CHAPTER 12

HUMAN RESOURCE DEVELOPMENT

[*Human development index is recognised as one of the significant measures of national development. Human capital is an essential prerequisite to achieve desired economic growth. It is, therefore, considered as an integral part of development agenda of the world. According to the declaration made in the World Summit on Social Development held in Copenhagen in 1995, the Government of Bangladesh has been spending more than 20 percent of the budgetary allocation in socio-economic sectors. At the same time, development programmes have been adopted and implemented in the sectors related to human resource development like education and technology; health and family welfare; women and children; social welfare; youth and sports development; culture and labour and employment. In order to create efficient and competent human resources by way of upgrading the quality of education and creating enrolment opportunities at secondary, higher secondary, technical and all levels of higher education, various programmes have been adopted. In addition, the Government has declared a comprehensive National Education Policy 2010 which will cater to the needs of the country. The rate of female teachers has increased from 21 percent in 1991 to current 57 percent following the policy of appointing 60 percent female teachers in government primary schools. With the aim of ensuring eradication of illiteracy by 2014, emphasis has been given on school enrolment, pre-school education, stipend and increase of teacher-student contact hours. After Sri Lanka, Bangladesh has made a rare achievement among the least developed countries in the field of education at primary and secondary levels by ensuring gender balance. A substantial progress has been made in the health sector of the country as the government has given priority to the health, nutrition and population sector which is consistent with targets set out in the Millennium Development Goals. Mortality and fertility rates have decreased. Significant development has been taking place in reduction of neonatal deaths. Average life expectancy has increased from 64.2 in 2001 to 67.7 in 2010. The rate of malnutrition has also reduced. Steps have been taken to make these achievements sustainable through an integrated sector programme titled Health, Population and Nutrition Sector Development Programme- HPNSDP to be implemented from July 2011 to June 2016.****]***

Overall economic development of a country substantially hinges on human resource development. Human resource development is, therefore, considered as an integral part of world development agenda. Now in measuring the stage of development, human development is considered as an important yardstick. Regardless of the stage of development, people in any country must have the right to live a longer life, acquire necessary knowledge and access to resources. If rights are ensured in all these areas, people may get the opportunity to live a long, healthy and decent life. An educated, trained and healthy population can play an important role in improving the quality of life, reducing poverty and attaining sustainable economic growth. The development agenda of the present Government, therefore, reflects its commitment to human welfare. In fulfillment of this commitment, Bangladesh Government is continuing its development efforts for improving the living standards of the underprivileged and the poor.

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

Human Development and Public Outlay for the Social Sector

Expenditure on social sector helps generating productive assets (both financial and physical) for the poor, which in turn will help them to get rid of the vicious circle of poverty. Besides, the social sector does have the potentials for generating higher value addition to the economy through creation of increased opportunities for production, income and employment. Due to this overriding importance, all UN member countries in the World Summit on Social Development (WSSD), held in Copenhagen in 1995, reached a consensus that each member country should allocate at least 20 percent of the public outlay for social sector. Following the declaration, Bangladesh has been spending over 20 percent of the total public outlay in the social sector. The Government considers health and education sector as foundation for human development. Accordingly the highest allocation was given to education sector in the previous fiscal year. Similarly adequate provision has been made for the health sector in the current fiscal year. By adopting pragmatic programmes, the Government has been playing active role in improving the health and family planning indices; such as reducing fertility rate, child and maternal mortality rates; containing the spread of contagious diseases including TB and AIDS and increasing average life expectancy.

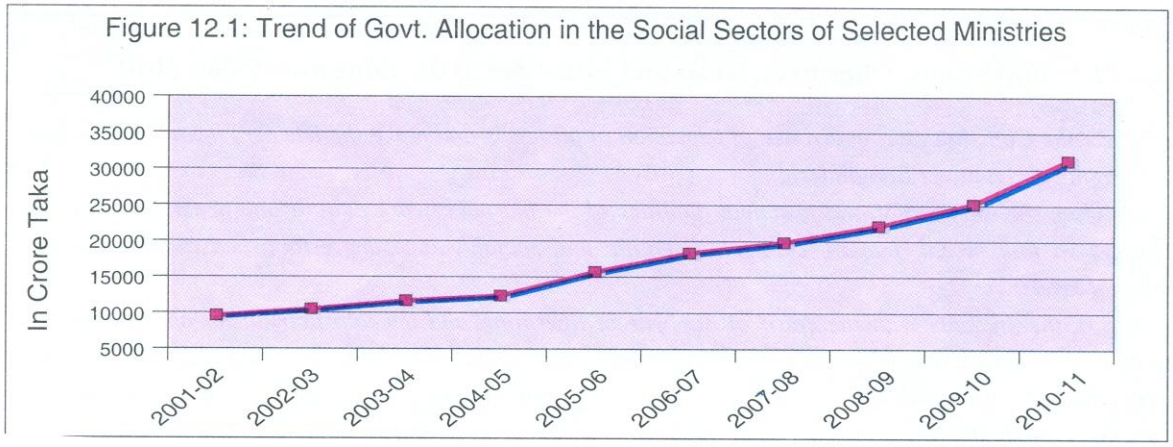
Table 12.1 and Figure 12.1 show the total allocation in development and non- development budget in the social sector during FY 2001-02 through 2010-11. It is evident from the statistics that the total allocation for the social sector in development and non- development budgets shows an increasing trend over the past decade.

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

(In Crore Taka)

Sector	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11
Education, Science & Technology	6063	6736	4878	7381	9373	11057	11654	12535	14387	18575
Health and Family Welfare	2649	2797	3445	3175	4112	4957	5261	6196	6980	7617
Youth, Sports and Culture	217	253	257	297	414	335	287	320	366	911
Labour and Manpower	133	70	56	90	106	96	119	120	44	67
Social Welfare, Women's Affairs and Liberation War Affairs	354	484	713	1152	1353	1468	2028	2396	3007	3499
Chittagong Hill Tracts Affairs	201	183	163	300	367	416	469	553	393	549
Total Allocation (Development and Non- Development)	**9617**	**10523**	**11697**	**12395**	**15725**	**18329**	**19818**	**22120**	**25177**	**31218**

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



Education and Technology

Education is the key to socio-economic development of a nation. It is also considered as one of the principal strategies of poverty alleviation and human resources development. A lot of activities has been taken up to build 'Digital Bangladesh' with the nurturing of the spirit of the Liberation war, exercising democratic values, spreading secular thinking by giving the top most priority to the education sector.

