

CHAPTER 12

HUMAN RESOURCE DEVELOPMENT

[Human resource development plays a significant role in sustainable economic development. Accordingly the Government has included HRD as one of the main goals of its development agenda. Hence the Government has allocated nearly 20 percent of the annual budget to the HRD related sectors, such as-Education and Technology, Health and Family Welfare, Women and Children, Social Welfare, Youth and Sports development, Culture, Labour and Employment and so on. Various programmes have been undertaken including the adoption of the Education Policy 2010 to create skilled and competent Human Resources for the country by enhancing the quality of education and increasing accessibility to Secondary and Higher Secondary, Technical and all tiers of tertiary higher education. As a result of the Government's policy for recruiting 60 percent female teachers in the Government primary schools, the number of female teachers has increased from 21 percent in 1991 to current 66.4 percent. Health sector has observed remarkable progress due to Government's priority to the Health, Nutrition and Population Sector under the Millennium Development Goal. Both fertility and mortality rates have been come down. Remarkable progress has been made in reducing child and maternal mortality and in increasing average life expectancy. Malnutrition has also been reduced significantly. Moreover, two National Action Plans have been prepared to implement National Women Development Policy and to protect violence against women and children. In this regard the Deoxyribonucleic acid (DNA) ACT 2014 has also been prepared. The Human Development Index (HDI) of Bangladesh's position is gradually improving as a result of implementation of various development programmes.]

Human resource development plays a significant role for sustainable economic development. The Government is highly committed for the welfare of its citizens. For this reason, the government is taking relentless efforts and various initiatives for human resource development of the country to improve the standard of living of the under privileged and impoverished segments of the population. This has resulted in progress in the HDI. According to the Human Development Report, 2015 Bangladesh's position has improved to 142 in 2014 which was 143 in 2012. Presently Bangladesh is a middle ranking country in consideration of HDI. Among South Asian Association for Regional Cooperation (SAARC) countries Sri Lanka (0.757), India (0.609) and Bhutan (0.605) are ahead of Bangladesh (0.570) in respect of HDI. Other SAARC countries, such as Nepal (0.548) and Pakistan (0.538) are below the ranking of Bangladesh in HDI. From last few years human development related sectors are receiving higher budget allocation. Human Development needs time, but the experience suggests that it will play important role if continuous focus is given to it. Bangladesh's HDI position for the last three decades and the present status are shown in the following table 12.1.

Table 12.1: Bangladesh's HDI Position

Year	1980	1990	2000	2005	2008	2010	2011	2012	2013	2014
Index value	0.336	0.382	0.453	0.494	0.515	0.539	0.549	0.554	0.558	0.570

Source: Human Development Report, 2015. UNDP

Public Outlay for Human Resource Development

Human Resource Development requires huge investment in the social sector. It eventually contributes to the economy by increasing value addition through boosting up production, higher income and more employment generation. Considering this beneficial impact on the economy the Government has been spending nearly 20 percent of the total public outlay in the social sector. The Government of Bangladesh considers the development of both health and education sectors as foundation for human resource development. Adequate budget allocation is provided in these two sectors for implementing pragmatic programmes with a view to improving the education, health and family planning indices. These improvement may be achieved through reducing gender discrimination in primary and secondary education, reducing fertility rate, child and maternal mortality rates; containing the preventing steps of spreading of contagious diseases including TB and AIDS and increasing average life expectancy.

Since, women, children and youths represent the major portion of our population identifying their difficulties and problems and taking appropriate measures to overcome these can help turn them into human resources. That is why implementation of programmes under education and technology, health and family welfare, women and children affairs, social welfare, youth and sports, cultural affairs, labour and manpower sector are very important for human resource development.

Figure 12.1 and Table 12.2 show the total allocation in development and non-development budget in the social sector during FY2006-07 through FY2015-16. 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.

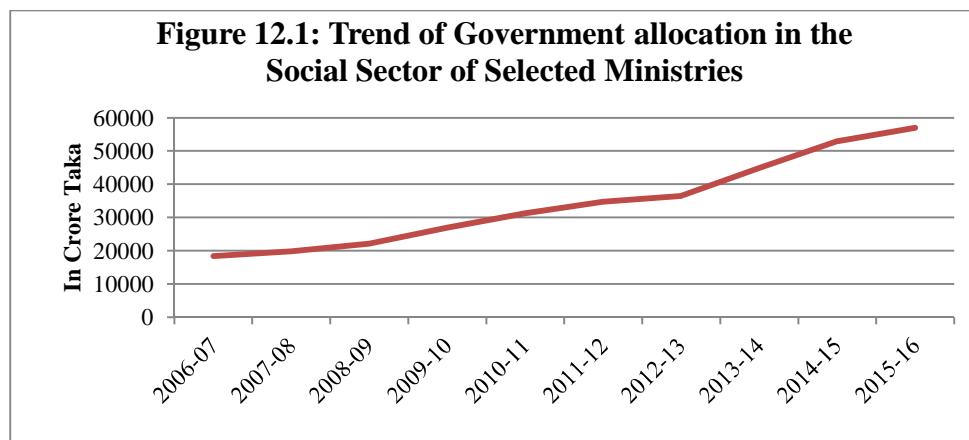


Table 12.2: Allocation (Development and Non-Development) of Selected Ministries

(In Crore Taka)

Sector	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Education, Science & ICT	11057	11654	12535	16171	18575	20316	21561	28272	33499	34370
Health and Family Welfare	4957	5261	6196	6833	7617	8869	9130	9955	11537	12695
Youth, Sports and Culture	335	287	320	530	911	924	976	1061	1068	1199
Labour and Employment	96	119	120	69	67	82	134	192	226	302
Social Welfare, Women's Affairs and Liberation War Affairs	1468	2028	2396	2812	3499	3967	4091	4730	5932	7613
Chittagong Hill Tracts Affairs	416	469	553	465	549	560	583	633	684	779
Total Allocation (Development and Non-Development)	18329	19818	22120	26880	31218	34718	36475	44843	52946	56958

Sources: Finance Division, Ministry of Finance and Planning Commission.*Figures are based on original budget.

