CHAPTER 12

HUMAN RESOURCE DEVELOPMENT

[Human resource development is an integral part of development agenda. The Government of Bangladesh has been implementing various programmes in the sectors related to human resource development like education and technology; health and family welfare; women and children; social welfare; youth and sports development; culture and labour and employment. In order to create efficient and competent human resources by way of upgrading the quality of education and creating enrolment opportunities at secondary, higher secondary, technical and all levels of higher education, various programmes have been adopted. In addition, the Government has declared a comprehensive National Education Policy 2010 which will cater to the needs of the country. The ratio of female teachers has increased from 21 percent in 1991 to 61.7 percent following the policy of appointing 60 percent female teachers in government primary schools. In order to ensure eradication of illiteracy by 2014, emphasis has been given on school enrollment, pre-school education, awarding of stipends and scaling up teacher-student contact hours. After Sri Lanka, Bangladesh has earned a rare distinction among the least developed countries in the field of education at primary and secondary levels by ensuring gender balance. A substantial progress has been made in the health sector of the country as the government has given priority to the health, nutrition and population sector which is consistent with targets set out in the Millennium Development Goals. Mortality and fertility rates have decreased. Significant development has been taking place in reduction of neonatal deaths. Average life expectancy has increased from 64.2 in 2001 to 66.8 in 2011. The rate of malnutrition has also reduced. Steps have been taken to make these achievements sustainable through an integrated sector programme titled Health, Population and Nutrition Sector Development Programme(HPNSDP). To educate women of the country and to develop them as efficient work force and also to ensure their active participation in the mainstream of national development activities, the Government has recently declared the National Women Development Policy 2011. In addition, the National Children Policy, 2011 has been adopted to ensure the welfare of children and to protect their interest and rights.]

Well trained, skilled and educated human resource is the driving force of the development of an economy. Dynamic and sustainable development is not possible without skilled manpower. In the wake of globalisation, human resource development agenda has assumed a new dimension. The Millennium Development Goals (MDGs) declared by the UN has placed human welfare and poverty alleviation as a central agenda of global development. The development agenda of the present Government reflects its commitment to human welfare which is meant to achieve the objective of human resource development.

Human Development and Public Outlay for the Social Sector

The coverage of social security has been expanded to ensure welfare of the poor of the country. As a result, investment in social sectors to develop the human resources has also increased. Social sectors contribute to the higher value addition to the economy by enhancing production, income and opportunities of 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 been made for the health sector also. 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; containing 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 the period from FY 2002-03 through 2011-12. 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

(In crore Taka)

Sector	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12
Education, Science & Technology	6736	4878	7381	9373	11057	11654	12535	16171	18575	18753
Health and Family Welfare	2797	3445	3175	4112	4957	5261	6196	6833	7617	8150
Youth, Sports and Culture	253	257	297	414	335	287	320	530	911	828
Labour and Manpower	70	56	90	106	96	119	120	69	67	96
Social Welfare, Women's Affairs and Liberation War Affairs	484	713	1152	1353	1468	2028	2396	2812	3499	3774
Chittagong Hill Tracts Affairs	183	163	300	367	416	469	553	465	549	568
Total Allocation (Development and Non- Development)	**10523**	**11697**	**12395**	**15725**	**18329**	**19818**	**22120**	**26880**	**31218**	**32169**

Sources: Finance Division, Ministry of Finance, Planning Commission, Ministry of Planning.

Education and Technology

One of the major milestones of the present Government is adoption of a comprehensive National Education Policy within the shortest possible time. The policy broadly follows the directives of the Constitution. It has 24 targets, all of which are attributed towards introducing modern and work- oriented education system as stipulated in the Election Manifesto 2008 and Vision 2021. The Policy has taken into account the views of all relevant stakeholders that include teachers, students, parents, educationists, politicians, businessmen and professionals.It aims at developing the citizens as secular, creative, open-minded, rational, and imbued with patriotism.

Primary and Mass Education

In the context of constitutional obligation and international commitment, the Government is committed to ensure education for all by 2015. This is why Government is giving high priority to primary education, and accordingly it has been making increased allocation of resources to this sector. In FY 2011-12, an amount of Tk. 7708.72 crore has been allocated to the primary education sub-sector. The Government is committed to ensure 100 percent enrollment of the children (who have reached the age of attending school) by 2011 and to eradicate illiteracy by 2014. To implement these commitments, several programmes have been adopted. These include widening the coverage of stipend from 48.16 lakh to 78 lakh students considering the poverty status of some regions, continuing school feeding programme, introducing pre-primary education, establishing schools in the villages without school and bringing all areas of the country under basic education programme. Much importance has been attached to issues like access, quality and contact hours between teachers and students to ensure education for all. To achieve the targets set in the Millennium Development Goals (MDGs), the Government has

undertaken the Stipend Programme, the *Reaching Out of School Children (ROSC) Project,* the *Basic Education for Hard-to-reach Urban Working Children Project* and the *Post Literacy and Continuing Education for Human Development Projects-II* and the *Third Primary Education Development Programme (PEDP-III).*

In 1991, the total number of primary schools in Bangladesh was 49,539. At present, the number stands at 89,712 including the *madrasas.* There is an increasing trend in the enrollment of female students in primary schools. In 1991, the male-female ratio among students was 55:45. Currently, the ratio is about 49.60:50.40. The following table shows the students' enrollment rate and percentage of male-female students at primary levels during the priod from 2000 to 2011:

Table 12.2: Male-Female Enrolment at Primary Level (2000-2011)

(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	82.41 (49.83)	82.98 (50.17)
2010	169.58	83.95 (49.50)	85.63 (50.50)
2011	184.32	91.39 (49.60)	92.93 (50.40)

Source: Ministry of Primary and Mass Education

Important Activities

- Steps have been taken to update the curriculum
- The *Third Primary Education Development Programme (PEDP-III)* has been taken up for implementation to develop the quality of primary education. Under this programme, priorities have been given to increase enrollment and attendance of school-going children, reduce drop-out and enhance school contact hours.
- 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 61.7: 38.3 in government primary schools.
- As a step towards decentralisation, School Level Improvement Plan (SLIP) and *Upazila* Primary Education Plan (UPEP) have been implemented in phases.
- 33 lakh neo-literates of the country are being given various income generating training, based on local market demand.
- 1.66 lakh working children aged between 10-14 years in the six divisional cities are being given basic education and life-skill based practical training.
- Recruitment of 15,000 assistant teachers for pre-primary class is underway.
- 1,109 offices of primary education field level management have been brought under internet connectivity.
- A project named *English in Action* has been implemented at the primary school level for improving the quality of education in English.
- Establishing learning centres in *char, haor-baor* areas.