Education Policy 2010

One of the major milestones of the present Government is adoption of a comprehensive National Education Policy within a shortest possible time. The Policy has 24 targets, all of which are attributed towards introducing modern and work oriented education system as stipulated in the Election Manifesto 2008 and Vision 2021. The Policy has taken into account the comments, suggestions and advices of all the stakeholders including teachers, students, parents, educationists, politicians, businessmen, professionals. The policy broadly follows the directives of the Constitution and the pledges made in Election Manifesto 2008. It aims at developing the citizens as secular, creative, open-minded, rational, patriotic, and proactive. The basic aims, objectives, goals and principles of the Education Policy are as follows:

Box 12.1: Basic Aims, Objectives, Goals and Principles of the Education Policy 2010

- *to reflect the Constitutional guarantee of education at all levels and make the learners aware of freedom, sovereignty and unity of Bangladesh;*
- *to stimulate the intellectual and practical qualities of the learners, work culture and practical life of the learners so that moral, human, cultural, scientific and social values are established at personal and national levels;*
- *to inspire the students with the spirit of our war of liberation and develop patriotism, nationalism and qualities of good citizens (i.e, sense of justice, non-communalism, dutifulness, awareness of human rights, cultivation of free thinking and discipline, care for honest living, the tolerance of corporate life, friendliness and perseverance);*
- *to imbibe the citizens with the spirit of national history, tradition and culture;*
- *to foster creative and thinking capacities among the learners through a system of education that contains indigenous spirit and elements, which lead to a life-oriented development of the learners;*
- *to evolve an education process that is oriented to creativity, practicability and advancement in the economic and social fields of the country; to create a scientific mindset of the students and to develop in them the qualities of leadership;*
- *to remove socio-economic discrimination irrespective of race, religion and creed and to eradicate gender disparity; to develop global fraternity, non-communalism, friendliness, fellow-feeling and respect for human rights;*
- *to create unhindered and equal opportunities of education for all as per learners talents and aptitudes, irrespective of geographical, social and economical considerations to establish a society that is free from discrimination;*
- *to develop some uniform and basic ideas amongst all learners; to establish a sense of equal status amongst all citizens of the country to implement a uniform curriculum of certain basic subjects at the primary level schools of diverse delivery systems; to prescribe and ascertain the learning of some uniform textbooks to attain that, to initiate some method of teaching in some basic subjects at secondary level to achieve similar objectives.*

Primary and Mass Education

The Government is committed to ensure education for all by 2015. This is why Government is giving high priority to primary education, and accordingly it has been making increased allocation of resources to this sector. In the Revised Annual Development Programme (RADP) of FY 2010-11, an amount of Tk. 8001.67 crore has been allocated to the primary education sub-sector. The present Government is committed to ensure 100 percent enrolment of the children who have attained the age of attending schools by 2011 and to eradicate illiteracy by 2014. To implement these commitments, several programmes have been adopted. These include: increasing the number of students from 48.16 lakh to 78 lakh for giving stipend considering the poverty status of some region, school feeding programme, establishing school in the villages without school, and bringing all areas of the country under basic education programme. Much

importance has been given to access, quality, pre-primary and stipend issues of primary education and increase contact hour to ensure education for all. To achieve the targets set in the Millennium Development Goals (MDGs) the Government has undertaken the Stipend Programme, the *Reaching Out of School Children (ROSC) Project*, the *Basic Education for Hard-to-reach Urban Working Children Project* and the *Post Literacy and Continuing Education for Human Development Projects* and complemented the *Second Primary Education Development Programme (PEDP-II).*

In 1991, the total number of primary schools in Bangladesh was 49,539. At present, the number stands at 81,508 including the *madrasas.* 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 49.83:50.17. The ratio of female teachers has gone up following the provision for raising the percentage of female teachers to 60 percent. The number of female teachers has risen currently to about 57 percent in government primary schools. For the overall development of primary education, various development projects have been undertaken through which provisions of 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 achieved. As a result, significant achievements have been made in primary education. The following table shows students' enrolment rate and percentage of male-female students at primary levels from 2000 to 2009.

Table 12.2: Male-Female Enrolment at Primary Level (2000-2009)

(In Lakh)

Year	Total	Boys (%)	Girls (%)
2000	176.68	90.33 (51.1)	86.35 (48.9)
2001	176.59	89.90 (51.0)	86.69 (49.0)
2002	175.62	88.42 (50.3)	87.20 (49.7)
2003	184.31	93.59 (50.8)	90.72 (49.2)
2004	179.53	90.47 (50.4)	89.06 (49.6)
2005	162.25	80.91 (49.87)	81.34 (50.13)
2006	163.86	81.29 (49.62)	82.56 (50.38)
2007	163.13	80.35 (49.26)	82.78 (50.74)
2008	167.49	83.25 (49.70)	84.24 (50.30)
2009	165.39	82.41 (49.83)	82.98 (50.17)

Source: Ministry of Primary and Mass Education

Important Activities

- The *Second Primary Education Development Programme (PEDP-II)* 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, a 60:40 ratio of female to male is followed. The current ratio of female and male teachers is 57: 43 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 in phases.
- 33 lakh neo-literates of the country are being given various income generating training, based on local market demand.
- 1.66 lakh working children aged between 10-14 years in the six divisional cities are being given basic education and life-skill based practical training.
- Appointment of additional teachers for pre-primary class is under process.
- A terminal examination is being held in grade five country-wide since 2009 using the unique question paper.
- PEDP-III will be launching from FY 2011-12. Further more, *English in Action* project will be implemented in the primary school level for improving the quality of education in English.
- The number of stipend beneficiaries has increased from 48 lakh to 78 lakh following the coverage expanded well- beyond the existing coverage of 40 percent. School feeding programme in poverty-prone areas, introduction of pre-primary education, establishing learning centre in *char, haor-baor* areas and bringing all the *upazilas* of the country under basic education are under process.
- Management, registration principle and policy guidelines to establish primary school through non-government initiative have been issued to make the establishment and management conditions of non-government primary schools easier. Moreover, a policy guideline has been issued for paying 100 percent of basic salary of the teachers of registered non-government and community primary schools. Educational quality of those two types of schools will be enhanced through this policy.