Education and Technology

To build an educated, confident and scientific-minded nation, who is capable of facing 21st century's challenges, government has undertaken lots of activities by giving the highest priority to education sector. The Government has, therefore, approved the National Education Policy, 2010 as a step towards implementing a time befitting technical education system in the country which will help to establish digital Bangladesh where is the main goal set out in Vision 2021. The cardinal objective of policy is to foster humanity among the future citizens of the country and to grow them as creative, open-minded, rational, tolerant to others opinion. Moreover, it will supportive to them to free from superstition, respectful to own and other's religion, and patriotic members of the community, who will be able to lead the country towards inclusive development and progress.

Primary and Mass Education

The Government is internationally committed to ensure education for all. This is why Government is giving high priority to primary education. Accordingly allocation of resources is increased to this sector gradually. In FY2015-16 the Government has made an allocation of Tk. 16,847.63 crore for the development of primary education. Several programmes have also been taken by the Government to ensure education for all. These include: school enrolment, pre-primary education, stipend and increase of teacher-student contact time. Moreover, the Government has been implementing different projects and programmes including the Stipend Programme, the Third Primary Education Development Programme (PEDP-III), the Reaching Out of School Children (ROSC) Project, the School Feeding Programme in the poverty prone-areas, Second Chance Education Programme, the Basic Literacy Programme (in 64 districts). In

1991, the total number of primary schools in Bangladesh was 49,539. At present, the number stands at 1,22,176 (including the BRAC centre, child welfare and *madrassas*). There is an increasing trend in the enrolment of female students in primary schools. In 1991, the male-female ratio among students was 55:45. Currently, the ratio is about 49.20:50.80. Table 12.3 shows students' enrolment rate and percentage of male-female students at primary levels from 2005 to 2015.

Table 12.3: Male-Female Enrolment at Primary Level

(In lakh)				
Year	Total	Boys (%)	Girls (%)	Net Enrollment rate (%)
2005	162.25	80.91 (49.87)	81.34 (50.13)	87.2
2006	163.86	81.29 (49.62)	82.56 (50.38)	90.9
2007	163.13	80.35 (49.26)	82.78 (50.74)	91.1
2008	167.49	83.25 (49.70)	84.24 (50.30)	90.8
2009	165.39	82.41 (49.83)	82.98 (50.17)	93.9
2010	169.58	83.95 (49.50)	85.63 (50.50)	94.8
2011	184.32	91.39 (49.60)	92.93 (50.40)	94.9
2012	190.03	94.63 (49.80)	95.40 (50.20)	96.7
2013	195.85	97.81 (49.94)	98.04 (50.06)	97.3
2014	195.53	96.39 (49.30)	99.14 (50.70)	97.7
2015	190.68	93.69 (49.14)	96.99 (50.86)	97.9

Source: Ministry of Primary and Mass Education

It is found that many of the primary schools students have to leave the school without completing their education for various reasons. The Government has taken various programme in order to reduce the number of drop out students which were found effective. Table 12.4 shows the year wise number of drop out students during the period 2007-2015.

Table 12.4: Year wise Dropout Rate at Primary Level

Year	2007	2008	2009	2010	2011	2012	2013	2014	2015
Dropout rate (%)	50.5	49.3	45.1	39.8	29.7	26.2	21.4	20.9	20.4

Source: Annual Primary School Census, 2014, Directorate of Primary Education.

Important Activities in Primary Education

- The Third Primary Education Development Programme (PEDP-III) has been implemented to develop the quality of primary education. Through various activities

under this programme, priorities have been given to increase enrolment and attendance of school-going children, reduce drop-out and enhance school contact hour.

- Under the present policy of recruitment of teachers, 60:40 ratio of female to male is followed. The current ratio of female and male teachers is 66.4: 33.6 in government primary schools.
- Decentralisation of administrative and financial power in primary education has been implemented. As a step towards decentralisation, School Level Improvement Plan (SLIP) and *Upazila* Primary Education Plan (UPEP) have been implemented phase wise.
- Non Formal Education Bureau has been established to carry out non formal education along with the formal education. Non Formal Education Act 2014 has been approved by the parliament in order to make non-formal education more dynamic, effective and job oriented.
- A project named English in Action is being implemented at the primary level for improving the quality of education in English.
- The number of stipend beneficiaries has been increased from 48.16 lakh to 78.00 lakh. Since July 2015 number of beneficiaries has been increased to 1.30 crores including the enrolled student of preprimary and newly upgraded from class VIII.
- To increase enrolment rate and to retain student at school, school feeding programme has been introduced. 75 gram fortified biscuits are being distributed to all students on every school day among 33.95 lakh students in 93 *upazilas*. Government is considering for further expansion the programme.
- Under *PEDP-III*, 'Second Chance Education Programme' is being implemented to offer the primary education to out of school and dropped out 7-14 year aged 4.5 lakhs deprived children.
- 26,193 registered non-government primary schools have been nationalised and the teachers employed in those schools have been absorbed to the government service under the service rules.
- According to the National Education Policy 2010 the primary education is already being upgraded up to class eight and in line with this policy class six has been opened in 666 primary schools.

Physical Infrastructure Facilities at Primary School Level

In continuation of a qualitative development of primary education, in FY2015-16 reconstruction of 542 government primary schools was completed. The establishment of 11 PTI in selected 11 districts headquarters out of 12 have already been completed excepting construction of Dhaka PTI at Mirpur. In view to establish 1,500 government primary schools in the village without school and work order has been issued for 1,411 schools till June 2016. Construction of 93

schools was completed in FY2015-16 and constructions of 232 schools were ongoing in June 2016.

Work order has been issued for another 170 government primary schools and construction is going on under IDB assistance and construction of 116 schools was completed and rest were ongoing. Under PEDP-III, reconstruction of 57 government primary schools have been completed; constructions of 4,847 additional class rooms and major repairs 1,312 government's primary schools are completed. Furthermore, 9,819 deep/shallow tube-wells and 6,731 wash blocks are completed.

Terminal Examination/Scholarship

Since 2009, terminal examination in Grade-5 and *Ebtedayee madrasas* is being held based on unique questionnaires throughout the country. Total candidates in Grade-5 examination in 2015 were about 28.39 lakh and passing rate was 98.52 percent. Total candidates from *Ebtedayee madrasas* in terminal examination were about 2.64 lakh and passing rate was 95.13 percent. In 2015 Academic Year, about 22 thousand talent pool and 32 thousand general scholarships had been awarded among the students on the basis of the result of the terminal examination without taking any separate scholarship examination like previous years. In 2016 Academic Year, number of scholarships has been increased and about 33 thousand talent pool and 49.5 thousand general scholarships have been awarded. 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 given to the meritorious working children studying at the *Shishu Kalyan* Trust (SKT) schools so that they can continue their education.

