CHAPTER 12
HUMAN RESOURCE DEVELOPMENT

The importance of human development is widely recognized in all societies irrespective of the levels of development. Now in measuring the stage of development, human development is considered as an important yardstick. Human development is receiving increasing attention in determining the global development agenda. Regardless of the stage of development, people in any country must have the right to live a longer life, acquire necessary knowledge and access to resources. If rights are ensured in all these areas, people may get the opportunity to live a long, healthy and decent life.

An educated, trained and healthy population can play an important role in improving the quality of life, reducing poverty and attaining sustainable economic growth. The development agenda of the present Government, therefore, reflects its commitment to human welfare. In fulfillment of this commitment, Bangladesh Government is continuing its development efforts for improving the living standard of the underprivileged and the poor.

Importance of education, health and social welfare programmes in human resource development cannot be overemphasized. Sports and cultural development can also remarkably contribute to the process.. Since majority of the population are women, children and youths, identification of problems and hurdles in those areas, and then taking appropriate measures can help turn them into human resources. (?)

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

- Education and Technology
- Health and Family Planning
- Women and Children
- Social Welfare
- Development of Youth and Sports
- Cultural Development
- Labor and Employment

Human Development and Public Outlay for the Social Sector

Expenditure on social sector helps generating productive assets (both financial and substantial sector) for the poor, which in turn will help them to get out of the vicious circle of poverty. Besides, the social sector does have the potentials for generating higher value addition to the economy through creation of increased opportunities for production, income and employment. Due to this overriding importance, all UN member countries in the World Summit on Social Development (WSSD) held in Copenhagen in 1995 reached a consensus that each member country should allocate at least 20 percent of the public outlay for social sector. Following the declaration, Bangladesh has been spending over 20 percent of the total public outlay in the

social sector. The Government considers health and education sector as foundation for human development. Accordingly the highest allocation was given to education sector in the previous fiscal year. Similarly adequate provision has also been made for the health sector in the current fiscal year. By adopting pragmatic programmes, the Government has been playing active role in improving the health and family planning indices; such as reducing fertility rate, child and maternal mortality rates; decreasing the spread of contagious diseases including TB and AIDS and increasing average life expectancy.

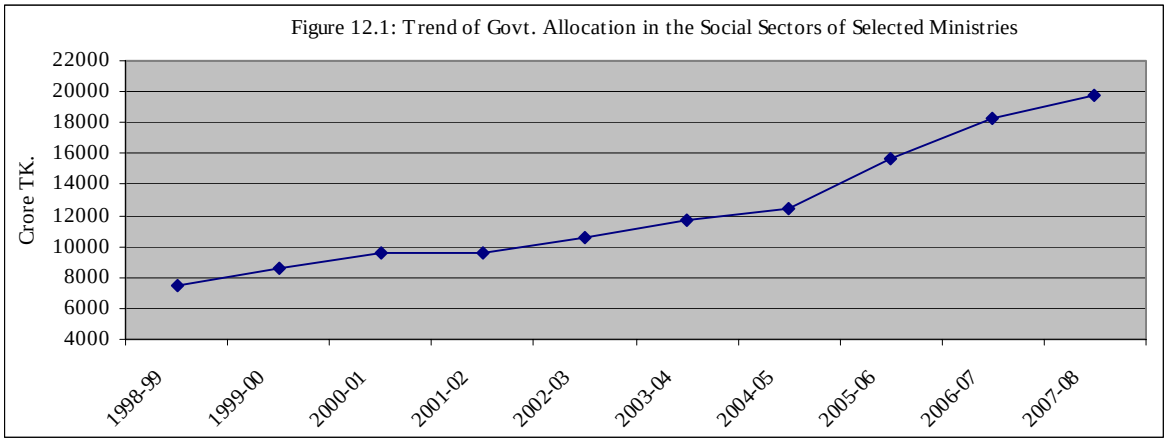
Table 12.1 and Figure 12.1 show the total allocation in development and non- development budget in the social sector during FY 2000-01 through 2009-10. It is evident from the statistics that the total allocation for the social sector in development and non- development budgets shows an increasing trend over the past decade.

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

(Tk. in Crore)

Sector	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10
Education, Science & Technology	6079	6063	6736	4878	7381	9373	11057	11654	12535	14387
Health and Family Welfare	2627	2649	2797	3445	3175	4112	4957	5261	6196	6980
Youth, Sports and Culture	248	217	253	257	297	414	335	287	320	366
Labour and Manpower	54	133	70	56	90	106	96	119	120	44
Social Welfare, Women's Affairs and Liberation War Affairs	322	354	484	713	1152	1353	1468	2028	2396	3007
Chittagong Hill Tracts Affairs	205	201	183	163	300	367	416	469	553	393
Total Allocation (Dev and Non- Dev.)	**9535**	**9617**	**10523**	**11697**	**12395**	**15725**	**18329**	**19818**	**22120**	**25177**

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



Education and Technology

Education is the key to the socio-economic development of a nation. It is also considered as one of the principal strategies of poverty alleviation and human resources development.

Primary and Mass Education

Section 17 of the Constitution of People's Republic of Bangladesh reflects the spirit of 'Education for All' by making provision for free and compulsory education for every child and to eradicate illiteracy. Consistent with this spirit of the constitutional provision, the Government has given top priority to primary education, and accordingly increased allocation of resources. In FY 2009-10, an amount of Tk. 6,848.77 crore has been allocated to the primary education sub-sector.

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. Included among them are: increasing the number of eligible students for scholarships based on the level of poverty in some region, from 48.16 lakh to 78 lakh, implementing 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.

