents women, children and youth and therefore, identification of their problems and the remedial measures can open up the scope for channelizing their faculty to the mainstream of developmental activities.

This chapter reviews the programmes undertaken and the progress achieved in the following sectors:

- Education
- Health & Family Planning
- Women and Child Development
- Social Welfare
- Development of Youth and Sports
- Cultural Development

Human Development and Public Outlay for the Social Sector

To generate productive assets both financial and substantial sector for the poor, it is required to invest in social sector to increase skilled human resources. Keeping this challenge in mind, the Government has been investing on social sector with strong emphasis on health and education sector for achieving the objective of human development.

Table 12.1 and Figure 12.1 show the total allocation in development and non- development budget in the social sector during FY 1999-00 through 2008-09. It is evident from the statistics that the total allocation for the social sector in development and non- development budgets shows an increasing trend over the past decade.

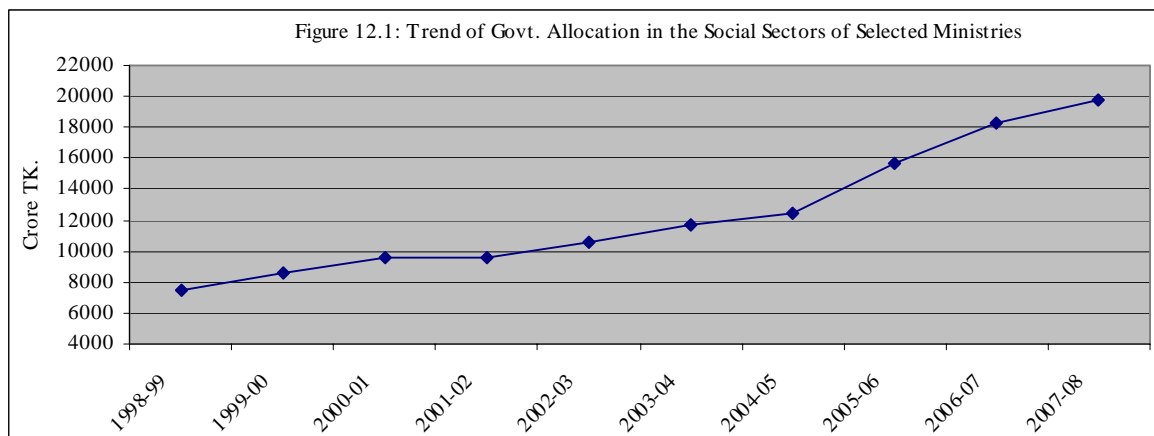
Table 12.1: Allocation (Dev. and Non-Dev.) in the Social Sectors of Selected Ministries by Year.

(Tk. in Crore)

Sector	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09
Education, Science & Technology	5430	6079	6063	6736	4878	7381	9373	11057	11654	12535
Health and Family Welfare	2363	2627	2649	2797	3445	3175	4112	4957	5261	6196
Youth, Sports and Culture	224	248	217	253	257	297	414	335	287	320
Labour and Manpower	46	54	133	70	56	90	106	96	119	120
Social Welfare, Women's Affairs and Liberation War Affairs	294	322	354	484	713	1152	1353	1468	2028	2396
Chittagong Hill Tracts Affairs	178	205	201	183	163	300	367	416	469	553
Total Allocation (Dev and Non- Dev.)	8535	9535	9617	10523	11697	12395	15725	18329	19818	22120

Sources: Finance Division, M/O Finance, Planning Commission, M/O Planning.

Note: Data are based on revised budgets.



Developments in Education Sector

Education is one of the fundamental rights of every citizen. It is also one of the principal tools for human resources development.. Government is, therefore, committed to bring about qualitative improvements through a number of reforms in the education sector, such as enhancement of education quality, de-politicization of educational institutions, and ensuring a higher salary scale for teachers. Keeping in mind that education is one of the main strategies for poverty reduction and socio-economic development; steps have been taken to create equal access for all at all stages of learning and improving the value of schooling.. In addition, priority has been attached to designing and implementing appropriate programmes for the development of post-primary education. Education sector receives top priority in terms of allocation of resources.

Post-Primary Institution

The Ministry of Education deals with post primary education like secondary, technical, madrasa and tertiary education. At present, there are 18770 secondary schools, 1822 higher secondary colleges, 1470 general colleges, 9376 madrasa, 171 polytechnic institutes, 64 government technical schools and colleges, 31 public universities, 51 private universities and a variety of other educational institutions in Bangladesh (Provisional Data, 2008). According to provisional data of 2008, there are

68,48,541 students at lower secondary (up to class VIII) and secondary levels, 19,48,418 at higher secondary level, 19,84,626 at madrasa level (Dakhil, Alim, Kamil and Fazil) and 2,91,767 students at university level. Out of the university students 1,32,984 students attend private universities.

