

THE PLEXUS

87th Senior Staff Course
11 July 2018-03 September 2018



Bangladesh Public Administration Training Centre
Savar, Dhaka, Bangladesh

THE PLEXUS

87th Senior Staff Course
11 July 2018-03 September 2018

Chief Patron:

Dr. M Aslam Alam
Rector (Senior Secretary to the Government)

Adviser:

Dr. Muhammad Abu Yusuf
MDS (Research and consultancy)

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Md. Mizanur Rahman
Anwar Hossain chowdhury
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Md. Nabirul Islam
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Dr. Md. Mushfiqur Rahman

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Bangladesh Public Administration Training Centre
Savar, Dhaka, Bangladesh.

Message



**Member Directing Staff (P&S)
&
Rector (in charge)
BPATC, Savar, Dhaka**



I am delighted, indeed, to learn that participants of the 87th Senior Staff course have endeavored sincerely to publish a souvenir at the end of their successful journey of accomplishing the valuable training at BPATC, the centre of nation builders.

BPATC, as a centre of excellence, always strives to develop patriotic, competent and professional public servants dedicated to the citizen and the humanity. I firmly believe the senior public servants of this course must have recapitulated the highest level of efficiency, professionalism and integrity to attain the vision 2021, Global Agenda 2030, vision 2041 and the Delta Plan 2100. It is also my firm belief that through the lens of this course the participants have now become visionary enough for receiving and assessing the macro framework of Bangladesh and the global mega trends in the spectrum of innovation and ever changing technological perspectives.

I would obviously congratulate all the participants for their sincere efforts and engagements in this initiative.

I wish them all out success in their professional as well as in personal life.

(Mohammad Munir Hossain)

Message



MDS (R&C)

&

Course Director

87th Senior Staff Course

BPATC, Savar, Dhaka



I am immensely pleased to learn that the participants of the 87th Senior Staff Course are going to bring out a souvenir, "The Plexus" at the end of the course.

The participants found very little time to give vent to their creative work. Thus, I would like to appreciate the participants' attempt to bring out a wonderful souvenir to capture their golden moments together at BPATC despite their busy schedule.

The motto of this course is building effective, inclusive and accountable public administration system. This course has exposed the participants to the new development discourse, i.e., Sustainable Development Goals (SDGs), the global blueprint for development. I do believe that the course has enhanced participants' capability of dealing with national and global issues professionally, inclusively and effectively. With increased professional accountability, they are now better equipped to play a leading role in the national development agenda.

I am very happy to be a part of this course. This souvenir would, for sure, showcase the activities and major events of the participants.

I wish the participants successful professional and personal life.

(Dr. Muhammad Abu Yusuf)



Editorial Note

87th Senior Staff Course
BPATC, Savar, Dhaka



We, the Souvenir Committee, are very pleased to announce that amemoir of 87th SSC at BPATC,"The Plexus" is going to be published.In the SSC, we are awfully busy with our curricular and extracurricular activities. Despite that, we decided to publish a souvenir so that the creative mind lurking in us gets an avenue to express. Wehave some beautiful piece of writing, including experience gathered from visits both in home and abroad, poems and other literary works.

We are grateful to the Respected Rector of BPATC and the Course Management for their all-out cooperation and support. We are also grateful to our fellow participants for their effort to publish the souvenir. Some of participants contributed with their writings; others employed their valuable time for collecting advertisement and doing necessary preparatory work.We are especially thankful to the organizations that have extended their kind hands by providing courtesy advertisements and monetary support. My whole-hearted thanks and regards to Md. Mizanur Rahman, Joint Secretary, for his relentless efforts and absorbing most of the stress for this publication.I personally apologize in advance if there is any mistake, error and omission.

Wehope, the Souvenir will remind us the beautiful memory of the wonderful time we passed in the green campus of BPATC.

(Md. Nabirul Islam)

87th Senior Staff Course (11 July 2018-03 September 2018)

Course Adviser



Dr. M Aslam Alam
Rector
(Senior Secretar to the Government)

Course Director



Dr. Muhammad Abu Yusuf
MDS (R&C)
Cell No.: +88-01988085881
E-mail : yusufjsps@yahoo.co.uk

Course Coordinators



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acsiddique1975@gmail.com



K. M. Abdul Kader
Deputy Director (ST&TOT)
Cell No. 01718114448
02-7745010-16, Ext. 4128
kader_bpatc@yahoo.com



Bangladesh Public Administration Training Centre
Savar, Dhaka, Bangladesh

Different Committees & Study Groups





Suvenior Committee.



Mess Mangement Committee.



Sports Committee.



Cultural Committee



Study Group : Padma



Study Group : Meghna



Study Group : Jamuna



Study Group : Surma



Study Group : Teesta



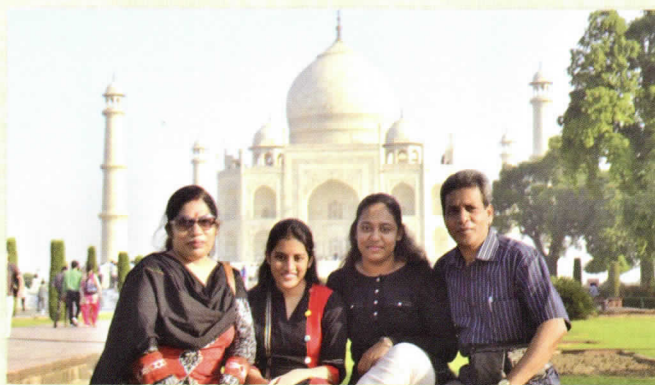


Participant's Profile



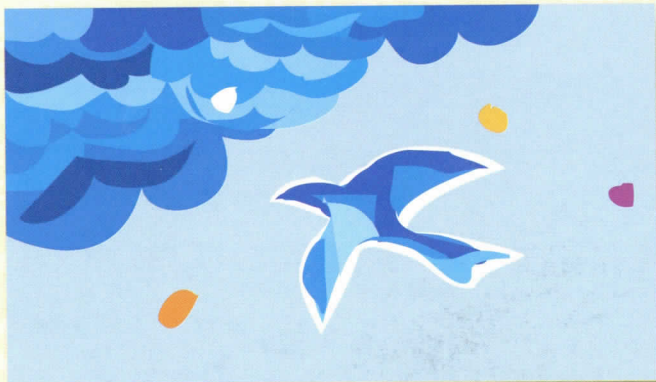


Name	:	RATAN CHANDRA PANDIT
ID	:	4249
Designation	:	Additional Secretary
Cadre	:	BCS (Administration)
Batch	:	10 th
Date of Birth	:	31.10.1963
Official Address	:	Energy and Mineral Resources Division Bangladesh Secretariat, Dhaka.
Present Address	:	Usha-4, Officers Quarters, Rd # 7, Dhanmondi, Dhaka
Permanent Address	:	Vill. & Post. Thakurakona Bazar, Dt. Netrakona
Blood Group	:	A ⁺
Contact	:	Cell Phone:01716262937
Phone	:	Office : 9571125
Phone	:	Home : 9614706
Email	:	rpandit63@yahoo.com
Facebook ID	:	
Feeling about the course	:	Good



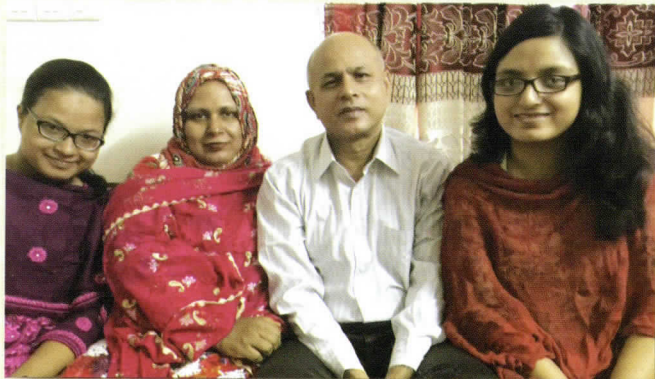


Name	: SHAMS-I-ARA BINTE HUDA
ID	: 5414
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 8 th
Date of Birth	: 20-10-1963
Official Address	: Finance Division
Present Address	: House no-287, F B/9, R 8/A (New) Dhanmondi R/A Dhaka -1209
Permanent Address	: College Road, Alamnagar, Ps- Kotwali, Dist- Rangpur
Blood Group	: A ⁺
Contact	: 01552-450040
Phone: Home	: 9128567
Phone: Office	: 9567061
Email	: shamsiara@gmail.com
Facebook ID	: shamsi huda
Feeling about the course	: Mixed.



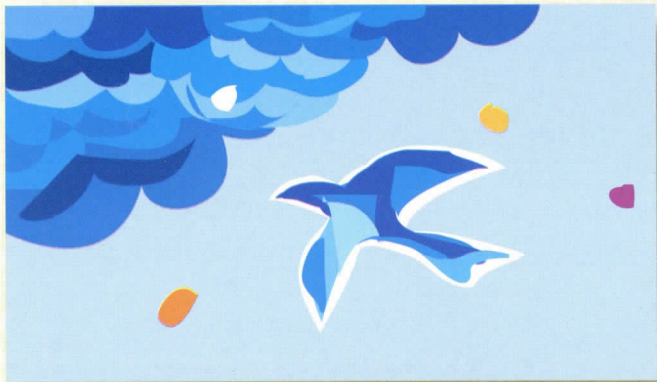


Name : **A.J.M ABDULLAHEL BAKI**
ID : 4139
Designation : Project Director (Joint Secretary)
Cadre : BCS (Admin)
Batch : 9th
Date of Birth : 11-07-1963
Official Address : Six District Public libraries development project,
Department of public libraries, Shahabag, Dhaka-1000
Present Address : 61, Tejkunipara, Flat#2D, Tejgoan, Dhaka-1215
Permanent Address : Vill-Chakrampur, P.O- kagail, Upazilla-Gabtali, Dist- Bogra
Blood Group : O+
Contact : 01711946969
Phone : Office: 9615647
Home : Phone: 9138854
Email : ajmabaki9@yahoo.com
Facebook ID :
Feeling about the course : Training was excellent except Saturday
class and extension class at evening . All participates were very co-
operative, cordial. As a participate, enjoyed this course very much.





Name	: G. M. ABDUL QUADER
ID	: 5448
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 9 th
Date of Birth	: 31-12-1963
Official Address	: Ministry of Disaster Management and Relief
Present Address	: 13/14 Babor Road, Mohammadpur, Dhaka.
Permanent Address	: Village-Mendinagor, P. O+ Azadnagor Upazila-Shyamnagor, Dist- Satkhira
Blood Group	: O ⁺
Contact	: 01536239260
Phone	: Office: 9545115
Home	: Phone: 48112101
Email	: gmaquader@gmail.com
Facebook ID	:
Feeling about the course	: Excellent.