Physical Infrastructure Facilities

Qualitative development of primary education largely depends on infrastructure. In 2011-12, reconstruction of 1,045 government and 187 registered non-government primary schools was completed; reconstruction of another 1,473 government and 183 registered non-government schools respectively are in progress. Extension of 770 school buildings of registered non-government schools have been completed and extension of another 703 registered non-government schools are in progress. Establishment of 12 PTIs in selected 12 districts headquarters having no PTIs are in progress. Following the decision for establishing 1,500 government primary schools in the villages without school, as many as 1,383 villages have been selected and construction of 581 schools is under way.

Terminal Examination and Scholarship

Since 2009, a terminal examination for the students of Grade V has been introduced using unique question papers throughout the country. *Ebtedayee Madrasas* have also been included under this system since 2010. A total of 21.85 lakh stuents appeared in the examination in 2011 and the pass rate was 97.26 percent. Total candidates from *Ebtedayee Madrasas* in terminal examination were about 2.72 lakh and the pass rate was 91.28 percent. As many as 22 thousand talent pool and 33 thousand general scholarships have been awarded among the students on the basis of the results of the terminal examination without taking any separate scholarship examination like previous years. On the other hand, learning opportunities have been created for the working children of the urban and rural areas of the country. Special scholarships are awarded to the meritorious working children studying at the *Shishu Kalyan* Trust (SKT) schools so that they can continue their education. The amount of the scholarships is Tk. 400 per month and Tk. 500 annually for education kits for classes II-V.

Scaling up of Contact Hours

In the past, the annual contact time for classes I & II students was 595 hours and 833 hours for the students of classes III to V of double shift schools. It has now reached 893 hours and 1488 hours respectively as a result of transforming about four thousand schools from single shift to double shift.

Stipend Project for Primary School Students

Parents of poor families used to engage their children otherwise instead of sending them to schools. Many of the children, who were enrolled, also leave school without completing the five-year primary education cycle. To overcome this problem, the *Primary Education Stipend Project (2nd phase)* for 2008-13 has been implemented at an estimated cost of Tk. 3,900.26 crore, entirely funded by the Government of Bangladesh. The project covered 48.16 lakh students. Under the guidelines of the project, a poor family receives a stipend of Tk. 100 per month for sending one child to school and Tk. 125 per month for sending more than one children. At present, the number of stipend beneficiaries has increased from 48.16 lakh to 78 lakh following the coverage expanded well beyond the existing coverage of 40 percent.

Free Book Distribution

The Government has been distributing books free of cost among the students of the primary schools at the beginning of every year. In the previous years, students got 50 percent new and 50 percent old books. Since 2010, 100 percent new books are distributed free of cost to the students.

About 9.09 crore and 8.03 crore books were distributed in the academic years 2011 and 2012 respectively.

Recruitment of Teachers

With a view to ensuring quality primary education, the programme recruitment of teachers against the vacant posts and newly 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 61.7 percent. Moreover, by now recruitment of freedom fighters/dependent of freedom fighters against as many as 5,414 posts of assistant teachers has been completed. Apart from this, recruitment of 1,852 head teachers and 12,701 assistant teachers for government primary schools and 9,500 assistant teachers for registered non-government primary schools have also been completed. In addition, 37,672 assistant teachers will be recruited for pre-primary classes.

Programme for Out-of-School and Working Children

To provide primary education to the out-of-school children, drop-outs and the working children of the city areas, the Government has taken up projects like- *Reaching Out-of-School Children (ROSC) Project* and *Basic Education for Hard-to-Reach Urban Working Children Project (2nd phase)*. The *Reaching out-of-school children (ROSC)* project is being implemented with an estimated cost of Tk. 684.32 crore at 90 selected *upazilas* of the country, to include the out-of-school children and drop-outs. Under this project, as many as 7.5 lakh deprived children will get the opportunity of receiving primary education during the period from 2004 to 2013. In the meantime, approximately 22 thousand learning centres have been opened, and approximately 7.5 lakh children are receiving education. The *Basic Education for Hard-to-Reach Urban Working Children Project (2nd phase)* has been taken up for implementation over a period from July 2004 to June 2014 at an estimated cost of Tk. 267.93 with the financial assistance of UNICEF. The target group of the project is the working children and adolescents of six divisional cities of the country. Basic education programme is being implemented to cover 1.66 lakh learners through its 6,646 learning centres in four phases. Besides, the life skill training is being imparted to one thousand learners.

Secondary and Higher Secondary Education

The Government has introduced double shifts in 82 secondary schools in different districts to ease enrollment pressure in these schools. A fund called the **Prime Minister's Education Assistance Trust Fund** has been created primarily with the seed money of Tk 1,000 crore to facilitate education for financially insolvent, poor but meritorious students and to operationalise the fund a piece of legislation called "Prime Minister's Education Assistance Trust Act, 2012" has been enacted. In order to ensure good educational environment and to improve physical infrastructure of educational institutions in the rural areas, construction of new buildings as well

as refurbishing of existing buildings are being carried out. Most of the buildings are either being constructed or repaired at the district and *upazila* level. This is in line with the government's policy of advancing rural development and reducing rural- urban divide in education. In Dhaka city alone, the Government is building new 6 colleges and 11 secondary schools to meet the increasing demand for schools. Various projects have been undertaken with the assistance from development partners for the qualitative improvement of education. Many important activities like modernisation of curriculum, teachers' training and reforms in the assessment and examination system are being initiated under these projects. Decentralisation of education administration, school based assessment; performance based incentive for the teachers, students and institutions has been introduced under the World Bank assisted *Secondary Education Quality and Access Enhancement Project (SEQAEP)*. IT based model school and *madrasa* are being established under *Secondary Education Sector Development Project (SESDP)*. Under *Teaching Quality Improvement (TQI) Project*, IT based mobile vans have been introduced for remote and backward schools so that these schools are not left out of these benefits and 1400 laptops have been distributed to 1250 schools in the country. The Government is revising curriculum of primary and secondary education in line with the present demand and linking it with the job opportunity. The revised curriculum includes among others authentic history of the liberation war for the new generation, environment protection, and women empowerment and information technology.