Stipend Project for Primary School Students

Parents of poor families are used to engaging their children in various works instead of sending them to school. Many of the children who are lucky to get admitted also leave school without completing the five-year primary education cycle. To overcome this problem, the Primary Education Stipend Project (2nd phase) for 2008-2015 has been implemented at an estimated cost of Tk.5687.26 crore, entirely funded by the Government of Bangladesh. Under the guidelines of the project, a poor family receives a stipend of Tk.100 for sending one child to the school and Tk.125 for sending more than one child. Number of stipend beneficiaries had been increased from 48.16 lakh to 78.17 lakh through increasing the student from 40 percent to a remarkable need based number. The project has been completed in June 2015 and for continuity of that, Primary Education Stipend Project (3rd phase) has been launched from July 2015 at an estimated cost of Tk.3,074.24 crore and will continue up to June 2017 among the targeted beneficiaries 1.30 crore considering the additional beneficiaries of pre-primary and newly upgraded classes students of class VI to VIII of Government primary schools. According to the guidelines of new phase, a poor family receives a stipend of Tk.50 for pre-primary class, for class I-V, Tk.100 for sending one child to the school and Tk.200 for sending two children, Tk. 250 for sending three children, Tk.300 for sending four children. For class VI-VIII, Tk.125 for sending one child and Tk.250 for sending more than one child.

Distribution of Books at Government Cost

The Government of Bangladesh has been distributing books at free of cost among the students of the primary schools every year, at the beginning of academic session. Since 2010, 100 percent new books are being distributed at free of cost to the students countrywide. 11.43 crore and 11.20 crore books were distributed in the academic year 2015 and 2016 respectively. This system of distribution of 100 percent new books will be continued in order to ensure quality education under SDGs and EFA.

Increase of Contact Hours

In the past, the annual contact time for classes I and II students was 595 hours and 833 hours for the students of classes III to V of double shift school. It has now reached 920 hours and 1,230 hours respectively for single shift schools as a result of transforming about four thousand schools from double shifts to single shift. In double shift schools, it is now 600 hours and 810 hours respectively.

Recruitment of Teachers

The programme for the recruitment of teachers for fill-up the vacant posts and created posts in government primary schools is under progress in order to ensure quality primary education. To increase the participation of women in primary education and in compliance with the notified rules of the government, 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 66.4 percent. Moreover, in FY2013-14, recruitment of 15,000 Assistant Teachers for pre-primary classes of government primary schools has been completed in the first phase. In the second phase, recruitment of another 7,500 Assistant Teachers was completed in 2014-15. In the third phase, recruitment of more 15,000 Assistant Teachers for pre-primary classes was completed in FY2015-16. Furthermore, recruitment of another 10,000 Assistant Teachers is going on. In addition, recruitment of 3,335 teachers including 667 Head Teachers for newly created posts for the newly established 667 schools in the areas without-schools will be included in the process by.

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 various projects like- *Reaching Out-of-School Children (ROSC) project*. This project with an estimated cost of Tk.1,140.25 crore has been implemented over 148 selected *upazilas* of the country, to include the out-of-school children and drop-outs into the primary education system. Under this project, 7.20 lakh deprived children will get the opportunity of receiving 5 years primary education during January 2013 to December 2017. In the meantime, 21,361 learning centres have been established. The learners of classes I-III and IV-V have been receiving education allowances Tk.80 and Tk.100 per month respectively twice a year. In addition, every year learners are also having Tk. 400 for making uniform and Tk.200 and Tk.300 for education material cost for classes I-III and classes IV-V respectively.

Students of class-V are getting Tk.1,000 for participating in terminal exam and Tk.2,000 for enrolment in class-VI upon the condition of producing certificate of enrolled institution Head. Besides, Second Chance Education Programme under Primary Education Development Programme-III is ready to set on which is targeted to provide primary education to nearly 3 lakh out of school and drop out children of age 6-10 years by 2017.

Secondary and Higher Secondary Education

The Government has undertaken lot of development activities in order to create enlightened citizens who would be caring for humanity, think for people centered development, possesses scientific mindset and motivated by the spirit of our liberation war. These activities include: stipend programme and one time grant, free book distribution, free female education up to graduate level, infrastructure development throughout the country, develop new curriculum, performance based continuous evaluation, introduction of online activities and digitalisation of education system, create opportunity for research, establishment of new public and private university etc. Presently there are 24,410 educational institution, as many as 3,54,729 teachers, and 1,34,21,941 students in the secondary and higher education level. To create universal opportunity for education irrespective of poor or rich; reduce the number of drop outs; increase the standard of education and making it more effective the Government distributes free text books to the students of primary and secondary level on 1 January every year. In 2016 about 16.30 crore text books were distributed among 1.12 crore primary and secondary level students.

In order to facilitate educational and administrative activities, online information sharing system has been introduced up to *upazila* level. Steps have already been taken to remove difficulties with the MPO system introducing online MPO management system for the teachers and staffs of private educational institutions. As many as 1,139 field level officers have been recruited in the field level under the Secondary Education Sector Investment Program (SESIP) for infusing dynamism in the field level educational activities. Developing Reading Habit (DRH) Programme has been implemented among 20.38 lakh students of 11,992 schools. On the basis of Secondary School Certificate Examination (SSC) results, incentive awards have been presented to 1,368 schools and 1,48,919 students. It is through SEQAEP that 258 deep tube wells, 119 wash block, 204 low cost block, 5 solar water treatments, 111 water pump and tank, 570 class room repairing have also been established. A sum of Tk.82,500.90 lakh was granted as stipend to a total of 40,34,879 students in FY2015-16. To find out talented students from grass root level, Creative Talent Hunt Policy 2012 was developed.