Bangladesh achieved a considerable success already on this account. Recently, the gross and net enrolment rate reached at 102.2 percent and 91.9 percent respectively, equity has been achieved in attendance of boys and girls. Further more, in 1991 the total number of primary schools in Bangladesh was 49,539. At present, the number stands at 82,981 including the madrasas, although the number of government primary schools remains the same (37,672). The number of registered non-government primary schools is 20,083. In 1991, the male-female ratio among students was 55:45. Currently, the ratio is about 49.7:50.3. 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 increased to about 52.7 per cent in government primary schools. The following table shows students' enrolment rate and percentage of male-female students at primary levels during 1996-2008.

Table 12:2: Male-female enrolment (1996-2009) at Primary Level (In Lakh)

Year	Total	Boys (%)	Girls (%)
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	167.49	83.25 (49.70)	84.24 (50.30)
2009	165.39	76.48 (46.19)	88.98 (53.8)

Important activities:

- The Second Primary Education Development Program (PEDP-II) is being implemented to develop the quality of primary education. Through various activities under this programme, priorities have been given to increase the number of enrolment and attendance of school-going children, reduce drop-out rate, and enhance school contact hour.
- Under the present policy of recruitment of teachers, a 60:40 ratio of female to male is followed. The current ratio of female and male teachers is 52.74: 47.26 in government primary schools.
- Decentralization of administrative and financial power in primary education has been implemented. As steps towards decentralization, School Level Improvement Plan (SLIP) and Upazila Primary Education Plan (UPEP) will be implemented in phases. Currently, SLIP is being implemented in 316 Upazilas.
- Improving the living standards of 33 lakh neo-literates of the country by providing various income generating training, based on local market demand.
- In the six divisional cities 2 lakh working children who belong to the age bracket of 10-14 years are being provided with basic education out of which 10 thousand children will be given life-skill based practical training.
- A human resource development plan has been put in place to ensure planned recruitment, promotion, training etc.
- From 2009, primary education terminal examination is being held in grade five using unique questionnaires throughout the country.

Physical Infrastructure Facilities:

Infrastructure plays an important role in the qualitative improvement of primary education. In 2009-10, reconstruction of 506 government and 357 registered non-government primary schools was completed; reconstruction of another 1,016 government and 1,755 registered non-government schools is in progress. Extension of school buildings by constructing two additional classrooms, 9,206 classrooms have been completed under PEDP-2. Construction of total 35,194 additional classrooms has been completed under PEDP-2 upto June 2010. Similarly construction of 4812 additional classrooms is going to be taken up under PEDP-2. Arsenic free tube-wells have been sunk in 5,441 schools and 7,716 toilets have also been constructed in different schools.

Primary Education Terminal examination and Scholarship Examination

Participation of 40 percent students of grade five in the scholarship examination has been made compulsory for every primary school. Pass rate in the primary scholarship examination is gradually increasing and it has reached 74.03 percent in the last examination held in 2008. In 2009, terminal examination in grade five has been held using unique questionnaires throughout the country. Total candidates were about 20 lakh and the pass rate was 88.84 percent in 2009. About 20 thousand talent pool and 30 thousand general scholarships have been awarded among the students on the basis of the result of the terminal examination. In 2010, the total number of candidates in examination stood at 22.07 lakh with pass rate of 92.3 percent. Learning environment has been created for the working children of the urban and rural areas of the country. Special

scholarships are given to the meritorious 40 working children studying at the Shishu Kallyan Trust (SKT) schools. The amount of the scholarships is Tk. 400 per month and Tk. 500 annually for education kits for classes II-V.

Stipend Project for Primary School Students

Parents of poor families are used to engage their children in various works instead of sending them to school. Many of the children who get admitted also leave school without completing the five-year primary education cycle. So, to reduce drop out of students, a project titled **Primary Education Stipend Project (2nd phase)** has been implemented at an estimated cost of Tk. 2,242.33 crore, This project covered 48.16 lakh students. Under this project, a poor family receives stipend worth Tk. 100 for sending one child to the school and Tk. 125 for sending more than one child. At present, the project is being implemented at an approved revised cost of Tk. 4035.03 crore through raising beneficiaries to 78 lakh.

Increase of contact hours

In the past, the annual contact time for classes I and II students was 595 hours and for classes III to V students it was 883 hours. It has now reached 863 hours and 1,537 hours respectively because four thousand schools introduced double shifts instead of single shifts.

Book Distribution at Free of Cost

Every year at the beginning of an academic year the Government distributes books free of cost among the students of the primary. In the previous year, students were getting 50 percent new and 50 percent old books. In 2010, 100 percent new books were distributed at free of cost. As many as 4.77 crore and 7.80 crore books were distributed in the academic year 2009 and 2010 respectively. 100 percent new books distribution programme will continue in the future.

Recruitment of Teachers

With a view to ensure quality primary education, the programme of teacher recruitment against the vacant posts and created posts in 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 52.74 percent. The total sanctioned posts of teachers under the revenue budget is 1,80,112 and an additional 45,000 assistant teachers will be recruited under PEDP-II. 24,431 assistant teachers have been appointed under PEDP-II up to 2009. Shortly, recruitment of 2067 head teachers under the revenue budget and 33,000 assistant teachers under PEDP-II and revenue budget will be finalized.

Reaching out-of-school children (ROSC) Project

This project with an estimated cost of Tk. 684.32 crore is being implemented over 60 selected upazilas of the country, to include the out-of-school children and drop-outs into the primary education system. Under this project, 5 lakh deprived children will get the opportunity to receive primary education during 2004 to 2013.

In the mean time, approximately 15 thousand learning centres have been opened, and approximately 5 lakh children are receiving education. The project aims at:

- Creating opportunity of primary education for deprived children aged 7-14 , qualitative development of primary education of centre-enlisted students and strengthening institutional capacity of related institutions;
- Giving education allowances to the enrolled students through establishing learning centres at the local level or to the existing learning centres, and for that reason increasing the capacity of local institutions and the community.

