CHAPTER 12
HUMAN RESOURCE DEVELOPMENT

The Government of Bangladesh is committed to achieve the Millennium Development Goals (MDG) ***set*** by the United Nations. To meet this commitment, the government has been implementing a three-year National Strategy for Accelerated Poverty Reduction (NSAPR) since October 2005. There is no denying the fact that reaching the target of MDGs as well as to reducing the hardcore poverty calls for increased attention to human resource development.

Human Development and Public Outlay for the Social Sector

Expenditure in social sector generates productive assets, both financial and physical, for the poor and this in turn helps them to move out of the vicious circle of poverty. The government attaches top priority on investment in the social sector, especially on education and health areas as the basis for human development. Recognising the importance of the education sector in human development, the sector has been receiving the highest budgetary allocations during the last several years. Likewise, adequate provision has also been made for the health sector. By adopting pragmatic programmmes and also by improving the indices of health and family welfare viz., reducing fertility rate, child and maternal mortality rates, containing the spread of contagious diseases including TB and AIDS, increasing average life expectancy at birth, etc., the government has been attempting to have a healthy and able population with a view to involving them in the mainstream development activities and generating momentum in poverty reduction programmes.

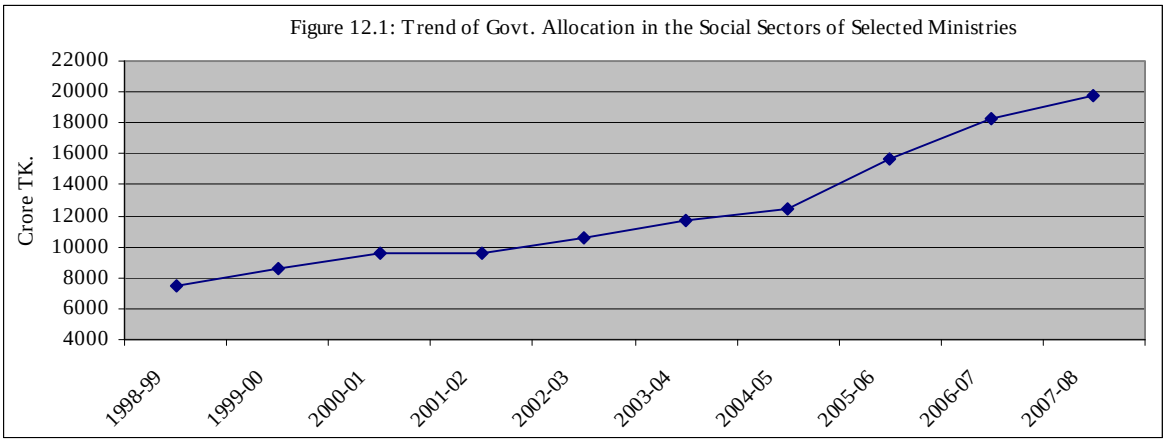
Table 12.1 and figure 12.1 shows the total allocation in non-development and development budget (ADP) in the social sector during FY 1998-99 through 2007-08. It is evident from the statistics that the total allocation for the social sector in non-development and development budgets shows a secularly increasing trend over the past decade.

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

(Tk. in Crore)

Sector	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08
Education, Science & Technology	4850	5430	6079	6063	6736	4878	7381	9373	11057	11654
Health and Family Welfare	2080	2363	2627	2649	2797	3445	3175	4112	4957	5261
Youth, Sports and Culture	176	224	248	217	253	257	297	414	335	287
Labour and Manpower	38	46	54	133	70	56	90	106	96	119
Social Welfare, Women's Affairs and Liberation War Affairs	255	294	322	354	484	713	1152	1353	1468	2028
Chittagong Hill Tracts Affairs	74	178	205	201	183	163	300	367	416	469
Total Allocation (Dev. and Non-Dev.)	**7473**	**8535**	**9535**	**9617**	**10523**	**11697**	**12395**	**15725**	**18329**	**19818**

Sources: Finance Division, M/o Finance, Planning Commission, M/o Planning.
Note: Data are based on revised budgets.



Developments in Post-primary Education Sector

It is the basic right of every citizen of Bangladesh to receive education; it is also the principal element of human resources development. Therefore, it is of immense importance for the country to develop human resources pool trained in science and technology for meaningful breakthrough in poverty through building up a universal and people-oriented education system. Considering investment in education as one of the main strategies of national poverty reduction and socio-economic development, steps have been taken to create equal access for all at all stages of education and improve the quality of education. To this end, priority has been attached in designing and implementing appropriate programmme for the development of post-primary education.

Post-Primary Institutions

The Ministry of Education deals with post primary education like secondary, technical, madrasah and tertiary education. According to the statistics published by Bangladesh Bureau of Educational Information and Statistics (BANBEIS) of the Ministry of Education, currently (2007 provisional) there are 19,274 secondary schools, 1,905 higher secondary colleges, 1407 general colleges, 9681 madrashas, 137 polytechnic institutes, 66 government vocational institutes, 29 public universities, 51 private universities and a variety of other educational institutions in Bangladesh. According to 2007 provisional data, there are 75,57,728 students at lower secondary and secondary levels, 2,66,849 at higher secondary colleges, 11,64,897 at college level and 35,27,515 students at madrasha level and 2,30,307 students at university level.

Budgetary Allocation

In the Revised Annual Development Programme (RADP) of FY 2007-08, an allocation of Tk. 1000.17 crore was provided against 67 approved projects (including 20 TA projects) under the Ministry of Education. 91 percent (Tk. 910.75 crore) of the total allocation (Tk. 1000.17) was utilized by June 2008. On the other hand, in FY 2007-08 a total of Tk. 5179.01 crore was spent under revenue budget. The revenue budget for FY 2008-09 has been increased to Tk. 5889.25 crore. A major part of the revenue expenditure is used up on account of salary-subvention of the teachers of non-government educational institutions. The amount of salary subvention to the non-government institutions was Tk. 3344.21 crore in the revised budget for FY 2007-08.