According to the statistics published by Bangladesh Bureau of Educational Information and Statistics (BANBEIS) of the Ministry of Education, currently the number of MPO registered secondary schools, colleges, and madrasas stands at 15498, 2403 and 7346 respectively (2008 provisional). Together with vocational institutes, there are 26335 post primary non-government MPO registered educational institutions. The number of MPO enlisted teacher and staff is now 4,82,896. Government provides them with 100 percent of their salaries as subvention.

Budget Allocation

In the revised ADP of FY 2008-09, an allocation of Tk. 1000.54 crore was provided for 67 approved projects (including 20 TA projects) under the Ministry of Education against which the total expenditure stands at Tk. 948.00 crore which is 95 percent of the allocation. On the other hand, in FY 2008-09, a total of Tk. 5753.68 crore was allocated under non-development budget (revised). A major portion of the non-development expenditure goes for salary subvention to the teachers of non-government educational institutions. In the revised non-development budget the amount of salary subvention to the non-government institutions stood at Tk. 3710.72 crore in FY 2008-09.

Secondary and Higher Secondary Education

Secondary Education (grade VI to XII) is provided in collaboration with the non-government providers within a regulatory framework. Poverty is a disincentive to secondary school access because, in addition to the tuition fees, there are high additional costs for transportation, uniforms, books and materials and private tutoring. Retention of students in secondary education is therefore a major challenge. However, there is a remarkable improvement in terms of closing the gender gap in secondary school enrollment following introduction of stipends for the girl students in rural areas. At present, the ratio between boys and girls enrolled in secondary education is 48:52. Stipends for female students also continue at the higher secondary level.

Quality Enhancement Programmes

Various projects to enhance the quality and increase access to secondary education have been undertaken namely the “Secondary Education Access and Quality Enhancement Project (SEAQEP)”, “Teaching Quality Improvement in Secondary Education Project (TQISEP)”, “Secondary Education Sector Development Project (SESDP)”. A Non-Government Teacher’s Registration and Certification Agency (NTRCA) has been established.

The Government has taken a decision to introduce a new system of examination for SSC and HSC to infuse better analytical ability into the students. To extend these new services to the rural and semi-urban areas, a development project has been undertaken to establish 307 Government high schools in upazila (where there is no government high schools) within the shortest possible time.

To promote Information and Communication Technology (ICT) education to build a digital Bangladesh, ICT courses are being introduced in the secondary curriculum. Necessary equipment and infrastructure facilities are being provided to the educational institutions. In order to bring about

a similarity in all streams of education by bridging the existing gap of curricula at the secondary level, the Government has already drafted the National Education Policy 2009.

Technical and Vocational Education and Training (TVET)

The Technical and Vocational Education and Training (TVET) programmes offer courses of one to four years after the junior secondary level (class VIII). Vocational training institutes, polytechnics, commercial institutes, technical training centers and specialized institutes offer these courses. Certificate level courses (post-class 8) are offered at about 180 public institutions and 2,450 non-government institutions including secondary schools.

The Government aims to substantially increase the proportion of post-primary students' enrollment in TVET. To expand the TVET programme, it has already been proposed to introduce double shifts (morning and day) in the technical institutions and a special stipend programme for women's education in science and TVET. A programme has already been completed to set up three polytechnic institutions for girls. The objectives of TVET are to expand it for everyone especially the underprivileged males/females, , and to increase the number of vocational and technical graduates to be employed both in the domestic and overseas job markets. Present government has undertaken a programme to set up a technical school in each upazilas. Programmes have been taken to modernize the madrasa education with changes in curriculum.

Higher Education

The Government has undertaken a massive programme to increase access and to enhance quality in higher education through the University Grants Commission (UGC). Development projects have been undertaken to meet the increasing demand for higher education. A number of expansion projects for infrastructural and research laboratory facilities in the public universities is in progress. Recently, two new universities, in Rangpur and Pabna, under public sector have started their academic activities. As the public universities are not adequate to accommodate the students seeking admissions into higher studies, the Government has widened the scope for private sector to participate under the purview of the Private University Act 1992. So far, 51 private universities are operating under this Act. A development project named "Higher Education Quality Enhancement Project" with IDA assistance has been undertaken with a view to improve the teaching-learning and research capabilities of the public and private universities.

Women Development

Except Sri Lanka, Bangladesh is the only country in South-Asia that has been able to achieve gender equality in primary and secondary level enrollments.. This success is attributable to the stipend programmes for female students. In tandem with awarding stipends to female students, financial support is being provided for purchasing of books and also for payment of examination fees required to appear at the public examinations. Also, the tuition fee for female students up to twelve grades has been waived. Moreover, the number of merit and general scholarships both for general and technical education has been enhanced significantly. In 1980 there were only 26 girls enrolled against per hundred schools enrolments, whereas today there are 52 girls in per hundred enrolments.

Primary Education

Consistent with the goal of “**education for all**”, the Government has attached high priority to primary education, and accordingly it has been making increased allocation of resources to this sector. In FY 2008-09, an amount of Tk. 5579.49 crore has been allocated to the primary education sub-sector. In advancing primary education, Bangladesh made remarkable strides., The gross and net enrolment rate now reached 97.6 percent and 90.8 percent respectively.