The project is providing grants at the rate of Tk. 25,700 for each centre with class I-III and Tk. 30,950 for each centre with classes IV and V per annum. The learners of class I-III and IV-V are receiving a sum of Tk. 800 and Tk. 970 per annum as education allowance (including dress cost). Furthermore, 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 and has duration of July 2004 to April 2012, with the financial assistance of UNICEF. The target group of the project is the working children and adolescents of six divisional cities, Gazipur and Narayangonj districts. The program will ensure quality non-formal, life-skills-based basic education and gradually increase awareness of all relevant stakeholders to act in favour of a progressive elimination of child labour Basic education program is being implemented to 1.16 lakh learners through its 4,646 learning centers.

Post-Primary Institutions

Teachers and staffs of private educational institutions and financial assistance

The Ministry of Education deals with post primary education namely secondary, technical, madrasah and tertiary education. Currently there are 15,515 lower secondary and secondary schools 2,385 colleges and 7,344 Madrasas under MPO subvention. Including vocational institutions and BM Colleges, the number of MPO assisted non-government institutions is 26,321. The number of teachers and staff in these institutions are 3,58,512 and 1,03,913 respectively. Govt. provides 100 percent of the basic salaries to these teachers and staff; house rent and medical allowances are also given to the MPO listed teachers and staff. Information regarding institution is as follows:

Table 12:3. Number of teachers and staffs in Private institutions

Type of Institution	No. of Institution	No. of Teacher	No. of Staff
Junior High School	3,111	21,128	7,309
High School	12,404	1,49,247	47,139
Dakhil Madrasa	5,140	71,191	15,843
Alim Madrasa	1,087	20,480	3,419
Fazil Madrasa	972	21,160	5,801
Kamil Madrasa	145	4,034	1,384
Intermediate College	1,485	29,671	10,183
Degree College	900	33,062	12,054
SSC (Vocational)	675	5,485	241
BM College	401	3,054	540
Total	26,320	3,58,512	103,913

Source: Ministry of Education

Budgetary Allocation

In the revised budget of FY 2009-10 a total of Tk.8971 crore was allocated for the Ministry of Education, out of this allocation, Tk. 1,430 crore belonged to ADP budget, the rest Tk. 7541 crore belonged to revenue expenditure. In FY 2010-11 the allocation has been increased to Tk 9,830.47 crore out of which Tk. 1,625 crore is for development purposes. The revenue expenditure for FY 2010-11 has been estimated at Tk. 8,200 crore; a major part of the revenue expenditure goes for salary subvention to the teachers and staff of non-government institution. In the current fiscal year Tk. 5,163 crore has been earmarked for subvention to non-government institutions.

Secondary and Higher Secondary Education

Secondary and higher secondary education (grade VI to XII) are provided in collaboration between the government and non-government providers within a regulatory framework. Poverty is a deterrent to secondary school access because of the tuition fees and other additional costs, such as transportation, uniforms, books and materials and private tutoring. Retention of students in secondary education is one of the major challenges. However, there is a positive development in terms of closing the gender gap in secondary school enrolment. Government is giving priority to reduce the gap between the education systems in rural and urban areas. Offering stipends and waiving tuition fees for girls in rural areas have made a difference. Nowadays, more girls, in absolute numbers, are benefited from stipend program while pursuing their secondary education. Current ratio of boys and girls enrolled in secondary education is 48:52.

Quality Enhancement of Secondary and Higher Secondary Education

Quality of secondary education still remains a major cha enge. There are a number of indicators to assess the quality in secondary education. The number of examinees in SSC examination and the result leaves some indication of positive trend in terms of access and quality in secondary education. The number of examinees

of SSC and HSC examinations has been increasing over the years. The pass rate in the examination has also been increasing which proves increased access and quality. In order to promote ICT education and to build a digital Bangladesh, ICT courses are being introduced in the secondary curriculum. Necessary infrastructural facilities are being provided in the educational institutes.

Various projects to enhance quality and participation in secondary education have been undertaken. They include the "Secondary Education Access and Quality Enhancement Project (SEAQEP)," "Teaching Quality Improvement in Secondary Education (TQISEP)", 'Secondary Education Sector Development Project (SESDP)', and the 'Secondary Education Stipend Project. A system of school-based assessment has been introduced. A Non-government Teachers' Registration and Certification Agency (NTRCA) has been established and made operational. The aim is to have all non-government teachers certified and registered as qualified for teaching by this authority. A similar authority will have the task of coordinating in-service development of teacher's skills. School-based assessment (SBA) and Schools' Performance Based Management System (SPBMS) have been introduced. The Government has introduced a new system of examination for SSC and HSC equivalent geared towards better assessment of learning and analytical ability through creative questions. Primary Terminal Examination (PTE) after class V and Junior School Certificate (JSC) examination after class VIII has been introduced as public examinations. To extend quality education in the rural areas and revive the lost glory of old famous educational institutions, a development project has been undertaken to establish 306 model high schools in the upazila towns (where there is no government high schools).

Technical and Vocational Education and Training (TVET)

In secondary and higher secondary level, only three to four percent students are enrolled in the Technical and Vocational Education and Training (TVET) institutes. Educating youth is being considered as one of the powerful strategies to attain the goals of MDGs and National Development Goals (to increase the proportion of participants in TVET to 20 percent from 3 percent by 2020). The Government policies and goals aim to substantially increase the proportion of post-primary students enrolling in TVET institutes. In view of this, vocational courses have been introduced in secondary and higher secondary level including madrasah. Moreover, for youths from insolvent families, courses that are suitable for being self reliant and compatible with domestic and international job market, have been included in technical education. To improve technical education, two projects titled 'Skill Development Project' and 'Skill and Training Enhancement Project (STEP)'-have been undertaken. .Capacity building of the management of technical, vocational education training centres and quality control institutions will be strengthened under STEP.