Secondary and Higher Secondary Education

Secondary education (grade VI to XII) is provided in collaboration between the government and non-government providers within a regulatory framework. Poverty is a deterrent to secondary school access because, in addition to the tuition fees, there are high additional costs for transportation, uniforms, books and materials and private tutoring. Retention of the students in secondary education is one of the major challenges. However, there has been a positive development of closing the gender gap in secondary school enrolment. Stipends and elimination of tuition fees for girls in rural areas have made a difference. Now a-days, more girls, are benefited from stipend programmes as their secondary education. At present the ratio between boys and girls enrolled in secondary education is 48:52.

Quality Enhancement Programmes

Ensuring quality of secondary education still remains a major challenge. The quality issues in secondary education have a number of elements. However, it is to be mentioned that the number of examinee in SSC examination and the result leaves some indication of positive trend of access and quality in secondary education. The number of examinees of SSC examination was 756,387 and the rate was 45.98 percent in 2004. In 2006, the number of examinees increased to 784,815 and the pass rate increased to 57.32 percent which went up to 58.36 percent in 2007. Similarly, the pass rate in Higher Secondary Certificate also increased when compared with the recent past.

Various projects to enhance quality and increase participation in secondary education have been undertaken, and they include the "Secondary Education Access and Quality Enhancement Project (SEAQEP)," "Teaching Quality Improvement in Secondary Education (TQISEP)", ‘Secondary Education Sector Development Project (SESDP)’, and the ‘Female Secondary School Assistance Project Phase II (FSSAP II). All stipend projects have entered into the third phase and the coverage of students has expanded. A system of school-based assessment has been introduced. A Non-government Teachers’ Registration and Certification Agency (NTRCA) has been established and has started its activities. The aim is to have all non-government teachers certified and registered as qualified for teaching by this authority. A similar authority will have the task of coordinating in-service development of teacher’s skills. School-based assessment (SBA) and Schools’ Performance Based Management System (SPBMS) have been introduced. The government has taken a decision to introduce a new system of examination for SSC and HSC equivalent geared towards better assessment of learning and analytical ability through creative questions. To extend quality education to the rural areas and revive the lost glory of old famous educational institutions, a development project has been undertaken to establish 306 model high schools in the upazila towns (where there is no government high school) within 2011.

Technical and Vocational Education and Training (TVET)

The Technical and Vocational Education and Training (TVET) programmes offer courses of one to four years duration after the junior secondary level (class VIII). Vocational training institutes, polytechnics, commercial institutes, technical training centres and specialised institutes offer these courses. Certificate level courses (post-class 8) are offered in about 180 public institutions and some 2,450 non-government institutions including secondary schools. In 2005, about 241,336 students (25.9 percent female) were enrolled in these courses.

There is a government policy to substantially increase the proportion of post-primary students enrolling in TVET. The objective is to increase the proportion of participants in TVET to 20 percent of the students enrolled in the secondary stage by 2020 from the present proportion of around 3 percent. To expand the TVET programme, it has already been proposed to introduce double shifts in the technical institutions and a special stipend programme for women's education in science and TVET. Three polytechnic institutions for girls have been set up. A study has been undertaken for assessing the market demand for jobs. The objectives of TVET are to expand it for the poor, particularly for adolescents, young adults, adults, males and females and make provision for TVET after class VI, VII and equivalent grades; improve the percentage of vocational and technical graduates obtaining employment both in the domestic and international markets and to increase the pass rate in the terminal certificate examinations. Government has a target to increase the enrolment by 50 percent by the year 2011, where women's enrolment will have increased by 60 percent. Programmmes have been launched to modernise the madrasha education by changing it curricula.

Higher Education

Government has undertaken a comprehensive programmme for enhancing access to and quality of higher education through the University Grants Commission (UGC). A number of development projects have been taken up for meeting the increasing demand for higher education, which includes developing of infrastructural facilities in the public universities. Three new public sector universities in Rangpur, Barisal and Pabna were set to start their academic activities from FY 2008-09. As the demand for admission for higher studies in the public universities outmatch their capacity to accommodate, government has allowed establishment of private universities under the purview of the Private University Law 1992. So far, 51 private universities are operating under the aforementioned law. Under the "Higher Education Strategic Plan 2006-2026", steps have been taken to restructure the higher education system in Bangladesh. A development project titled "Higher Education Quality Enhancement Project" is in the process of being implemented with a view to improving the teaching-learning and research capabilities of the public and private universities.

Primary Education

Consistent with the Millennium Development Goals (MDG) that called for achieving human development for poverty reduction and also in accordance with the poverty reduction strategy of the government, a range of programmmes have been taken up in the field of primary and non-formal education. The government is committed to ensure universal primary education in the country by 2015. Hence, the primary education sector has been receiving increased resources to realize its

objective. In the FY 2007-08, a total allocation of Tk. 5274.89 crore has been made for the primary education sector.

In order to ensure 'Education for All' (EFA) by 2015 and also to fulfill our commitment to Dakar Declaration, special importance has been given in PRSP on school enrolment, pre-primary education, stipends and increased contact hours between teachers and students. To achieve the targets set in the MDGs, the Government of Bangladesh has undertaken special programs, such as the Stipend Programme, the Second Primary Education Development Programme (PEDP-II) and the Reaching Out - of - School Children (ROSC) project.