The election manifesto of the present Government pledges to ensure 100 percent enrollment of children by 2011 and to eradicate illiteracy by 2014. To meet these commitments, several programmes have been identified in the mean time. Included among them are awarding stipends considering the poverty status of some regions, school feeding programme, introducing pre-primary education, establishing more schools in the rural area, and brining all areas of the country under basic education program.

In 1991, the total number of primary schools in Bangladesh was 49,539 which has now grown to 82,218 including the madrasas, although the number of government primary schools remains the same (37,672). The number of registered non-government primary school is 20,083. There is an increasing trend in the enrollment of female students in primary schools. In 1991, the male-female ratios among students were 55:45. Currently, the ratio is 49.5:50.5. The ratio of female teachers has gone up following the provision for raising the percentage of female teachers to 60 percent. The number of female teachers has risen currently to about 52.7 percent in government primary schools. For the overall development of primary education, various projects have been undertaken.. This has resulted in significant improvement in primary education. The following table shows students’ enrollment rate and percentage of male-female students at primary levels during 1999-2008.

Table 12.2: Male-female enrolment (1999-2008) at Primary Level (In Lakh)

Year	Total	Boys (%)	Girls (%)
1999	176.22	90.65 (51.4)	85.57 (48.6)
2000	176.68	90.33 (51.1)	86.35 (48.9)
2001	176.59	89.90 (51.0)	86.69 (49.0)
2002	175.62	88.42 (50.3)	87.20 (49.7)
*2003	184.31	93.59 (50.8)	90.72 (49.2)
*2004	179.53	90.47 (50.4)	89.06 (49.6)
*2005	162.25	80.91 (49.87)	81.34 (50.13)
*2006	163.86	81.29 (49.62)	82.56 (50.38)
*2007	163.13	80.35 (49.26)	82.78 (50.74)
*2008	160.02	79.20 (49.50)	80.82 (50.50)

Source: DPE, Ministry of Primary and Mass Education

*Madrasa students included

Important activities

- The Second Primary Education Development Programme (PEDP-II) is being implemented to develop the quality of primary education. Under this programme, priorities have been given to increase enrolment and attendance of school-going children, reduce drop-out, and enhance school contact hours.
- Under the present policy of recruiting teachers in government primary schools, a 60:40 male-female ratio is followed. The current ratio of female and male teachers is 52.7: 47.3 .
- Decentralisation of administrative and financial power in primary education has been implemented. As a step towards decentralisation, School Level Improvement Plan (SLIP) and Upazila Primary Education Plan (UPEP) will be implemented in phases.
- The Government Primary School Teachers' Transfer Policy 2009 also ensures decentralisation of power by authorizing the power to transfer teachers by the officers of different stages at the field level.
- To improve the living standards of 16 lakh neo-literates of the country, they are being given various training for their financial independence, based on local market demand.
- A human resource development plan has been put in place to ensure planned recruitment, promotion, training etc.
- A terminal examination after grade five is held in every year throughout the country.
- EC Assisted School Feeding Programme has been included in revised ADP of 2008-09.
- 2 lakh working children between the age of 10-14, in six divisional cities, are being given basic education and skill based practical training.
- Course curriculum for all classes of primary schools will be homogeneous.

Scholarship examination

Participation of 40 percent students from grade five in the scholarship examination has been made compulsory for each Primary School. Passing rate in the Primary Scholarship examination is gradually increasing and it has reached 74.03 percent in 2008. The government has increased the quota of talent pool scholarship from 4,000 to 20,000 and the general scholarship from 15,000 to 30,000. Learning opportunities have been created for working children of the urban and rural areas in the country. Special scholarships are given to 40 meritorious working children studying at the Shishu Kallyan Trust (SKT) schools to let them continue their education. The amount of scholarship is Tk. 400 per month and Tk. 500 annually for education kits for classes II-V.

Free book distribution

The government has been distributing books free of cost among students of primary schools at the beginning of academic session every year. At present, students are getting 50 percent new and 50 percent old books. In the year 2010, 100 percent new books will be distributed at free of cost to the students. 5.45 crore and 4.77 crore books were distributed in 2008 and 2009 respectively.

Recruitment of Teachers

With a view to ensuring quality primary education, a programme for recruiting teachers against unfilled posts of government primary schools is in progress. To increase the participation of women in primary education, 60 percent of the posts of teachers have been reserved for female candidates. As a result, the percentage of female teachers in the government primary schools has reached approximately 50.2 percent. The total sanctioned post of teachers under the non-development budget is 1, 80,112. An additional 45,000 assistant teachers will be recruited under the non-development budget. 24,431 assistant teachers have been appointed till 2009.

Stipend project for primary school students

Parents of poor families engage their children in various works instead of sending them to school. Many children who are lucky to get admitted also leave school without completing the five-year primary education cycle. To overcome this problem, “Primary Education Stipend Project (2nd phase)” for 2008-2013 has been implemented at an estimated cost of Tk. 2242.33 crore, entirely funded by the Government of Bangladesh. The project covers 48.16 lakh students. Under the guidelines of the project, a poor family receives a stipend of Tk. 100 for sending one child to the school and Tk. 125 for sending more than one child.