Higher Education

The Government has undertaken massive programme to increase access to and quality of higher education through the University Grants Commission (UGC). Development projects have been taken to meet the increasing demand for higher education. A number of development projects for development of infrastructural facilities in the public universities are in progress. Two new universities, under public sector, have been started in Rangpur and Pabna. Establishment of a university in Barishal and Gopalgonj is in progress. With a view to improving the teaching-learning and research capabilities of the public and private universities a development project, titled 'Higher Education Quality Enhancement' has been undertaken. As the public universities are not adequate to accommodate the students seeking admissions into higher studies, the Government has opened higher education facilities for private sector under the framework of the Private University Act 1992. So far, 51 private universities are operating under the said law. Under the "Higher

Education Strategic Plan 2006-2026", steps have been taken to restructure the higher education in Bangladesh.

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. With a view to promoting female education, women empowerment, and improving their socio-economic conditions, the Government is providing female students' stipend, assistance for purchasing books, and fees for examinations under the development projects. Also, the tuition fee has been waived for female students up to twelfth grade. The number of merit and general scholarships both for general and technical education has grown significantly. While in 1980 only 26 girls per hundred were enrolled in the schools, today 52 girls per hundred are enrolled.

Female participation is relatively poor in technical and vocational education. With a view to increasing women participation in technical education, three Mohila Polytechnic Institutes at three divisional headquarters have been established. Steps have been taken to increase female participation in tertiary and higher education. An international university with foreign assistance, named Asian University for Women, has been established in Chittagong. All these will definitely improve the status of women in education sector of Bangladesh

ICT program in Education

Secondary level text book of 2010 has been uploaded on NCTB's website. To consider ICT as a medium of teaching in class room, laptop and multimedia projector are being distributed. 17 mobile ICT lab is functioning to provide computer education to rural students. On-line registration system has been introduced to make registration system easier at Secondary and Higher Secondary level. Moreover, application forms for university entrance examination can now be found on the websites.

Education Policy 2010

With a view to implementing the Election Manifesto 2008, Vision 2021 and Digital Bangladesh, the Government has adopted Education Policy 2010. The new policy is consistent with what has been provided for in the Constitution and it will work as a strategy to develop the country as secular and citizen- friendly where well-planned education system will operate to ensure social welfare. Consequently, the aims, objectives, goals and moral principles of the education policy reflect constitutional obligation regarding education at all levels Besides, the policy aims at stimulating intellectual ability and instilling work culture and social skills so as to establish moral, human, cultural, scientific and social values at personal and national levels. The education policy aims to encapsulate the spirit of liberation war, patriotism and nationalism while laying emphasis on instilling the qualities of good citizens in the students. Finally, the policy recognizes the continuity of national history, tradition and culture throughout successive generations and aims to remove socio-economic barriers; create unhindered and equal opportunities of education for all; attach enough importance to information and communication technology (ICT); build students as skilled human resources; eradicate illiteracy from the society.

A major characteristic of the Education Policy 2010 is that it proposes primary education up to grade VIII and secondary education up to grade XII. The implementation period of the education policy is assumed to be from2009-10 to 2017-18 and a total additional cost of Tk. 68,000 crore has been estimated for the venture.

Health Sector Development

Health and Family Welfare Programmes

Health is regarded as a fundamental right of all citizens. The Government of Bangladesh has prioritized the Health, Nutrition and Population Sector for ensuring the fundamental right of the citizenry and also for achieving the health related Millennium Development Goals (MDGs). In the last decade, there has been remarkable progress in this sector, such as 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 Government has been implementing planned actions to ensure health service delivery to every citizen along with expansion and modernization of health services.

The following table shows the progress achieved in selected health indices since 2009:

Table 12.4 Recent Trends of Health Indices

Indices	Levels	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Crude Birth Rate (Per'000)	National	19.0	18.9	20.1	20.9	20.8	20.7	20.6	20.9	20.5	20.54
	Urban	13.7	13.6	16.6	17.9	17.8	17.8	17.5	17.4	17.2	N/A
	Rural	20.8	20.7	21.0	21.7	21.6	21.7	20.7	22.1	22.4	N/A
Crude Death Rate (Per '000)	National	4.9	4.8	5.1	5.9	5.8	5.8	5.6	6.2	6.0	6.02
	Urban	3.5	3.4	3.8	4.7	4.4	4.9	4.4	5.1	5.1	N/A
	Rural	5.3	5.2	5.4	6.2	6.1	6.1	6.0	6.6	6.5	N/A
Average age (Yr) **at marriage**	Male	27.7	25.8	25.6	25.2	25.3	23.3	23.4	23.6	23.8	25.91
	Female	20.4	20.4	20.6	20.4	19.0	17.9	18.1	18.4	19.1	20.31
Population per doctor		4218	4043	4043	3532	3137	3261	3110	N/A	2860	2785
Average life expectancy (year)	National	63.6	64.2	64.9	64.9	65.1	65.2	66.2	66.6	66.8	66.8
	Urban	65.3	66.4	67.2	67.6	67.8	67.9	68.0	68.1	68.3	N/A
	Rural	62.1	63.2	64.4	64.3	64.3	64.5	64.6	66.5	66.2	N/A
Infant (<1yr) **Mortality Rate**(per 000)	National	58	56	53	53	52	50	44	43	41.0	41.26
	Urban	44	43	37	40	41	38	35	42	40	N/A
	Rural	62	60	57	57	55	52	46	43	42	N/A
Child Mortality Rate(1-4 yr) (per000)	National	4.2	4.1	4.6	4.6	4.5	4.4	3.7	3.6	3.1	N/A
Maternal mortality rate(per 000)	National	3.2	3.2	3.9	3.8	3.7	3.48	3.37	3.51	3.5	2.9
	Urban	2.6	2.6	2.7	2.7	2.5	2.75	1.96	2.19	2.4	N/A
	Rural	3.3	3.3	4.2	4.0	3.9	3.58	3.75	3.86	3.9	N/A
Rate of use of contraceptives (%)		53.6	53.9	53.4	55.1	56.0	57.0	58.3	59.0	52.6	N/A
Total Fertility rate per woman (15-49 yr.)		2.6	2.6	2. 6	2.6	2.5	2.46	2.41	2.39	2.30	2.40