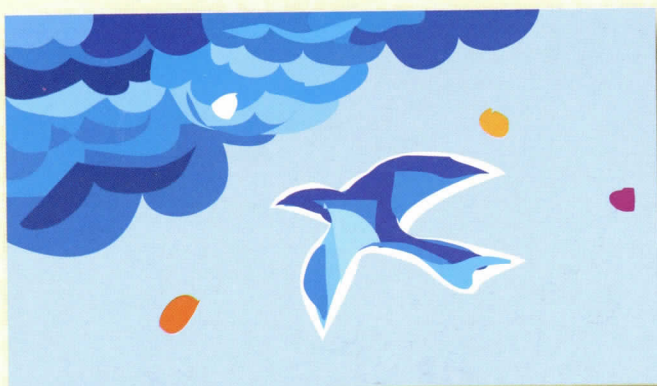


Name : **MD. KHAIRUL ALAM**
ID : 7583
Designation : Economic Adviser (Joint Secretary)
Cadre : BCS (Audit and Accounts)
Batch : 9th
Date of Birth : 28-10-1965
Official Address : SPARRSO, Agargaon, Sher-e-Bangla Nagar, Dhaka.
Present Address : 5/4-A Iqbal Road Mohammadpur-Dhaka.
Permanent Address : 47, Nagoriakandi, Narsingdi
Blood Group : B⁺
Contact : 88-02-9125319 (Office)
Phone : 88-02-9185392 (Res)
Phone : Cell : 01736776588
Email : mdkhairulalam@yahoo.com
Facebook ID : mdkhairulalam
Feeling about the course : Our dream Bangladesh
Share and care
Love with near.



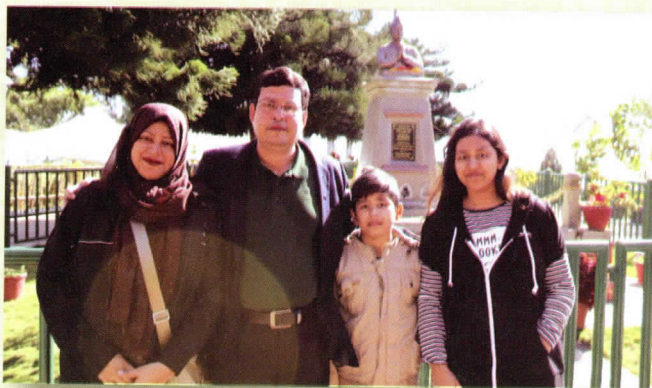


Name	:	A K M HAFIZUR RAHAMAN
ID	:	7554
Designation	:	Joint Secretary
Cadre	:	Railway Engg.
Batch	:	10 th
Date of Birth	:	
Official Address	:	Ministry of Science and Technology
Present Address	:	
Permanent Address	:	Shahabaspur, Gouripur, Mymensingh
Blood Group	:	O ⁺
Contact	:	Cell Phone : 01753-904534
Phone: Office	:	02-9540833
Email	:	hafizur1966@gmail.com
Facebook ID	:	Hafizur Rahaman
Feeling about the course (Max. 20 words);	:	





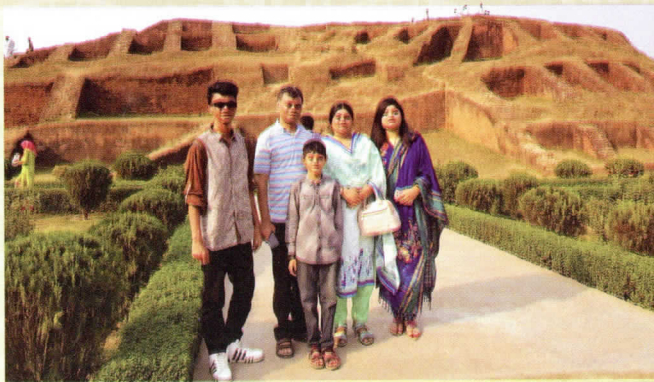
Name	: DR. MD. MOHIUDDIN
ID	: 5669
Designation	: Joint Secretary
Cadre	: BCS (Administration)
Batch	: 11 th
Date of Birth	: 05 August 1966
Official Address	: Ministry of Environment, Forest and Climate Change
Present Address	: Baikali-07, Dhanmondi Govt. Officer's Quarters' Road-07, Dhanmondi, Dhaka.
Permanent Address	: Padua, Lohagara, Chattogram
Blood Group	: B ⁺
Contact	: Cell Phone : 01817766851
Phone	: 9666009 (Res)
Phone	:
Email	: dr.mohiuddin2011@gmail.com
Facebook ID	:
Feeling about the course (Max.20 words):	





Name : **MD. MIZANUR RAHMAN**
ID : 5694
Designation : Joint Secretary
Cadre : BCS Administration
Batch : 11th
Date of Birth : 01-01-1966
Official Address : Joint Secretary, (Admin.), M/O. Expatriates Welfare and Overseas Employment, 71-72, Old Elephant Road Eskaton, Dhaka
Present Address : House # 11, Road # 08, Sector-06 Uttara. Dhaka.
Permanent Address : Vill: Eaktalia, P.O: Cheora, UZ: Chouddagram Dist: Cumilla
Blood Group : B⁺
Contact : Cell Phone: 01712682352
Phone : Office : 4103217
Phone : Home : 58955096
Email : mizan5694@yahoo.com
Facebook ID : mizan5694

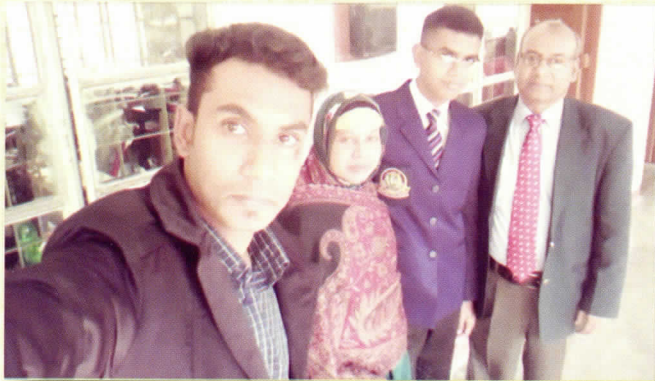
Feeling about the course: It's a great opportunity for me to have the close association of my dear colleagues after a long time. Probably there would be no scope to have such an event/moments in our next service life. It is proved again that learning is endless and make confident. Senior Staff Course's learning and Knowledge will help us in effective decision making and will open an new era to contribute more.





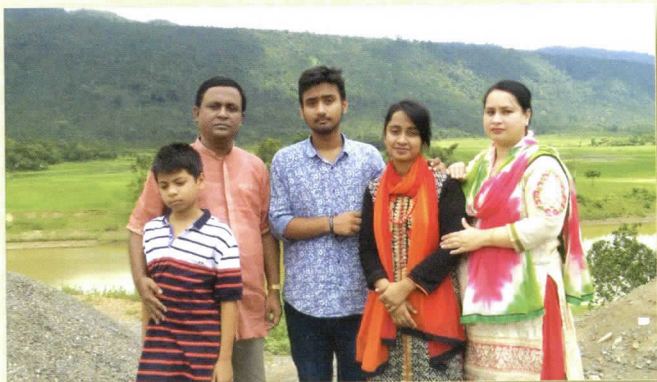
Name	: MD YOUSUB ALI MOLLAH
ID	: 5707
Designation	: Director (Admin), BRTA
Cadre	: BCS (Admin)
Batch	: 11th
Date of Birth	: 30-04-1964
Official Address	: BRTA Head office, Alenbary, Tejgaon, Dhaka
Present Address	: Krisno Chura 4/B, 24/B-C Sahid minar Road Kallyanpur, Mirpur, Dhaka.
Permanent Address	: Vill- Sometpur, Daulatpur, Dist- Manikgonj
Blood Group	: A ⁺
Contact	: Cell Phone : 01712-635465
Phone	: Office : 029113133
Phone	: Home : 01712635465
Email	: yousubm@yahoo.com
Facebook ID	:

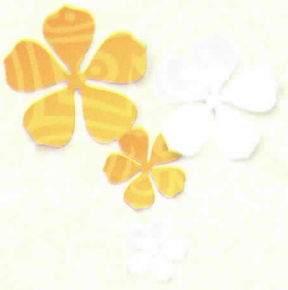
Feeling about the course; Very good, Hard training easy winning.





Name	: MD. MOFAZZAL HOSSAIN
ID	: 5722
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 11 th
Date of Birth	: 01-06-1964
Official Address	: Zonal Settlement office Chattogram
Present Address	: A/110, Bazar Road, Savar Dhaka.
Permanent Address	: Village : Bariderchala, Upazilla: Sreepur District : Gazipur
Blood Group	: O ⁺
Contact	: Cell Phone : 01718452926
Phone	: Office : 0312867744
Phone: Home	:
Email	: mofazzal1664@gmail.com
Facebook ID	: Mofazzal Hossain
Feeling about the course	: Everything Excellent.





Name : **AKM AFTAB HOSSAIN PRAMANIK**
ID : 5728
Designation : Joint Secretary
Cadre : BCS (Admin)
Batch : 11th
Date of Birth : 29-09-1966
Official Address : Local Government Division, Bangladesh Secretariat, Dhaka
Present Address : L-11, Pallabi Extension Residential Area, Mirpur, Dhaka
Permanent Address : Vill-Koali Para, P.O- Hat Nardash, Upazila- Baghmara Dist-Rajshahi.
Blood Group : O⁺
Contact : Cell : 01771707166
Phone : Office : 9514056
Phone: : Home : 9010600
Email : aftabhossain71@yahoo.com
Facebook ID :
Feeling about the course :





Name	: MOHAMMAD NURUL ALAM CHOWDHURY
ID	: 5771
Designation	: Deputy Managing Director (Finance)
Cadre	: BCS Administration
Batch	: 11 th
Date of Birth	: 25-10-1964
Official Address	: Chattogram WASA, Chattogram.
Present Address	: Flat No. H-6, Epic Moon Peak, Dev Pahar Lane, Chawk Bazar, Chattogram.
Permanent Address	: Village- Aochia, Post Office- Deodighi, Upazilla- Satkania District- Chattogram.
Blood Group	: B+ (B Positive)
Contact	: 01817757981
Phone Office	: 031-2851794
E-mail	: nac5771@gmail.com
Face book ID	: ---
Feelings about the Course	:.....





Name	: HOWLADER. MD. ROKIBUL BARI
ID	: 5782
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 11 th
Date of Birth	: 31-01-1969
Official Address	: Director (Admin Finance).BKSP.Zirani, Saver, Dhaka
Present Address	: House no-436, Road no-07, Sonadang R/A (2nd phase), Khulna.
Permanent Address	: Vill-Bajua, P.O- Afra, Union- Jatrapur, Ps+ Dist- Bagerhat.
Blood Group	: A ⁺
Contact	: 01711-161118, 01735-910928, Res : 041-723388
Phone	: Office : 02-7789514
Email	: rokibul.33.bari@gmail.com
Facebook ID	: Rakibul Bari
Feeling about the course	: Very good experience.





Name	: ANWAR HOSSAIN CHOWDHURY
ID	: 5790
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 11 th
Date of Birth	: 31-12-1964
Official Address	: Road Transport and Highways Division
Present Address	: Bangladesh Secretariat, Dhaka.
Permanent Address	: Vill+Post: Andiura, Upazila: Madhabpur. Dist: Habigonj
Blood Group	: B ⁺
Contact	: Cell: 01711069329
Phone	: Office: 02-9512229
Phone	: Home: 02-8100577
Email	: a.chowdhury5790@yahoo.com.
Facebook ID	: Anwar Chowdhury

Feeling about the course I am delightful being a participant of 87th Sumas Staff Senior Course I believe firmly, this course will in crease capacity of the trainee officers.