Physical Infrastructure Facilities

Infrastructure plays a great role in the qualitative development of primary education. In FY 2010-11, reconstruction of 1,016 government and 122 registered non-government primary schools was completed; reconstruction and extension of another 165 and 676 government and registered non-government schools respectively are in progress. Construction of a total of 41,000 additional classrooms has been completed under PEDP-II upto June 2011. Arsenic free tube-wells have been sunk in 1,814 schools and 3,658 toilets have also been constructed in different schools. Construction of 233 primary schools-cum cyclone shelters has also been completed.

Terminal Examination and Scholarship

Since 2009, terminal examination in Gerade V is being held using a unique question paper throughout the country. *Ebtedayee Madrasas* have been included under terminal examination from this year for the first time. A total of 19.40 lakh candidates appeared in the examination in 2010 and the passing rate was 92.34 percent. Total candidates from *Ebtedayee Madrasas* in terminal examination were about 2.65 lakh and the passing rate was 83.93 percent. As many as 20 thousand talent pool and 35 thousand general scholarships have been awarded among the students on the basis of the result of the terminal examination without taking any separate scholarship examination like previous years. On the other hand, learning opportunities have been created for the working children of the urban and rural areas of the country. Special scholarships are given to the meritorious working children studying at the *Shishu Kallyan* 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 had the opportunity 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 2008-13 has been implemented at an estimated cost of Tk. 3900.26 crore, entirely funded by the Government of Bangladesh. The project covered 48.16 lakh students. Under the guidelines of the project, a poor family receives a stipend of Tk. 100 per month for sending one child to the school and Tk. 125 per month for sending more than one child. At present, the number of stipend beneficiaries has increased from 48 lakh to 78 lakh following the coverage expanded well- beyond the existing coverage of 40 percent.

Free Book Distribution

The Government has been distributing books free of cost among the students of the primary schools at the beginning of every year. In the previous year, students got 50 percent new and 50 percent old books. From the year 2010, 100 percent new books were distributed at free of cost to the students. About 7.80 crore and 9.09 crore books were distributed in the academic year 2010 and 2011 respectively.

Teacher Recruitment

With a view to ensure quality primary education, the programme of teacher recruitment against the vacant posts and creating posts in government primary schools is in progress.To increase the participation of women in primary education, 60 percent of the posts of teachers have been reserved for female candidates. As a result, the percentage of female teachers in the government primary schools is increasing day by day. As many as 45,000 assistant teachers have been recruited under PEDP-II using the resources from the non-development budget.

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* and *Basic Education for Hard-to-Reach Urban Working Children Project (2nd phase)* etc. The *Reaching out-of-school children (ROSC)* project is being implemented with an estimated cost of Tk. 684.32 crore over 89 selected *upazilas* of the country, to include the out-of-school children and drop-outs in the primary education system. Under this project, as many as 7.5 lakh deprived children will get the opportunity of receiving primary education during the period from 2004 to 2013. In the meantime, approximately 22 thousand learning centres have been opened, and approximately 7.5 lakh children are receiving education. The estimated cost of *Basic Education for Hard-to-Reach Urban Working Children Project (2nd phase)* is Tk. 267.93 crore and the project will be distributed over a period from July 2004 to April 2012, with the financial assistance of UNICEF. The target group of the project is the working children and adolescents of six divisional cities of the country. Basic education programme is being implemented to cover 1.16 lakh learners through its 6,646 learning centres in four phases. Besides, the life skill training is being imparted to one thousand learners.

Secondary and Higher Secondary Education

New buildings are being constructed and the existing buildings are being repaired and maintained in the schools, colleges, *madrasas* and technical education institutions throughout the country. More emphasis has been given on improving rural educational institutions to reduce rural-urban divide. Various projects have been undertaken with the assistance from development partners for the qualitative improvement of education. Many important activities like modernisation of curriculum, teachers' training and reforms in the assessment and examination system are being initiated under these projects. Decentralisation of education administration, school based assessment; performance based incentive for the teachers, students and institutions has been introduced under World Bank assisted *Secondary Education Quality and Access Enhancement Project (SEQAEP)*. IT based model school and *madrasa* are being established under *Secondary Education Sector Development Project (SESDP)*. IT based mobile van has been introduced in backward and remote schools and laptops have been distributed to 568 schools. The Government is revising curriculum of primary and secondary education in line with the present demand and linking it with the job opportunity. The revised curriculum includes among others authentic history of the liberation war for the new generation, environment protection, and women empowerment and information technology.

Technical Education

Only 3-4 percent of the total student of secondary and higher secondary level are included in the technical and vocational education. Providing technical education to youth force of the country is considered as one of the effective strategies for attaining Millennium Development Goals and National Development Goals. Against this background, the vocational courses have been introduced in secondary and higher secondary level education including *madrasas*. Constant with the national and international labour market demand

trade courses for young members of non-affluent families have been included in the technical education curriculum. A project has been undertaken to establish 5 technical schools in each of the 7 Divisions of the country. Two projects namely *Skills Development Project* and *Skills and Training Enhancement Project (STEP)* have been undertaken for the development of technical education sub-sector. The capacity of the management of the training centres and the quality of technical and vocational education will be strengthened and enhanced under STEP project. 10 modern language training centres have been established in the divisional headquarters of the country offering communicative language courses on English, Arabic, Korean and Malay for the doctors, nurses and unemployed persons interested in taking up overseas employment.

Higher Education

The Government has undertaken a programme for increasing the access and enhancing quality in higher education through the University Grants Commission (UGC). Different types of infrastructures including new academic buildings, residential buildings for teachers, students, officials and other employees have been built under various development projects. Three new universities, under public sector, have been established in Rangpur, Jessore and Pabna and establishment of two more universities in Barisal and Gopalganj are in progress. This may reduce the regional disparities in higher education. As the public universities are not adequate in numbers to accommodate the students seeking admissions into higher studies, the Government is welcoming the private sector to come forward by enacting a law titled 'Private University Act, 2010' in the Parliament. Consistent with the law, an Accreditation Council and two sets of rules for Distance Education Programme and Cross Border Higher Education (CBHE) are being formed.