Source: Bangladesh Bureau of Statistics, SVRS, 2008, BBS, MICS 2009, MTR 2009, DGHS 2010
N/A=Data Not Available

Health, Nutrition and Population Sector Programme

To achieve the goals of Millennium Development (MDGs) and Poverty Reduction Strategy (PRS) and to ensure health for all, the Government is implementing the second sector wide programme titled "Health, Nutrition and Population Sector Programme (HNPSP)" (2003-2011) at an estimated cost of Tk. 37,384.11 crore which includes a project aid component of Tk. 10,267.35 crore and a GoB component of Tk. 27,116.76 crore. The overall goal and objectives of the programme is to achieve sustainable improvement in health, nutrition and family welfare. It aims to reduce poverty by ensuring health service delivery in health, nutrition, reproductive health and family welfare especially to female, children, elderly and poor population. Under this program, improvement of existing infrastructure as well as development of new structures is taking place. In different parts of the country, expansion of hospital services as well as enhancement of the quality of hospital service is being carried out.

Through National Nutrition Project about 45 million people are getting the nutritional services at 36,768 Community Nutrition Centres (CNCs). In June, 2010, 1.94 million children (under 2 years), 0.5 million pregnant women, 0.42 million lactating mother, 2.1 million adolescents and .24 million newly married women of 173 upazillas have been brought under the nutritional services programme.

In the revised ADP of FY 2009-10, Tk 2,615.04 crore was allocated for sector programme (HNPSP), 12 investment projects and 5 technical assistance projects.

Community Clinic Revitalization

The Government has taken a fresh initiative to run the community clinics which were established in 1999-2020. It is to be noted that the then government planned to build one community clinic for 6,000 population and constructed 10,723 community clinics to make healthcare available at the door-steps of the deprived. Health Assistants and Family Welfare Assistants were to provide healthcare service at the community clinic. The Community Clinic activities were discontinued after the tenure of the Government. The top priority of the present Government is to deliver health, nutrition and family welfare services through 18,000 community clinics. Thus, the Government has planned to establish 2,876 new community clinics and commissioned a total of 13,500 community clinics all over the country. There is also a plan to use 4,500 health facilities at the upazilla level and ensure primary healthcare services from them and use the UHC as the first referral centre. MOHFW is implementing a project 'Revitalization of Community Health Care Initiative in Bangladesh' for (July 2009 to June 2014) at an estimated cost of about Tk. 2,677 crore. A new post has been created under the project named Community Health care Provider (CHCP), which will be recruited from the community. To ensure the service and steer the management of the community clinic, about 9,000 community groups have already been formed and the group member are being trained. During the implementation of the project about 9,500 community clinics have started functioning. Up to June 2010, medicine worth Tk 41 crore wa procured and distributed among the rural people through the CCs. Recruitment of Community Health Care Provider is in progress.

Health Service

In the rural areas with the assistance of field workers, a number of programmes continues to eliminate diseases like diarrhea, malaria, filaria and, tuberculosis. The distribution of anti-helminthes is also going on along with the immunization program. All these activities are carried out through field workers and the volunteers. After implementation of all these programmess, the nation experienced reduction of infant mortality, child mortality, maternal mortality, and improvement in average life-expectancy. This will enhance participation of the population in economic activity to increase productivity. At present diseases like dengue, swine flu and SARS are under control. Through DOTS programme, detection rate of the smear positive tuberculosis of lung is 100 percent. Besides this, complete cure rate is now 91 percent.

Extended Programme on Immunization (EPI)

The Government is providing preventive health care in order to ensure primary health care. 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. Bangladesh has achieved the Target-4 of MDG and reduced child mortality by 50 percent. The present status of achievement of MDG relating to child health is as follows:

Indicator	Base Year 1991	Current Status	Estimated 2015	Target 2015
4.1 Under-five mortality rate (per 1000 live births)	146	60(2007)	28	48
4.2 Infant mortality rate (per 1000 live births)	92	43(2007)	17	31
4.3 Proportion of 1 year-old children immunized against measles (percent)	54	88(2006)	100	100

Present achievement of EPI Programme is as follows:

a) Full immunization coverage for children under one year () has increased to 82 percent and for children under two years the coverage is 92 percent. Imunization coverages for major life threatening diseases are as follows: BCG-98 percent, DPT-3.97 percent, Polio 3.95 percent, Hepatitis-B -3.95 percent, Misles-96 percent (source: Bangladesh EPI CES 2009).

b) Under 5 child mortality has been reduced to 60 from 80 per thousand.

Reproductive Health Program

Realizing that maternal mortality cannot be reduced without giving special attention to the pregnant poor mother a demand side financing scheme for the poor mother named ‘Maternal Voucher Scheme’ programme has begun. Initially it started in 30 upazillas and has now been expanded by the present government to 53 upazillas. Till June 2010 about 4,18,202 vouchers have been distributed to pregnant mothers. Obstetric care activities have been expanded to different upazillas and district hospitals.

Medical Education

Opportunity for getting medical education has been expanded. Post graduate courses have been introduced not only in specialized institutes but also in medical colleges. Medical education curriculum has been updated to make it people oriented. Medical Education through private initiative is encouraged. 7 new Institute of Health Technologies have been established to expand the opportunity so as to increase the number of medical assistants. To ensure admission of meritorious students in public and private medical colleges, unified admission test is conducted and a single merit list is published.