Name	: MD. RUHUL AMIN KHAN
ID	: 5819
Designation	: Director (Joint Secretary) Trading Corporation of Bangladesh
Cadre	: BCS (Admin)
Batch	: 11 th
Date of Birth	: 31.12.1966
Official Address	: 1. Kawran Bazar Dhaka
Present Address	: 2/2/B Lalmatia block-B
Permanent Address	: Vill- Darajgaon, P.O. Debipur, Upzilla + Zilla- Thakurgaon.
Blood Group	: O ⁺
Contact	: Cell: 01711316570
Phone	: Office: 9113544
Phone	: Home: 55008008
Email	: rakhan.6570@gmail.com
Facebook ID	: Ruhul Khan
Feeling about the course: Very good Interaction with each other.	





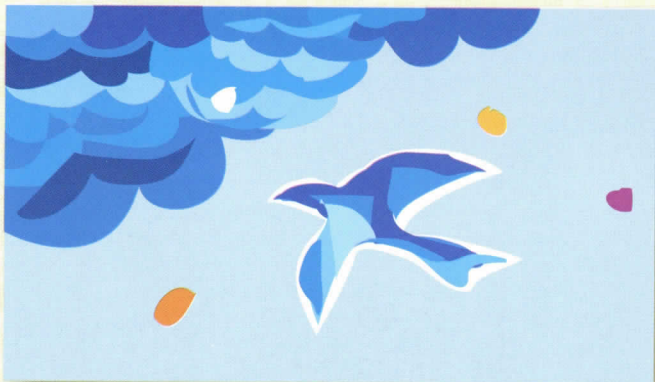
Name	: MD. ATAUR RAHMAN
ID	: 5888
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 13 th
Date of Birth	: 30 July 1963
Official Address	: Department of Women Affairs, Eskton garden road, Dhaka.
Present Address	: House no -116, Road no-04, Block-C Bashundhara R/A, Dhaka.
Permanent Address	: Village : Pailanpur, P.S : Kaliganj, Gazipur.
Blood Group	: O ⁺
Contact	: Cell : 01715008030
Phone	: Office : 02-9336063
Email	: ataur1964@gmail.com
Facebook ID	:
Feeling about the course	: Good





Name	: MD. MATIUL ISLAM
ID	: 5889
Designation	: Executive Director (EGCB), Joint Secretary
Cadre	: BCS Administration
Batch	: 13th
Date of Birth	: 10th of July 1966
Official Address	: Electricity Generation Company of Bangladesh (EGCB) Ltd, Power Division, Ministry of Power, Energy & Mineral Resources, Unique Heights (Level 15 &16), 117 Kazi Nazrul Islam Avenue, Eskaton Garden, Dhaka-1217
Present Address	: Khandkar Monjil, 44 Seddeshsawari Road, Ramna Dhaka
Permanent Address	: Permanent Address : Vill : Banshamonta, Post : Haridia, Upazilla : Louhajong, District : Munshigonj
Blood Group	: O ⁺
Contact	: Cell: 01711459555,Office : +88-o2-55138631
Email	: matiul.13@gmail.com
Facebook ID	: matiulmass@yahoo.com

Feeling about the course : After ACAD we are here. Though we are to passing our days through very busy schedule but we are enjoying and getting inspiration for prepare ourselves to build a Developed Bangladesh. After 3rd September we will go back but obviously with the hope to come again this greenery campus Inshallah.





Name	: MD. NABIRUL ISLAM
ID	: 5912
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 13th
Date of Birth	: 31 December, 1965.
Official Address	: Secretary (BEPZA), BEPZA Complex, Dhanmondi, Dhaka
Present Address	: B-1/E-4, Motijheel Government Quarter, Motijhel, Dhaka
Permanent Address	: Village: Narendrapur, Post Office: Narendrapur Upazila: Jessore Sadar, District: Jessore
Blood Group	: AB ⁺
Contact	: Cell: +88- 01715008460
Phone: Office	: +88-02-9664154
Phone: Home	: +88-02-9362656
Email	: bulbul.npbd@gmail.com
Facebook ID	: Nabirul Islam Bulbul

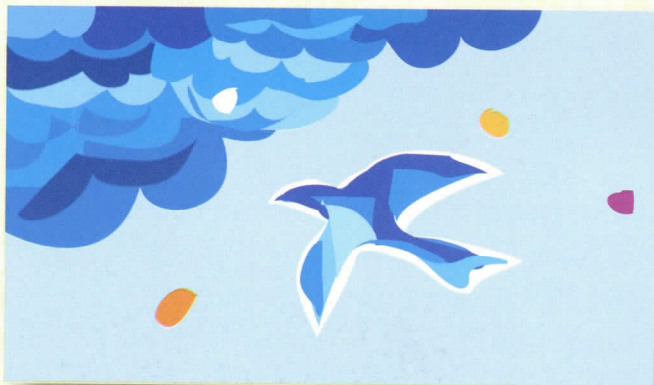
Feeling about the course: Good Course for refreshing previous knowledge and acquiring new techniques for better administration to improve the quality of services.





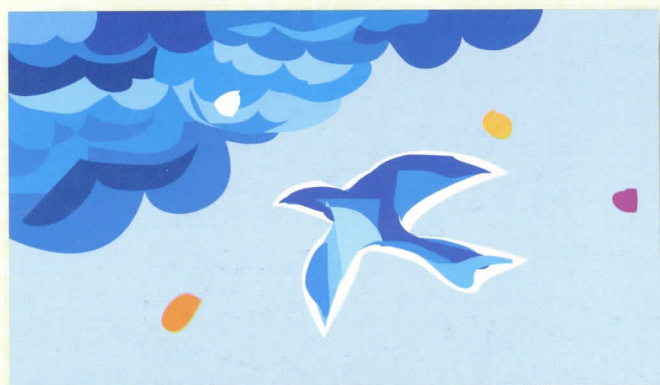
Name	: MD. ALI HOSSAIN
ID	: 5926
Designation	: Joint Secretary
Cadre	: BCS (Administration)
Batch	: 13th
Date of Birth	: 03-07-1965
Official Address	: Economic Relations Division, Sher-e-Bangla Nagor, Dhaka.
Present Address	: 69-71, Siddeshwari Circular Road, Flat : 5B1, Dhaka.
Permanent Address	: Village : Bounakandi. P.S: Havara, Keranigonj, Dhaka.
Blood Group	: B ⁺
Contact	: Office : 9128595
Phone:	: Office Cell: 01711300627
Email	: hossain5926@gmail.com
Facebook ID	:

Feeling about the course :Senior staff course is very much effective and conducive for the joint secretary. The course contents are mostly relevant in the working area. Policy formulation is highlighted and exposure visit in a developing country also brings a lot of opportunity for getting practical wisdom of different policies formulation and policy implementation





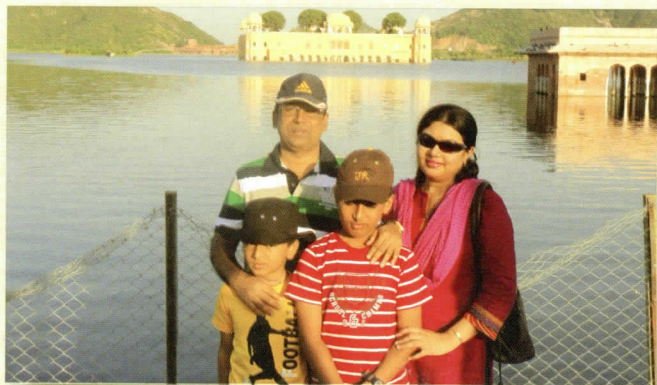
Name	: MD SAIDUR RAHMAN
ID	: 5947
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 13 th
Date of Birth	: 31-12-1966
Official Address	: Implementation, Finance Division, Ministry of finance
Present Address	: 3/9, Block-A, Lalmatia, Dhaka
Permanent Address	: Vill+P.O- Zirabo, Ps – Asulia, Saver, Dhaka
Blood Group	: AB ⁺
Contact	: Cell Phone : 01727-271180
Phone	: Office : 9540184
Phone	: Home : 8100304
Email	: saidur5947@yahoo.com
Facebook ID	: Saidur Rahman
Feeling about the course : Excellent, from 6.00 am to 10.00 pm not bad to remain engage.	





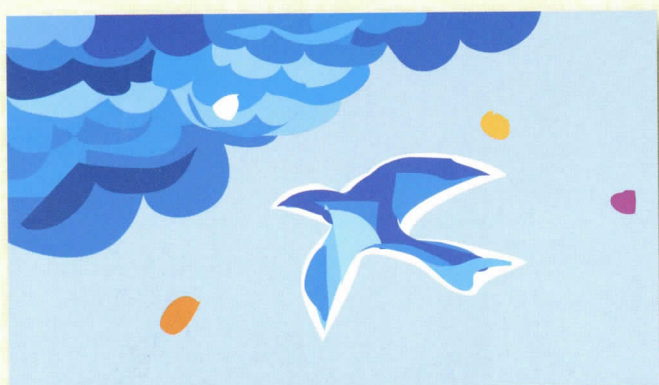
Name	: DR. MD. OMAR FARUQUE
ID	: 5948
Designation	: Joint Secretary
Cadre	: BCS (Admin.)
Batch	: 13 th
Date of Birth	: 03-01-1967
Official Address	: Technical and Madrasha Education Division, M/O Education
Present Address	: 64 Probal Housing, Shyamoli Ring Road, Mohammadpur, Dhaka-1207.
Permanent Address:	Village : Kamkul, Post : Shreedharpur
	Upazila : Abhoy Nagar, Dist : Jashore
Blood Group	: AB ⁺
Contact	: Cell : 01717905500
Phone	: Office : 9573876
Phone	: Res : 01711192620
Email	: mofaruque_ru@yahoo.com
Facebook ID	:

Feeling about the course: The Course gives the opportunity to refresh the memory of FTC and ACAD of the BPATC. I really enjoyed the company of my course mates. See you all again.





Name	: MD. AHSAN KABIR
ID	: 5957
Designation	: Project Dircetor
Cadre	: BCS (Admin)
Batch	: 13th
Date of Birth	: 26 December
Official Address	: Bangladesh Shilpakala Academy; Shegunbagicha Dhaka
Present Address	: Eskaton Garden Govt Officer's Quarter Ramna Dhaka
Permanent Address	: Vill. Balarpur, P.O: Pirojpur, Ps, Meherpur Sador Dist. Meherpur.
Blood Group	: A ⁺
Contact	: Cell Phone: 01715169579
Phone	: Office: 9588461
Phone	: Home: 02-9345752
Email	: ahsan5957@gmail.com
Facebook ID	: Ahsan Kabir
Feeling about the course : Same as FTC and ACAD.	





Name	: MUHAMMAD HIRUZZAMAN
ID	: 5964
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 13 th
Date of Birth	: 05 March 1968
Official Address	: Ministry of Disaster Management and Relief
Present Address	: 45, New Eskaton, Shine Pukur, Building D Apt#602, Dhaka-1000.
Permanent Address	: Village: Patarchar, Post : Rangopaldi, P.S: Dashmina Dist: Patuakhali
Blood Group	: A ⁺
Contact	: Cell Phone : 01715094001
Phone	: Office : 9546358
Phone	: Residence : 9356753
Email	: mhzaman5964@gmail.com
Facebook ID	: M Hiruzzaman HIR/Facebook

Feeling about the course : Mixed Feeling of pain and joy; a platform to make an endeavour to know thyself and others and the harsh reality of the world.