***Madrasa* Education**

The strategy for the modernisation and development of *madrasa* education has been specified in the 'Education Policy,2010'. It emphasised necessary reforms and development of infrastructural facilities consistent with the current demand. A total of 290 *madrasas* including 250 at the *Dakhil* stage, 30 at the *Alim* stage and 10 at *Fazil* stage have been brought under MPO. Junior *Dakhil* Certificate Examination has been introduced in 2010. In addition, *Dakhil* Examination with creative question paper has been introduced in 2011 to ensure quality in *madrasa* education. A process has been initiated for establishing a separate Directorate of *Madrasa* Education.

ICT in Education

As part of the process of introducing ICT in education, textbooks for secondary schools have been published on the web-site. Laptops and multimedia projectors are being distributed in the educational institutions to practice ICT based classroom teaching. 17 mobile ICT Labs have started providing computer knowledge to the students of the educational institutions of the remote areas of the country. Online registration has been introduced to simplify the registration of secondary and higher secondary level students from 2010. Shahjalal University of Science and Technology has started receiving first year

admission application using mobile phone technology. Similar process will be introduced in other universities. Steps have been taken for online admission of first year students under National University. 128 ICT Resource Centres will be established throughout the country. With a target of establishing an Education Research Network with different countries of the world, an initiative has been taken to establish link with Trans Eurasia Information Network (TEIN). With a view to making an ICT based education system, a plan has been worked out to distribute laptops, multimedia projectors and internet modems among 20,500 educational institutions under *Introduction of ICT based Education in Secondary and Higher Secondary Level* project.

Female Education

Bangladesh is the only country in South Asia except Sri Lanka that achieved gender parity both in primary and secondary education level. Female education has been encouraged to empower women and to increase their involvement in the socio-economic activity by providing stipend to the female students studying at secondary and higher secondary level, financial support to purchase books and for paying fees of the public examination under the development projects. Girls' education is free up to higher secondary level. The coverage and the amount of general scholarship for the meritorious students and scholarship for technical and vocational education have been enhanced reasonably. Textbooks have been distributed at free of cost to the secondary level students like primary level students. It has been planned to make girls education free up to degree level.

Reform Activities to Improve the Quality of Education

National Teachers Registration and Certification Authority (NTRCA) have been working to ensure recruitment of quality teachers in the non-government educational institutions. NTRCA is providing certificates to the eligible candidates through regular selection process among the interested candidates for non-government schools and colleges. As of now about 98 percent of the educational institutions are non-government. The absence of quality teachers in the non-government schools and colleges is a barrier to quality education in these institutions. Training opportunity has therefore been extended to the teachers of non-government institutions. The selection of non-government institutions for government subvention (MPO) is being made on the basis of performance of the institutions. The Secondary School Certificate (SSC) examination with creative structured question paper has been initiated. Junior School Certificate (JSC) examination after Grade-8 has been introduced as public examinations. School based assessment has been introduced on a pilot basis for the qualitative improvement. BANBEIS conducted a countrywide education survey and published 'Educational Statistics 2009'. 'Education Statistics 2010' is also in the process of publication. The countrywide education survey could help in constructive and methodical education planning. The revamping of the whole education system has begun in light of the National Education Policy and Election Manifesto of the present Government. Each of the educational institutions has received textbooks in time at free of cost because of effective monitoring and management. An amount of Tk. 550 crore has been spent to distribute 23 crore textbooks at free of cost. Steps will be taken to extend primary education up to Grade-8 and secondary education up to Grade-12 as per direction of the Education Policy.

Salary Subvention for the Teachers and Employees of the Non-Government Education Institutions

MPO subvention has been provided to 16,091 lower secondary and secondary schools, 2,363 colleges and 7,597 *madrasas.* The number of MPO assisted non-government institutions are 27704 including vocational institutions and Business Management (BM) Colleges. The number of teachers and staff in these institutions are 369,860 and 1,12,603 respectively. The Government provides 100 percent of the basic salaries to these teachers and staff; house rent and festival allowances are also given to the MPO listed teachers and staff.

Table 12.3: Number of Teachers and Staff in Private Institutions

Type of Institution	No. of Institution	No. of Teacher	No. of Staff
Junior High School	3,342	21,774	7,881
High School	12,749	1,52,791	47,681
Dakhil Madrasa	5,364	73,512	16,543
Alim Madrasa	1,106	20,942	3,484
Fazil Madrasa	982	21,561	5,895
Kamil Madrasa	145	3,963	1,353
Intermediate College	1,437	29,659	10,172
Degree College	926	34,261	12,339
SSC (Vocational)	924	8440	4241
BM College	729	2,957	3054
Total	**27,704**	**3,69,860**	**1,12,603**

Source: Ministry of Education

Health Sector Development

Family Welfare Programmes

Since 1965, the Government has been conducting family planning programmes. As a result, the rate of use of family planning or birth delaying methods has increased to 55.8 percent from 7.3 percent in mid 1970s (BDHS 2007). The total fertility rate per women declined from 6.3 in 1971-75 to 2.7 in 2007(BDHS 2007). A recent report on Maternal Mortality and Health Care Survey 2010 shows that maternal mortality per thousand live births in Bangladesh declined to 2.16 in 2010 from 3.2 in 2001. In order to contain the rate of population growth for sustainable development, the Government has drafted a National Population Policy in the light of concepts of International Conference on Population and Development (ICPD), Poverty Reduction Strategy (PRS) and Millennium Development Goals (MDGs). The said draft has been posted on website for public opinion.

Since the last decade, the Government has been implementing planned actions to ensure health service delivery to every citizen along with expansion and modernisation of health services. As a result, remarkable progress has been made in this sector, such as reducing Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR), preventing communicable diseases, raising the nutritional status and life

expectancy at birth and also reducing the population growth rate. Table 12.4 shows the trends in health indicators from 2001-10.