Technical Education

To turn youths of Bangladesh into productive and skilled manpower, technical and vocational courses have been introduced at secondary and higher secondary level education including *madrasas*. Having assessed the need of world market and local industry, right kind of trade courses have been introduced at vocational and technical level education. To expand technical and vocational education, the government is going to set up one technical school in each *upazila.* An engineering college is being set up in Barisal district. Moreover, 2 women polytechnic institutes in Barisal and Sylhet districts and 10 polytechnic institutes in other districts are being set up. 11 modern language training institutes have been set up in six divisions of Bangladesh to teach English, Arabic, Korean and Malay languages for doctors, nurses and job seeking unemployed youths of Bangladesh. The erstwhile Dhaka Textile College has been transformed into Bangladesh Textile University to cater to the needs of skilled manpower in the booming garments sector. A *National Skill Development Policy* has been framed to transform huge population of Bangladesh into an asset.

Higher Education

To create opportunity for higher education and to widen its coverage, the present government has set up 6 new universities namely University of Professionals in Dhaka, Begum Rokeya University in Rangpur, Science and Technology University in Pabna, Science and Technology University in Gopalganj, Barisal University, Maritime University in Chittagong. Setting up a

public university at Rangamati is also being contemplated to facilitate higher education for the hill district people. Consistent with vision for digital Bangladesh, establishment of a Digital University in Gazipur is underway. Moreover, steps have been taken to establish a Rabindra University to preserve the memory of great noble laureate Rabindranath Tagore. Academic innovation fund is provided to universities to create new knowledge and to undertake research. To interact among students and researchers of universities and to connect them with international academic communities, a network called Bangladesh Research and Education Network (BDREN) has been operationalised. Assistance to the tune of Tk. 40.5 million has been provided to 44 MPhil and PhD researchers of public universities. Alongside, 22 researchers have already received research grant and another 26 researchers will receive the same soon. 130 students at the undergraduate and post graduate level have been able to receive foreign scholarships from Japan, China, Turkey, Russia, Brunei, Morocco and the Commonwealth. A 6 percent quota has been reserved for wards of freedom fighters, poor but meritorious students and those from the insolvent families for their admission into universities. These students can also study here without tuition fees and other related fees.

Madrasa Education

Steps has been taken to modernise and develop *madrasa* education. The privileges of *madrasa* teachers have been made at par with school and college teachers. To develop *madrasa* infrastructure, 1000 new *madrasa* buildings are being constructed. As part of the modernisation process, computer courses have been introduced. Besides this, 35 *madrasas* have already been transformed into model *madrasas* and vocational courses have been introduced in 100 *madrasas.* Honours courses on Islamic subjects have been introduced in 31 *madrasa* institutions. Junior *Dakhil* Certificate Examination has been introduced in 2010. In addition, *Dakhil* Examination with creative question papers has been introduced in 2011 to ensure quality in *madrasa* education. As per recommendation of National Education Policy, 2010 the Government has decided to set up an Islamic Arabic Affiliating University in Bangladesh.

ICT in Education

The use of ICT in education is increasing day by day in Bangladesh. The results of SSC, HSC and *Dakhil*, *Alim* and equivalent examinations are now published and sent to respective schools/colleges using online technology such as email, website and SMS from cellular phones. The same is used for registration of teachers and students. Students studying at SSC and HSC levels now use Electronic Students Information Form (e-SIF) to fill up their details. This is swift and easy to operate. Online data query system installed by Bangladesh Bureau of Education Information Statistics (BANBEIS) enables researchers and educationists to access any educational statistics based on query. The admission process in all the public universities have been made paperless and online. Most of the books approved by NCTB have been uploaded on website and any one can download these books free of cost. To make teaching- learning more interactive, the Government has started setting up multimedia classrooms in 20,500 schools and

colleges. In the first phase, 13,700 secondary schools, 5,200 *madrasas* and 1,600 colleges would be provided with one laptop and one multimedia and teachers would be trained to use computers and to prepare digital contents. Under *Secondary Education Sector Development Project (SESDP)* modern computer labs have been set up in 20 secondary schools and 35 *madrasas* and similarly under *Teaching Quality Improvement in Secondary Education (TQISEP) project*, computer labs have been established in 14 Teachers' Training Colleges (TTC), 5 Higher Secondary Teachers' Training Institutes (HSTTI) and one Bangladesh *Madrasa* Teachers' Training Institute (BMTTI). Bearing in mind the fact that students in backward or inaccessible areas are not left out of the knowledge and benefit of ICT, 17 mobile computer labs and 1 mobile science lab have been detailed to let them know about this technology.

Female Education

Bangladesh is the only country in South Asia except Sri Lanka that achieved gender parity both in primary and secondary education level. No other country, but Bangladesh, with same per capita income made such impressive success in education sector. Among many supportive factors, the most convincing one appears to be government's stipend programme for female students. Alongside this, free studentship for girls, distribution of free books, providing registration fees, catering food for education, securing girl- friendly environment and many others like these played a significant role in expanding female education in Bangladesh. This congenial environment together with the incentives has immensely helped in taking forward women's empowerment agenda. Lately, the Government has introduced merit stipend and enhanced stipend for girls to encourage their enrollment in vocational and technical institutions.