In 1991, the total number of primary schools in Bangladesh was 49,539. The number has now increased to 81,438 (including Madrashas). During this period, even though the number of government primary schools remained the same (37,672), the number of non-government primary schools rose from 11,845 to 28,062 (excluding Madrashas). Enrolment of female students in primary schools marked a significant increase. In 1991, the ratio of male/female students was 55:45. Currently the ratio is about 49:51. The rate of recruitment of female teachers is also increasing following modification of the recruitment rules that created a provision to recruit 60 percent female teachers. The number of female teachers has now increased to about 50.2 percent from 21.09 percent in 1991. For overall development of primary education, various development projects have been taken up for implementation. Objectives, such as equal opportunity in the field of primary education, increasing the rate of enrolment of students, raising the standard of education and strengthening management are being pursued through those projects. This has resulted in remarkable success in primary education with continued increase in enrolment rate in primary schools. The following table (12.2) shows students' enrolment rate and percentage of male-female students at primary school levels during 1996-2007.

Table 12.2: Enrolment of Students at Primary Level by sex, 1996-2007

(Fig. in lakh and percent in parenthesis)

Year	Total Student	Male student	Female student
1996	175.80	92.19 (52.4)	83.61 (47.6)
1997	180.32	93.65 (51.9)	86.67 (48.1)
1998	183.61	95.77 (52.2)	87.84 (47.8)
1999	176.22	90.65 (51.4)	85.57 (48.6)
2000	176.68	90.33 (51.1)	86.69 (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 (49.97)	81.34 (50.1)
*2006	163.86	81.29 (49.62)	82.56 (50.38)
*2007	163.13	80.35 (49.26)	82.78 (50.74)

Source: DPE, Ministry of Primary and Mass Education

* Madrasa students included.

Major achievements under Second Primary Education Development Programme (PEDP-II)

- 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 teachers is followed. The current ratio of female and male teachers is 50:50.
- Decentralisation of administrative and financial power in primary education system has been ensured.
- SIDR-damaged primary schools have been repaired and renovated in the shortest possible time.
- The government approved the Non-Formal Education Policy in January 2006 for making non-formal education more dynamic, effective, extensive and workable.
- In addition to basic education, 2 lakh working children of 10-14 years age in the six divisional cities are being given life-skill based practical training.
- A human resource development plan has been put in place to ensure planned recruitment, promotion, training etc.
- Since 2007, a terminal examination after grade five is held in every year throughout the country.

- A reconstruction project for the schools affected by the flood of 2007 and the government primary schools affected by river-erosion has been included in the revised ADP of 2007-08.

Stipend Project

The Government of Bangladesh has been implementing the Primary Education Stipend Project (July 2002 to June 2008) for ensuring universal primary education. The estimated project cost is Tk. 3312.31 crore and the project covers 55 lakh beneficiaries. Students of female-headed but distressed families, day labourers, those involved manual professionals, landless and the persons having land up to 0.50 acres or less are the target beneficiaries of this project. 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.

Free Book Distribution

The government has been distributing books free of cost among the students of the primary school every year at the beginning of the academic session. A total of 5.21 crore and 5.45 crore books were distributed in the academic year 2007 and 2008 respectively.

Reaching Out-of-School Children (ROSC) Project

To achieve goal of Education for All (EFA), the Government of Bangladesh launched ROSC project in July 2004 at a cost of Tk. 383.02 crore. The project is scheduled for completion in 2010. This project will ensure primary education for about 5 lakh out-of-school children of 7-14 years age in 60 disadvantaged upazilas. The children who were never enrolled in formal schools or had dropped out from school have been targeted for enrollment in learning centres of ROSC project. Since inception, 15 thousand learning centres have been established. The learners of class I-III and IV-V are receiving education allowances of Tk. 50 and Tk. 60 per month respectively. In addition, learners of class I-III and IV-V are also getting a sum of Tk. 200 and Tk. 250 annually as uniform allowance.

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

With the financial assistance of UNICEF, the project at a cost of Tk. 206 crore is being implemented of FY 2005. The target group of the project is the working children and adolescents of six divisional cities of the country. The main objectives of the project are to (a) provide quality non-formal, life-skills-based basic education to the target group; (b) provide the target groups with livelihood skills training for improvement of their life; (c) advocate in favour of working children and their families for protecting them from the hazardous working environment; and (d) gradually increase awareness of all relevant stakeholders to act in favour of elimination of child labour. The program is being implemented through its 6646 learning centres.

Health and Family Welfare Programmes

The Constitution of Bangladesh guaranteed basic health care rights for all its citizens. The government is determined to extend basic health care facilities of its citizens. According to the United Nations mandate, the Government of Bangladesh (GoB) is committed to attain health related Millennium Development Goals (MDGs) target on child mortality rate, maternal mortality rate and HIV/AIDS, TB, malaria and other disease prevention by the year 2015. The government with the active support and assistance from NGOs, private sector and voluntary organisations has made remarkable achievements in terms of reducing Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR), preventing communicable diseases, raising nutritional status and life expectancy at birth and also reducing the population growth rate. The Ministry of Health and Family Welfare (MOHFW) along with the NGOs, international communities, development partners has strived to face the health hazards due to various natural calamities like floods, cyclone etc. that devastated Bangladesh in 2007.

Table 12.3 shows the progress achieved in selected health indices such as the average life expectancy, infant and maternal mortality rates etc. from 1998 through 2007.