Table 12.4: Recent Trends in Health Indicators

Indicator	Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Crude birth rate (per 1000)	National	18.9	20.1	20.9	20.8	20.7	20.6	20.6	20.5	19.4	19.2
	Urban	13.6	16.6	17.9	17.8	17.8	17.5	17.4	17.2	16.8	17.1
	Rural	20.7	21	21.7	21.6	21.7	21.7	22.1	22.4	20.4	20.1
Crude death rate (per 1000)	National	4.8	5.1	5.9	5.8	5.8	5.6	6.2	6.0	5.8	5.6
	Urban	4.3	3.8	4.7	4.4	4.9	4.4	5.2	5.1	4.7	4.9
	Rural	5.2	5.4	6.2	6.1	6.1	6	6.6	6.5	6.1	5.9
Average age at marriage	Male	25.8	25.6	25.2	25.3	23.2	23.4	23.4	23.6	23.8	23.9
	Female	20.4	20.6	20.4	19.0	18	18.1	18.4	19.1	18.5	18.7
Population per doctor		3811	3590	3532	3137	3261	3110	2991	2860	2832	2785*
Average life expectancy (year)	National	64.2	64.9	64.9	65.1	65.2	65.4	66.6	66.8	67.2	67.7
	Urban	66.4	67.2	67.6	67.8	67.9	68	68.1	68.3	68.7	68.9
	Rural	63.2	64.4	64.3	64.3	64.5	64.6	66	66.2	66.9	67.4
Child mortality rate (neonatal, <1) per 1000	National	56	53	53	52	50	45	43	41	39	36
	Urban	43	37	40	41	44	38	42	40	37	35
	Rural	60	57	57	55	51	47	43	42	40	37
Child mortality rate (1-4 years) per 1000	National	4.1	4.6	4.6	4.5	4.1	3.9	3.6	3.1	2.7	2.6
Maternal mortality rate per 1000	National	3.2	3.9	3.8	3.7	3.5	3.4	3.5	3.5	2.59	2.16
	Urban	2.6	2.7	2.7	2.5	2.75	1.96	2.2	2.4	1.79	1.78
	Rural	3.3	4.2	4.0	3.9	3.58	3.75	3.9	3.9	2.85	2.30
Contraceptive users rate (%)		53.9	53.4	55.1	56	57	58.3	55	52.6	56.1	56.7
Fertility rate per women		2.6	2.6	2.6	2.6	2.5	2.41	2.4	2.3	2.15	2.12

Source: Bangladesh Bureau of Statistics; Sample Vital Registration System (SVRS), 2009; Health Bulletin, MIS; Health Economics Unit, Ministry of Health and Family Welfare . *Health Bulletin 2010., DGHS; Bangladesh Maternal Mortality and Health Care Survey 2010, DGHS.

Budgetary Allocation

In FY 2010-11, 20 projects including one Sector Programme (HNPSP), 11 Investment Projects, 04 JDCF projects, and 04 Technical Assistance projects have been taken up by the Ministry of Health and Family Welfare. A total of Tk. 2735.52 crore has been allocated in the RADP of 2010-11 (GOB: Tk. 1552.34 crore, PA: Tk. 1183.18 crore) to implement these programmes.

Health, Nutrition and Population Sector Programme

To achieve the Millennium Development Goals (MDGs), to implement Poverty Reduction Strategy (PRS) and to accelerate family welfare, reproductive health, and maternal and child health programmes the Government implemented the second sector wide programme titled *Health, Nutrition and Population Sector Programme (HNPSP)* from 2003 to 2011 at an estimated cost of Tk. 37,384.11 crore (GoB: Tk. 27,116.76 crore; PA: Tk. 10,267.35 crore.) In continuation of this, the next sector programme *Health, Population and Nutrition Sector Development Program (HPNSDP)* from July 2011 to June 2016 is under

process of approval with an estimated cost of Tk 23,000 crore. With the aim to provide health, family welfare and nutrition services, by keeping the community clinics serviceable, this programme will make primary health care accessible to the rural community. Besides, three tiered *Upazila* Health Management System will be developed with the aim of strengthening Community Clinics at the community level, Union Health and Family Welfare Centre at union level, and *Upazila* Health Complex at *upazila* level. A referral system will also be developed within these facilities. To establish a continuum with the district level, District Health Management System will be introduced. Further, nutrition related services will be brought under the mainstream health services. In addition, piloting of health insurance scheme is under active consideration of the Government to ensure quality health services for the poor patients.

Community Clinic

In 1998, the Government took an initiative to set up community clinics at village/ward level to make health and family welfare services available at the doorsteps of rural population through essential service package at a selected centre. Following this, as many as 10,723 community clinics were established in FY 1999-01, of which 8,000 clinics started functioning. However, services from these clinics were suspended during 2002-08. Subsequently in 2009, with the view to revitalizing community clinics, a five-year (2009-14) development project *Revitalization of Community Health Care Initiative in Bangladesh (Community Clinic Project)* was approved. Appointment of 13,500 Community Health Care Providers (CHCP) to serve the community clinics under this project is awaiting finalisation.

Health Service

In the rural areas, with the assistance of field workers, a number of programmes continue to help eliminate diseases like diarrhea, malaria, filaria and, tuberculosis (TB). The distribution of anti-helminthes is also going on along with the immunisation programme. 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 like dengue, swine flu and SARS are under control. Through DOTS programme, detection rate of the smear positive tuberculosis of lung is 100 percent. Besides this, complete cure rate is now 91 percent. Diseases like filaria and malaria is expected to be eliminated by 2015.

Extended Programme on Immunisation (EPI)

The Government is providing preventive health care for the children under EPI Programme in order to ensure primary health care service. The ongoing EPI programme to control preventable diseases like diphtheria, whooping cough, tetanus, TB, measles, Hepatitis B and to eradicate Polio has made remarkable progress. Full immunisation coverage for children less than one year has increased to 82 percent and for children less than two years, the coverage is 92 percent. The immunisation coverage for major life threatening diseases are as follows: BCG-99 percent, DPT-3.97 percent, Polio 3.95 percent, Hepatitis-B -3.95 percent, Measles-96 percent (source: Bangladesh EPI CES 2009).

Reproductive Health Programme

Under the *Maternal Health Voucher Scheme*, vouchers have been distributed among 5,60,527 persons in 53 *upazila* of 41 districts up to December 2010. Cesarean section operations have been performed at the *upazila* level on 34,582 poor, destitute pregnant mothers who received the vouchers. Obstetric care activities have been expanded to different *upazilas* and district hospitals.