Reform Initiatives to Improve the Quality of Education

The Government has taken various steps like modernisation of curriculum, training of teachers at home and abroad, introduction of creative questions and new books, acquisition of new tools and techniques in pedagogy to improve the quality of education. In this regard, under several development projects teachers are imparted training on English Language teaching, Mathematics, Management and Leadership. School based assessment system has been piloted in some schools. To engage the students in an application based and thoughtful process, creative questions have been introduced. It is expected that this system will strengthen the analytical ability of students to a large extent. The immediate impact of this system is evident from the reduced drop-out rate and reduced merit gap between urban and rural educational institutions.

Budgetary Allocation

During FY 2011-12, the government allocated a total of Tk 10,873 crore for the Ministry of Education which includes Tk. 2,143 crore for development and Tk. 873 crore for non-development budget.

Health Sector Development

Family Welfare Programmes

Since 1965, the Government has been implementing family planning programmes. As a result, the rate of use of family planning or birth delaying methods has increased to 61 percent from 7.3 percent in mid 1970s (BDHS 2011). The total fertility rate per women declined from 6.3 in 1971-75 to 2.3 in 2011(BDHS 2011). A recent report on Maternal Mortality and Health Care Survey 2011 shows that maternal mortality per thousand live births in Bangladesh declined to 1.94 in 2011 from 3.2 in 2001. In 1991, 66 percent of the babies were underweight at birth but the number came down to 36 percent in 2011 (BDHS-2011). Percentage of delivery by trained personnel shows a modest improvement. 32 percent of births are attended by medically trained personnel whereas, it was only 16 percent in 2004, (BDHS-2011). In order to contain the rate of population growth for sustainable development, the Government has drafted a National Population Policy in the light of concepts of International Conference on Population and Development (ICPD), Poverty Reduction Strategy (PRS) and Millennium Development Goals (MDGs). Besides, this government has also adopted the National Health policy. Since the last decade, the Government has been implementing planned actions to ensure health service delivery to every citizen along with expansion and modernisation of health services. As a result, significant milestones have been achieved in this sector. These include reduction of infant and maternal mortality, prevention communicable diseases, improvement of the nutritional status and life expectancy and also reduction of the population growth rate. Bangladesh is on track in terms of reduction of infant and maternal mortality (MDG 4). Table 12.3 shows the trends of important health indicators during the period from 2002-11.

Table 12.3: Recent Trends in Health Indicators

Indicator	Level	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Crude birth rate (per 1000)	National	20.1	20.9	20.6	20.7	20.6	20.6	20.5	19.4	19.2	19.2
	Urban	16.6	17.9	17.5	17.8	17.5	17.4	17.2	16.8	17.1	20.1
	Rural	21	21.7	20.7	21.7	20.7	22.1	22.4	20.4	20.1	17.1
Crude death rate (per 1000)	National	5.1	5.9	5.8	5.7	5.6	6.2	6.0	5.8	5.6	5.6
	Urban	3.8	4.7	4.4	4.9	4.4	5.2	5.1	4.7	4.9	5.9
	Rural	5.4	6.2	6	6.1	6	6.6	6.5	6.1	5.9	4.9
Average age at marriage	Male	25.6	25.2	23.4	23.2	23.4	23.4	23.6	23.8	23	23.9
	Female	20.6	20.4	18.1	18	18.1	18.4	19.1	18.5	18.7	18.7
Population per doctor		3590	3532	3137	3261	3110	2991	2860	2832	2785*	2860
Average life expectancy (year)	National	64.9	64.9	65.4	65.2	65.4	66.6	66.8	67.2	67.7	66.8
	Urban	67.2	67.6	68	67.9	68	68.1	68.3	68.7	68.9	68.3
	Rural	64.4	64.3	64.6	64.5	64.6	66	66.2	66.9	67.4	66.2
Child mortality rate (neonatal, <1) per 1000	National	53	53	65	50	45.52	52	43	39	36	43
	Urban	37	40	72	44	38	50	40	37	35	42
	Rural	57	57	72	51	47	59	42	40	37	43
Child mortality rate (1-4 years) per 1000	National	4.6	4.6	88	4.4	3.9	65	3.1	2.7	2.6	53

Indicator	Level	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Maternal mortality rate per 1000	National	3.9	3.8	92	3.5	3.4	63	3.5	2.59	2.16	-
	Urban	2.7	2.7	98	2.75	1.96	77	2.4	1.79	1.78	-
	Rural	4.2	4.0	-	3.58	3.75	-	3.9	2.85	2.30	1.94
Contraceptive users rate (%)		53.4	55.1	58.1	57	58.3	55.8	52.6	56.1	56.7	61.2
Fertility rate per women		2.6	2.6	3	2.5	2.41	2.7	2.3	2.15	2.12	2.3

Source: Bangladesh Bureau of Statistics; Health Bulletin, MIS; Health Economics Unit, Ministry of Health and Family Welfare .BDHS Survey: 2004,2007,2011 MOHFA; Sample Vital Registration System (SVRS), 2009; BMMS-2011

Budgetary Allocation

In FY 2011-12, 20 projects including one Sector Programme (HPNSDP), were taken up for implementation by the Ministry of Health and Family Welfare. A total of Tk. 3,035.55 crore was allocated in the RADP of FY 2011-12 (GoB: Tk. 1,516.76 crore, PA: Tk. 1,518.79 crore) to implement these programmes.

Health, Population and Nutrition Sector Development Programme

To accelerate family welfare, reproductive health, and maternal and child health programmes the Government started implementing the sector wide programme titled *Health, Population and Nutrition Sector Development Programme (HPNSDP)* since July 2011 at an estimated cost of Tk. 56,993.54 crore (GoB: Tk. 43,420.38 crore; PA: Tk. 10,267.35 crore). The programme will be implemented over a period of five years. It aims to provide health, family welfare and nutritional services by making the community clinics operational and make primary health care accessible to the rural community. Besides, three- tiered *Upazila* Health Management System will be developed with the aim of strengthening the Community Clinics at the community level, Union Health and Family Welfare Centres at Union level, and *Upazila* Health Complexes at *upazila* level. A referral system will also be developed within these facilities. Further, nutrition related services will be brought under the mainstream health services. In addition, piloting of health insurance scheme is under active consideration of the Government to ensure quality health services for the poor patients.