Table 12.3: Recent Trends in Demography and Health Indices

Indices	Levels	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Crude Birth Rate (Per'000)	National	19.9	19.2	19.0	18.9	20.1	20.9	20.8	20.7	20.6	20.9
	Urban	14.0	13.8	13.7	13.6	16.6	17.9	17.8	17.8	17.5	17.4
	Rural	21.0	20.9	20.8	20.7	21.0	21.7	21.6	21.7	20.7	22.1
Crude Death Rate (Per '000)	National	4.8	5.1	4.9	4.8	5.1	5.9	5.8	5.8	5.6	6.2
	Urban	3.7	3.5	3.5	3.4	3.8	4.7	4.4	4.9	4.4	5.1
	Rural	5.4	5.4	5.3	5.2	5.4	6.2	6.1	6.1	6.0	6.6
Average age (Yr) **at marriage**	Male	27.6	27.7	27.7	25.8	25.6	25.2	25.3	23.3	23.4	23.6
	Female	20.2	20.3	20.4	20.4	20.6	20.4	19.0	17.9	18.1	18.4
Population per doctor		4671	4439	4218	4043	4043	3532	3137	3261	3110	****
Average life expectancy (year)	National	61.5*	62.7*	63.6*	64.2*	64.9*	64.9	65.1	65.2	66.2*	66.6
	Urban	63.2	64.2	65.3	66.4	67.2	67.6	67.8	67.9	68.0	68.1
	Rural	60.2	61.1	62.1	63.2	64.4	64.3	64.3	64.5	64.6	66.5
Infant (<1yr) **Mortality Rate** (per 000)	National	57	59	58	56	53	53	52	50	44	43
	Urban	47	46	44	43	37	40	41	38	35	42
	Rural	66	63	62	60	57	57	55	52	46	43
Child (1-4 yr) **Mortality rate**(per000)	National	6.3	5.7	4.2	4.1	4.6	4.6	4.5	4.4	3.7	3.6
Maternal mortality rate(per 000)	National	3.2	3.2	3.2	3.2	3.9**	3.8	3.7	3.48	3.37	3.51
	Urban	2.9	2.6	2.6	2.6	2.7**	2.7	2.5	2.75	1.96	2.19
	Rural	3.4	3.3	3.3	3.3	4.2**	4.0	3.9	3.58	3.75	3.86
Rate of use of contraceptives (%)		51.5	53.6	53.6	53.9	53.4	55.1	56.0	57.0	58.3	59.0
Total Fertility rate per woman (15-49 yr.)		3.0	2.6	2.6	2.6	2. 6	2.6	2.5	2.46	2.41	2.39

Source: Bangladesh Bureau of Statistics

* Revised

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

The government's health sector programme aims to increase the average life expectancy, reduce the maternal and child mortality and to ensure improved health care facility for all. The government has also taken steps to ensure access to nutritious food for all, especially the women and children, to enhance the potentials of the healthy human resources which would speed up the economic development process of the country. The government is implementing the 2nd sector wide programme called "Health, Nutrition and Population Sector Programme (HNPSP) which was preceded by Health Population Sector Programme (HPSP). The HNPSP, taken up for implementation in 2003, has been revised for the second time to extend its implementation period up to 2011. The estimated cost of the revised project is Tk. 37384.11 crore with GoB contribution of Tk. 27116.76 crore and project aid contribution of Tk. 10267.35 crore. The main rationale of revision of HNPSP is not only to extend programme activities beyond 2010 but also to accommodate new initiatives in response to new emerging health problems like avian influenza, Kalazar, natural disasters and to accommodate recommendations of the Mid Term Review (MTR-2008) of HNPSP. The MTR-2008 recommended providing more resources to upazila and below level health, population and nutrition facilities in order to meet the MDGs and improving overall healthcare services.

In the revised ADP of 2006-07, Tk.2275.18 crore had been allocated for MOHFW to implement 1 sector wide programme (HNPSP), 9 investment projects and 3 technical assistance projects. During 2007-08, the total allocation in revised ADP for the sector wide programme, 10 investment projects and 4 technical assistance projects was Tk. 2362.97 crore indicating an increase of Tk.87.79 crore over the previous year.

Health Service

New infrastructures are being built in the HNP sector to meet the increasing demand of the people. Over the years, significant changes in epidemiological, demographic, environmental and socio-economic fields have taken place and new challenges have emerged. Hence, the caretaker government in 2008 took the initiative for updating the ongoing policy framework. The updated NHP-2008 was based on the policy documents of 2000 and 2006 and took into consideration their strategies for further expansion and utilization of health services especially by the poor and the disadvantaged. The final NHP-2008 will be reviewed by the present government for finalization since it is pledge bound to do so according to its election manifesto.

Health facilities are spread across the country and are being continuously established or upgraded. At the Upazila level, various types of hospitals are functioning. Their numbers are; 10-bed hospitals - 24, 20-bed hospitals - 43, 31-bed hospitals - 199, 31 to 50-bed upgraded hospitals - 206 and 50 bed hospital – 15. Thus there are 487 hospitals at the Upazila level. In the district level there are 1 - 56 bed hospital , 1 - 80 bed hospital, 44 - 100 bed hospitals, 4 - 150 bed hospitals, 1 - 200 bed hospital and 15 - 250 bed hospitals. In addition to that there are another 34 tertiary level hospitals which includes both medical college hospitals and specialised hospitals. In public sector, altogether 40654

beds are available in different levels of hospitals. By the end of 2008, 157 new infrastructures including 9 nursing institutes and colleges, 5 trauma centres and different levels of hospitals were built under development programme. Till now, a total of 10237 community clinics and 3737 Union Health and Family Welfare Centers have been built.

All 50-bed hospitals of district level are being gradually upgraded to 100-bed in phases. Up gradation of 100/150-bed hospitals to 250-beds are in progress. A 500-bed hospital along with full-fledged medical college has been established at Bogra. Two 500-bed hospitals are planned to be established in Bashabo and Kurmitola in Dhaka city to cater for the health services of the people of Dhaka city area.

The ongoing EPI programme to control the preventable diseases like Diphtheria, Whooping cough, Tetanus, TB, Measles, Hepatitis B and to eradicate Polio has made remarkable progress. Full Immunization Coverage ***rose*** to 81.2% with BCG - 98.3%, DPT 3 - 91.1%, Polio 3 - 92%, HepatitisB-3 – 83.7%, Measles - 82.1% (CES 2006 & BDHS 2007). Necessary drugs and equipment including nebulizer machine and oxygen flow meter are being supplied to all 64 districts to strengthen the IMCI activity.