Medical Education

The number of students admitted in the MBBS course in the academic session 2010-11 has been increased to 2494 (including Armed Forces Medical College Hospital) in 18 public medical colleges. Opportunity of getting medical education has been expanded. Post graduate courses have been introduced not only in specialised institutes but also in medical colleges. Medical education curriculum has been updated to make it people-oriented. In addition, medical education through private initiative is being encouraged. 7 new Institutes of Health Technology have been established to expand the opportunities so as to increase the number of medical assistants. To ensure admission of meritorious students in public and private medical colleges, unified admission test is being conducted and a single merit list is published.

Nursing Services

A separate Nursing Directorate under the Ministry of Health and Family Welfare was established in 1977 to improve management and overall development of nursing services in Bangladesh. Since its inception, areas of responsibilities of the Nursing Directorate have been expanded substantially. Currently, there are as many as 26,644 nurses registered with the Bangladesh Nursing Council. Among them, 15,076 professional nurses have been serving the government under the Nursing Directorate and around 10,000 nurses are working in the private sector. There are 43 Government Nursing Institutes, 7 basic nursing colleges and 1 post basic nursing college under the Nursing Directorate. Besides, there are 26 private Nursing Institutes, 9 nursing colleges and 5 post basic nursing colleges in the country. The Government has taken different initiatives for the development of nursing services. As many as 1747 nurses have been appointed against the 2620 vacant posts of senior staff nurses in different hospitals. Steps have been taken to establish a MSC nursing college at Sher-e-Bangla Nagar, Dhaka with a view to increase the number of experienced nurses.

Pharmaceutical Industries

Good Manufacturing Practice (GMP) in pharmaceutical industries helps to produce good quality medicine of international standard. Currently, Bangladesh is exporting 182 brands of medicines and raw materials to 73 countries including USA and UK. Almost all essential drugs are now manufactured in the country. Currently, a total of 255 allopathic manufacturing units are producing 18,687 brands of medicines and raw materials worth Tk.6,000 crore annually. More than 97 percent of the total domestic requirement is met by local production. Again, a sizable quantity of *Unani*, *Ayurvedic* and *Homoeopathic* medicines are also being produced in the country with significant contribution to the healthcare sector of the country. Considering the rising demand, the Government is committed to ensure the quality of pharmaceutical products manufactured domestically and the Directorate of Drug Administration has, therefore, been

upgraded into Directorate General of Drug Administration. There are two public pharmaceutical laboratories for the analysis of the quality of drugs. A plan has been taken up to establish one more modern and self contained laboratory very soon. Re-evaluation of drug list and the drug price policy act are being amended to make the essential drugs available at affordable price to the marginal users. Steps have been taken to modernise the drug testing laboratory under the Institution of Public Health by bringing it under the supervision of the Directorate General of Drug Administration. A decision is made to name this laboratory as National Control Laboratory (NCL). Beside this, establishment of an API (Active Pharmaceutical Ingredient) park is under implementation to encourage the national and international entrepreneurs engaged in producing the raw materials of drugs.

Private Health Sector

Participation of private sector in health and curative sector is gradually increasing. To encourage private investments, the Government is extending various incentives including financial assistance. At present, there are 44 private medical colleges, 12 dental colleges, 2,501 private hospitals and clinics having 42,327 beds in the country. The involvement of NGOs is also remarkable in health service delivery. A good number of NGOs are working in the field of preventing HIV/AIDS and improving nutrition under HNPSP. There are 52 approved Institutes of Health Technology which provide trained human resources. Currently, 41 blood banks are functioning in Bangladesh.

Ministry of Women and Children Affairs (MoWCA)

The Ministry of Women and Children Affairs is playing a pioneer 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. Among these programmes *Vulnerable Group Development (VGD)* programme, *Vulnerable Group Development for Ultra Poor (VGDUP), Policy Leadership and Advocacy for Gender Equality (PLAGE-II), Early Learning for Child Development Project (ELCD)* are noteworthy. Projects and programmes like hostels for working women, day care centres, distribution of sewing machine, widow allowance programme etc are playing positive role for the advancement of women. Department of Women Affairs in 64 districts and 412 *upazilas*, *Jatiyo Mohila Sangstha* in 64 districts and 48 *upazilas* and Bangladesh *Shishu* Academy in 64 Districts are implementing various programmes. Through these projects and programmes, the Ministry of Women and Children Affairs aims to ensure active participation of women in the mainstream socio-economic activities including their empowerment.

Budgetary Allocation

In the FY 2010-11, the Ministry of Women and Children Affairs undertook 18 projects for the development of women and children. A total of Tk. 20,541.50 crore has been allocated in the RADP of 2010-11 (GOB: Tk. 4778.50 crore, PA: Tk. 15763 crore) of which Tk. 18102.93 crore was utilised up to June 2011 which is 88.13 percent of the total allocation.

Some Important Initiatives for Women Development

The Ministry of Women and Children Affairs has taken up several important initiatives for overall socio economic development. These include, *inter alia*, the following:

- The project titled *Development of Training Programme in Women Training Centre (WTC)* at District Level- aims to upgrade the existing women training centers (WTC) at 64 District Women Affairs offices to facilitate capacity building as well as skill development through training of the poor women of age group 16 to 45. A total of Tk. 156.43 lakh has been allocated for FY 2010-11.
- The aim of the project titled-*Training for Disadvantaged Women on Ready Made Garments (RMG) at Shahid Sheikh Fazilatunnessa Mujib Women Training Academy, Jirani, Gazipur* is to develop the poor and disadvantaged women as skilled human resources through ready made garments training. A total of 192 numbers of poor and disadvantaged women will get the ready made garments training under this project. An amount of Tk. 180 lakh has been allocated in the FY 2010-11.
- The project titled *District Based Women Computer Training (2nd Phase)* is implementing by *Jatiyo Mohila Sangstha* to cope with the increasing demand for information and communication technology (ICT). The project is scheduled to be implemented from July 2008 to June 2012 with an estimated cost of Tk. 1675.47 lakh. Under this project, computer training centres have been established in 30 district towns. As many as 4800 women are targeted for imparting computer training in a year. An amount of Tk. 242 lakh has been allocated in FY 2010-11 for this project.
- *Jatiyo Mohila Sangstha* is implementing the *Urban Based Marginal Women Development Project* from October 2008 to September 2013 with an estimated cost of Tk. 1881.96 lakh. During the project period, as many as 27,600 poor and unemployed women of urban areas will be given skill development training and financial assistance up to Tk. 10,000-30,000 as loan. An amount of Tk. 189 lakh has been allocated in the FY 2010-11 for this project.
- The specific objectives of *Promotion of Women Entrepreneurs for Economic Empowerment (2nd Phase)* project from July 2010 to June 2015 are to promote 7,750 women and empower them through vocational and management training. An amount of Tk. 97.50 lakh has been allocated in the FY 2010-11 for this project.
- Department of Women Affairs (DWA) has an *Employment Information Centre*, where educated, skilled and unskilled women are registered according to their qualification. From July 2010 to February 2011, about 298 women have been registered and 580 applications have been sent out to different job agencies. Out of them 106 women got the job opportunities.
- *Jatiya Mohila Sangstha* has been imparting skill development training to the poor, backward and unemployed women for their self-employment and economic emancipation. In this direction they are given training in tailoring, embroidery, block batik and tie-die printing, leather crafts. This programme has been going on at the JMS head office and its district and *upazila* branches under the revenue budget.
- *Promotion of Gender Equality and Women's Empowerment (PGEWE)* project is being implemented by MoWCA from April 2006 to 2012 with a view to reducing gender discriminatory

practices and empowering women and girls to make decision about reproductive health. An amount of Tk. 480 lakh has been allocated in FY 2010-11.

- *Policy Leadership and Advocacy for Gender Equality (PLAGE –II)* project made significant progress in institutionalising gender mainstreaming in project/programme planning and budgeting through enhancing capacity of partners and implementing project activities in close collaboration with partners. These efforts were complemented with booklets, guidelines and training/TOT manuals and development of a core group of trainers. With a view to mainstreaming gender responsive planning, it has been included in the curriculum of National Academy for Planning and Development (NAPD).
- *Multi-Sectoral Programme for Violence Against Women* is being implemented to provide all required services for women victims on 'one-stop service' basis at eight OCCs which have been established in Dhaka, Rajshahi, Chittagong, Sylhet, Barisal, Khulna, Rangpur and Faridpur Medical College Hospitals under the *Multisectoral Programmes for Violence Against Women* of the Ministry of Women and Children Affairs. The OCCs provide health care, police assistance, DNA test, social services, legal assistance, psychological counseling and shelter service etc. Since beginning a total number of 12125 women and children received services from these OCCs.
- Recently, Department of Women Affairs has introduced *E-Service Program* at *upazila*, district and divisional level including the head office. This will contribute in reducing women's poverty, promoting women's empowerment and violence against women. It will also reduce extra work load and paper based communication cost of Department of Women Affairs. The commencement date of the programme is February 2011 and the expected date of completion is June 2013. The total estimated cost of the programme is Tk. 584.94 lakh. An amount of Tk. 47.37 lakh has been allocated in FY 2010-11.
- Legal assistance is provided to all oppressed, destitute, abused women through the *Cell for the Prevention of Violence against Women*. From July 2010 to February 2011 this cell received 772 complaints, of which 110 cases have been resolved.

Some Important Initiatives for Child Development

In order to protect child rights and to ensure children welfare, the Ministry of Women and Children Affairs is implementing various projects and programmes which include among others the following:

- *Early Learning for Child Development* project is being implemented by Bangladesh *Shishu* Academy in 64 districts to enhance age befitting interactive care and early learning activities for children aged 0-5 in safe child friendly learning environment in centres, homes, and communities. The project aims to develop children's cognitive, emotional and linguistic abilities to communicate, socialise and learn so that they become better prepared for school. Through this project 2486 pre-primary education centers are functioning. All over the country, 4 lakh children of 5 years have been provided with pre-primary education through 8,058 centres. Child development program has been revised for the age group 3-4 years and education and sports package has been prepared for 5-6 years old children. ECD network has been established with

more than 200 government and non-government organisations. An amount of Tk. 1272 lakh (GOB: Tk.72 lakh, PA: Tk.1200 lakh) has been allocated for FY 2010-11 for this project.

- The Project titled *Capacity Building for Monitoring Child Rights* was implemented during March 2007 to December 2011 to strengthen the institutional arrangement of Ministry of Women and Children Affairs for policy analysis, effective coordination, reporting and monitoring the establishment of the children's and women's rights as per the National Plan of Action for Children and the Convention on the Rights of the Children (CRC). The Project will establish a resource centre and knowledge management system in MoWCA to support institutionalisation of a decentralised coordination mechanism for planning and monitoring of child rights at sub-national levels and strengthen District CRC Fora.
- A technical assistance project *Sisimpur Outreach Project* has been undertaken by the Ministry of Women and Children Affairs with the support of USAID for enhancing opportunities and meeting educational need of children. An amount of Tk. 750 lakh has been allocated in FY 2010-11.

Social Welfare

The overall socio-economic development of the destitute, poor and left-out segment of the society is an important indicator of national progress. The Ministry of Social Welfare is working for poverty reduction, human resource development and other development activities for rehabilitation of the neglected segment of population along with the persons with disabilities (PWDs), orphans, destitute, poor and helpless. Among the programmes being implemented, correctional services for juvenile delinquents, training and rehabilitation of the socially disadvantaged women, training and rehabilitation of orphans, control and rehabilitation of vagrants, safe custody for women, children, adolescent, destitute and helpless are important.

Welfare and Service Delivery Programmes

Financial assistance, psychological counseling and treatment aid are provided for the poor and destitute patients under hospital social service programme. In FY 2010-11, as many as 41,3470 poor persons received such services and the total number of beneficiaries stood at 27.61 million since the inception of 89 Hospital Social Services units. Under the integrated education programme, visually impaired students get educational facilities along with the normal students in the local educational institutions. The number of beneficiaries under this programme is 1128. Moreover, a plastic goods production centre is functioning by the physically handicapped people. The Government has installed a mineral water plant which produces mineral/drinking water and bottled with the brand name *Mukta*. There is an increasing demand for the *Mukta* mineral water in the market.