Population and Family Planning

The family planning services started in public sector in 1965. Over time, the Contraceptive Prevalence Rate (CPR) rose from 7.3 percent in mid seventies to 55.8 percent in 2007 (BDHS-2007). The Total Fertility Rate (TFR) has declined from 6.3 in early seventies to 2.7 in 2007 (BDHS-2007).

To check unrestrained population growth, the Government formulated the National Population Policy-2004 in the light of International Conference on Population and Development (ICPD), Poverty Reduction Strategy (PRS) and the Millennium Development Goals (MDG's). Now, the National Population Policy is being updated through a wider consultative process. The Government is implementing the Health, Nutrition & Population Sector Program (HNPSP: 2003-2011) where emphasis has been given to provide health and family planning services to the poor and disadvantaged. The Government is working on the next sector plan and a draft for the next sectoral programme has already been prepared. In the next sector plan special emphasis will be on the population and family planning. The interventions proposed in the strategy paper are as follows:

- To promote increased use of FP before the first birth
- To provide better counseling on side effects
- To appoint additional FWAs in Eastern divisions
- To improve delivery of FP as part of post abortion care
- To use different service delivery approaches for different geographical regions
- To segment target populations by specific characteristics
- To promote and facilitate use of longer acting and permanent methods (LAPM)
- To increase Behavior Change Communication (BCC)
- To maintain focus on commodity security
- To hire, train, update staff
- To revisit incentive schemes
- To address early marriage
- To provide employment opportunities for young women

HNPSP aims to achieve following targets by 2011

- reduce maternal death from 3.2 to 2.4 per thousand
- reduce child mortality to 37 from 65 per thousand.

- reduce infant mortality to 20 from 41 per thousand.
- reduce child mortality (under five years) to 52 from 88 per thousand.
- use of birth control methods will be increased to 72 percent
- Total Fertility Rate (TFR) will be reduced to 2.2 percent.
- achieve NNR-1 through controlling population growth.

Achievement of the ongoing programme under DGFP

At present Emergency Obstetric Care (EOC) services are available in 70 Maternal & Child Welfare Centres (MCWC), MFSTC and MCHTI, Azimpur. 3,478 Union Health and Family Welfare Centres provide ANC, PNC, safe delivery, family planning, child and adolescent health services.

Logistic and Supply unit procures major Contraceptives, MSRs and Drugs to achieve the target of population programme. A consolidated procurement plan of 2009-2011 has been prepared to ensure sustained level of stock of contraceptives up to 2012.

In 2009-10, 16 NGOs have been affiliated and affiliation of 50 NGOs has renewed to perform FP and MCH and RH activities. Mid Term Review (MTR) of HNPSP recommended 6 districts for piloting the local level plan (LLP). Accordingly, workshops have been completed in selected six districts. An implementation strategy for implementing LLP in 6 districts has been formulated. LLP toolkit has been updated as per recommendation of field level officers and employees. Total acceptors and eligible couple now stand at 186.43 and 252.64 lakh respectively and the Contraceptive Acceptance Rate (CAR) is 73.8.

IEM unit carried out different activities through print, outdoor and electronic media to disseminate message on Family Planning, Maternal Child Health and Reproductive Health. The broad objective is to bring about behavioral change among the people towards small family norms, promoting family welfare and facilitating increase in CPR and decrease in TFR, MMR and IMR under HNPSP.

Population Research and Training

National Institute of Population Research and Training (NIPORT) undertook a programme focused on evaluative and operational research and surveys to strengthen reproductive health, child health, nutrition and family planning activities and disseminate research findings at different levels. During July 2009 - June 2010 NIPORT provided training to the 7,690 officers/staff through Basic Training, Management Development Training, Clinical Management Training, Refreshers' Training and Education, Information and Communication Training Courses. NIPORT research contributes to routinely monitoring the programme indicators at national and divisional levels, generating updated information on demographic and reproductive health, providing information on human resource development and evaluation.

Nursing Services

A separate Nursing Directorate under the Ministry of Health and Family Welfare was established in 1977 to improve management and overall development of nursing service in Bangladesh. Since its inception areas of responsibilities of the Nursing Directorate have been expanded substantially. Currently, there are as many as 24,644 nurses registered with the Bangladesh Nursing Council. Among them, 14,854 professional nurses

have been serving the government under the Nursing Directorate, while 1,195 nurses are working abroad. Also, around 10,000 nurses are working in the private sector. A number of 1,445 registered nurses have been appointed to fill up the vacant post in government hospitals. There are 45 Government Nursing Institutes under the Nursing Directorate. Besides, there are 26 private Nursing Institutes and one 'Armed Forces Nursing Institute' in the country. All government and non-government nursing institutes are accredited by Bangladesh Nursing Council. Basic graduation degree in nursing is awarded from Dhaka University, Chittagong University and Rajshahi University. Currently, five Nursing Colleges (4 Basic College and 1 Post Basic College) in public sector and 12 Nursing Colleges (9 Basic College and 3 Post Basic College) in private sector, and one 'Armed Forces Nursing College are functioning in the country. In those colleges, both basic graduation course and other courses (post basic) are offered. The present population and nurse ratio in Bangladesh is 6,180:1, which was previously 9,500:1. It is planned to increase the number of total registered nurses to 33,000 by 2020.