Reaching out-of-school children (ROSC) Project:

This project with an estimated cost of Tk. 383.02 crore is being implemented over 60 selected upazilas in the country, in order to bring back out-of-school and drop-outs children into the primary education system. Under this project, 5 lakh deprived children will get the opportunity of receiving primary education during 2004 to 2010. In the mean time, approximately 15 thousand learning centres have been opened, and 4.91 lakh children are getting education.

The project is providing grants at the rate of Tk. 25,700 for each centre with classes I to III and Tk. 30,950 for each center with classes IV and V per annum. Every student of the Shishu Kallyan Trust is receiving an allowance of Tk. 1250 annually under this project.

Basic Education for Hard-to-Reach Urban Working Children Project (2nd phase)

The estimated cost of the project is Tk. 267.92 crore which will be implemented over a period between July 2004-April 2010 with the financial assistance of UNICEF. The target group of the project is working children and adolescents of six divisional cities, Gazipur and Narayanganj districts of the country.

Health and Family Welfare Programmes

Health is a state of complete physical, mental and social well being and merely not an absence of disease or infirmity. Health is universally regarded as an important index of human development. It is also a fundamental right of the population. Constitutionally the Government of Bangladesh is obligated to ensure provision of basic necessities of life including medical care to its citizens.

According to the United Nation's mandate, the Government of Bangladesh (GoB) is committed to attain health related Millennium Development Goals (MDGs) target on child mortality rate, maternal mortality rate and HIV/AIDS, TB, malaria and other diseases prevention by the year 2015. The government with the active support and assistance from NGOs, private sector and voluntary organizations has made remarkable progress in terms of reducing Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR), preventing communicable diseases, raising nutritional status and life expectancy at birth and also reducing the population growth rate. The Ministry of Health and Family Welfare (MOHFW) along with the NGOs, international communities, development partners has been working to address the health hazards arising from various natural calamities like floods, cyclone etc.

Table 12.3 shows the progress achieved in selected health indices from 1999 through 2008.

Table 12.3: Recent Trends in Demography and Health Indices

Indices	Levels	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Crude Birth Rate (Per'000)	National	19.2	19.0	18.9	20.1	20.9	20.8	20.7	20.6	20.9	20.9
	Urban	13.8	13.7	13.6	16.6	17.9	17.8	17.8	17.5	17.4	17.4
	Rural	20.9	20.8	20.7	21.0	21.7	21.6	21.7	20.7	22.1	22.1
Crude Death Rate (Per '000)	National	5.1	4.9	4.8	5.1	5.9	5.8	5.8	5.6	6.2	6.2
	Urban	3.5	3.5	3.4	3.8	4.7	4.4	4.9	4.4	5.1	5.1
	Rural	5.4	5.3	5.2	5.4	6.2	6.1	6.1	6.0	6.6	6.6
Average age (Yr) at marriage	Male	27.7	27.7	25.8	25.6	25.2	25.3	23.3	23.4	23.6	23.6
	Female	20.3	20.4	20.4	20.6	20.4	19.0	17.9	18.1	18.4	18.4
Population per doctor		4439	4218	4043	4043	3532	3137	3261	3110	****	2860
Average life expectancy (year)	National	62.7*	63.6*	64.2*	64.9*	64.9	65.1	65.2	66.2*	66.6	66.6
	Urban	64.2	65.3	66.4	67.2	67.6	67.8	67.9	68.0	68.1	68.1
	Rural	61.1	62.1	63.2	64.4	64.3	64.3	64.5	64.6	66.5	66.5
Infant (<1yr) Mortality Rate(per 000)	National	59	58	56	53	53	52	50	44	43	43
	Urban	46	44	43	37	40	41	38	35	42	42
	Rural	63	62	60	57	57	55	52	46	43	43
Child Mortality Rate (1-4 yr) (per000)	National	5.7	4.2	4.1	4.6	4.6	4.5	4.4	3.7	3.6	3.6
Maternal mortality rate(per 000)	National	3.2	3.2	3.2	3.9**	3.8	3.7	3.48	3.37	3.51	3.51
	Urban	2.6	2.6	2.6	2.7**	2.7	2.5	2.75	1.96	2.19	2.19
	Rural	3.3	3.3	3.3	4.2**	4.0	3.9	3.58	3.75	3.86	3.86
Rate of use of contraceptives (%)		53.6	53.6	53.9	53.4	55.1	56.0	57.0	58.3	59.0	59.0
Total Fertility rate per woman (15-49 yr.)		2.6	2.6	2.6	2.6	2.6	2.5	2.46	2.41	2.39	2.39