Addressing the Social Disintegration Programmes

With a view to preventing juvenile delinquencies and rectifying juvenile delinquents by making them law-abiding citizens, correctional services are now in operation. Under this programme 3 Juvenile development centres are functioning. The total numbers of beneficiaries are 14,824 under this

programme. These centres are guided by the provision of Children Act, 1974 and Children Rules, 1976. Another correctional programme named as Probation and After Care Services provides correctional facilities for the first offenders. The total number of beneficiaries stands at 12,236 and 37,018 persons respectively since inception. The Department of Social Services (DSS) is running 6 *Sharkari Ashroy Kendra* for the vagrants are also providing training and rehabilitation services. To keep them in a separate and congenial environment apart from jail, DSS has established 6 safe homes for the women and adolescent girls.

Training, Research, Evaluation and Publication Programme

The Department of Social Services provides in-service training facilities through one National Academy and six Regional Training Centers for about 11000 officer/staff members. Moreover, DSS publishes a good number of books, implementation manual/guidelines, booklets, brochures, and prospectus on various programmes regularly.

Human Resources Development Programmes

There are 85 state orphanages (*Sharkari Shishu Paribars*) under the Department of Social Services for providing subsistence, education, training and rehabilitation of orphans. The Government has allocated Tk. 420 millions as grants for non government orphanages at the rate of Tk. 700 per head every month in FY 2010-11. A number of 48,390 orphans have been benefited through this grant in the same period.

Ministry of Youth and Sports

Youth Development

Youths are the main driving force of the socio-economic development in our country. One-third of the total population of the country represents youth and therefore, the country's progress and development are largely dependent on development of its youth-folk. The Department of Youth Development (DYD) is implementing different programmes to make the youth self-dependent through training. The department has imparted skill development training to 36.58 lakh male and female youth since its year of inception (1981) to June 2011 on various trades under different completed and on-going projects. Among them, as many as 19.84 lakh young people have already become self-employed as on June 2011. An amount of Tk. 995.25 crore had been distributed as soft loans under the Department's credit programme to 7.58 lakh beneficiaries since its inception till June 2011.

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 & Gopalgonj had been chosen for pilot programme. A total number of 26897 unemployed youths were imparted training in Kurigram, 9,233 in Borguna and 13,417 in Gopalganj district. Of them 19148 youths were employed in Kurigram, 9203 in Borguna and

12,953 in Gopalganj district up to June 2011. In FY 2010-11 an amount of Tk.190 crore had been allocated for this programme.

The DYD is working for the advancement and expansion of Information Technology (IT). Educated youths are being provided training by 70 centres across the country on computer basics, graphic design and internet usage in 64 districts. Till June 2011, a total of 1,04,937 youths have been provided training on IT. To establish a programme based networking between the DYD and the youth clubs/organizations, a project is being implemented. Self employment and skill development training programmes will be organised for 7,20,000 unemployed youths. Out of them 3,60,000 unemployed youths have been imparted self employment training up to June 2011. To make youth related information available, a data-base for trained and self-employed youths, micro credit and employees of DYD have already been developed. Besides, internet connection is being installed in 64 districts and 476 *upazilas* along with the headquarters of DYD.

In the FY 2010-11 an amount of Tk. 3 lakh has been sanctioned to 36 youth organisations as grant from revenue budget. Under the credit scheme of the Department, an amount of Tk. 995.25 crore has been disbursed as loan and an amount of Tk. 872.27 crore has been released upto June 2011.

Sports Development

Young generation and people as a whole achieve physical and mental well being by means of games and physical education. This has immense implications on proper discipline, sound health, dynamic leadership and standard ethics in national life. The contribution of sports towards human resource development is well recognised. In spite of resource constraints, the Government has undertaken and implemented a number of development projects to promote sports.

Budgetary Allocation

An amount of Tk. 298.23 crore has been allocated in the RADP of FY 2010-11 to implement 17 projects of four departments under the Ministry of Youth and Sports. Tk.288.27 crore was spent upto June 2011 which is 96.66 percent of the total allocation.

Ministry of Cultural Affairs

The history, civilization, 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.

Bangladesh *Shilpakala* Academy is playing a very important role for preserving, developing, promoting and encouraging national culture through fine arts, drama, music and other forms of performing arts. *Bangla* Academy, Public library and National Book Centre are working to nurture and promote *Bangla* literature by publishing research works, books, and journals. The National Museum preserves and exhibits the rich cultural heritage of Bangladesh. The Copyright Office is working to protect creative intellectual property rights from piracy. The Department of Archaeology preserves historical sites and exhibits the

antiques. Bangladesh *Lok O Karushilpo* Foundation is engaged in preserving the heritage of folk culture of the land. Ethnic Cultural Institutes have been established in each of Khagrachari, Bandarban,Rajshahi, Mowlvibazar and Birishiri of Netrokona district. In addition, *Rakhain* Cultural Institute has been established at Ramu, Cox's Bazar for restoration and development of *Rakhain* culture.

Budgetary Allocation

In order to promote culture and preserve the cultural heritage, an allocation of Tk. 78.02 crore was made in the RADP of FY 2010-11 for 15 development projects under the Ministry of Cultural Affairs. A special allocation of Tk. 100 crore was made to preserve and restore our cultural heritage. For the promotion of cultural activities, an amount of Tk. 65.20 crore has been allocated against 38 programmes under revenue budget.

Ministry of Labour and Employment

The Ministry of Labour and Employment plays a vital role in developing skilled manpower by creating training facilities. It deals with the trade union activities in the country, resolves labour unrest, and promotes labour welfare by imparting skill development training to make them capable of working abroad as skilled labourers. The Department of Labour is taking different welfare measures for industrial workers employed in different industries and factories of the country. Under this department 30 labour welfare centres are functioning in major industrial belts of the country for rendering educational, recreational and medical facilities to the workers. There is a population welfare unit under this department which encourages and motivates industrial workers to accept family planning methods. The Ministry of Labour and Employment has been implementing projects to eradicate child labour from both the formal and informal sectors. Currently, a project titled *Eradication of Hazardous Child Labour in Bangladesh (3rd phase)* is being implemented by the ministry with the aim of taking out 50,000 child labourers from different hazardous sectors.