Name	: MD HABIBUR RAHAMAN
ID	: 5988
Designation	: Joint Secretary
Cadre	: BCS (Admin)
Batch	: 13th
Date of Birth	: 15-04-1967
Official Address	: Executive Director (Finance), Bangladesh Shipping Corporation, Chittagong
Present Address	: House no-33, Road no-03, Karnafully R/A Chittagong
Permanent Address	: Vill: Tulaishemul, P.O: Colonel Bazar Upazila: Akhaura, Dist: Brahmanbaria.
Blood Group	: A ⁺
Contact	: 01552-326866
Phone: Office	:
Email	: hrrahmanhabib@gmail.com
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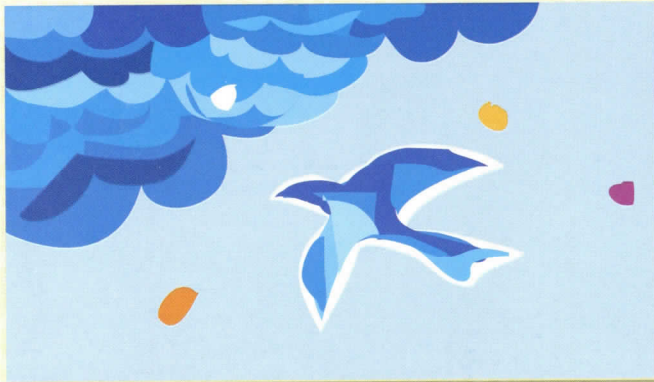


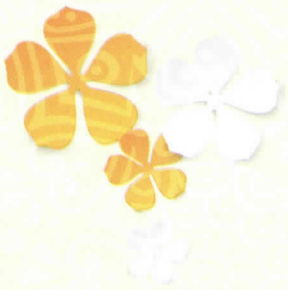
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Feeling about the course : In a word very good Senior and national or international reputed persons should be invited as speaker. Class/Session to be started from 9.00 am.

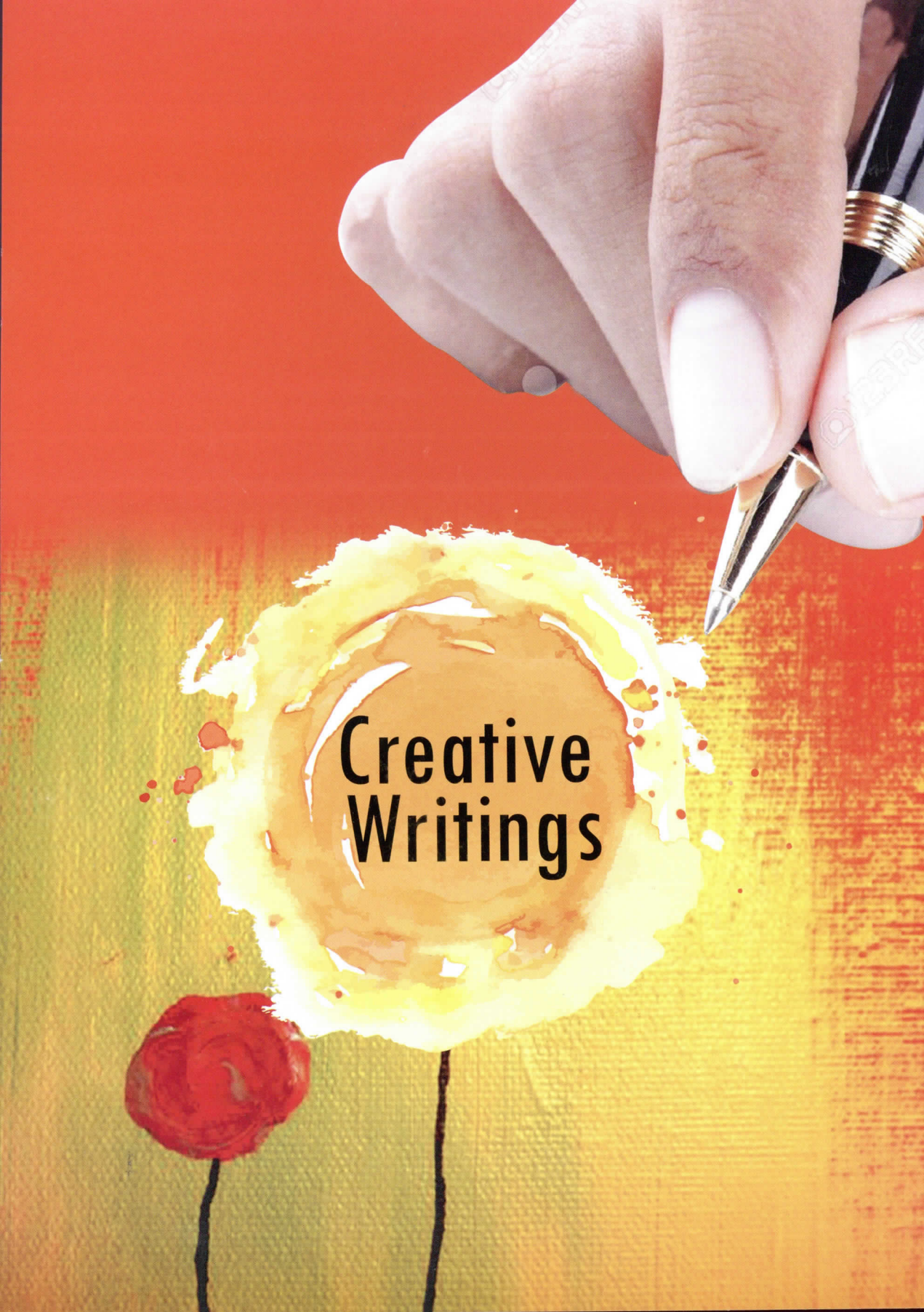




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Feeling about the course : Refreshing of knowledge is always good.
Add on has no limit. The 87th SSC is also important in both respects.





TRAINING AND HUMAN RESOURCE DEVELOPMENT POLICY AND PRACTICES OF THAI CIVIL SERVICE

Dr. Md. Mohiuddin

Joint Secretary
Ministry of Environment, Forest and Climate Change

1. Background of Thai Public Administration

The history of Thai Public Administration before 2002 was not so good. The civil servants lived from hand to mouth. They were not responsive to citizens needs. They preferred to work individually rather than team work. The rules relating to public service was inflexible. The civil servants behaved like boss of citizen. The corruptions was over there. The civil servants did not award for their good achievement. Political interference took place all over the civil service. In this situation the citizens' demanded for good governance especially in the time of economic crisis in 1997. The private sector immerged and demanded for public sector reform. The globalization also encouraged to reform in public sector.

2. Overview of Thailand's Civil Service Human Resource Management System (HRM)

2.1 The Thai Civil Service Workforce: The Thai civil service is comprised of 9 major types of officials. Among them, the Ordinary Civil Servant is the most diverse in terms of organization. The officials of this group serve in 19 Ministries and 152 departments. Table I shows the major types of officials.

Table1: Thailand's Public Service Civilian Personnel

Serial No	Types of officials
1	Ordinary Civil Servants
2	Police
3	Public Prosecutors
4	Parliament Officials
5	Judges



6	Independent Organizations
7	Local Government Officials
8	University Professors
9	Teachers

2.2 Population & Civilian Workforce: As of FY 2015 the total Thai Population is 65.73 million. Among the population the Labor Force is 38.62 million which is 58.76 % of total population. The Civilian Workforce is 2.16 million which is 3.29 % of the total population and 5.59% of total Labor Force.

2.3 Ordinary Civil Service: In the FY 2015 with in the 19 Ministries and 152 departments 3,75,571 officials are working now. Among them 84% have bachelor and above degree. The beauty of Thai civil service is that the ratio of female and male Civil Servant is 66: 34. Major portion officials of ordinary civil service are working under top three ministries- Ministry of Public Health 202,083, Ministry of Interior 42,715 , Ministry of Agriculture & Cooperatives 37,987. There are 4 categories of civil servant positions, as follows:

Table2: Categories of Civil Servant Positions and Levels

Categories	Positions	Name	Levels
1	Executive positions	Heads of government agencies and deputy heads of government agencies at ministerial and departmental levels and other positions prescribed by the CSC as executive positions	(a) primary level; (b) higher level;
2	Managerial positions	Heads of government agencies at levels lower than departments and other positions prescribed by the CSC as managerial positions	(a) primary level; (b) higher level
3	Knowledge worker positions	Positions which require holders of bachelor degrees as prescribed by the CSC for performing duties in such positions;	(a) practitioner level; (b) professional level; (c) senior professional level; (d) expert level; (e) advisory level;
4	General positions	Positions which are not executive positions, managerial positions and knowledge worker positions, as prescribed by the CSC.	(a) operational level; (b) experienced level; (c) senior level; (d) highly skilled level



The determination of position categories and position levels shall be made pursuant to rules prescribed by CSC Regulation.

2.4 Hierarchy of Thai Ordinary Civil Service: The Ordinary Civil Servants work for the Central Government. The hierarchy of Thai Ordinary Civil Service is stated below:

- Permanent Secretary
- Deputy Permanent Secretary
- Director General
- Deputy Director General
- Managerial Position (Sr. Director/Director)
- General Position

2.5 Civil Service Commission: Thai Ordinary Civil Service of Thailand mainly controlled and operated by Civil Service Act, B.E. 2551 (2008). Under this act the Civil Service Commission is responsible for human resource management.

Composition of CSC: Civil Service Commission, abbreviated as "CSC", comprising the Prime Minister or Deputy Prime Minister designated by the Prime Minister as Chairman, Permanent Secretary of the Ministry of Finance, Director of the Budget Bureau and Secretary- General of the Office of the National Economic and Social Development Board as *ex officio* commissioners, and no fewer than five but not more than seven commissioners appointed by the King from persons qualified in human resource management, administration and management and law whose works are renowned in the relevant fields and being persons recruited under the rules, procedures and conditions prescribed by CSC Regulation, and the Secretary-General of the Civil Service Commission shall be a commissioner and secretary. A commissioner appointed by the King shall not be a holder of a political position, executive committee member or holder of a position responsible for the administration of a political party or an official of a political party, and not already being an *ex officio* commissioner.



Mandate of OCSC

- Making rules, procedures and guide lines for public HRM
- Develop, promote, analyze and conduct researches in relation to policies, strategies, systems and standards of HRM
- Monitor and evaluate the HRM
- Man power planning of civil officials
- Centre of data base
- Promote, coordinate, disseminate, consultation and advice in relation to HRM

2.6 Recruitment Systems: The recruitment of persons for instatement to the government service as a civil servant and appointment to a position shall be carried out in accordance with the merit system and account for the ethical behavior of such person as well as the benefits to the government service. There are three routes by which a person can join the civil service:

- (1) Through a competitive examination, consisting of three testing stages- general knowledge, specific knowledge, and position suitability;
- (2) Through selection, applied where departments and the CSC deem it appropriate to apply different recruitment and selection criteria and procedures; and
- (3) Through special appointment, applied when departments are authorized by the CSC to recruit personnel for appointment as experts, professionals, or specialists as required for the benefit of the civil service.

2.7 Promotion/Performance Evaluation Criteria

In Thai Civil Service the promotion/performance evaluated on the basis of the efficiency, effectiveness, integrity as well as transparency of the civil servant. The total evaluation score is 100. Out of 100 score, 70% for Key Performance Indicators (KPI) and 30% for Competency. The competency measurement indicators are Team Work capacity, Expertise in particular field, Motivation capacity, Integrity and Service Record.