Source: Bangladesh Bureau of Statistics

* Revised

** As per 10th revision of international classification of diseases.

Health, Nutrition and Population Sector Programme

The Government is implementing the second sector wide programme titled "Health, Nutrition and Population Sector Programme (HNPSPP)" which is the successor of Health and Population Sector Programme (HPSP). The Programme Implementation Plan (PIP) of HNPSPP has recently been revised for the second time to implement for the period from 2003-2011 with an estimated cost of

Tk. 37384.11 crore including Tk. 10267.35 crore as Project Aid and 27116.76 crore as GOB's own resources. The overall goal and objectives of the programme is to achieve sustainable improvement in health, nutrition and reproductive health, including family planning. Priority objectives, by which the success of HNPSP be measured are (i) reducing MMR (ii) reducing TFR, (iii) reducing malnutrition (iv) reducing infant and under-five mortality; (v) reducing the burden of HIV/AIDS, TB and other diseases and (vi) prevention and control of non-communicable diseases.

In the revised ADP of FY 2008-09, Tk 2615.04 crore was allocated for 1 sector programme (HNPSP), 12 Investment projects and 5 Technical Assistance projects. Very recently, the Government has approved another project titled "Revitalization of Community Health Care Initiatives in Bangladesh" with an estimated cost of Tk 2677.49 crore which will be implemented during the period from July 2009-June 2014.

Health related Vision and target of the Present Government

- By 2011, supply of pure drinking water for the entire population will be ensured.
- By 2013, each house will be brought under sanitation programme.
- By 2021, standard nutritional food of 85 percent of the population will be ensured.
- By 2021, a minimum of 2122 kilo calories of food for the poor will be ensured.
- By 2021, all kinds of contagious diseases will be eliminated.
- By 2021, longevity will be raised to 70 years.
- By 2021, reduction of infant mortality to 15 from 54 per thousand at present.
- By 2021, reduction of maternal death rate to 1.5 percent from 3.8 percent
- By 2021, use of birth control methods will be increased to 80 percent

Health Service

New infrastructures are being built in the HNP sector to meet the increasing demand of the people. Over the years, significant changes in epidemiological, demographic, environmental and socioeconomic fields have taken place and new challenges have emerged. The present Government has taken steps to update National Health Policy (NHP) as part of its commitment. The draft has already been finalised and a high level committee is working on it for further improvement. Health facilities across the country are being established or upgraded. The number of hospital under DGHS is 589 and they have seats ranging from 10 to 1700 in each. The total bed capacity of all these hospitals is 38,171.

Child Health

The ongoing EPI programme to control the preventable diseases like Diphtheria, Whooping cough, Tetanus, TB, Measles, Hepatitis B and to eradicate Polio has made remarkable progress. Full Immunization Coverage is now 75 percent with BCG – 96.8 percent, DPT 3 – 95.0 percent, Polio 3 – 92 percent, Hepatitis B-3 – 95 percent, Measles – 96 percent (Bangladesh EPI Coverage

Evaluation Survey, 2007). Necessary drugs and equipment including nebulizer machine and oxygen flow meter are being supplied to all 64 districts to strengthen the IMCI activities.

Community Clinic Revitalization

. The Ministry of Health and Family Welfare first initiated community clinics (CC) programme under Health and Population Sector Program (1998-2003). It aimed to provide essential service package (ESP) for health, family planning and nutritional services to rural people from a single-stop demand-based static center for every 6,000 population. It was planned to construct 13,500 CCs, of which 10723 were completed. However, during the tenure of subsequent government, the community clinic program was abandoned in 2001. The facilities were not operational till 2008.

The present government's one of the top priority agenda is to revitalize the Community Clinics. Accordingly, the Government carried out a rapid assessment and found that the physical structures of 10,624 community clinics are good for using them as community clinics. The rest 99 were demolished because of river erosion. The present government is very keen to develop the community clinics as a health facility and to take it to the door-step of the rural people. In each community clinic there will be a Community Health Care Provider (CHCP) to serve the community.

Medical Education

There are 17 public medical colleges, 1 Armed Forces Medical College, 40 private medical colleges, 1 Dental college (Dhaka Dental College) and 2 dental units (1 in Rajshahi Medical College and 1 in Chittagong Medical College) 3 Colleges for Alternative System of Medicine, 7 Medical Assistant Training School (MATS), 10 Institute of Health Technology (IHT) working in public sector. In private sector, there are 11 dental colleges, 11 MATS, and 15 IHT. These institutions are producing health professionals including doctors, technologists and paramedics. Besides these, there are specialised medical institutes, medical colleges in public and private sectors and a medical university (BSMMU), all these are offering post graduation courses like MS, MD, and M.Phil. Diploma and MPH and producing world class medical professionals.

Population and Development

In Bangladesh, the Family Planning (FP) services started in private sector at the beginning of 1953. In the public sector, the FP services began in public sector in 1965. Over time, the Contraceptive Prevalence Rate (CPR) rose from 7.3 percent of mid seventy to 55.8 percent in 2007 (BDHS-2007). The Total Fertility Rate (TFR) has declined from 6.3 in 1971-75 to 2.7 in 2007 (BDHS-2007).