Health Information System & E-health

To ensure M-Phone health services in Bangladesh, mobile phone health services have been introduced in 482 government hospitals at the District and *upazila* levels. Local people can take health suggestions free of cost now from doctors working in government health centres. An SMS based complaint-suggestion box run by MIS, created an opportunity for ensuring more accountability of the government hospitals. These suggestions or complaints are seen by the central authority directly. Computer has been provided to 800 health centres at *upazila* level with internet connection. Moreover, internet connectivity has been established at community clinic level.All necessary arrangements for introducing telemedicine service in eight hospitals (two

tertiary hospitals, three district hospitals and three *upazila* hospitals) with high quality video conferencing equipment have been completed. Action is now underway to install the system in respective hospitals. It is expected that this will create a new avenue of remote health care in the public health service of Bangladesh. Laptops with internet connection will be provided to 18,000 community clinics all over the country within next one year. These will be used to provide, among others telemedicine service, munity health updating com data, health education, training of health staff. Pregnant mothers can take maternal health suggestions through SMS. For this service, she has to register herself through SMS. People also get information through SMS about National Immunization Day, vitamin A capsule distribution week, breast feeding campaign etc.

Nutrition

Targets 1,4 and 5 of MDGs are directly related to nutrition. The National Nutrition Services (NNS) of the Ministry of Health and Family Welfare is providing modern and scientific nutritional services throughout the country. One of the purposes of the NNS is to create awareness among the people for a healthy life style meaning personal care, change to healthy food habit, mental and intellectual order etc. The Ministry of Health and Family Welfare has been working to prevent and control malnutrition and to reduce child and maternal deaths. The NNS has been mainstreamed with the regular services. It is expected that the NNS programme activities will strengthen the endeavours for reduction of child mortality and intensifying maternal care which ultimately will help reducing poverty.

Community Clinic

With a view to revitalising community clinics, a five-year (2009-14) development project *Revitalization of Community Health Care Initiative in Bangladesh (Community Clinic Project)* was approved in 2009. Under this project, as many as 10,323 community clinics have started functioning since April 2012. Besides this, construction of 685 new community clinics has been completed. 13,500 new posts of Community Health Care Providers (CHCP) have been created to serve the community. 8800 CHCP have already been recruited and provided in service training to work in the community clinics. These clinics have also been provided with adequate medicines. Community Clinics have provided primary health services to 3,04,95,525 persons and refered 5,55,873 persons for higher level service centres during FY 2011-12.

Health Service

In the rural areas, with the assistance of field workers, a number of programmes continue to help eliminate diseases like diarrhea, malaria, filaria and tuberculosis (TB). The distribution of anti-helminthes is also going on along with the immunisation programme. After implementation of all these programmes, the nation experienced reduction of infant mortality, child mortality, maternal mortality and improvement in average life-expectancy. At present, diseases like

dengue, swine flu and SARS are under control. Diseases like filaria and malaria is expected to be eliminated by 2015.

Extended Programme on Immunisation (EPI)

The Government is providing preventive health care for the children under EPI Programme through primry health care service of HPNSDP. The ongoing EPI programme to control preventable diseases like diphtheria, whooping cough, tetanus, TB, measles, hepatitis B and to eradicate polio has made remarkable progress. The immunisation coverage for children aged less than one year has been expanded to 83 percent and for children less than two years to 92 percent. The immunisation coverage for major life threatening diseases are as follows: BCG-99 percent, DPT3-97 percent, Polio3-95 percent, Hepatitis-B 3-95 percent, Measles-96 percent (source: Bangladesh EPI CES 2009).

Reproductive Health Programme

The Government is providing reproductive and maternal health care to all *Upazila* Health Care Centres, Mother and Child Centres and District Hospitals. Under maternal health voucher scheme, as many as 5,60,527 women from 53 *upazila* of 46 districts have got voucher and safe delivery service through skilled health personnel upto December, 2011. This service will be expanded to another 100 *upazilas* within 2016. Emergency Obstetric Care (EMOC) services are provided to 132 *Upazila* Health Complexes.

Medical Education

In order to widen the opportunity of higher medical education for the meritorious students different specialised institutions, medical colleges have introduced post graduation course. Curriculum of medical education has been updated to make it people oriented. In 2011-12, as many as 2,494 students were admitted in 18 medical colleges (including Armed Forces Medical College). Medical education in the private sector are being encouraged by establishing new medical colleges. 7 institutes of health technology have been established to create trained and efficient medical assistants. To ensure admission of meritorious students in public and private medical colleges, unified admission test is being conducted.

Family Planning Services

In spite of weak social infrastructural condition and low literacy rate, Bangladesh made commendable progress in implementing the family planning programme by introducing modern and active contraceptive methods and ensuring their sufficient availability. The HPNSDP (2011-2016) has set a target to reduce unmet need for family planning services to 9 percent and the Total Fertility Rate (TFR) to 2.0 by 2016. The target for increasing contraceptive acceptance rate

has been set at 74 percent by 2016 from the current level of 61 percent. Area wise work plan has been undertaken to implement family planning programme in urban slum area, hard to reach area, rural poor and *haor* area.

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 services in Bangladesh. The charter of duties of the Nursing Directorate have now been expanded substantially to make them consistent with the improved health services and increased number of bed in hospitals. Since its inception, so far, as many as 28,784 nurses registered themselves with the Bangladesh Nursing Council. Among them, 17,753 are in the government service, 1100 are working abroad and 10,000 are working in the private hospitals throughout the country. There are 43 nursing institutes,10 nursing colleges in the public sector and 39 nursing institutes, 9 nursing colleges and 5 post-basic nursing colleges in the private sector. To increase the number of experienced nurses, the Government has taken an initiative to establish an Msc. nursing college at Sher-e-Bangla Nagar, Dhaka. If implemented, the number of nurses will increase to 40,000 by 2016.