Pharmaceutical Industries

Considering the escalated development and demand, the Government is committed to ensure the quality of pharmaceutical products manufactured domestically and the Directorate of Drug Administration has, therefore, been upgraded into Directorate General of Drug Administration. Almost all essential drugs now are manufactured in the country. More than 97 percent of the total domestic requirement is met by local production. Currently, a total of 255 allopathic manufacturing units are producing 20,080 brands of medicines and raw materials worth Tk. 7,000 crore annually. Again, a sizable quantity of unani, ayurvedic and homoeopathic medicines are also being produced in the country with significant contribution to the healthcare sector of the country. Currently, Bangladesh is exporting 182 brands of medicines (manufactured by 39 companies) to 73 countries including USA, UK, Canada, Japan, Italy, Korea, Malaysia and KSA. For expansion of export market, the Government encourages the manufacturers to participate in different export fairs both locally and internationally. To ensure the quality of drugs and facilitate exports, the Government is committed to establish drug testing laboratory in Dhaka of international standard. The Government has taken a decision to increase the export of Active Pharmaceuticals Ingredients (API) by establishing an API Park. Establishment of a National Control Laboratory for testing the quality of drugs is in progress.

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 44 private medical colleges, 12 dental colleges, 2,397 private hospitals and clinics having 40,948 beds. Alongside 4,864 modern diagnostic centres 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. There are 52 approved Institutes of Health Technology which provide trained human resources. The Government is encouraging the mobile phone operator to introduce the health service through the mobile phone. Besides this, the television channels are also telecasting some live health programme to make them aware of the available health services.

Women and Children Affairs

In order to empower women, stop repression, prevent trafficking of women, provide security and develop socio-economic condition including ensuring full participation in mainstream of development, the Ministry of Women and Children Affairs has undertaken numerous programmes. Besides these, the Ministry is various projects and programmes to address the issues like protection of children rights according to the UN Charter, updating of Child Policy 1994, training for enhancement of life and livelihood of children, stopping child repression and eliminating disparity.

There is an ongoing process for developing women as skilled human resource and ensuring their active participation in nation building efforts. One attached department and two agencies of the Ministry are are implementing various programmes. These include the Department of Women Affairs Jatio Mahila Parishad and Shishu Academy. To raise the awareness about the children rights, the decade of 2001-2010 has been declared as 'Children Rights Decade'. In addition, the 3rd National Action Plan (2001-2010) for children has also been formulated.

Activities of the Ministry of Women and Children Affairs towards Human Resources Development

- Jatiyo Mohila Sangstha is implementing a project titled "District Based Women Computer Training (2nd Phase)" with the cost of Tk. 1,675.47 to achieve the desired goal of socio economic development of our women. Implementation period of the project is July 2008 to June 2011.
- 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 have been provided with credit for taking up income generating activities, so that they can improve their status in their family and society. As many as 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) has established an "Employment Information Centre**"** where educated, skilled and unskilled women are registered according to their qualification. As many as 6,777 registered women's applications have been sent to different job agencies by this centre. The number of women who got employed so far 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, a total of 4,054 women were given training in tailoring, embroidery, block batik and tie-die printing and leather crafts. This programme is being implemented at the JMS head office and its district and upazila branches under the revenue budget.

Social Welfare Activities of Ministry of Social Welfare

The overall socio-economic development of the destitute, poor and neglected segment of the population is an important indicator of the national progress. The Ministry of Social Welfare is working with an agenda for poverty reduction, human resource development, other development activities and also rehabilitation of the neglected segment of population along with persons with disabilities (PWDs), orphans, destitute, poor and helpless. Among the programmes being implemented, correctional services for juvenile delinquents, training and treatment for the socially disadvantaged women, and 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 the 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 4,38,731 poor persons received services up to January 2010 and the total number since inception stands 27.22 million by 89 Hospital Social Services units.

Under the integrated education programme, visually impaired students get education facilitates along with the normal students in the local educational institutions in normal environment. The number of beneficiaries under this programme is 1,096. Moreover, a plastic goods production centre is being run by the physically handicapped. The Government has installed a mineral water plant which is producing mineral/drinking water under the brand name “Mukta”.

Addressing the Social Disintegration Programmes

With a view to preventing the juvenile delinquencies and to turn them into law-abiding citizens, the correctional services are going on. Under this programme, 3 juvenile development centres are now functioning and another one is going to be established in Joypurhat district. The number of total beneficiaries is 13,894 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. In FY 2009-10, the total number of beneficiaries placed under Probation is 21 and the number that received after care services was 2,523. The total number of beneficiaries since inception stands at 12,176 and 34,803 respectively. The DSS is running 6 Sharkari Ashroy Kendra for the vagrants and also providing training and rehabilitation.

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 10,300. Moreover, the Government allocated Tk 403.2 million as capitation grants for non

government orphanages at the rate of Tk 700 per month per head in FY 2009-10. Also 48,390 orphans have been benefited from the allocated grant during the same period.

Ministry of Youth and Sports

Fund allocation

In FY 2009-10, an allocation of Tk. 47.73 crore was provided for in the RADP to implement 9 projects of four departments under the Ministry of Youth and Sports.

Youth

One-third of the total population of the country represents youth and therefore, the country's progress and development are largely dependent on development of its youth-folk. On this consideration, the Department of Youth Development (DYD) has imparted skill development training to 34.3 lakh male and female youth since its year of inception (1981) to June 2010 on various trades under different completed and on-going projects. Among them as many as 18.89 lakh young people have already got self-reliance through self-employment as on June-2010. Since its inception till June 2010 an amount of Tk. 926.98 crore including revolving fund had been distributed as soft loans under the Departments credit programme to 7.4 lakh beneficiaries.

As a compliance with the election commitment regarding job creation, the Government has undertaken 'National Service Programme' in order to provide employment to SSC or above level 18-35 age group unemployed youths. Initially, three poverty stricken districts, namely-Kurigram, Borguna & Gopalgonj have been chosen for pilot programme. In 2009-10 an amount of Tk.33.52 crore had been allocated for training and employment of 64,748 unemployed youth under the programme. The government is resolute to expand the programme all over the country gradually on the basis of the success of the pilot programme.