2.8 Civil Service Training Institute (CSTI)

The Civil Service Training Institute (CSTI) was established in 1980 to serve as the training arm of the OCSC. Its major functions are to enhance the formulation of training and development policy, to provide training leadership, and to coordinate the training activities of departments and ministries. The missions of the CSTI include providing systematic and continuous training and development, creating a job rotation system, ensuring the quality of training and development programmes, and establishing training and development units within ministries.

2.9 Current Practicing Policies for HRD in Thailand

Thai New Constitution 2017
Thai Civil Service mainly regulated by the Civil Service Act-2008.
National Strategies-20 years
Existing Strategy expired. The Govt. has taken initiative to formulate a new one
National Reforms Plan-5 Years
King and Parliament approve the Plan

3. Lessons Learned

- Merit based recruitment system
- Thai CSC is more empowered than Bangladesh BPSC
- HRD related activities conducted by Thai CSC
- A comprehensive civil service act exists in Thailand, but Bangladesh is under process
- Both Thai Government and OCSC has 5 years plan on HRD but Bangladesh is also under process
- Better service delivery has been ensured in Thailand through fixing service standard and automation.
- Corruption reduced at a reasonable level after reform.
- Rapid economic growth and living standard improved
- Less political interference to some extent.
- Simplification of service delivery system.
- Decentralization
- Strong political commitment exists.
- Ombudsman is active.
- Empowerment of women (64:36)

4. Recommendations

- A strong political commitment needs to restructuring, reforms and right sizing of Bangladesh Civil Service.
- A comprehensive civil service act is required within shortest possible time.
- Merit based recruitment system should be introduced instead of mixed system.
- A separate Ministry/ Division/Agency may be established exclusively for HRD .
- A comprehensive strategic plan for HRD should be introduced aligning with govt. strategic plan and SDGs.
- Service standard and automation system should be more efficient for quality service delivery.
- Modern and ICT based training system must be introduced for effective HRD.
- Decentralization is a must for good governance as well as people's oriented administration.
- Simplification of existing rules and regulations.
- Empowerment of women is necessary.

5. Conclusion

Citizens always want to get effective services within shortest period of time. Small innovations may create wonderful scope of opportunity. There are many scopes in improving service delivery by ensuring the elements of good governance i.e. Accountability, Transparency, Participation, and Responsiveness in our country. As senior level officers to the government, the participants of 87th SSC Course may apply the lessons learned from the study tour to Thailand in their work place for the benefit of the service recipients as well as for the benefit of the nation.

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Community Based Tourism: Experience from Thailand

Dr. Md. Mushfiqur Rahman

Joint Secretary, Cabinet Division

&

Participant SSC

Community Based Tourism (CBT) is a new dimension of tourism, but conceptually it is not a new phenomenon in the World. Community tourism (community-based tourism or CBT) is a form of tourism which aims to include and benefit local communities, particularly indigenous peoples and villagers in the developing countries. CBT offers a great opportunity to tourists to know many things about communities like history and cultures of a community. CBT is located within a community; owned by one or more community members and managed by community members. It also has some other feature also like;

- CBT recognizes, support and promote community ownership rather than individuals and involve community members from the start in every aspect;
- CBT promotes community pride and improve the quality of life;
- CBT ensure environmental sustainability and preserve the unique character and culture of the local area;
- CBT foster cross culture learning and respect traditional culture, social structures and human dignity also;
- CBT distributes benefit fairly among community members and contribute a fixed percentage of income to community project;
- CBT creates a scope of usages of valuable resources in sustainable way;
- CBT adds values to national tourism promoting diversification of tourism, increasing volume and economics of scale;
- CBT strengthen local knowledge, skills, information and
- CBT plays an important role to integrate women in labour market through income generating activities.



Community Based Tourism in Thailand

Tourism sector is a major contributor to the Thailand economy. The direct contribution of Travel & Tourism to GDP in 2017 was 9.4% of GDP and it is expected to grow by 12.8% of GDP by 2028 (World Travel and Tourism Council, 2018). Thailand experienced CBT for the last 20 years. It is now a success industry and well accepted by all the communities. Academicians and researcher are also involved for the development of CBT in Thailand. Thailand has one Thambun one product idea, which is now successfully practiced in CBT for value addition of local products. Women's participation is ensured in every CBT. At present, there are at least 50 communities are welcoming guests regularly, without external funding; with active community members earning at least 20% extra annual income. Twenty active CBT Networks and two legally registered associations are now functioning. In Thailand, CBT concerns natural and biological conservation. Sometimes, it is called Community Based Ecotourism (CBET). Many Thai rural communities are involved in CBT with the support from outsiders like, government agencies, academicians, private sector, NGOs and local administration. Thailand achieved desired growth in tourism due to proper planning and implementation. In addition, Thailand government and the bureaucrats are very much committed towards the development of CBT.

Community Based Tourism in Bangladesh

In Bangladesh, the direct contribution of Travel & Tourism to GDP in 2017 was 2.2% and it is expected to grow by 6.2% (2.1% of GDP) by 2028 (World Travel and Tourism Council, 2018). Though CBT concept is new in Bangladesh, very few organizations are working on this concept since 2005. Over the last couple of years, CBT is taking shape with the help of private initiatives in Moulvibazar, Satkhira, Tangail and the Sundarbans coastal areas. CBT initiatives have been induced in Bangladesh by the government attempt. But, the initiatives are not satisfactorily functioning with greater participation of communities and benefiting community people and tourists. Bangladesh has many opportunities to develop CBT because it is filled with thousands of villages with their unique beauties and charms. If a proper policy is adopted for CBT development, it could bring lots of benefit to our country. This may be an important mechanism for sustainable human development including poverty alleviation, employment generation, development of rural areas and progression of women and other disadvantaged groups in the country.

CBT sector has been recognized by Thailand government as an important source of revenue, which is acting as a catalyst to the Thailand economic growth. Experience from Thailand CBT development, we can take initiative for developing our CBT sector. We have plenty of scope considering the longest sea beach, heritage sites as well as the three hill districts.

Source: Internet and Field visit



Bangladesh Means

Md. Nabirul Islam*

Bangladesh means land of Bengals
Bangladesh means Unlimited Dreams
Bangladesh means Fathers Face
Bangladesh means Continuous Happiness!

Bangladesh means Fertile Land
Bangladesh means Organized Love
Bangladesh means Rainbow Colors
Bangladesh means Mothers Chins!

Bangladesh means River, Swamp and Canal
Bangladesh means Kestrel, Gallinule
Bangladesh means Changing of Six Seasons
Bangladesh means Endless Populations!

Bangladesh means Roaring of Heroes
Bangladesh means Motherland Acquisitions
Bangladesh means Sakib-Masrafi
Bangladesh makes the World Shaky!

Bangladesh means Hope and Love
Bangladesh means Creative Thirst
Bangladesh means Moonlit Night
Bangladesh means You and Me, Right!

Saturday, 27/06/2015, Night
AGB Colony, Motijheel, Dhaka

*Translated by Kamrun Nahar, USA



Effective International Trade Negotiation : A way forward for Bangladesh for becoming a middle income country

Md. Mizanur Rahman

Joint Secretary,

M/O Expatriates Welfare & Overseas Employment.

Executive Summary:

The need for cooperation and solidarity among developing countries is becoming even more pressing, particularly in trade negotiations at the multilateral and regional levels as these negotiations become continuous, involve multiple players, and extend into the national policy space domain. International trade is integral to the process of globalization. Over many years, governments in most countries have increasingly opened their economies to international trade, whether through the multilateral trading system, increased regional cooperation or as part of domestic reform program. Trade and globalization more generally have brought enormous benefits to many countries and citizens. Trade has allowed nations to benefit from specialization and economies to produce at a more efficient scale.

World trade is constantly changing and expanding due to globalization and the emergence of free market economies. One of the main objectives of the government is to boost employment and income generation for the increasing population, and to reduce the poverty level to half, through expansion of trade.

Bangladesh's accumulated experience in mass manufacturing, strategic location, and labor cost advantage suggest that it should be able to deepen and widen its export basket as well as destinations as it integrates better with the global economy. The country is well placed to expand manufacturing exports given its geographic proximity both to the world's most populous countries as well as other fast-growing economies.

Introduction:

International trade negotiation is a negotiation between two or more trading partners for achieving some specific goals or objectives. For trade negotiation the objectives are specific and trade based. For an international trade negotiation, it is a negotiation of two or more parties or countries to create new trade opportunities by removing all sorts of trade barriers and resolving disputes by formulating specific rules and regulations with a vision of a larger market and with a mission of public welfare in the end by making efficient utilization of resources available .

Considering the Bangladesh context with a view to a way forward to become a



middle income country we have to take consideration of few specific financial and economical aspects of world trade and the reality of the geo political and socio economical and cultural perspective of Bangladesh and the world of today with a objective, comprehensive and competitive way

Description and discussion :

As we know, we are living in a trade world with various bi lateral and regional and multi national relations which are continuously evolving and readjusting with the need of the time and demand .Under the umbrella of WTO, most of all the multi lateral negotiations are formulating . On the other hand, there are regional bodies like ASEAN, SAARC, NAFTA etc for regional negotiations.And ofcourse there are many bi lateral negotiations between two countries. For understanding the trade game with the perspective plan and notion to reach to a middle-income state we have to understand the specific interest(s) with offensive manner or defensive one. In defensive negotiation Bangladesh will ensure to protect her domestic industries or safeguard our national interests or policy spaces. On the opposite, in offensive negotiation she will try to gain something from the counterparts, like better market access, etc.

For a successful negotiation on international trading we have to consider very carefully the steps of negotiation. After opening a multi or bi lateral discussion or negotiation we have to clearly express our offer and proposal. We have to be flexible as far as possible keeping national interests protected. Besides, forming alliances among the countries holding the similar kind of interests is an important stand. Bearing this in mind, all the parties need to remain flexible and ready to make compromise for having a fruitful and implementable outcome from a negotiation. Striking a balance and reaching a deal is the most challenging step in any negotiation with a win- win situation.

Methods:

This assignment is mostly based on secondary data which are collected from the publication of the M/O Commerce, websites, Govt. Organizations' reports, Newspaper articles etc.

Strategies:

Bangladesh has to approach to the world trade through bi lateral, regional and multi lateral negotiation. For multi lateral negotiation she has to figure out her strategies under the norms and rules and regulation of WTO. Bangladesh will keep getting the benefits of LDC for another few years. As of this, Bangladesh is entitled to apply "Less than Full Reciprocity" principle and having a longer



implementation period. Bangladesh will receive Technical Assistance for implementation too. These principles are applicable in all kinds of trade negotiations – Multilateral, Regional and Bilateral.

For maintaining staying in the middle income zone , our effort should be utilize the potential prevailed facilities as much as possible .

In case of any regional or bi lateral negotiations some steps are to be followed. Firstly there must be a feasibility study to assess the cost and benefit analysis. Then there will be determination of coverage of agreement including all goods and services and lastly there will be a comprehensive negotiation framework. For a successful negotiator Bangladesh need to be expert on these issues regarding regional and bi lateral negotiation is concern.

Challenges:

Bangladesh's export sector will face tougher competition in the global market after losing duty-free market access and preferential trade benefits when it graduates from LDC status and officially joins the ranks of developing countries. As an LDC, Bangladesh enjoys duty-free access to the European Union and some other countries. However, once a developing nation, it will not be eligible for duty- and quota-free facilities and preferential market access.