Pharmaceutical Industries

The Government is committed to ensure the quality of pharmaceutical products manufactured domestically. The Directorate of Drug Administration has, therefore, been upgraded into Directorate General of Drug Administration. Good Manufacturing Practice (GMP) in pharmaceutical industries helps produce good quality medicine of international standard. Currently, Bangladesh is exporting as many as 187 brands of medicines and raw materials to 87 countries including USA and UK. Almost all essential drugs are now manufactured in the country. Currently, a total of 265 allopathic manufacturing units are producing 22903 brands of medicines and raw materials worth Tk.10,000 crore annually. More than 97 percent of the total domestic requirement is met by local production. Again, a sizeable quantity of *Unani, Ayurvedic* and *Homoeopathic* medicines are also being produced in the country with significant contribution to the healthcare sector of the country. There are two public pharmaceutical laboratories to assess the quality of drugs. A plan has been taken up to establish one more modern and self-contained laboratory very soon. The drug price policy together with the drug list is being amended to make the essential drugs available at affordable price to the marginal users. Steps have been taken to modernise the drug testing laboratory under the Institute of Public Health by bringing it under the supervision of the Directorate General of Drug Administration. National Drug Policy 2005 has been updated and revision of the Drug Control Ordinance 1982 is under way.

Private Health Sector

Government has taken initiatives to encourage health service in the private sector. At present, there are 44 private medical colleges, 12 dental colleges, 2,501 hospitals and clinics having

42,327 beds in the country. Besides, 5721 diagnostic centres are playing important role in providing health services. The involvement of NGOs is also remarkable in health service delivery. A good number of NGOs are working in the field of preventing HIV/AIDS and improving nutrition under HNPSP. There are 52 approved Institutes of Health Technology which provide trained human resources. Currently, 41 blood banks are functioning in Bangladesh.

Health Insurance

The objective of introducing health insurance is to develop a framework for extending alternative health financing options, removing financial hurdles of the poor in getting health services and to raise efficiency and accountability in the health sector to different segments of population in the country. For this, piloting of health insurance is in progress. In the short- term, a three fold strategy is recommended for Health Insurance:in the first phase, people below the poverty line are being considered to be given health cards for free of cost indoor health services at the *Upazila* Health Complexs (UHCs) and for this purpose three *upazilas* have already been selected. Gradually this programme will be extended to other *upazilas.*

Health Sector Reforms

To make the health sector more service-oriented, a number of reform interventions are taking place under HPNSDP Programme. The major reforms so far implemented include, among others:

- Finalisation of National Health Policy and the National Population Policy and their approval by the Government.
- Strengthening the public health sector through sector wide programme management approach (SWAP).
- Diversification of health service delivery by augmenting financing both from the public and the private sectors.
- Creating demand for health services among poor people through health advocacy and maternal voucher scheme.
- Expanding nutrition services all over the country by mainstreaming nutrition through the regular channels of DGHS and DGFP.
- Establishing ICU/CCU in every district and specialised hospitals.
- Introducing e-health services at all health facilities including the community clinics.
- Strengthening area wise and targeted family planning services and activities relating to unmet needs of family planning.
- Preparing a map of hard to reach areas for ensuring need-based HPN services; decentralization and preparation of local level planning and its implementation; reform and prioritisation of the policies and restructuring of the public institution.
- Introducing various programmes under PPP and strengthening PPP programme in health sector.

Women and Child Development

Following the declaration of 'Women Development Policy 2011', efforts are under way to educate and empower women to ensure their active participation in nation building activities. In addition, the Government has adopted in 2011 a 'National Child Policy' to protect child interest and rights and to ensure child welfare. Besides, a law titled 'The Domestic Violence (Prevention and Protection) Act 2010' has been enacted to prevent violence against women.

The Ministry of Women and Children Affairs is playing a pioneering role for the advancement of women and children. Various development projects and programmes are being implemented by the 3 agencies of the Ministry, namely the Department of Women Affairs, *Jatiyo Mohila Sangstha* (JMS) and Bangladesh *Shishu* Academy. Notable among them include *Vulnerable Group Development (VGD)* Programme, *Vulnerable Group Development Programme for Ultra Poor (VGDUP), Policy Leadership and Advocacy for Gender Equality (PLAGE) Project and Early Learning for Child Development Project (ELCD)*. Projects and programmes like building hostels for working women, establishing daycare centres, distribution of sewing machines and delivering widow allowance programmes are playing positive role for the advancement of women.

Budgetary Allocation

In the FY 2011-12, the Ministry of Women and Children Affairs undertook 23 projects for the development of women and children. A total of Tk. 181.35 crore was allocated in the RADP of FY 2011-12 (GoB: Tk. 49.39 crore, PA: Tk. 131.96 crore) of which Tk. 175.68 crore was utilised up to June 2012 which is 96.88 percent of the total allocation.

Some Important Initiatives for Women Development

In order to build a progressive society, it is necessary to accommodate women in the mainstream development activities by ensuring women rights, empowerment and creating for them work-friendly environment. To this end, the Ministry of Women and Children Affairs has taken up several important initiatives which include, *inter alia*, the following:

- The project titled *Development of Training Programme in Women Training Centre (WTC)* at District Level aims to upgrade the existing women training centres (WTC) at 64 District Women Affairs Offices to provide capacity building as well as skill development training for the poor women belonging age group 16 - 45. A total of Tk. 425.00 lakh was allocated for FY 2011-12.
- The aim of the project titled *Training for Disadvantaged Women on Ready Made Garments (RMG) at Shahid Sheikh Fazilatunnessa Mujib Women Training Academy, Jirani, Gazipur* is to develop the poor and disadvantaged women as skilled human

resources by providing training on ready made garments. A total of 321 poor and disadvantaged women received such training in FY 2011-12 under this project. An amount of Tk. 130.00 lakh was allocated in FY 2011-12.