Technical Education

It is possible to turn the youths of Bangladesh into productive and skilled manpower through expansion of technical education. Some projects/programmes have been taken for achieving 20 percent student enrolment in Technical and Vocational Education and Training (TVET) by 2020. Massive initiatives have also been taken to implement the National Technical and Vocational Qualifications Framework (NTVQF) at all levels of Technical Education. For this reason, the vocational courses have been introduced in secondary and higher secondary level

education including *madrasas*. Consistent with the national and international labour market, demand driven trade and technology/courses for young members of non-affluent families have been included in the technical and vocational education curriculum. In addition, skills certificate training is ongoing on different trades. At present the number of technical institutes under Bangladesh Technical Education Board is 7,506 of which Government and private institutes are 440 and 7,066 respectively. In the technical education subsector, *Mymensingh, Faridpur and Sylhet* Engineering Colleges are conducting B.Sc. Engineering courses in Civil Engineering, Electrical and Electronics Engineering and Computer Science and Engineering. Establishment of Barisal Engineering College is going on. To expand technical and vocational education, some projects such as: establishment of 8 women technical school and colleges at 8 divisional headquarters, establishment of 23 world class polytechnic institutes and establishment of 4 *Mohila* polytechnic institute at *Barisal, Sylhet, Rangpur and Mymensingh* Divisions have been taken. Besides, initiative has been taken for modernisation of existing Technical Teachers' Training College, Vocational Teachers' Training Institute, 49 polytechnic institutes and 64 technical school and colleges. Establishment of 100 Technical School and Colleges in 100 *upazilas* are going on and in 2nd phase establishment of 390 Technical School and Colleges in 390 *upazilas* is under process. Moreover, a project titled "Establishment of Bangladesh Institute of Technical Teachers Training and Research (BITTTR)" has been taken for higher education and development of professional skills of TVET teachers.

Higher Education

In order to ensure expansion of higher education opportunity and to enhance qualitative standard of higher education, government has taken a significant number of steps through University Grant Commission. More or less in all old district of Bangladesh it has been instituted with a public university by the government. Now a days public universities have increased to a total of 37. Government is trying delightfully to increase the number of universities so that higher education is achievable to the people has already been expanded by constructing infrastructural facilities for academic building, residential areas for student, teachers, officers and staffs in old and new universities under various development projects. For expanding higher education in hilly areas *Rangamati* University of science and technology has launched its academic programme during FY2014-15 which new pupils got admitted in the institution. Additionally Barisal university and Bangabandhu Sheikh Mujibur Rahman Science and Technology University in *Gopalganj* has been established. Furthermore, the Government has taken initiative to set up an agricultural University in Khulna, a Maritime University in Chittagong, a marine University in *Barisal*, Rabindra University in the name of Noble Laureate Poet Rabindranath Tagore. Considering the importance of *Madrasa* education in our country, Islamic Arabic University has been established. The Government has already passed the Cross Border Higher Education (CBHE)-2014 law and thus created a scope to open world class standard permanent campus of top ranking private university of the world.

To make digital Bangladesh Academic Innovation Fund (AIF) has been given for creating research based environment through HEQEP project in support of the World Bank in higher education institution. To enrich technical expertise Bangladesh Research and Education Network (BdREN) has been created to connect the University students and teachers of various faculties of Bangladesh with international academic communities of foreign universities and research organisation. Furthermore, government also has taken necessary steps to make a Digital University at *Gazipur*. The private university Act 2010 has been passed for ensuring the quality of higher education.

According to the demand of modern era laboratory, research centre and institution of the universities to be modernized and well united. Formulation of Accreditation Council to be finalised in near future to control the quality of university education. Moreover, the transformation process is going on to make University Grant Commission (UGC) as Higher Education Commission (HEC) for increasing the standard, expansion and up-gradation of higher education.

Madrasa Education

In the light of recommendations made in the National Education Policy-2010 importance has been given to necessary reforms, establishment and infrastructure development for the modernisation of *madrasa* education. For academic supervision, holding of examination, awarding of certificates and conducting of other activities at tertiary level of *madrasa*, the Islamic Arabic University Act, 2013 has been promulgated and the Islamic Arabic University has been established under this act. With a view to ensuring the proper operation of *madrasa* education necessary initiatives have been completed for the establishment of Directorate of *Madrasa Education*. In order to make *madrasah* education time-befitting, alongside the teaching of religious subjects such as Quran, *Aqaid* and *Fiqh*, Arabic and *Hadith* from Class I to XII, the curriculum has been improved.

In conformity with the general education system, *madrasa* education system is also following the NCTB developed syllabus and curriculum for general core subjects and elective subjects except for the Arabic subjects for *madrasa* education up to the secondary level. Text books for all subjects except Arabic and Islamic subjects have been printed and distributed from NCTB. Initiatives have been taken to conduct all *madrasa* examinations except the Arabic and Islamic subjects with the same syllabus up to the secondary level since 2014. Competitive, modern and life skill oriented subjects like Agriculture, ICT and career related education have been included in the syllabus of *Madrasa* education. In the 2015 session, total 4.88 crore textbooks have been distributed free of cost among 50.00 lakh *madrasas* students from class I to IX. In ensuring more transparency and accountability of the activities under *Madrasa Education Board*, filling up of forms and students' registration are being done online using ICT.

ICT in Education

Information and Communication Technology is included as a compulsory subject in all levels of education with a view to building a knowledge-based Digital Bangladesh. The DSHE has already proposed the creation of 255 lecturer posts in ICT for government college throughout the country. Government provides one laptop and one multimedia to each of 13,700 schools, 5,200 *madrasas* and 1,600 colleges. As many as 19,226 teachers were trained up on developing digital contents and to conduct classes with multimedia. Results of JSC, SSC, HSC, *Dakhil*, *Alim* and teachers' recruitment and registration examinations are published online and thus accessible through short message service (SMS) and e-mail.

Government has adopted various longterm activities for human resources development in ICT sector. Under the project titled leveraging ICT for Growth, Employment and Governance a target has been undertaken to create 34,000 IT professional. As a part to build "Fast Track Future Leader" (FTFL) 388 persons has already trained up. IT Top Up training and foundation training has been delivered to 10,000 IT graduate and 20,000 students from 15 universities. In addition, 3,000 government officials have been trained up to establish e-governance.

Development of Female Education

An arrangement has been made for stipend, granting free studentship, financial assistance for purchasing books as well as paying fees for appearing at the public examinations for the female students of secondary to post graduate to ensure women empowerment and increase women's participation in socio economic activities. Moreover, the general scholarships and technical and vocational education scholarships for female students has been enhanced and also the coverage widened for the meritorious female students. To increase women participation in Technical Education and build up digital Bangladesh, reserve seat of women for the admission at the Technical and Vocational institute under Directorate of Technical Education has been increased from 10 percent to 20 percent. The Parliament has approved the Prime Minister's Education Assistance Fund Act, 2012 to facilitate education assistance and scholarships to the bachelor level students. The government has deposited Tk.1,000 crore to the Prime Minister's Education Assistance Trust Fund as seed money. It is expected that this support will help to achieve gender parity at bachelor level.