There are few challenges Bangladesh is facing regarding international trade deals and negotiations. They are as follow

- Negotiating Capacity and Skill – we still lack adequate capacity and skill for international trade negotiation, which requires very professional approach
- Unavailability of required data and information is another big challenge
- Identifying our interests as well as the consequences is also a very challenging tasks as it involves many dynamic and rapidly changing issues
- Objective / pragmatic analysis of costs and benefits of any negotiating outcome is also very essential
- Carrying out appropriate home work before starting negotiations
- Taking into consideration the dynamic factors, not only the static ones and the current scenario
- Paying due consideration the global and regional political issues and relevant factors
- Remaining flexible and updating positions continuously.
- After graduation, Bangladeshi exporters will have to pay an additional 6.7% tariff.

- 
- Bangladesh may face an export decline between 5.5% and 7.5%.
 - Preference erosion will likely have adverse implications for export competitiveness, and export earnings and consequently, for GDP, balance of payments, employment and poverty alleviation.
 - Once Bangladesh loses duty-free market access, it will leave the country with different challenges regarding the tariff.

- **Ways forward**

- Bangladesh can overcome the challenges. New trade agreements and diversification of products and market can be one of the solutions. Bangladesh needs to renew efforts towards the supply-side capacity building, increasing export competitiveness and ensuring product and market diversification and reducing production costs to compensate for preference erosion and phasing out of international support. These efforts include adequate investment, trade facilitation measures, and attraction of significant foreign investment. These will help Bangladesh to strengthen its market access and raise competitiveness in the global market. During the run-up to the LDC graduation, Bangladesh will need to do its best to take the maximum advantage of the preferences it is currently enjoying. Bangladesh's export earnings are highly dominated by the RMG sector, focus should be given on intra-RMG diversification as well as on quality and value-added products. In terms of availing regional trade benefits, Bangladesh should remain engaged in the process of regional trade agreements, so that graduation does not hurt export earnings. Experts suggested taking advantage of the increasing south-south trade opportunities, particularly in the regional markets of India and China, through targeted product diversification and by attracting foreign investment. The next six years will be very crucial in terms of workers' skill development, productivity enhancement, and product diversification for Bangladeshi exporters, as graduation will erode trade benefits. Bangladesh would be able to meet the requirement to continue preferential trade facilities as manufacturers are upgrading machinery and introducing latest technology and have to invest in research and innovation. When it comes to manufacturing high-value and quality and value added products, introducing the latest technologies is necessary as it will help to reduce production cost as well as improve the quality. Overcoming the single-product dependency, we should also focus on emerging industries such as the ICT, Pharmaceuticals, electronics, furniture and light engineering.

- **Dual identity of Bangladesh** – Bangladesh is still an LDC officially, but many countries consider us as a non-LDC, which put us in a difficult situation in trade negotiations.

Conclusion:

Trade has played a very vital role in our economy. Besides, for achieving the goals of SDG by 2030 and for reaching the vision of 2021 and 2041, we have to create more opportunities in trade sector through successful negotiation, which will also ensure to sustain middle income. In post LDC scenario, it is rather more challenging. By proper practice of the rule of the negotiation with expertise approach we can be able to be a successful negotiator in the game on the world trade.

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SDGs IMPLEMENTATION MECHANISM: EXPERIENCE FROM THAILAND

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Introduction: Thailand attaches great importance to implement the concept of Sustainable Development Goals (SDGs). The country has been guided by the Sufficiency Economy Philosophy (SEP) conceived by his Majesty the king Bhumibol Adulyadej. The core components of SEP are: (i) Moderation; (ii) Reasonableness; and (iii) Self-immunity. SEP and SDGs are trying to be integrated in 20 Year National Strategy Framework and the 12th National Economic and Social Development Plan (2017-21).

National Mechanism for Sustainable Development: The National Committee for Sustainable Development (CSD), chaired by the Prime Minister, is Thailand's main and highest mechanism responsible for the country's SDGs. It has 37 members from public, private, academia and civil society. The main tasks of the CSD is formulating policies and strategies on National Sustainable Development and oversight their implementation, including the SDGs.

Three taskforces were established and respectively tasked with (i) reviewing and recommending legal, economic and social measures necessary for achieving the SDGs; (ii) coordinating works of numerous agencies, and priority setting; (iii) preparing report on Thailand's progress, challenges and recommendations in implementing the 2030 Agenda.

• **The target of 12th NESDP are:**

- Human Capital Development,
- Creating a Just- and Equal Society, - Economic Strengthening,
- Environmental-friendly Growth, - Security,
- Enhancing Public Sector Efficiency, - Infrastructure and Logistics Dev.,
- S&T, Research and Innovation,
- Dev Regional, Urban and Econ Zone,
- Dev Foreign Affairs, Neighboring Countries and Regional Corporations

Current Status of SDGs Indicators of Thailand

GOALs	Number of indicatorset by UN	Existing Data available	Needre vision	Need checking	Notrelevant for Thailand
G1	12	8	1	3	--
G2	14	11	1	2	--
G3	26	17	--	9	--
G4	11	5	--	6	--
G5	14	8	1	5	--
G6	11	7	2	2	--
G7	6	4	1	1	--
G8	17	8	1	8	--
G9	12	10	1	1	--

GOALs	Number of indicatorset by UN	Existing Data available	Needre vision	Need checking	Notrelevant for Thailand
G10	11	6	--	5	--
G11	15	6	2	6	1
G12	13	3	--	10	--
G13	7	4	--	1	2
G14	10	3	3	3	1
G15	14	3	--	11	--
G16	23	10	--	13	--
G17	25	6	1	17	1
Total=	241	119	14	103	5

Current Status of SDGs Indicators of Bangladesh

GOALs	Total Target	Total Indicators	Data Readily Available	Data Partially Available	Data Not Available
G1	7	12	5	6	1
G2	8	14	5	9	0
G3	13	26	12	10	4
G4	10	11	2	6	3
G5	9	14	8	4	2
G6	8	11	2	4	5
G7	5	6	1	4	1
G8	12	17	5	9	3
G9	8	12	5	6	1

GOALs	Total Target	Total Indicators	Data Readily Available	Data Partially Available	Data Not Available
G10	10	11	9	1	3
G11	10	15	2	8	5
G12	11	13	0	4	9
G13	5	7	1	2	4
G14	10	10	1	3	6
G15	12	14	3	6	5
G16	12	23	4	10	9
G17	19	25	7	16	2
Total=	169	241	72	108	63

Comparison of SDG related data available
between Bangladesh and Thailand

DATASTATUS	BANGLADESH	THAILAND
Readily Available	72	119*
Partially Available	108	103**
Not Available	63	14***

Note: *Existing Dataavailable
 ** Needchecking
 *** Need revision

Comparison of SDG Implementation Mechanism
between Thailand and Bangladesh

SDGs	Implement ation Mechanism of Thailand	Implement ation Mechanism of Bangladesh
SDG 1: Poverty	-On the basis of Sufficiency Economy Philosophy (SEP) of King Rama IX -To attain shock absorbing capability of near poor -To coordinate income, opportunities and expenditure -HH Accounting community savings " know yourself"	• Spending on Social Protection of GDP to be increased from 2.02% to by FY20 • Child grant for children of poor and vulnerable family • Old Age Allowance for poor and vulnerable senior citizens who are aged 60 years • Disability benefit for children suffering from disability
SDG 3: Health	-Health Coverage Schemes -Village Health Volunteer (Prevention before Sickness) -Reduce road accident, adolescent pregnancy and NCD (Non Communicable	• Community Clinic in root level • Expanded Programme on Immunization • Control of Acute Respiratory Tract Infection

SDG Implementation Mechanism
Thailand and Bangladesh : Some Examples

SDGs	Implementation Mechanism of Thailand	Implementation Mechanism of Bangladesh
SDG 4: Education	• 15 year free tuition fee: kindergarten to junior high school level • Uniform • School activities • Textbooks • Student's loan Bicycle program	• Implement National Education Policy of 2010 • 10 year free education & Stipend for female student's upto12 years • Technical courses along with the Up-gradation of industrial training institutions. • ICT training facilities for the youth/adult
SDG 5: Gender	-Thai Women Empowerment Fund -Male and Female Education ratio is 1:1.33 - WOW Prachin strengthen food and	• Eliminating gender disparities • Prioritizing women in social programmes, • Providing loans and microcredit • Eliminating financial in security & violence against women
SDG 13: Climate	• Learning by doing by community and students • Climate change Management Master Plan 2015-2050 • Alternative Energy Development plan 2015-2036 • Energy Efficiency Plan	• Ensure effective Management in the community • Promote community-based environmental protection in the community

**SGD Implementation Challenges
(Lessons Learned)**

Challengesfor Thailand	Challengesfor Bangladesh
1. Very high idea not easily accessible to the people;	1. Very high idea not easily accessible to the people;
2. Lack of correct and available data;	2. Lack of correct and available data;
3. Lossof human resources for adolescent pregnancy;	3. Lack of trained human resources;
4. Health volunteers low coverage in rural areas;	4. Health personnel are reluctant to discharge their services in rural areas (Community Clinic);
5. Lack of effective coordination;	5. Lack of effective coordination;

RECOMMENDATIONS

- Strong database to be established by enhancing institutional capability;
- Awareness to be builds;
- Incentives for good performances;
- Strict implementations of rules and regulations under a coordinating Agency;
- Formulation of Guidelines for Administrative Data generation for SDGs indicators Conducting new surveys identified for data generation
- Developing partnership with other national and international organizations
- Enhancing capacity of National Statistical Office (BBS)

Conclusion:

The Government of Thailand has strong commitment and systematic efforts to implement the SDGs in line with their national development philosophy and strategies. The guiding principle followed by the Government is mainly the SEP. Even it has got some problems such as newness of the concept, lack of awareness among the diversified segment of population, lack of coordination and non-availability of proper data and information for implementation of SDGs. But their efforts are really practical and trying to make it their home grown one.



Walton Visit: An Amazing Experience

Md. Nabirul Islam
Secretary (Joint Secretary), BEPZA

Introduction:

As a part of sharing of knowledge from private sector, the 87th SSC course management organized a visit to Walton Hi-Tech Industry Limited on 26th August 2018. We, the 29 participants with leadership of the course director, went to Walton Industry located at Kaliakair, Gazipur. The Managing Director of Walton welcomed us in a grand meeting room.

The view of the visit was to learn how the Walton Hi-Tech Industry is being operated successfully and what are their management technologies that the public sector can implement in its service delivery system.

Briefing session:

The Walton Hi-Tech Industry Limited authority organized a briefing session with an extraordinary video presentation including their starting of the journey, crawling, takeoff and flying. Along with his associates the Managing Director brief us in detail and replied lots of questions raised from the visiting officers in different aspect of the management techniques, welfare facilities, environmental issues, affluent treatment facilities and so on.

In the briefing the MD mention that the Walton HIL (Walton Hi-Tech Industries Ltd.) is the pioneer of Refrigerator, Freezer, Air Conditioner and Motorcycle Manufacturing Technology in Bangladesh. R. B. Group (Mother Company) is the



country's top business Group in electrical and electronics, Motorcycle, Electricity generating equipments and other household electrical & electronics appliances using the brand name WALTON.