Steps have been taken to upgrade the 50-bed Burn Unit of DMCH to 100-bed. Besides, the National Cancer Research Institute is being upgraded to 300-bed and converting it into a research and educational institute. Similarly, a full-fledged 250-bed National Institute of Ophthalmology is being set-up. Establishment of a 250-bed separate institute- "National Institute of Neuro-Sciences (NINS)" - for the stroke and paralysis patient is in progress, "National Institute of ENT Diseases" with 100-bed capacity in Dhaka and a 100-bed "Bangladesh Institute of Tropical and Infectious Diseases" is going to be set-up at Fauzdarhat, Chittagong.

During the last four years, among the government hospitals, 875 beds in 18 district hospitals, 1862 beds in 98 upazila hospitals, 2912 in specialized and other medical college hospitals have been added to the existing ones.

Medical Education

There are 17 public medical colleges including one armed forces medical college having the capacity to enroll 2380 medical students in their under graduate programmes. While 41 private medical colleges can absorb 2730 medical students. In addition to graduation programme, higher courses such as MD, MS M.Phil. FCPS and diploma courses are offered in different Medical Colleges and in the BSMMU. 5 new public medical colleges will be established in the near future, 3 of which will be established on priority basis. Besides, specialised medical institutes, post-graduation courses have been introduced in different medical colleges. Medical curricula have been modernised. At the same time, establishment of new medical colleges has been encouraged in the private sector. 7 (seven) medical technology institutes is being set-up to produce trained paramedical manpower.

Population and Development

Bangladesh is one of the most densely populated countries in the world with about 138.8 million (BBS projection) populations living in 147,570 square kilometer in 2006. According to the Population Census 2001, the density of population per square kilometer was 839 which increased to 941. In order to free the nation from the curses of unrestrained population growth and also to ensure environment-friendly sustainable development, the government formulated the National Population Policy, 2004 in the light of International Conference on Population and Development (ICPD), Poverty Reduction Strategy (PRS) and Millennium Development Goal (MDGs). In the HNPSP (2003-2011), emphasis has been laid on access to health services for the poor, mothers and children. It is expected that the following targets will be achieved through the interventions of HNPSP

- To reduce Total Fertility Rate (TFR) from 3.0 to 2.2 per women.
- To increase Contraceptive Prevalence Rate (CPR) from 58.1 percent to 72 percent.
- To reduce Maternal Mortality Rate (MMR) from 3.2 to 2.4 per thousand live births.
- To reduce Infant Mortality Rate (IMR) from 52 to 37 per thousand live births.
- To reduce under 5 infant Mortality Rate (U5MR) from 65 to 52 per thousand live births.
- To achieve NRR 1 by 2010.

In order to achieve these targets, the government has initiated a number of actions. Included among them are: re-introduction of the system of health service delivery through inspection by the family welfare visitors, preservation of unit-wise records in the register of family welfare assistant; reduction of drop-outs by ensuring follow-up visits; switching over to long-term birth control arrangement; bringing the low performing and slum areas under the coverage of the service delivery by extending the programme jurisdiction; providing quality and adequate counseling; taking appropriate steps to ensure follow-up procedures and to reduce the side-effects; introduction of methodmix CPR; popularizing Non-Scalpel Vasectomy (NSV) to ensure increase male participation in family planning programmme; encouraging late marriage and improving the quality of health and family welfare and mother and child welfare centres.

Achievements made following the steps taken by the government include:

- Up to FY 2007-08, 153 doctors have been trained in obstetric/gynecology, and another 149 doctors in anesthesia. 466 Family Welfare Visitors (FWV) were trained in OT management and nursing care for 6 months period.
- About 1060 FWVs have been trained (6-month long Midwifery training) and another 199 FWVs are under training. This will enhance the knowledge and skills of FWVs on Midwifery.
- About 2,879 Family Welfare Assistants (FWAs) and Female Health Assistants have been trained in community-based birth attendant course and another 200 are under training.

- Basic and refreshers training on safe MR are being imparted to the doctors, female sub-assistant community medical officers and FWVs which is contributing in reducing maternal mortality and morbidity by preventing unsafe abortion.
- Emergency Contraceptive Pill (ECP) has been introduced throughout the country to prevent unwanted pregnancy.
- Medical Officer (Clinic) and FWVs of 34 MCWCs were given training on Cervical Cancer Screening based on VIA method for detecting initial stage of cervical cancer and they have started working in their respective areas.
- Client Data Recording System (CDRS) has been developed at 57 MCWCs to maintain records of the patients
- About 22 doctors and FWVs trained in violence against women. 15 doctors trained in male services while another 37 doctors and FWVs trained in Youth Friendly Services. 223 doctors and FWVs trained in reproductive tract infection, post abortion care, infection prevention and HIV/AIDS.
- 1500 UH and FWCs have been upgraded to make available clinical contraceptive services close to users.
- Steps have been taken to promote Intra and Postpartum contraception especially Tubal ligation concurrent with Caesarian Operation through all EOC centers belonging to GOB, NGO and private sector.
- Campaign on long acting contraceptive FP method popularise and ingrain the slogan "Not more than two, one child is better";
- Mass motivational meting in slum area under City corporation on FP, MCH & RH;
- Orientation for the marriage registrar support for prevention early marriage, advocacy for delay marriage;
- 272 DDO's are trained on financial management for capacity building to minimize financial risk.
- NIPORT imparted training to 40041 officer's and staffs of different categories from fields, Upazilas, and Districts during July 2006 - March 2008.