- The project titled *District Based Women Computer Training (2nd Phase)* is being implementing by *Jatiyo Mohila Sangstha (JMS)* to cope with the increasing demand for acquiring skills on information and communication technology (ICT). Under this project, computer training centres have been established in 30 district towns. As many as 4800 women are targeted for imparting computer training in a year. An amount of Tk. 380.00 lakh was allocated in FY 2011-12 for this project.
- *Jatiyo Mohila Sangstha* is implementing the *Urban Based Marginal Women Development Project* (October 2008 to September 2013) with an estimated cost of Tk. 1881.96 lakh. During the project period, as many as 27,600 poor and unemployed women of urban areas have been targeted for imparting skill development training and financial assistance up to Tk. 10,000-20,000 as loan. An amount of Tk. 350.00 lakh has been allocated for this project in FY 2011-12.
- The specific objectives of *Promotion of Women Entrepreneurs for Economic Empowerment (2nd Phase)* project (July 2011 to June 2015) are to promote and empower 7,750 women through vocational and management training. An amount of Tk. 287 lakh has been allocated for this project in FY 2011-12.
- *Tottho Apa: Empowering Women through ICT towards Digital Bangladesh* project aims to empower women by providing knowledge based information service. The major objective of the project is to build a digital information pool and ensure that the pool is available to women at low cost. Under this project, as many as 100,000 women will be sensitised through 10 information centres. An amount of Tk. 135.71 lakh was allocated for this project in FY 2011-12.
- *Jatiya Mohila Sangstha* has been imparting skill development training to the poor, backward and unemployed women for their self-employment. They are imparted training on tailoring, embroidery, block batik and tie-die printing and leather crafts. This program has been going on at the JMS head office and its district and *upazila* branches.
- The objective of the *Food and Livelihood Security (FLS)* project is to improve the quality of life, socio-economic condition and nutritional status of ultra poor women of 22 *upazilas* under 3 districts namely Nagoan, Natore and Chapainawabgonj. An amount of Tk. 4725.00 lakh was allocated in FY 2011-12 for this project. The total beneficiaries in FY 2011-12 stood at 50,000 ultra poor women and 30,000 ultra-poor marginal farmers and share coppers.
- *Policy Leadership and Advocacy for Gender Equality (PLAGE –II)* project made significant progress in institutionalising gender mainstreaming in project/programme planning and budgeting by enhancing the capacity of partners and implementing project activities in close collaboration with them. These efforts were complemented with booklets, guidelines and training/TOT manuals and development of a core group of

trainers. In addition, a separate module on mainstreaming gender responsive planning, has been included in the curriculum of National Academy for Planning and Development (NAPD). The project received an allocation of Tk. 598.00 in FY 2011-12.

- Department of Women Affairs (DWA) has an *Employment Information Centre*, where educated, skilled and unskilled women are registered according to their qualification. In FY 2011-12, as many as 48 women were registered and a total of 6853 applications were sent out to different job agencies. Out of them, as many as 106 women got employment.
- Legal assistance is provided to all oppressed, destitute, violated women through the *Cell for the Prevention of Violence against Women*. The cell received 2434 complaints in FY 2011-12, of which 2363 cases were resolved.

Along with the Ministry of Women and Children Affairs, some women and child development activities are also being conducted by the Ministry of Labour and Employment. In order to engage women in productive work, 6 Technical Teaching Centres (TTCs) have been established in 6 divisional headquarters. Training programmes are being conducted in these TTCs in double shifts. As many as 4320 women are receiving skill enhancement training from these centres. As a result, the scope of empolyment generation for women is widening at home and abroad.

Some Important Initiatives for Child Development

In order to protect the rights of children and their welfare, the Ministry of Women and Children Affairs is implementing various projects, programmes and activities, which include, among others-

- *Early Learning for Child Development* project is being implemented by Bangladesh *Shishu* Academy in 64 districts with an estimated cost of Tk. 9739.23 lakh.The project aims to develop children's cognitive, emotional and linguistic abilities to communicate, socialise and learn so that they become better prepared for school. Through this project, 150 pre-primary education centres have been established in FY 2011-12. All over the country, 8 lakh children of 4-5 years of age have been provided with pre-primary education through 8,058 centres. Child development programme has been revised for the age group of 3-4 years and education and sports package has been prepared for the children of 5-6 years of age. ECD network has been established with more than 200 government and non-government organisations. In FY 2011-12, an amount of Tk. 2172 lakh was allocated for this project.
- *Sisimpur Outreach Project* has been undertaken by the Ministry of Women and Children Affairs with the support of USAID from January 2009 to December 2012 for enhancing opportunities and meeting educational need of children. An amount of Tk. 870 lakh was allocated for this project in FY 2011-12 .

- The Project titled *Capacity Building for Monitoring Child Rights* was implemented during March 2007 to December 2011 to strengthen the institutional arrangement of Ministry of Women and Children Affairs for policy analysis, effective coordination, reporting and monitoring the progress for establishing the rights of children as per the National Plan of Action for Children and the Convention on the Rights of the Children (CRC). The Project established a resource centre and a knowledge management system in MoWCA to support institutionalisation of a decentralised coordination mechanism for planning and monitoring of child rights at local levels and strengthening District CRC Fora. An amount of Tk. 172 lakh was allocated in the budget for FY 2011-12.

Social Welfare

The Ministry of Social Welfare has been working for poverty reduction, human resource development and other activities for rehabilitation of the neglected segment of population along with the persons with disabilities (PWDs), orphans, destitute, poor and helpless. Among the programmes being implemented, correctional services for juvenile delinquents, training and rehabilitation of the socially disadvantaged women, training and rehabilitation of orphans, control and rehabilitation of vagrants, safe custody for women, children, adolescent, destitute and helpless are important.

Welfare and Service Delivery Programmes

The Department of Social Services (DSS) runs welfare and services delivery programmes for the poor and destitutes. Under hospital social service programmes, financial assistance, psychological counselling and treatment aid are provided for the poor and destitute patients. In FY 2011-12, as many as 4,72,461 poor persons received such services and the total number of beneficiaries stood at 28.08 million since the inception of 90 hospital social services units. Under the integrated education programme, visually impaired students get educational facilities along with the normal students in the local educational institutions. The number of beneficiaries under this programme is 1132. Moreover, a plastic goods production centre is being run by the physically handicapped people. The Government has installed a mineral water plant which produces mineral drinking water. The water of this plant is bottled with the brand name "*Mukta*".