They mentioned that the Mission is "The Company desires to provide the latest technology based products with innovative design, excellent quality and many different models & capacities. In this concern, Management of Walton HIL ensures their commitments for quality at any cost. WALTON brand main products are different types of Television (CRT, LCD, and LED), DVD Player, Motorcycle, Refrigerator & Freezer, Walton Mobile Phone, Microwave Oven, Steam Oven, Domestic and Industrial Generator, Manganese & Alkaline Battery, Air conditioner and various types of necessary and useful home appliances etc".

At last they served grand entertainment snakes then requested us to visit the Gallery of their products.

Visit to Walton Product gallery:

Television: Walk into the new arena/world of entertainment with Walton LCD & LED television. Walton brings you world class LCD & LED television to enjoy the stunning entertaining world.

Refrigerator: Walton offers wide range of refrigerators & freezers with a lot of variety in colors, dimensions & types.

Freezer: Walton Refrigerator & Freezer ensures highest quality compressor, Condenser is made by 100% copper which lasting for 20-30 years.

Generator: Walton Generator scientifically developed technology that deliveries of Clean Power that means much more reliability but interruptions are very low.

Motorcycle: Walton motorcycle produced with modern innovative technology, elegant shape & design with different models of 80cc to 140cc motorcycle maintaining international standard quality.

DVD Player: Add a touch of Walton DVD Player of unique style to your home entertainment area. This lightweight, compact DVD player also up converts you're DVDs.

Mobile: WALTON Mobile is an elegant line of mobile phone handsets. It is distinctive by its unquestionable quality, longer durability and eye-popping style.



Microwave oven: Walton Microwave Oven cooking standard is very high. Walton Microwave Oven has some special features like as Power output: 900w, Cavity capacity: 28liters (1.1cu.ft),

Washing Machine: Walton Washing Machine standard is very high.

Iron: STEAM-IRONNING Sit the temperature rototill to position for moderate steam and to for maximum steam. With conventional steam iron, water may leak from the, sole plate if a too low temperature has been occurring.

Air Conditioner: Walton presents the perfect solution from heat & high temperature with its Air Conditioner. Only Walton air conditioner ensures exact BTU that's why experts are so sure & confident about it.

Visit to the production Line:

We visited two production lines, the first one was production system of Refrigerator and the second one was the production steps of the Compressor, popularly known as the heart of the refrigerators. They showed us the full mechanism step-by-step. They mentioned that they try to change their old product regularly and introduce new products to meet the demand of customers.

International Market:

Walton pursues its 21st century vision of becoming a true universal digital brand through innovative design, latest technology and proper customer satisfaction. Walton set its vision to take a place among the top electronics, automobiles, and telecommunication Industries in the world.

The products of the company have acquired a significant local market share and are also exporting to different countries in the world like United Arab Emirates, Myanmar, Sudan, Qatar etc. And we are prepared for huge market access to Australia, Singapore, Poland, Romania, Ethiopia, Saudi Arabia, South Africa, Oman, Kuwait, Yemen, Bhutan, Nepal, Bahrain, Nigeria and Ghana.

The strength of Walton:

- Walton produce products do not assemble only.
- It has plants to produce each and every parts of any product on their own.
- Walton is not dependent to any company or any suppliers for necessary



parts of any product they produce.

- Walton import initial raw materials from abroad directly.
- Walton has no dependency on bank loan for the fund.
- Walton cares its customers need with the highest degree of attention.
- All employees are from Bangladeshi origin and they love their Industry.
- Employees are very sound in technological knowledge and knowhow.
- Employees share profit gained in year.
- Employees have medical, child care, maternal and paternal leave facilities, and even get short leave if any emergency arises.
- Walton registers customers and give prompt services whenever and wherever is necessary.
- Customers satisfaction they cares the most.
- Wide green company campus of 1,500 acres of land.
- Stakeholder centric mind map of the company.

The Walton Management expressed their expectation in such a way that "our country is in respect of land area but it has a big market. Walton represents Bangladesh. It is own brand of peoples of Bangladesh. It can compete with any international brands of similar products. If we Bangladeshi People nurture our own brand, we can show that we can do, we can compete, and we can win in any circumstances of commercial production of goods of any hi-tech.

Major Challenges:

There are huge challenges for this company from domestic and internationally. Some challenges are mentioned as follows which to be address to keep the market share and enhance the coverage. Serving more customers and maintain relationship with customers; Major challenges are: Minimizing production cost and to have raw materials in country side, Innovation based on future need of customers, Find the right person in the right jobs, Threats of new entrance, Bargaining power of buyers, Bargaining power of Supplier, Number of Substitutes, Syndication of raw material supplier.



Expectation of Walton:

Having 29 Joint Secretaries of different ministries in their industry the management of Walton was highly satisfied and delighted and they expressed what they expect from us. They mentioned that they will be happy if we and other high officials visit repeatedly. They expected two things only. They are as follows:

- One, Business friendly policy
- Two, Good wishes for the national brand like Walton.

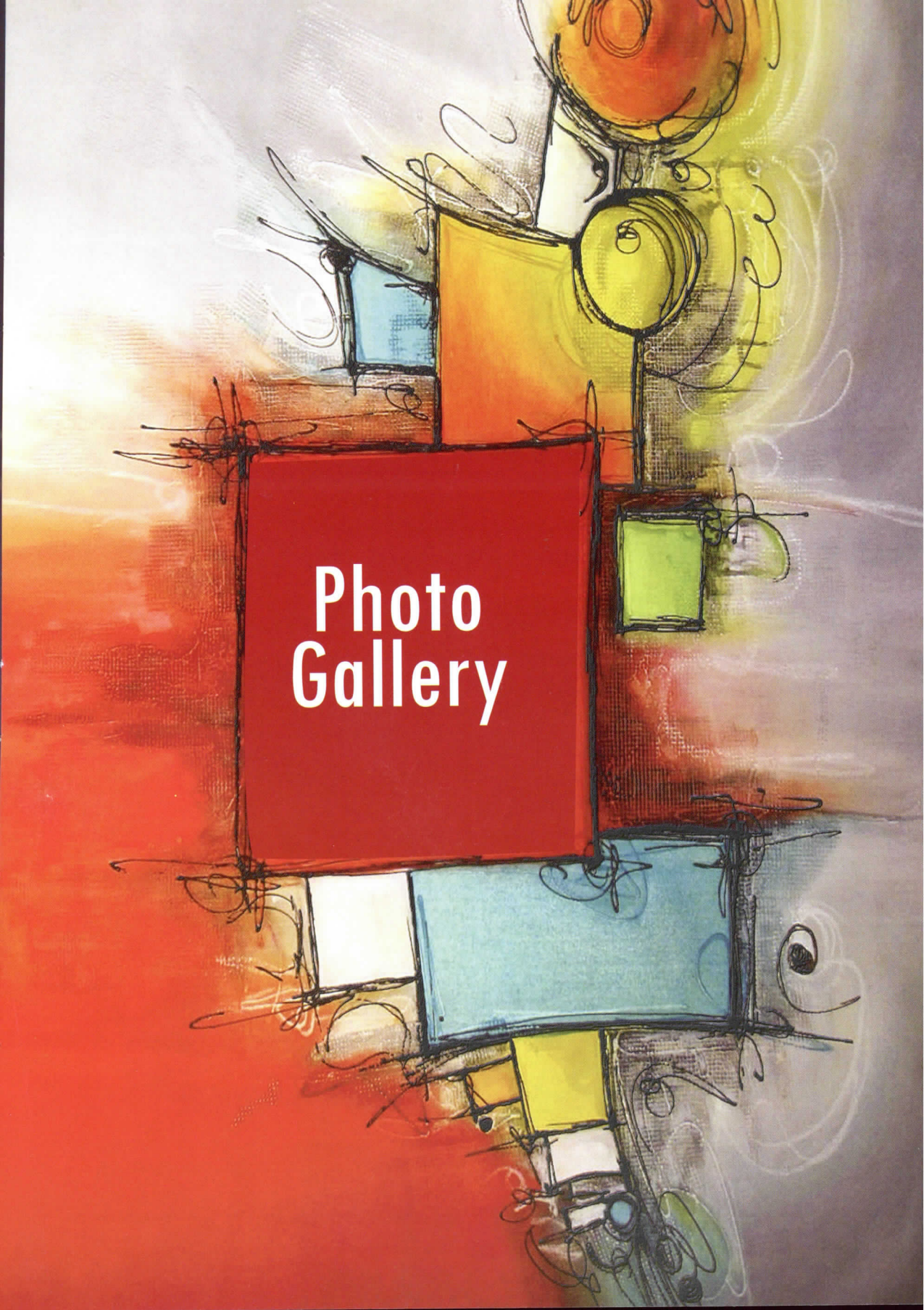
Lesson learnt:

We learnt so many things from the visit. The basic learning was that we can if we think we can. Dream, desire and drive are the key to have anything done extraordinary. Money is not the only asset needed to implement big things. Care at all levels and every stakeholder are the key element of success. Our engineers and technician can do impossible possible. Producing a lot is not the main key to success in business; rather caring quality is main key. Always care nature for sustainable development of the industry and the country as well.

Highly evaluated the customers, Customers' service is their main motto ,Innovation are continued based on the future need, demand, taste of customers and technology, Patriotism, In this global competition they have given emphasis on maximum satisfaction and services of the customers and maximum sales.

Conclusion:

It was an amazing visit and was unknown that such a big and successful industry is being operated in our country and all workers, officers, engineers, and technicians are of Bangladeshi origin. If we faith our people, they can do impossible possible. Exchanging visit both-way could be helpful to eliminate gap exiting between private and public sectors and that can create an environment of mutual trust which is the prime need for ensuring sustainable development of the nation.





Inaugural Ceremony of 87th SSC.



1. Dr. M. Aslam Alam, Rector BPATC delivering speech as a chairperson in inaugural Ceremony.
2. Mr. Faiz Ahmed, Secretary, MOPA deliberating Speech as a chief guest in inaugural Ceremony.



Group photo of 87th SSC trainees With Respect Rector & Course authority.



Group photo of 87th SSC participants & Faculties of AIT, Thailand.



**Group photo of 87th SSC trainees With Respect
Rector & Course authority.**



**Mr. Muslim Chowdhury, C & AG is delivering his
lectures as Guest Lectures.**



Dr. Farash uddin Ex. Governor of BB is giving his important lecture in front of 87th SSC Participants.



Dr. Pran Gopal Datta, Ex. VC, BSMMU was deliberating his important lecture in front of 87th SSC Participants.



Mr. Fazle Karim, deliberating speech as
Chief guest in the inaugural Ceremony AIT.



Mr. Voravate Chonlasin, Sr Prog. Specialist
deliberating speech in the inaugural Ceremony AIT.



Representatives of MOPA & BPATC headed by Begum Alam Ara, Add. Secertary in foreign Exposure visit, Thailand.



Briefing in Civil Service Commission of Thailand



Training class at Ambassador Hotel, Thailand



A Group photo of 87th SSC trainees in front of the NongNooch Theatre room, Thailand.