Nutrition Programme and Community Clinics

In line with the very first goal of MDGs, the Government of Bangladesh has recognised nutrition as one of the sub-sectors of HNP. Malnutrition is one of the major issues that need to be addressed to ensure better public health. Under the HNPSP, the National Nutrition Progammme (NNP) is now being implemented for the period from 2003-2011. The main objective of the NNP is to improve the nutritional status of the vulnerable groups, especially the women and the children, through behavioural change in individual and family level. Local people have been involved in nutritional service delivery. The major activities performed through NNP include a) Behavioral Change Communication (BCC) activities, b) training, c) birth weight recording and registration, d) growth

monitoring and promotion (GMP) activities, e) food supplementation to the selected malnourished children, pregnant and lactating women, f) micro nutrient supplementation (Vita-A and Iron-foliate) and g) adolescent forum and services. The activities include among others, establishment of village nursery, homestead nutrition gardens, poultry rearing for nutrition, food assistance, development support and nutrition services through vulnerable group programme.

NNP focuses on area-based community nutrition intervention. During HPSP (1998-2003), it was envisaged that for about 6000 population in the ward area there would be a Community Clinic (CC). The HPSP target was to construct 13500 CC but ultimately 10723 CC could be constructed. National Nutrition Program (NNP) activities covered 109 Upazilas of 34 districts. 2383 CCs were constructed in those Upazila. HNP service is provided from 1532 CCs of those 109 Upazila. Among 1532 CCs, EPI activities are being provided from 1262 CCs. NNP is providing nutrition services through 250 CCs of 31 Upazilas. To provide health and family planning services 378 CCs of 138 Unions under 15 Upazilas which covers one district of each division would be contracted out on pilot basis and the process is underway. Under GAVI alliance Health System Strengthening fund community clinics fewer than 13 districts will be made functional. The programme is underway.

These sectoral programmes have been formulated in the light of health related goals set out in the Poverty Reduction Strategy Paper (PRSP), which will help reduce poverty and achieve MDG. Also, aforementioned programmes will ensure good health of the populace, which would ultimately contribute to the economic development of the country.

Nursing Services

A separate Nursing Directorate under the Ministry of Health and Family Welfare was established in 1977 in an attempt to bring improvement in management and overall development of nursing service in Bangladesh. Areas of responsibilities of the Nursing Directorate have been expanded substantially since its inception.

Currently, there are as many as 23,500 nurses registered with the Bangladesh Nursing Council. Of them, 14,981 professional nurses have been serving government under the Nursing Directorate, while 1,000 nurses are working abroad. Also, about 7,500 nurses are working in the private sector. There are 38 Government Nursing Institutes under the Nursing Directorate. Besides, there are 19 private Nursing Institutes and one ‘Armed Forces Nursing Institute’ in the country. All government and non-government nursing institutes are accredited by Bangladesh Nursing Council. Basic graduation degree in nursing is awarded from Dhaka University, Chittagong University and Rajshahi University. In public sector four and private sector two Nursing Colleges are functioning. In those colleges, both basic graduation course and other courses (post basic) are offered. For better utilization of Nurse and Midwifery, preparation of policy paper is under way.

The present population and nurse ratio in Bangladesh is 6087:1, which was previously 9500:1. It is planned to increase the number of total registered nurses to 33000 by 2010. In order to realise this

objective, steps have taken by the government to establish more Nursing Insteps and Colleges in the country.

Pharmaceuticals Industry

The Directorate of Drug Administration under the Ministry of Health and Family Welfare is the only controlling authority for manufacture, sale and quality assurance of the products marketed in Bangladesh. Government is keen and committed to ensure quality of medicines.

At present, a total of 239 allopathic manufacturing units are producing 17433 brands of medicines and raw materials worth Tk. 4700 crores annually. More than 96% of the total domestic requirements is fulfilled by local production. Again, a sizable quantity of unani, ayurvedic and homoeopathic medicines are being produced in the country. Presently, 182 kinds of medicines and raw materials are being exported to 67 countries across the world including UK and USA and the export figure is steadily increasing each year.

Private Health Sector

Participation of private sector in health and curative sector is gradually increasing. To encourage private investments, government is extending various incentives including financial assistance. At present, there are 41 private medical colleges, 10 dental colleges, 2114 private hospitals and clinics having 33727 beds. Alongside 4509 modern diagnostic centres are operating in the private sector. The involvement of NGOs is also remarkable in health care delivery. A good number of NGOs are working in the field of HIV/AIDS and Nutrition under HNPSP.

Women and Children Development

Approximately 50 percent of the total populations of the country are women. The overall human resource development of the nation is not possible keeping them outside the mainstream. With this end in view, numerous programmes have been undertaken by both government and non-government entities in order to eliminate disparity among women and men.

As part of the women development policy of the government, efforts are underway to build skilled women human resource and to ensure their active participation in the nation building activities. The national policy for children has been formulated by the government in 1994 to protect children's interests and rights. The decade of 2001-10 has been declared as 'Children Rights Decade' to generate consciousness about children's rights. The third Nation Action Plan for the Children (2005-10) has already been prepared.

The Ministry of Women and Children Affairs is playing a pioneering role in the development of women and children's position in the society. Various development projects and programmes are being implemented by the agencies of the Ministry, namely the Department of Women Affairs (DWA), National Women's Organisation (Jatiya Mahila Sangstha) in 84 upazilas, and Bangladesh Shishu (Children) Academy.