Development of Health and Family Welfare Sector

Health is one of the fundamental rights of human being and Government has constitutionally obligation to ensure public health for all citizen. Therefore, health, population and nutrition (HPN) are among the most urgent development issues of Government of Bangladesh. Due to adoption of different activities, remarkable progress has been made in health sector. Because of the Government's timely interventions, the fertility rate as well as death rate has decreased, average life expectancy has increased and neonatal and maternal death rate has decreased notably. The health and social safety programmes of the Government have contributed to the expansion of health service as well as to improve the quality of the service. In addition, it helps

to control the infectious diseases. Also, the improvement in food security system, expansion of women education and other fruitful interventions enhance living standard of people. Life expectancy has also increased consequently. Furthermore, the Government has also adopted the National Health Policy. Table 12.5 shows the trends in health indicators from 2010-2015.

Table 12.5: Recent Trends in Health Indicators

Indicator	Level	2010	2011	2012	2013	2014	2015
Crude Birth Rate (per 1000 population)	National	19.2	19.2	18.9	19.0	18.9	18.8
	Urban	17.1	17.4	17.1	18.2	17.2	16.5
	Rural	20.1	20.2	20.0	19.3	19.4	20.3
Crude Death Rate (per 1000 population)	National	5.6	5.5	5.3	5.3	5.2	5.1
	Urban	4.9	4.8	4.6	4.6	4.1	4.6
	Rural	5.9	5.8	5.7	5.6	5.6	5.5
Average Age at Marriage	Male	23.9	24.9	24.7	25.2	24.9	25.3
	Female	18.7	18.6	19.3	18.6	18.3	18.4
Population per doctor		2785	2860	2860	2860	2129	
Life Expectancy at Birth (year)	National	67.7	69.0	69.4	70.4	70.7	70.9
	Male	66.6	67.9	68.2	68.8	69.1	69.4
	Female	68.8	70.3	70.7	71.2	71.6	72.0
Infant Mortality Rate (<1 year) (per 1000 live births)	National	36	35	33	31	30	29
	Urban	35	32	31	26	26	28
	Rural	37	36	34	34	31	29
Under 5 Mortality Rate (per 1000 live births)	National	47	44	42	41	38	36
	Urban	44	39	37	35	30	32
	Rural	48	47	44	43	40	39
Maternal mortality Ratio (per 1000 live births)	National	2.16	2.09	2.03	1.97	1.93	1.81
	Urban	1.78	1.96	1.90	1.46	1.82	1.62
	Rural	2.30	2.15	2.10	2.11	1.96	1.91
Contraceptive users rate (%)		56.7	58.3	62.2	62.4	62.2	62.1
Total Fertility Rate (per women, 15-49 years of age)		2.12	2.11	2.12	2.11	2.11	2.10

Source: Report on Bangladesh Sample Vital Statistics, 2015, BBS, Ministry of Health and Family Welfare

Health, Population and Nutrition Sector Programme (HPNSDP)

In light of the national sixth five year plan, vision 2021, health and population policy and many more international commitment Health, Population and Nutrition Sector Development Programme (HPNSDP) is currently implemented by Ministry of Health and Family Welfare (MoHFW). The total approved cost of Revised Project Implementation Plan (RPIP) of HPNSDP is Tk. 51,082.41 crore. The main objectives of this programme is increase the demand of health, family planning and nutrition service delivery for people specially for women and children, make available the effective service delivery and minimize the population growth rate, mortality rate

and increase the nutrition standard by ensuring the best use of health, family planning and nutrition service.

Community Clinic (CC)

In 1998, the Government planned to establish community clinics in the rural areas of all over the country to provide Essential Service Package from one stop service outlet. To achieve this goal, 10,723 community clinics were constructed during 1998-2001, of which about 8,000 started functioning. Unfortunately, these activities were closed in 2001 due to policy change and this state remained till 2008. In 2009, a five year (2009-2014) development project named Revitalisation of Community Health Care Initiatives in Bangladesh has been taken for revitalization of community clinics. Up to February 2016, 13136 community clinics are running at full capacity. 13,861 community health care providers (CHCP) were recruited and they have been working since then. In all functional CCs, thirty types of medicine worth of Tk. 666 crore have been supplied during the period 2009 to June 2015. All appointed CHCPs were provided with three months basic training and one week refresher training. Besides these, a plan has been taken to provide CSBA training to all female CHCPs for expansion of basic EmOC services in CCS. So far, 1,037 female CHCPs have been trained and the rest will be trained phase by phase. If all these are achieved, then normal delivery can be done from these CCs. Presently normal delivery is done from more than 1000 CCs and the number is more than 23 thousand from 2009 to December, 2015. As a part of digitalising the health sector of Bangladesh, all community clinics have been provided with laptops and internet modem.

Primary Health Care

Bangladesh has become successful in implementing free health care service at grass root level by various health care centre and programme in field level. In the rural areas, with the assistance of field workers, a number of programmes are continued to eliminate diseases such as diarrhea, malaria, filaria, tuberculosis (TB), leprosy, blindness due to vitamin A deficiency etc. The distribution of anti-helminthes is also going on along with the immunisation programme. All these activities are carried out through field workers and volunteers. After implementation of all these programmes, 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 the economic activities to increase productivity. At present, diseases such as dengue, swine flu and SARS are under control. Through DOTS programme, detection rate of the smear positive tuberculosis of lung is 100 percent. In addition, complete cure rate is now 92 percent. Primary Health Care Problem and Service awareness is being created among school going children and adolescents through Child Health Programme, Adolescent Health Programme, *Khude Daktar* (little doctor) programme etc.