Social Rehabilitation Programmes

The Department of Social Services (DSS), under the stipulations of Children Act 1974, Children Rules 1976 and Children Policy 2011, has been performing one of its mandated responsibilities by implementing a programme for establishing development centres for the juveniles. Under this programme, 3 Juvenile development centres are functioning. The total numbers of beneficiaries under this programme stood at 16,251. Another correctional programme called **Probation and After Care Services** provides correctional facilities for the first offenders. The total number of

beneficiaries stands at 12,465 and 38,816 persons respectively since inception. 6 *Sharkari Ashroy Kendra* for the vagrants under DSS are also providing training and rehabilitation services. To keep them in a separate and congenial environment apart from jail, DSS has established 6 safe homes for the women and adolescent girls.

Training, Research, Evaluation and Publication Programme

The Department of Social Services provides in-service training facilities through one National Academy and six Regional Training Centres for about 11,000 officer/staff members. Moreover, DSS publishes a good number of books, implementation manuals/guidelines, booklets, brochures, and prospectus on various programmes regularly.

Human Resources Development Programmes

There are 85 state orphanages (*Sharkari Shishu Paribars*) under the Department of Social Services for providing subsistence, education, training and rehabilitation of orphans. The Government allocated Tk. 630 million as monthly grants for non government orphanages at the rate of Tk. 1000 per head in FY 2011-12. As many as 52,516 orphans received this grant in the same period.

Ministry of Youth and Sports

Youth Development

The Department of Youth Development has been implementing different programmes to transform the huge youth community into skilled human resource. Under these programmes, the department trained a total of 38,50,537 youths in different trades up to June 2012. Out of these trained youths, 19,56,756 are engaged in the self-employment till June 2012. In FY 2011-12, as many as 2,97,225 youths were targeted for training and 2,29,872 youths were trained.

To create employment opportunities for educated youth in the country, the Government has been implementing the National Service Programme. According to the apporved guidelines of this programme, three poverty stricken districts, namely *Kurigram, Borguna and Gopalganj* were selected for providing temporary employment to the unemployed youths who passed S.S.C and examination above that level. A total of 56,801 unemployed youths were imparted training and of them 56,054 were employed temporarily up to June, 2012. To implement this programme, the government allocated Tk. 30,306.00 lakh in FY 2011-12. In the second phase, the programme will be extended to eight *upazila*s of 7 districts in Rangpur division. On the basis of its success, the programme may be expanded gradually to other districts of the country.

The Department of Youth Development while implementing various programmes is focusing on the advancement of information technology (IT). Educated youths are being provided training on computer basics, graphic design including internet and networking all over the country through a network of 70 centres. Up to June, 2012, a total of 1,14,272 youths have been trained on IT.

Besides, 576 youths were imparted similar training through mobile ICT training van. To establish a programme based networking between the Department of Youth Development and the youth clubs/organisations, a project is being implemented by the Department. To make available youth related information, a database for trained and self-employed youths, micro credit and employees of DYD has already been developed. In addition, 64 districts and 476 upazilas have been connected with the headquarters of DYD through internet. For organising national and international youth summit, seminars, workshops, symposia, publication, training and research works, an oufit called Sheikh Hasina National Youth Centre has been established. A total of 13,101 youths were trained through this centre up to June, 2012. Besides, as many as 5890 youths were trained through another outfit called Bogra Regional Youth Centre.

In the FY 2011-12, an allocation of Tk. 4 lakh was made to 48 youth organisations as grant from the non-development budget. Moreover, under the credit scheme of the Department, an amount of Tk. 1079.51 crore was disbursed as loan against which an amount of Tk. 942.32 crore was realised up to June, 2012.

Sports Development

The Government has been striving to raise the standard of games and sports. Despite resource constraints, the Government has taken up for implementation various development projects to build the sports infrastructure and facilities in the country.

Budgetary Allocation

An amount of Tk. 117.76 crore was allocated in the RADP of FY 2011-12 to implement 11 projects of four departments under the Ministry of Youth and Sports. A sum of Tk.113.56 crore was spent upto June 2012 which was 95.11 percent of the total allocation.

Ministry of Cultural Affairs

The Ministry of Cultural Affairs is manadated to preserve, promote and conserve the rich cultural heritage of Bangladesh. Through a network of 17 organisations, the ministry is providing necessary assistance for preservation of secular and democratic tradition of Bengali culture as well as further improvement of Bengali language and literature, music, arts and all branches of creative works and fine arts.

Bangladesh *Shilpakala* Academy is playing a very important role for preserving, developing, promoting and encouraging national culture through fine arts, drama, music and other forms of performing arts. *Bangla* Academy, the Public library and the National Book Centre are working to nurture and promote *Bangla* literature by publishing research works, books, and journals. The National Museum preserves and exhibits the rich cultural heritage of Bangladesh. The Copyright Office is working 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.Seven tribal cultural centres are engaged in promoting and preserving tribal cultural activities and heritage. Beside this, projects/programmes like Development of District Public Libries in 45 districts (3rd phase), Construction of Bangla Academy Building, Construction of National Art Gallery, Collection and Scientific Preservation of Non-Current Valuable Records have been completed. Moreover, implementation of a project called Construction of Hasan Raja Academy is underway. A project for presentation of historical documentary through Light and Sound Show at *Lalbag* is under implementation.

Budgetary Allocation for FY 2011-12

An allocation of Tk. 77.27 crore was provided in the RADP of FY 2011-12 for 14 development projects under the Ministry of Cultural Affairs. For the promotion of cultural activities, an amount of Tk. 26.08 crore was allocated against 22 programmes under non-development budget.

Ministry of Labour and Employment

Congenial labour- management relation is a precondition for increased national productivity. The Ministry of Labour and Employment is mandated to maintain industrial relations in the mills and factories for higher productivity.It is also responsible for registration of the trade unions and to regulate their activities, mediating settlement of labour disputes and looking after the matters relating to laboue welfare, workers' education, population control and family welfare in the laboue sector. With a view to creating skilled manpower, the Ministry of Labour and Employment established 26 technical teaching centres (including 6 for womem) at a cost of Tk 325.77 crore under 4 development projects. In these teaching centres, as many as 20,000 unemployed and unskilled people received skill enhancement training in 19 different trades and got employment in the country and abroad. Moreover, implementation of National Skill Development Policy 2011 is underway to bring about further development of human resources.