The programmme and projects being implemented by the various agencies of the Ministry of Women and Children Affairs for poverty reduction, creation of employment and ensuring social safety are stated below:

- Under Widows Allowance Programmes, a total of 750,000 widows of Bangladesh have received widow allowances for the development of their socio-economic condition during FY 2007-08.
- A total of 750,000 distressed and ultra-poor women have been receiving food assistance and development package training under the VGD programme.
- Through the FSVGD 2nd phase project, a total of 109,379 VGD cardholder assetless women are getting financial support and training.
- During the FY 2007-08 an amount of Tk. 3000.00 lakh has been allocated (revised) to the poor and distressed women to develop their socio-economic condition through self-employment under the micro-credit programme.
- An amount of Tk. 223.00 lakh has been allocated (revised) to the ultra-poor women under Vulnerable Group Development for Ultra-poor (VGDUP) project for life skill training on income generating activities.
- For providing accommodation facilities to working women, 1348 seats have been allocated in 3 hostels in Dhaka city and 4 hostels at district level.
- To assist working mothers belonging to middle and low-income group by providing day care services and secured shelter for their children (6-72 months age), 13 Day Care Centers in Dhaka city and 5 Day Care Centres in 5 divisional headquarters are in operation. A total of 4500 working mothers have been benefited through the day care services from July 2001 to June 2008.
- Grants worth Tk. 3460 lakh have been given to 65,238 Women Volunteer Social Welfare Centres for the rural poor women for socio-economic activities from July 1977 to June 2008.
- Under 'Grant for Poor Distressed Women and Children' programme, an amount of Tk. 229 lakh distributed to 12040 poor women and children for their welfare during July 2002 to June 2008.
- A total of 5159 sewing machines were distributed among the poor and trained women for making them self reliant.
- Under 'Women Support Centre' program, 7891 distressed, shelterless, and helpless oppressed women were given shelter during July 2001 to June 2008.
- A total of 846 women and 86 DWA officials received computer training during FY 2006-08.
- 'Early Learning for Child Development' project is being implemented by Bangladesh Shishu Academy in 64 districts with the aim to develop children's cognitive, emotional and linguistic abilities. Up to June 2008, the achievement of the project is about 98 percent.

- A total of 304 educated, skilled and unskilled women were employed through the 'Employment Information Centre' of DWA from 2001 to 2008.
- Jatiya Mohila Sangstha has been operating a micro credit program for self-reliance of poor and unemployed women covering its activities through 64 districts and 28 upazila branches.

  The amount of credit ranges between Tk. 5000 to 20,000.
- Jatiya Mohila Sangstha is working for creation of awareness among women in all spheres of life through training of women in technical and vocational trades, helping women in upholding their legal rights and facilitating women in achieving self reliance through micro-credit programme.

Along with government initiatives, other development partners, national and international organisations, donors, non-government volunteer organizations working throughout the country for upholding women and children status and to reduce the discrimination among men and women as well as to empower women and girls which will help in achieving the MDGs and reducing poverty particularly for the women.

Social Welfare Activities

The overall socio-economic development of the destitute, poor and disadvantaged segment of the population is an important indicator of the national progress. The Directorate of Social Services (DSS) under the Ministry of Social Welfare is the nodal agency responsible for poverty reduction, human resource development and also rehabilitation of the disadvantaged segment of the population along with the persons with disabilities (PWDs), orphans, destitute, poor and helpless. Moreover, the Ministry is implementing a number of programmes for poverty reduction and human resource development. Among the programmmes, correctional service for juvenile delinquents, training and rehabilitation of the socially disadvantaged women, maintenance and rehabilitation of orphanages, control and rehabilitation of vagrants, safe custody for women, children, adolescents, destitute and helpless are important.

These programs are broadly classified under: (a) Development of social integration and poverty reduction; (b) Social security (c) Welfare and service delivery (d) Human resource development (e) Addressing social disintegration (f) Community empowerment (g) Environment and afforestation, and (h) Training, research, evaluation and publication.

a. Development of Social Integration and Poverty reduction Programmes:

Poverty reduction is one of the key elements of social integration activities. The Directorate of Social Services (DSS) has been administering Rural Social Services (RSS) programmes, Urban Community Development (UCD) programmes, Population activities through Rural Mothers Centres (RMC), and Rehabilitation programmmes for acid-burnt women and the physically handicapped across upazilas and towns of the country. New investments and reinvestments through a revolving fund were made under these 4 programmmes to reduce poverty. Though the original investment of these programmes amounted to Tk.281.43 crores only, the amount of fund has increased to Tk. 749.88 crore through reinvestment. As on June 2008, the cumulative

amount of recovery stood at Tk. 642.37 crore, which means a recovery rate of 86 percent. A total of 3,153,513 families were benefited through these micro-credit programmes in FY 2007-08. In the same year, the number of beneficiaries from vocational training was 139,919 and the number of beneficiaries from social programmes is 133,431. In addition 255,582 persons have been benefited from mass literacy programmes. A total of 2,617,050 persons were brought under primary healthcare training and 317,743 persons were motivated to have a small family during FY 2007-08.

b. Social Security Programmes

Government has introduced Old Age Allowance Programme for the destitute, poor and financially hard-up elderly population. Tk. 448.80 crore has been allocated as old age allowance in FY 2007-08 and 17 lakh elderly people have received allowance @ Tk. 220.00 per month. Government has also introduced allowances for the insolvent persons with disabilities. Tk. 52.80 crore has been allocated for this programme in FY 2007-08 and 2.00 lakh insolvent persons with disabilities have received allowance @ Tk. 220.00 per month.

c. Welfare and Service Delivery Programmes

DSS runs programmes for the poor and destitute patients and persons with disabilities. Financial assistance, psychological counseling and treatment aid are provided for the poor and destitute patients under hospital social service programmes. In FY 2007-08, a total of 496,267 poor patients received services from 87 hospital social services units. Under the integrated education program, 1084 visually impaired students offered educational facilities in the local general educational institutions in the normal environment.