Extended Programme on Immunisation (EPI)

The Government is trying relentlessly to immunise children through Expanded Programme of Immunisation (EPI) of HPNSDP in order to ensure Primary Health Care services. The routine

immunisation programme under MNCAH OP of HPNSDP covers diphtheria, whooping cough, tetanus, polio, measles, tuberculosis and hepatitis vaccines. Recently, Bangladesh staged the largest measles- rubella vaccination programme under which more than 5.20 crore children are provided with measles-rubella vaccine. Moreover, Vitamin-A plus campaign was launched in a bid to provide Vitamin-A to more than 2.20 crore children. Table 12.6 provided the year wise vaccination under EPI coverage:

Table12.6: Vaccination under EPI Programme during 2011-2014

Year	BCG (%)	OPV-1 (%)	OPV-2 (%)	OPV-3 (%)	Penta-1 (%)	Penta-2 (%)	Penta-3 (%)	Measles (%)	Total Vaccination (%)
2011	99.0	99.0	97.7	95.1	99.0	97.6	90.0	88.5	82.9
2012	99.0	99.0	97.7	95.1	99.0	97.6	90.0	88.5	82.9
2013	95.0	95.0	94.0	92.0	91.0	93.0	92.0	86.0	81.0
2014	99.2	95.8	95.1	92.7	92.6	93.3	93.0	86.6	81.6

Source: Bangladesh EPI CES 2014, Health Bulletin 2014

Maternal and Neonatal Health Services

The Government has provided special attention to the maternal and neonatal health care and undertaken many programmes. Among these, emergency obstetric service, training for Community Stillbirth's, expansion of family planning service, encouragement to the private sector, introduction of maternal health voucher scheme, advanced detection of cervical and breast cancer service and so on are remarkable. Other than this, doctors who are providing treatment to the mother and children, family welfare supervisor and other field workers are being trained up with necessary trainings to improve their skill. Emergency Obstetric Care Unit (UOC) has been introduced at each district headquarters to provide emergency obstetric service. At present, 630 Emergency Obstetric Cares are providing service throughout the country. As a result of expanding Emergency Obstetric Care service, the maternal mortality rate reduced to 0.17 percent of delivery and child mortality rate reduced to 2.8 percent of all live births. National Strategy Paper about Obstetric Fistula has been approved and Bangladesh National Strategy for Maternal Health has been finalised. Furthermore, National Menstruation Regulation Services Guideline has been approved and published.

Nutrition

To provide nutrition services throughout the country a 5-year programme (2011-2016) is being implemented under HPNSDP. The main purpose of this service is to deliver a comprehensive package of nutrition services through health and family welfare facilities to nutritionally vulnerable people. Promoting awareness development campaign to address social mobilisation and behavioural change towards personal hygiene and good nutrition practices are other objectives of this service. The NNS has also laid emphasis on reducing prevalence of underweight; stunting; anaemia; night blindness and iodine deficiency disorder.

In all *upazila* health complexes, district hospitals and medical college hospitals across the country, management facilities for Severe Acute Malnutrition (SAM) have been developed. At the community level, Integrated Management of Childhood Illness (IMCI) programme has been expanded which also aims to improve childhood nutrition. Coordination with other ministries, divisions, departments and NGOs has been increased to extend nutrition service to urban slums and to the remote areas. National Nutrition Policy has been approved by the Cabinet. National Food Safety Policy was also approved by the Parliament. A dietary guideline was also developed. Table 12.7 shows a whole picture of nutrition status of Bangladesh.

Table 12.7: Nutrition Status of Bangladesh

Index	2007	2011	2014
Underweight child (%)	41	36	33
Stunted child (%)	43	41	36
Exclusive breast feeding (%)	43	64	55
Lactating mother receiving iron tablet and Vitamin A (%)	98	100	100

Source: UESD-2013, Health Bulletin-2014, BDHS 2014

Health Insurance

In order to develop alternative health financing options, removing financial hurdles of the poor in getting health services and to raise efficiency and accountability in the health sector the Government has adopted National Health Policy, 2011 and in line with the HNPSD to achieve Universal Health Coverage (UHC) by 2032 the Health Sector Development Strategy (2012-2032) has been prepared. As a first step towards achieving the UHC three *upazilas* of *Tangail* district have been brought under a pilot programme called *Health Insurance Skim*. In the first phase health cards will be provided to the people who are under poverty line to receive free health service from the *Upazila* Health Complex. Besides, formulation of Health Insurance Law is in progress. This law will act as a helping tool for implementing health insurance programmes.

Health Information System and E-health

The successful utilisation of information technology in the health sector of our country has attracted attention of the world community. Laptops and android tablets have already been supplied to all community clinics. A programme to register and track pregnant women and <5 year children is under implementation. Medical and dental admissions are being done by digital means. An initiative to provide each citizen a unique health identifier code linked with national identity database to develop national population registry and life time health records is underway. Advanced telemedicine service is being provided from 28 hospitals. Skype based telemedicine service is planned to expand to all the 18,000 community clinics. A number of digital systems like introduction of world renowned DHIS 2.12, Time Attendance by finger print machines, web based office attendance monitoring, etc. are other innovative e-Health

programmes. Mobile phone health service is being provided from all district and *upazila* hospitals. From 800 hospitals and health organisations, clients' grievances are received and resolved through a SMS system. Advanced telemedicine service is being provided from 43 hospitals, An arrangement has been launched for the citizen to provide complaint/comments using online system. The Health Directorate and Directorate of Family Planning are also working for bringing the total health service management system under automation.

Family Planning Services and Reproductive Health

In spite of having weak social infrastructure and high illiteracy rate, Bangladesh has gained commendable progress in the family planning programmes. So far, the greatest achievement of the Government is to ensure availability of modern and active contraceptive methods. TFR has declined sharply from 6.3 births per woman in 1971-1975 to 2.3 births per woman in 2014. For maintaining sustainability of the achievements earned so far and to reduce the population growth further, Government has adopted a new National Population Policy in the light of International Conference on Population and Development (ICPD) and Millennium Development Goals (MDGs). The Government has identified achieving the replacement level population growth from present rate of 2.3 to 2.0 by 2016 as one of its main target and has taken many programmes in that direction. In line with this target activities are being implemented for increasing contraceptive acceptance rate at 72 percent.

At present, Emergency Obstetric Care (EOC) service is being provided from Maternal and Child Health Training Institute, *Azimpur* and Fertility Services and Training Centre, *Mohammadpur* and 70 Mother and Child welfare centre. So far 323 doctors have received one year training and 576 Family Planning Supervisors have received 6 months long EOC training. Besides, 1,594 FWVs working at union level are also trained in midwifery services for six months. To work in the grass root level 9,967 Community Based Skilled Birth Attendants (*CSBs*) have got training. The Government has a plan to recruit 3,000 trained midwives in district hospitals, Mother and Child care centres.