Even these successes, the population growth in the country is formidable. The Government, therefore, formulated a National Population Policy with particular focus on containing the growth of population bearing in mind the objectives and targets of MDGs.

Programme to Protect Mother's Health

To reduce the maternal and child mortality and morbidity MC-RH Service Delivery unit under DG-FP has been implementing the Emergency Obstetric Care (EOC) services, MCH and RH Service and several other training programmes to ensure the quality of care.

- Up to 2008-09, 153 doctors have been trained in Obs/Gynae, 149 doctors in Anesthesia.. 498 Family Welfare Visitors (FWV) have been trained (6 months) in OT management and Nursing Care.
- In 2008-09 (up to February, 09) 1234 family welfare visitors (FWV) have been trained for 6 months in Midwifery training..
- 3852 Family Welfare Assistants (FWA) and female health assistants have been trained for six months in community based skill birth attendance (CSBA) training. This will ensure the safe delivery at home and thereby help reduce maternal and child mortality and morbidity.
- Basic and refreshers training on safe MR are being given to the doctors, female sub-assistant community medical officers and family welfare visitors which contribute to reduce the maternal mortality and morbidity through prevention of unsafe abortion.
- To prevent unwanted pregnancy, emergency contraceptive pill (ECP) has been introduced throughout the country. It works as back-up support, prevent induced and unsafe abortion and thereby reduce maternal mortality and morbidity.

Nursing Services

There are approximately 23,650 registered nurses under Bangladesh Nursing Council. Out Of 23,650 registered nurses 14,981 nurses are working in the Government sector As many as 1000 nurses are working abroad, approximately 8000 are working in the private sector. There are 47,259 registered doctors in Bangladesh but registered nurses are only 23,650. To meet the international standards of health, doctor and nurses ratio must be 1:3 which is 2:1 in Bangladesh. A plan has already been taken up to increase the number of nurses to 33,000 by the year 2010 for the improvement of the nursing services in Bangladesh.

To meet the increasing demand for nursing services, , eleven nursing institutes (Borguna, Jamalpur, Chadpur, Jhenaidah, Hobigong, Gopalganj, Madaripur, Pirojpur, Nilphamari, Nawgaon and Panchagar) have already been constructed and another six Nursing Institutes (Manikgonj, Gazipur, Narayanganj, Lalmonirhat and Kishorgonj) are being constructed.. To facilitate higher education in nursing, two nursing colleges (Bogura, Foujdarhat) have already been constructed and another at Khulna is under construction. Four nursing institutes (Dhaka, Mymensingh, Rajshahi and Chittagong) have been upgraded into nursing colleges. The total seat of existing government nursing institute and colleges increased from 1500 to 1890. The curriculum has already been revised for the improvement of nursing services. As many as 17 nurses have been trained abroad and 440 nurses trained in Bangladesh for the implementation of new curriculum. Besides, another 6503 nurses from different hospitals were trained home and abroad in for delivering better nursing services.

Pharmaceutical Industries

Bangladesh's pharmaceutical sector has achieved commendable success during the last few years. Currently, a total of 239 allopathic manufacturing units are producing 17433 brands of medicines and raw materials of worth Tk. 5334 crore annually. More than 96 percent of the total domestic requirement is met by local production. Again, a sizable quantity of unani, ayurvedic and homoeopathic medicines are also being produced in the country which remarkable contribution to the healthcare sector of the country.

Currently, Bangladesh is exporting 182 brands of medicines (manufactured by 27 companies) to 71 countries including USA, UK, Canada, Japan, Italy, Korea, Malaysia and KSA and the export figure is increasing every year. It is expected that this trend can make the present export figure will go up to many times within next 3-4 years. For expansion of export market, the Government encourages the manufacturers to participate in different export fairs both locally and internationally. The Government has already taken steps to strengthen the directorate of drug administration. To ensure the quality of drugs and facilitate the export, the Government is committed to establish an international standard drug testing laboratory in Dhaka.

Private Health Sector

Participation of private sector in health and curative sector is gradually increasing. To encourage private investments, the Government is extending various incentives including financial assistance. At present, there are 40 private medical colleges, 11 dental colleges, 2114 private hospitals and clinics having 33727 beds. Along side 4509 modern diagnostic centers are operating in the private sector. The involvement of NGOs is also remarkable in health care delivery. A good number of NGOs are working in the field of HIV/AIDS and nutrition under HNPSp.

Women and Children Affairs

Women represent approximately 50 percent of the total population of the country. Overall development of the nation is not possible keeping them outside the mainstream. Recognising this, numerous programmes have been undertaken both at government and non-government level to eliminate gender disparity.

There is an ongoing process for developing women as skilled human resource and ensuring their active participation in nation building efforts. To ensure welfare of the children, a National Policy for Children was formulated by the Government in 1994 to protect children's interest and rights. To raise awareness about the children's rights, the decade of 2001-10 has been declared as 'Children Rights Decade. In addition, the 3rd National Action Plan (2001-2010) for children has also been formulated. Necessary measures will be taken for appointment of women in senior posts in the administration and in all spheres.