The DYD is working for the advancement and expansion of Information Technology (IT). Educated youths are being provided training by 70 centres across the country on computer basic, graphic design and internet usage in 64 districts. By June 2010, a number of 89,588 youths have got training. A project is being implemented to establish a programme-based networking between the DYD and 1,000 youth clubs/organizations. To ensure easy access to information regarding youth activities, a data-based sys tem will be developed of trained and self-reliant youths, all officers, staffs of DYD and youth credit programmes. Moreover, DYD is running a project on skill development and life skills training which will directly or indirectly benefit 7.2 lakh un-employed youths. In building digital Bangladesh, this project will play a vital role.

In the FY 2008-09 an amount of Tk. 106.4 lakh was sanctioned to 1,000 youth organizations as grant from Youth Welfare Fund. In FY 2009-10, an amount of Tk. 2.99 lakh has been sanctioned to 68 youth organizations as grant from revenue budget. Besides this, under the credit scheme, an amount of Tk. 962.98 crore has been disbursed and 810.68 crore has been recovered upto June 2010.

Sports Development

Games and sports foster a strong bondage and create a congenial environment in the society. Such an environment in turn helps brining order and discipline in the community at large. Games and sports also contribute to developing partnership with the international community. In spite of resource constraints, the Government has undertaken and implemented a number of development projects to promote sports and culture. In FY 2009-10, NSC utilised an amount of Tk. 87.57 crore to implement 7 projects. Among them, 5 projects on renovation and development of various stadiums and sport venues are in progress. Direcorate of Sports is implementing a project titled 'Further Development Facilities of Dhaka, Chittagong and Khulna (Bagerhat) Divisional Physical Education Colleges' which has an estimated cost of Tk. 14.45 crore. Out of the allocation, Tk. 10.53 crore has already been spent as of June, 2010. Furthermore, BKSP is providing long-term training in 12 sport disciplines. A project aiming at creating further development of sports facilities as well as hunting sport talents is under implementation by BKSP at an estimated cost of Tk. 20.52 crore.

Ministry of Cultural Affairs

The history, civilization, identity of a nation is reflected by its culture. In line with the course of cultural progress in the world context, the Ministry of Cultural Affairs is making relentless efforts to preserve, promote and conserve the rich cultural heritage of Bangladesh through its 14 organisations.

Bangladesh *Shilpakala* Academy is playing a very important role for preserving, developing, promoting and encouraging national culture though fine arts, drama, music and other forms of performing arts. *Bangla* Academy, Public library and National Book Centre are working to nurture and promote *Bangla* literature publishing research works, books, and journals. The *Ekushey Boimela* (book fair on the occasion of 21st February) bas become one of the most prestigious national events of the country. The National Museum preserves and exhibits the rich cultural heritage of Bangladesh. The Copyright Office is to protect creative intellectual property rights from piracy. The Department of Archaeology preserves historical sites and exhibits the antiques. Bangladesh *Lok O Karushilpo* Foundation is engaged in preserving the heritage of folk culture of the land.

Allocation

In order to promote culture and to preserve the cultural heritage an allocation of Tk. 69.33 crore was allocated in the revised ADP of FY 2009-10 for 15 development projects under the Ministry of Cultural Affairs. Renovation and preservation work is going on for proper preservation of archeological properties and sites of our country. Establishment/renovation work of 20 District Shilpakala Academy at a cost of Tk. 33.63 crore is progressing. Development of District Public Libraries (3rd phase) and construction of Bangla Academy Building Project are well into implementation at a cost of Tk. 122.83 crore and Tk. 28.59 crore respectively. Besides these, implementation of a number of programmes under revenue budget at a cost of Tk.16.43 crore is underway. Ethnic Cultural Institutes have been established in each district of Khagrachari. Bandarban, Rajshahi, Mowlvibazar and Netrokona. In addition, Rakhain Cultural Institute has been established at Cox's Bazar for restoration and development of Rakhain culture.

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 deals with the trade union activities in the country, resolves labour unrest, and promtes labour welfare by imparting skill development training to make them capable of woking abroad as skilled labourers..

Allocation

The Ministry Labour and Employment received an allocation of Tk. 34.09 crore under RADP of FY 2009-10 to implement 7 projects. Upto June 2010 the total expenditure against the allocation stood at Tk. 29.73 crore which was 87 percent of the total allocation.

The Ministry is working 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 a critical mass of skilled and semi-skilled manpower from unemployed and unskilled segment of the country's population, the Ministry is implementing four projects to establish 26 Technical Training Centres (TTCs When fully operational, the annual training capacity in these TTCs will be around 20,000. To involve women in the economic activities, among these 26 TTCs, for women a TTC exclusively in Dhaka and five other TTCs in five divisional head quarters have been established. As many as 8,320 women are receiving training in 6 grades.

Eradication of Child Labour

The Ministry of Labour and Employment has been implementing projects to eradicate child labour from both the formal and informal sectors. Currently, a project titled "Eradication of Hazardous Child Labour in Bangladesh" is being implemented by the Ministry. In the 1st phase of the project, as many as 10,000 child labourers of Dhaka and Chittagong metropolitan areas have got non-formal education and skilled development training. Besides this, 5,000 parents of the targeted child labourers have been provided micro credit (Taka 3.56 crore) to reduce their dependency on their children's income. Under the second phase, non-formal education to another 30,000 child labourers has been provided with. The 3rd phase of the project will be implemented very soon.

Labour Welfare

The Directorate of Labour is taking different welfare measures for industrial workers. Under this department 30 labour welfare centres are functioning in major industrial belts of the country for educational, recreational, and medical facilities to the workers. With the technical assistance from UNFPA, two projects titled "Promotion of Reproductive Health, Gender Equality and Women empowerment in Garment Sector" and " Promotion of Reproductive Health Reproductive Right, Gender Equality and Prevention of HIV/AIDS" are being implemented by the Directorate of Labour and BGMEA for awareness building of the industrial labourers, garment workers and tea-garden workers.