Area wise work plan has been taken to popularise long lasting and permanent family planning methods in low performing areas including urban slums, remote areas and *haor* areas. Under the Directorate General of Family Planning (DGFP), family planning along with maternal and child health services are being provided through national MCHTI, MFTC, 70 district level MCWCs, MCH-FP unit of 427 *upazila* health complexes, 3,294 union level UH and FWCs and more than 12,577 CCs. 323 doctors and 576 FWCs are given EOC training, respectively for one year and six months. To ensure the supply of contraceptive, medicine and other necessary equipment and to monitor the activities, DGFP has established a web based software namely Supply Chain Informal Portal which won the first prize in Digital Award Mela-2011. Present status of procurement/collection and stocks of resources at *upazila* and national level can be track by this portal.

Health in Private Sector

Government has taken initiatives including financial support to encourage health service in the private sector. Presently, there are 13,341 registered hospitals, clinics and diagnostic centres in the private sector of which 4,280 are private hospitals and clinics and 9,061 are private diagnostic centres. The role of NGOs in providing health care services is also appreciable. Lots of NGOs are working in HIV/AIDS, nutrition and other programmes under health, population and nutrition sector development programme. Scope for investment in the projects run by private-public partnership (PPP) has been created. Under the Public Private Partnership (PPP) strategy government has taken initiative to expand kidney dialysis service of two public hospitals, i.e. National Institute of Kidney Disease and Urology (NIKDU) and Chittagong Medical College (CMC) by engaging private sector.

Medical Education

The opportunities of higher education in medical science have been expanded in the country. In this respect post graduate courses have been introduced to the specialised institutions as well as medical colleges. The number of available seat at the government medical and dental colleges for admission has been increased to 11,566. There are 36 medical colleges, 9 dental college, 23 institutions offering post graduate courses (with 2,091 seats), 8 medical assistant training schools, 11 institutions of health technology, 44 nursing institutions in government sector to make skilled manpower. Except to private sector, there are 68 medical colleges (with 5,950 seats), 24 dental colleges (with 1,065 seats), 10 post graduate institutions, 51 nursing institutions, 22 nursing colleges, 122 institute of health technology and 182 medical assistant training schools are working in public sector. Apart from this, to encourage alternative medical service, 19 alternative medical care collage are running.

Nursing Services

The importance of nursing services has increased many-fold because of increase in the number of hospitals. At present, there 35,608 nurses in health sector; of them 18,292 are in public service, 1,100 abroad and 14,000 are working in different private hospitals of Bangladesh. According to World Health Organisation, doctor nurse ratio should be 1:3, which presently is 2:1. The capacity in the Government nursing institutions has been increased from 1,590 to 2,580 and Diploma course in midwifery has started in 38 centres of them 10 nursing colleges and 28 nursing institutes. To make up the shortage of skilled nurses, construction of B.Sc. Nursing Colleges in *Lalmonirhat*, *Gazipur* and *Bandarban* is going on and construction of M.Sc. Nursing Colleges in *Sher-e-Bangla Nagar* and *Khilgaon* is almost completed. 146 nurses have been trained in specialised courses from Thailand and Korea and 67 completed M.Sc. from Thailand and one obtained PhD from Thailand. Currently, 13 nurses are studying M.Sc. in Thailand and 14 are in Thailand and Korea for PhD. Government has taken initiatives to increase the number of registered nurses to 40,000. As many as 500 nurses have got M.Sc. degree and more than 40 nurses have obtained PhD from government and private university of Bangladesh.

Health Sector Reform

To make the health sector effective and up-to-date many reform initiatives have been taken under HPNSDP Programme. Some of the important reform initiatives are :

- Public Health Sector is being strengthened through sector wide programme management.
- All necessary steps have been taken to expand ICU/CCU services to all district and specialised hospitals.
- The health system of the country is being strengthened through sector-wide approach.
- Expansion of nutrition services all over the country is going on strongly by streamlining nutrition related services in the existing DGHS and DGFP services.
- Introducing e-health services in all health facilities including community clinics.
- Initiating PPP programme in health sector.
- One stop Primary health care services are being extended to remote areas through community clinics.
- Strengthen area wise and targeted family planning services and activities related to unmet needs of family planning.
- Programmes have been chalked out to end preventable child deaths by 2035.
- Prioritising essential institutional and strategic reformation.
- The Mid Term Review (MTR) of HPNSDP was conducted through Independent Review Team (IRT). On the basis of IRT findings and recommendations PIP of HPNSDP and Ops have been revised and approved.

Programmes for Women and Child Development

In the era of globalisation to build a progressive society, it is very much important to engagement of women in the main stream of state affairs and social activities through providing their rights, empowerment and establishing a congenial environment for women in workplace. To establish the equal rights and to eliminate discrimination the Domestic Violence (Prevention and Protection) Act, 2010 has been formulated. In that line the National Women Development Policy, 2011 the National Child Policy, 2011 and *Shishur Praromvik Jotno o Bikasher Shomonnito Niti*, 2013 have been adopted. Other than this, the Government has adopted the Dioxiribonucleic Acid (DNA) Act, 2014. The National Women Development Policy, 2011 is being implemented and two action plans to prevent violence against women and children have been prepared. Under these action plans, different activities are being implemented to educate women and to make them skilled human resources, by ensuring their active engagement in the implementation of national development activities and their empowerment in the political, social, administrative and economic arena. 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. Government

has undertaken different activities for the economic empowerment of women by constituting “Joyeeta Foundation”.

Government has taken up for implementation of different projects, programmes and activities towards overall development including mental and cultural development aiming at development of potential latent in literature, science and art which play an important role in intellectual and cultural development of children all over the country. Under child development programme, every year 42 activities are being implemented through 64 districts and 6 *upazila* offices and about 13,00,000 children are getting benefit from this programme. Through early learning and children development programme, 30 children (child age 0-5 years) in each centre in total of 1,952 centres children are getting opportunity on child development and pre-primary education. Towards capacity development of civil society and the Government aiming at protection of child rights keeping with social values on strategic security and creating an appropriate environment of normal development by saving them from child oppression, violence and exploitation of children the activities are being taken under the project Enabling Environment for Child Rights (EECR). In 40 districts a total 40,000 children have been provided with Tk.2,000 per month cash transfer for 18 months. Through 6 child development centres across the country a total of 700 destitute and helpless children have been brought under full time facilities for ensuring child rights protection including social integration.