d. Human Resources Development Programmes

Programme for education, training and rehabilitation of the orphans is being implemented in 85 state-owned orphanages (*sarkari shishu paribars*). The number of seats in these orphanages is 10,375. Moreover, the government allocated Tk. 30.74 crore as capital grants for non-government orphanages @ of Tk. 600.00 per month per head in FY 2007-08. A total of 42,649 orphans have been benefited through these grants in the same period.

e. Programmes for Addressing Social Disintegration

Under prevention of juvenile delinquencies programmes, 3 juvenile development centres are now functioning and another is going to be established in Joypurhat district. The number of total beneficiaries under this programme is 12,308. Under this programme Probation and After Care Services has been rendering correctional facilities for the first offenders. During FY 2007-08 a total of 370 and 2087 persons were placed under Probation and After Care Services. The Department of Social Services (DSS) is operating 6 *Sharkari Ashroy Kendra* for the vagrants and also providing training and rehabilitation services. The total number of beneficiaries till June 2008 is 1341 and since inception it stands at 49,311. To keep them in a separate and

congenial environment, the DSS has established 6 safe homes for the women and adolescent girls. The number of total beneficiaries is 3279.

Youth and Sports

Youth: Involvement of the youth is essential for national development. The Department of Youth Development, right from the time of its inception in 1981, has been imparting skill development training in different trades to as many as 30.10 lakh youths up to June 2008 under various completed and ongoing projects. Out of them, 16.93 lakh youths engaged themselves in self-employment till June 2008. Since the inception of the credit scheme of the department, nearly 7.24 lakh beneficiaries received credit facilities worth Tk. 807.69 crore (including the revolving fund) up to June 2008.

To accelerate youth employment, the Ministry of Youth and Sports lease out *Khas* land and water bodies up to 20 acres amongst the youth cooperative societies that are registered with the Department of Youth Development. In accordance with the set policies, *khas* water bodies are being leased out to youth cooperative societies through the committees at district/upazila levels. Up to June 2008, a total of 12,878 ponds and tanks have been leased out to youth cooperative societies to generate youth employment. A sum of Tk. 43.20 crore received from the leases has been deposited in to the government treasury.

The Department of Youth Development has been working for the advancement and expansion of Information Technology (IT). Educated youths are being provided training on computer basic course and graphic design skills including internet and networking in 64 districts through 70 centres. A total of 80,929 youths have received such training till June 2008.

A 'National Youth Centre' has been established to associate members of the public with the nation building process, develop socio-economic conditions and human qualities, and advance social reforms by arranging conferences, meetings, seminars, workshops, research works, publications and training at national and international levels. The centre is mainly responsible for developing human resources, dissemination of information and carrying out research activities. Till June 2008, a total of 8,919 youths have been trained through this centre.

In the FY 2007-08, an amount of Tk.4.97 lakh has been sanctioned to 71 youth organisations as grant. Under the micro credit programme of the department, up to June 2008 Tk.807.69 crore has been disbursed as loan and Tk.699.21 crore has been recovered. The average rate of loan recovery is 86.57 percent.

Sports

In spite of resource constraints, the government has undertaken and implemented various development projects for creation, extension and development of sports facilities in the country through the National Sports Council, BKSP and Directorate of Sports. During FY 2007-08, Tk.1352.60 lakh has been spent in 5 projects out of a total released fund of Tk. 1511.00 lakh, which is 90 percent of the total released fund.

Cultural Development

Cultural progress and human development are closely linked in any society. The stage of cultural development influences the course of progress of the society.

To build up infrastructure for cultural development in Bangladesh, in line with the course of cultural progress in the world context, 14 organisations named Bangladesh Shilpakala Academy, Bangla Academy, National Museum, Department of Archaeology, Department of Public Libraries, Department of National Archives & Library, National Book Centre, Nazrul Institute, Sonargaon Folk Arts & Crafts Foundation, Copyright Office, Cox's Bazaar Cultural Center, Tribal Cultural Institutes in Rangamati and Bandarban, Tribal Cultural Academy, Birishiri, etc. are engaged in promoting cultural development under the Ministry of Cultural Affairs. Bangladesh culture has already taken a foothold on the world stage. Bangladesh has signed cultural pacts with 39 countries of the world to promote mutual friendship and understanding. Many exchange visits of cultural teams, students, academicians, scholars, cultural personalities are taking place under cultural exchange programmes. Performance and exhibition programmes of music, dance, painting, handicrafts and books have been organised. Efforts to develop fine arts, including music, dance, etc. by establishing Shilpakala Academy in phases at all districts of the country is in progress.

In the revised ADP of FY 2007-08, a sum of Tk.52.38 crore has been allocated for 12 development projects of the Ministry of Cultural Affairs in order to strengthen overall cultural infrastructure. For proper preservation and maintenance of archeological sites, renovation and preservation work is going on. To improve cultural facilities at Bangladesh Shilpakala Academy, construction of National Theatre Hall (2nd phase) has been completed. With a view to developing Rakhain cultural activities an institute is being established at Ramu in Cox’sbazar. Among others, establishment /renovation work of 20 district Shilpakala Academy and development of Birishiri Tribal cultural Academy is under implementation.

Success in human development that Bangladesh has achieved has been duly reflected in the Human Development Report of 2004, 2005, 2006 and 2007 published by UNDP. Bangladesh has been able to place itself among the 'Medium Human Development' category of countries like India and Srilanka for three consecutive years. Adoption of realistic programs for human development and poverty alleviation, and their implementation has brought this success. In the 2004 report prepared for the Least Developed Countries (LDCs) for the conference of the United Nations Commission for Trade and Development (UNCTAD), Bangladesh has been credited to have already achieved three targets of the Millennium Development Goals (MDGs), i.e. in respect of removing inequality between men and women in education, ensuring almost universal access to education and providing for safe drinking water for the populace.