Activities of the Ministry of Women and children Affairs in Human Resources Development

- Handicraft and Agricultural Training centre for Women at Dinajpur has been established to provide training to women of northern part of the country on improved handicraft, sewing, embroidery, food processing, poultry, farming, livestock, horticulture etc. and 200 women will get the opportunity with residential facility every year.
- To cope with the increasing demand for information and communication technology (ICT), Jatiyo Mohila Sangstha is implementing a project titled “District Based Women Computer Training (2nd Phase)” project. The project will be implemented between July 2008 to June 2011 at a cost of Tk 1675.47 lakh which will be wholly funded by the Government.
- The process of implementation of the Urban Based Marginal Women Development Project began in February 2009. The duration of the project is between October 2009 to September 2013. The estimated cost of the project is Tk 1881.96 lakh, which is being funded by the Government. During the project period, about 27,600 poor and unemployed women of urban areas will be given skill development training through 46 centres of Dhaka city and 25 districts including five other divisional headquarters.
- Under Rural Women Development Project, 70,000 poor distressed rural women have been trained in different agricultural and non agricultural trades and 10,000 women (enterprising and potential) have been provided with credit for taking up income generating activities, so that they can improve their status in their family and society. 11,700 women have been imparted training up to March/2009.
- A project titled “Early Learning for Child Development” is being implemented by ‘Bangladesh Shishu Academy’ in 64 districts to enhance appropriate interactive care and early learning activities for children in safe friendly learning environment in centres, homes, and communities.
- Department of Women Affairs (BWA) also has an “Employment Information Centre” where educated, skilled and unskilled women are registered according to their qualification, 6434 women have been registered by this centre from July 1995 to January 2009., The number of women whose applications has been sent to different agencies is 9,991. And the number of women who got employed is 228.
- Jatiya Mahila Sangstha (JMS) has been imparting skill development training to the poor, backward and unemployed women for their self-employment and economic emancipation. From 1995-96 to 2008-09, 4054 women were given training in tailoring, embroidery, block batik and tie-die printing, leather crafts. This programme has been going on at the JMS head office and its district and upazila branches under the non-development budget.

Social Welfare Activities

The overall socio-economic development of the destitute, poor and by passed segment of the population is an important indication of the national progress. This issue is of great importance to the government. The Ministry of Social Welfare is working for poverty reduction, human resource development, other development activities and also rehabilitation of the by-passed segment of population along with persons with disabilities (PWDs), orphans, destitute, poor and helpless.

Moreover, the Ministry is running a good number of programmes for poverty, education and human resource development. Among the programmes, correctional services for juvenile delinquents, training and treatment for the socially disadvantaged women, maintenance, training, control and treatment of orphans, vagrants, safe custody for women, children, adolescent, destitute and the helpless are important.

Welfare and Service Delivery Programmes

The Department of Social Services (DSS) runs welfare and services delivery programmes for the poor and destitute patients and persons with disabilities. Under hospital social service programmes financial assistance, psychological counseling and treatment aid are provided for the poor and destitute patients. In the current fiscal year, as many as 234038 poor persons received services up to January 2009 and the total number since inception stands 26.71 million by the 87 Hospital Social Services units.

Under the integrated education programme, visually impaired students get education facilitates along with the normal students in the local educational institution in normal environment. The number of beneficiaries under this programme is 1050. Moreover, a plastic goods production centre is being run by the physically handicapped. Government has installed a mineral water plant which is producing mineral/drinking water under the brand name “*Mukta*”.

Addressing Social Disintegration Programmes

With a view to prevent the juvenile delinquencies and to turn them into law-abiding citizens the correctional services are going on. Under this programme, 3 juvenile development centers are now functioning and another is going to be established in Joypurhat district. The number of total beneficiaries is 12,713 under this programme. These centres are guided by the provision of Children Act 1974 and Children Rules 1976. Another correctional programme named Probation and After Care Services provides correctional facilities for the first offenders.

Human Resources Development Programmes

There are 85 state orphanages (*Sarkari Shishu Paribars*) under the Department of Social Services for providing subsistence, education, training and rehabilitation of orphans. The number of seats in these state orphanages is 10,375. Moreover, the government allocated Tk 378 million as capitation grants for non government orphanages at the rate of Tk 700/- per month per head in FY 2008-09. Also 43,383 orphans have been benefited through the said grant during the same period.

Ministry of Youth & Sports

Youth

Much of dynamism in our developmental efforts is dependent on tapping the potentials of the youth community. Recognising this, the Department of Youth Development (DYD) has imparted skill improvement training to 32.03 lakh young male and female from its year of inception i.e between 1981 to June 2009 on various trades under different completed and on-going projects. Out of the trained youth as many as 17.90 lakh got self-employment as of June 2009. Since its inception till

June 2009, an amount of Tk 854.41 crore including revolving fund had been distributed as loan under the department's credit programme to 7.32 lakh beneficiaries.