The Ministry of Labour and Employment has established the Child Labour Unit (CLU) under the Labour Wing which is playing catalytic role in implementing all kinds of policies and activities related to elimination of child labour from the country in a planned and coordinate manner. Under the National Child Labour Elimination Act, 2010 activities are being implemented to refrain children from being engaged in risk associated jobs and in that line 90 thousands children has been removed from risk associated jobs by providing 18 months period non-formal education and 6 months skill development training so that they can support their parents in their work. From FY2015-16 preparation of child focusing budget has done.

Social Welfare

The overall socio-economic development of a country largely depends on the development of destitute, poor and left-out segment of the society. The Government is giving much emphasis on this sector. The Ministry of Social Welfare is working for poverty reduction, human resource development, social safety and other development activities for rehabilitation of the neglected segment of population along with the persons with disabilities, orphans, destitute, poor and helpless. In addition, 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.

Among the welfare and service related activities the Ministry of Social Welfare has undertaken, the hospital social welfare/medical service activities, integrated blind education programme, school for vision and hearing impaired, Brail press, plastic producing centre, mineral plant and

vocational education and training for physically handicapped are mentionable. Under the hospital social welfare service up to February, 2016 from the 91 units altogether 2,51,898 poor patients have been provided financial assistance, psychological counseling and treatment aid. To provide integrated education for the visually impaired child along with the normal students the integrated education programme has been conducted in 64 district headquarters. The number of beneficiaries under this programme is 288 up to February, 2016. From the Brail Press Brail books are being provided to the visually impaired students for free to ensure their education. To ensure social protection for street girl, regular attendance at school, stop child marriage and protection from child labor Department of Social Service has been implementing “Child Sensitive Social Protection in Bangladesh”. From January, 2012 to January, 2016, social protection services delivered to 18,428 street child by drop in centre. Under this programme every selected child has been given total Tk.36,000 on 18 months on the basis of Tk.2,000 per month.

With a view to preventing juvenile delinquencies different programmes are being conducted for their rectification and rehabilitation in the society. Under this programme, 3 Juvenile development centers are functioning. These 3 Juvenile development centers which are guided by the Children Act, 2013 has 707 number of beneficiary up to February, 2016. Under safe homes programme the number of beneficiary is 3,956 from starting to till now. In the 85 Government *Shishu Paribars*, orphans are getting livelihood support, education, training and participating in rehabilitation programmes. From this grants up to February, 2016, 9,347 orphan children are being benefitted. The National Social Welfare Academy arranges training for the 11,000 officials and staffs of the Social Welfare Directorate and representatives of volunteers organisations for better social welfare service to the society. Moreover, through the National Handicapped Development Foundation, the Social Welfare Ministry is conducting programmes like Support Centres for services and help for the disabled persons, Autism Resource Centres, School for Autistic and Mentally retarded persons, construction of Sports complex for the disabled persons and awareness raising for autism related issues.

Youth and Sports

Youth Development

The Department of Youth Development (DYD) is implementing different programmes to make the youth as skilled human resources through training and exploiting their wisdom, creativity, self-confidence and work spirit. The department has imparted skill development training to 48,33,635 youths in different trades since its inception in 1981 to June 2016. Among them, as many as 20,21,103 young people have already become self-employed as of June, 2016. The target of training in FY2015-16 was 3,17,242 youths and the achievement was 3,18,494 until June, 2016.

In compliance with the election pledge for job creation, the Government has undertaken the ‘National Service Programme’ in order to provide employment to educated unemployed youths. Initially, three poverty stricken districts, namely-*Kurigram, Borguna and Gopalganj* had been

chosen for pilot programme. This programme has been extended to 8 *upazilas* of 7 districts under *Rangpur* Division in second phase. Third phase was extended in FY2014-15 to the 17 poorest *upazilas* of 17 districts and 4th phase was extended in FY2015-16 to the 20 poorest *upazilas* of 07 districts. As many as 1,02,492 youths have been trained under this programme since inception to June, 2016. In the Government is actively considering to roll this programme to other districts of the country.

DYD is working for the advancement and expansion of Information Technology (IT). Educated youths are being trained at 70 centres in 64 districts across the country on computer basics, graphic design and internet usage. Till June 2016, a total of 1,44,734 youths have been provided training on IT. Through mobile van training facilities DYD has provided ICT training including internet and networking. *Sheikh Hasina* National Youth Centre has been established at *Savar*, Dhaka to arrange national and international conferences, seminar, workshops, research, publication and training. National Youth Centre is mainly a human resource development, information and research centre which has been established to achieve excellence in youth training and research. It has trained 16,959 youths up to June, 2016. With the same objective *Bogra* Regional Youth Centre was established which provided training to 6,129 youths.

Sports Development

In spite of resource constraints, the Government has undertaken and implemented a number of development projects to promote sports. Sports Director has undertaken programmes for the development of sports and also for youth leaderships from the grass roots. A total of 2,62,580 youths have been engaged in sport activities to arrange sports activities and nurture youth leaderships in the grassroots level. Furthermore, Bangladesh *Krira Shikkha Protisthan* (BKSP) is continuously putting efforts for sports talent search, proper nourishment of them and produces qualified trainer and sports specialists.

'Bangabandhu Gold Cup Primary School Football Tournament' has been arranged since 2010 with a view to enhance physical and mental strength and to create competitive attitude of the students. 'Bangamata Begum Fazilutunnesa Mujib Gold Cup Primary School Football Tournament' for girls has been introduced since 2011. These tournaments have been held in 2015 also and such events will continue for the coming years with enthusiasm and fervour.

Cultural Affairs

History, civilisation, identity of a nation is reflected in 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 17 organisations.

Various activities have been done to preserve, develop and encourage the national culture. To flourish Bengali literature many research work related to the Bengali language and literature, cultural heritage and publication of books and journals are being done. Development activities has been taken to preserve and develop archaeological sites and also for the development of

tourism. Initiative has been taken for establishment of public libraries at *upazila* level and conversation of selected books to e-books with a view to reaching the reader-service at the door-step of people. Renovation activities are going on for modernisation of Bangladesh National Museum. Development activities of *Ahsan Monzil* have been completed. Training activities are going on for the development of manpower at the Department of Archives and Libraries and Bangladesh Folk Art and Craft Foundation. Initiative has been taken to increase awareness regarding Copyright and Copyright Act.