The present Government is committed to provide employment for minimum 100 days per year to one unemployed young male or female member of each family of the country. under an "Employment Guarantee Scheme". Each and every citizen having ability to work will be registered with this scheme. A programme titled 'National Service' has been taken up to include entire youth community having the level of education of secondary school certificate and above and aged between 18-35 years. Initially, it will be implemented at Kurigram and Borguna districts as pilot programme during 2009-2011. Subsequently, it will be rolled out across the country.

To accelerate the process of youth employment, the Ministry of Youth and Sports has leased out *khas* ponds and tanks to DYD enlisted youth co-operative societies through District/ City Corporation/ Upazila level committees. Up to June 2009, a total number of 13,210 ponds and tanks have been leased out to facilitate income generating activities throughout the country. An amount of Tk. 48.15 crore has been collected from the leased out ponds and the money has already been deposited to the government treasury.

Sports

Physical training and sports play a vital role in the development of physical and mental health of the young generation in particular and the people of any age in general. Games and sports contribute to discipline, good health, leadership and morality. Especially, the role of games and sports is vital in creating mutual understanding among the community at large which in turn is an influential way of getting rid of disorder from the society. Development of games and sports also reflects the stage of national development. Games and sports also help in forging friendly ties and cooperation among the nations. Interaction of players from different countries in the international tournaments provide opportunities to come close to each other.

Realising the importance of games and sports, the Government has implemented a number of development projects for creation, extension and development of sport facilities through National Sports Council (NSC), BKSP and Directorate of Sports. In FY 2008-09, NSC spent the total allocated amount of Tk. 442.00 for 2 projects.

Ministry of Cultural Affairs

Culture is the mirror of the history, civilization and heritage of a nation. In line with cultural development of the World, Ministry of Cultural Affairs is making relentless efforts to expedite cultural development through its 14 organizations.

Bangladesh Shilpakala Academy is engaged for preserving, developing, encouraging and promotion national culture through development of fine arts and heritage. Bangla Academy, Central Public Library and National Book Centre are responsible for education, research, publishing books & journals and give support of all categories of reader. National Museum preserves and exhibits the cultural heritage of Bangladesh. The Copyright Office is to protect creative intellectual property rights from piracy. Department of Archaeology preserves historical sites and exhibits the antiques.

The present Government is pledge-bound to take the following actions for preservation and further enrichment of our culture:

- The State will provide necessary assistance for preservation of the secular and democratic tradition of Bangla culture as well as further improvement of Bangla language and literature, music, arts and all branches of creative works and fine arts.
- The International Mother Language Institute Project undertaken by the Awami League Government earlier (1996-2001) will be reactivated.
- Creation of social awareness, scientific and liberal outlook will be emphasized with a view to resisting communalism and narrow mindedness.
- Laws repugnant to Quran and Sunnah shall not be made. Due respect will be shown to the principles and values of all religions.

The Ministry of Cultural Affairs implemented 10 development projects in ADP of FY 2008-09 with an allocation of Tk 59.55 crore. With a view to developing Rakhain Cultural activities, an institute is being established at Ramu in Cox's bazar. There is a provision for establishment/renovation work of 20 district Shilpakala Academies under a project named "Extension, Renovation and Proportionate adjustment of District Shilpakala Academy" at a cost of TK 33.63 crore.

Ministry of Labour and Employment

The Ministry of Labour and Employment has been implementing projects to develop more skilled manpower by creating training facilities, It is also engaged in ensuring welfare for the labourers in the factories and establishments and to prohibit the use of child labourers and to improve the status of women. A brief description of activities undertaken in these areas is given below.

Skill Development Training

With a view to creating infrastructural facilities for providing skill training to the unskilled segment of the country's population establishment of 24 Technical Training Centres (TTCs) including 6 TTCs exclusively for women has been in progress under three projects. The civil works for these TTCs is nearing completion. When fully operational, the annual training capacity in 24 TTCs will be around 20,000 in 16 trades.

Labour Welfare

With the technical assistance from UNFPA, two projects are being implemented by the Directorate of Labour and BGMEA for awareness building of the industrial labourers, garment workers and tea-garden workers on reproductive health and gender and HIV/AIDS issues.

Eradication of Child Labour

Child labour is a sensitive issue across the world. The Ministry of Labour and Employment has been implementing projects to eradicate child labour from both the formal and informal sectors.

A project for "Eradication of Hazardous Child Labour in Bangladesh" is being implemented by the Ministry of Labour and Employment (MOLE). 5000 parents of the targeted child labourers have

been provided micro credit (Taka 3.56 crore) for reducing their dependency on their children's income.

Line of action regarding labour policy of the resent Government

- National Labour Policy will be reevaluated and corrected. Discrepancy in wages between male and female workers will be removed.
- National minimum wage will be fixed and a permanent wage board will be formed.
- To meet international demand, trade wise training will be given to produce and export skilled manpower. As per ILO convention, the right to trade union will be granted.
- Rationing system will be introduced for all labourers including garment workers, the ultra poor and rural landless farm labourers