Opening Fariendly Volley Ball Match



Moment of Volley Ball Match



Molla Zahidul Islam, MDS distributing Prizes as chief guest



Participants enjoying Volleyball match



Prize Distribution



Manager of the 87th SSC' team deliberating closing



ওয়েজ আর্নাস কল্যাণ বোর্ড

প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়

সেবা কার্যক্রম

- বিদেশগামী কর্মীদের সংশ্লিষ্ট দেশের আইন-কানুন, রীতিনীতি, ভাষা, আবহাওয়া-পরিবেশ, অধিকার-কর্তব্য ইত্যাদি সম্পর্কে প্রাক-বহির্গমন ব্রিফিং প্রদান;
- বিমানবন্দরে প্রবাসী কল্যাণ ডেস্কের মাধ্যমে কর্মীদের নিরাপদে বিদেশ গমন ও প্রত্যাবর্তনে সহায়তা প্রদান;
- প্রবাসী কর্মীর মেধাবী সন্তানদের শিক্ষাবৃত্তি প্রদান;
- প্রবাসী কর্মীর সন্তানদের স্কুল/কলেজ/বিশ্ববিদ্যালয়ে ভর্তিতে সহায়তা প্রদান;
- প্রবাসে কর্মীর সন্তানদের জন্য বাংলাদেশ কমিউনিটি পরিচালিত শিক্ষা প্রতিষ্ঠান পরিচালনায় আর্থিক সহায়তা;
- বাংলাদেশ মিশনসমূহের শ্রম কল্যাণ উইংয়ের মাধ্যমে কর্মীদের আইনগত সহায়তা প্রদান;
- প্রবাসে আটক কর্মীদের মুক্তকরণসহ দেশে ফেরত আনয়ন;
- আহত, অসুস্থ এবং শারীরিকভাবে অক্ষম কর্মীদের দেশে ফেরত আনয়ন ও চিকিৎসার্থে ১ (এক) লক্ষ টাকা আর্থিক সাহায্য প্রদান;
- প্রবাসে বিপদগ্রস্ত নারী কর্মীদের আশ্রয় প্রদানের জন্য সেইফ হোম স্থাপন ও পরিচালনা;
- প্রবাসে মৃত্যুবরণকারী কর্মীর মৃতদেহ দেশে আনয়ন;
- বিদেশে ফেরত অসুস্থ ও মৃত কর্মীদের পরিবহনের জন্য বিমানবন্দর হতে এ্যাম্বুলেন্স সেবা প্রদান;
- বিমানবন্দর হতে মৃতের স্বজনদের নিকট মৃতদেহ হস্তান্তরের সময় মৃতদেহ পরিবহন ও দাফন খরচ বাবদ ৩৫,০০০/- (পঁয়ত্রিশ হাজার টাকা) চেক প্রদান;
- বৈধভাবে বিদেশ গমনকারী মৃত কর্মীর পরিবারকে ৩ (তিন) লক্ষ টাকা করে আর্থিক অনুদান প্রদান;
- প্রবাসে মৃত কর্মীর মৃত্যুজনিত ক্ষতিপূরণ/ইন্স্যুরেন্স/বকেয়া বেতন/সার্ভিস বেনিফিট আদায় এবং ওয়ারিশদের নিকট বিতরণ;
- প্রবাসী কর্মীর সম্পদ রক্ষা এবং নানাবিধ অসুবিধা দূরীকরণে স্থানীয় প্রশাসনের মাধ্যমে সহায়তা;
- প্রবাসী কর্মী এবং তাদের পরিবারকে জেলা কর্মসংস্থান ও জনশক্তি অফিস এবং জেলা প্রশাসকের কার্যালয়ের প্রবাসী কল্যাণ শাখার মাধ্যমে সেবা প্রদান; এবং
- প্রবাসবন্ধু কল সেন্টার (০১৭৮৪৩৩৩৩৩৩, ০১৭৯৪৩৩৩৩৩৩, ০১৮৮৪৩৩৩৩৩৩) এর মাধ্যমে প্রবাসী কর্মী এবং তাদের পরিবারের সদস্যদের সমস্যা সমাধান।

বিঃ দ্রঃ- বিদেশে বসবাসরত অনাবাসী বাংলাদেশি (ডায়াসপোরা) এবং বহির্গমন ছাড়পত্র ছাড়া বিদেশ গমনকারী কর্মীদের সংশ্লিষ্ট বাংলাদেশ মিশনসমূহের মাধ্যমে নির্ধারিত কল্যাণ ফি প্রদান সাপেক্ষে কল্যাণ বোর্ডের সদস্যপদ প্রদান করা হচ্ছে। এর ফলে তারা কল্যাণ বোর্ড প্রদত্ত সকল ধরনের সুযোগ সুবিধা প্রাপ্য হবেন।

প্রধান কার্যালয়

প্রবাসী কল্যাণ ভবন

৭১-৭২ পুরাতন এলিফ্যান্ট রোড, ইস্কাটন গার্ডেন, ঢাকা।

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বিদ্যুৎ ভবন, ১ আব্দুল গনি রোড, ঢাকা-১০০০।

সময়মত বিদ্যুৎ বিল পরিশোধ করুন

গ্রাহকদের মানসম্মত ও নিরবচ্ছিন্ন বিদ্যুৎ সরবরাহে ডিপিডিসি প্রতিশ্রুতিবদ্ধ।

বিদ্যুৎ দেশের উন্নয়নের অন্যতম চালিকাশক্তি। এর অপচয় রোধ করুন। ঘর থেকে বের হওয়ার সময় বৈদ্যুতিক সুইচ বন্ধ করুন।

অনলাইন পদ্ধতিতে ঘরে বসেই নতুন সংযোগের আবেদন করুন।

উন্নততর গ্রাহক সেবা নিশ্চিত করার লক্ষ্যে ডিপিডিসির সিটিজেন চার্টার তৈরী করা হয়েছে। এর মাধ্যমে গ্রাহকগণ তাঁদের কাজিত সেবা পাবেন।

ডিপিডিসি সম্পর্কে কোনো অভিযোগ থাকলে বা কোনো তথ্য জানার থাকলে ডিপিডিসি'র ওয়েবসাইট (www.dpdc.org.bd)-এ ভিজিট করুন বা মোবাইল অ্যাপস ব্যবহার করুন।

আপনার সন্তানকে বিদ্যুতের সাশ্রয়ী ব্যবহার সম্পর্কে শিক্ষা দিন।

প্রি-পেইড মিটারিং সিস্টেম চালুর মাধ্যমে ঝামেলামুক্ত ও সহজে বিল পরিশোধের সুবিধা প্রদান করা হয়েছে।

দোকান, শপিং মল, বাসা-বাড়িতে অপ্রয়োজনীয় আলোকসজ্জা পরিহার করুন।

অবৈধ বিদ্যুৎ ব্যবহারকারীর তথ্য দিয়ে সহায়তা করুন এবং তাদের বিরুদ্ধে সামাজিক প্রতিরোধ গড়ে তুলুন।

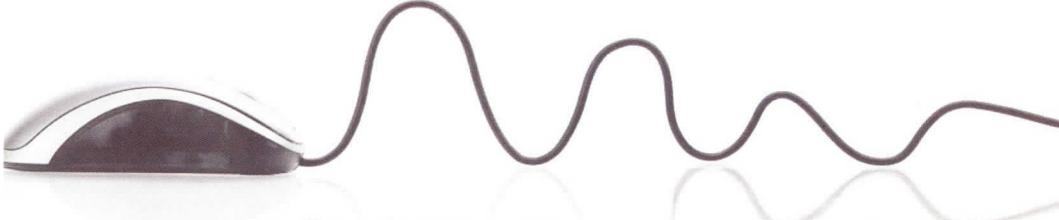


নেকটার স্বপ্ন দেখায়-

- মুক্ত পেশাজীবী হতে
- আইটি ফিল্ডে ক্যারিয়ার গড়ে তুলতে
- গ্লোবাল ভিলেজে বাংলাদেশকে প্রতিনিধিত্ব করতে
- বিশ্বের জনবহুল এ দেশটিকে জনসম্পদে পরিণত করতে
- আইটি প্রযুক্তিবিদ হিসেবে নিজেকে মাথা উঁচু করে দাঁড়াতে
- আত্মনির্ভরশীল দক্ষ মানবসম্পদ হিসেবে নিজেকে প্রতিষ্ঠিত করতে

নেকটার কর্তৃক পরিচালিত কোর্সসমূহ-

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মোটরসাইকেলের চালকদের প্রতি আহ্বান

ফুটপাথ দিয়ে এবং রাস্তায় বেপরোয়াভাবে মোটরসাইকেল চালাবেন না।
মোটরসাইকেল চালক ও আরোহী অবশ্যই হেলমেট ব্যবহার করুন।
মোটরসাইকেল চালক ব্যতীত একজনের বেশি আরোহী/যাত্রী বহন করবেন না।
বৈধ এবং হালনাগাদ কাগজপত্র ছাড়া মোটরসাইকেল চালাবেন না।
মোটরসাইকেল রেড্রো-রিফ্লেকটিভ নম্বার প্লেট যুক্ত করুন।
যেখানে সেখানে মোটরসাইকেল পার্কিং করবেন না।

মোটরযান মালিকদের প্রতি আহ্বান

যান্ত্রিক ত্রুটিযুক্ত ও ফিটনেসবিহীন গাড়ি রাস্তায় নামাবেন না।
মোটরযানে হাইড্রোলিক হর্ন সংযোজন করবেন না।
বিআরটিএ'র সংশ্লিষ্ট অফিস থেকে ড্রাইভিং লাইসেন্সের বৈধতা যাচাই করে গাড়িচালক নিয়োগ দিন।
গাড়িতে রেড্রো-রিফ্লেকটিভ নম্বার প্লেট যুক্ত করুন।
রং-চটা গাড়ি রাস্তায় নামাবেন না।
বৈধ ড্রাইভিং লাইসেন্সধারী চালক ব্যতীত হেলপার দ্বারা গাড়ি চালাবেন না।

মোটরযান চালকদের প্রতি আহ্বান

যান্ত্রিক ত্রুটিযুক্ত ও ফিটনেসবিহীন গাড়ি রাস্তায় নামাবেন না।
মোটরযানে হাইড্রোলিক হর্ন সংযোজন করবেন না।
বিআরটিএ'র সংশ্লিষ্ট অফিস থেকে ড্রাইভিং লাইসেন্সের বৈধতা যাচাই করে গাড়িচালক নিয়োগ দিন।
গাড়িতে রেড্রো-রিফ্লেকটিভ নম্বার প্লেট যুক্ত করুন।
রং-চটা গাড়ি রাস্তায় নামাবেন না।
বৈধ ড্রাইভিং লাইসেন্সধারী চালক ব্যতীত হেলপার দ্বারা গাড়ি চালাবেন না।

মোটরযান চালকদের প্রতি আহ্বান

ওভারটেকিং নিষিদ্ধ এলাকা, রাস্তার বাঁক, সরু ব্রীজে ওভারটেকিং করবেন না।
গাড়ি চালনাকালে ইয়ারফোন ও মোবাইল ফোনে কথা বলবেন না।
মাদকদ্রব্য সেবন করে কিংবা ঘুম-ঘুম ভাব হলে গাড়ি চালাবেন না।
একটানা পাঁচ ঘণ্টার বেশি গাড়ি চালাবেন না। গতিসীমা লঙ্ঘন করে গাড়ি চালাবেন না।
ট্রাফিক আইন, ট্রাফিক সাইন এবং ট্রাফিক পুলিশের নির্দেশ মেনে চলুন। সিটবেল্ট বেঁধে গাড়ি চালান।
গাড়িতে অতিরিক্ত যাত্রী বা মালামাল তুলবেন না। বৈধ ড্রাইভিং লাইসেন্স ছাড়া চালাবেন না।
নৈশ-কোচের চালকগণ মাঝপথে যাত্রী তুলবেন না। নিরাপদে যাত্রী উঠে-নামা নিশ্চিত করুন।
যেখানে সেখানে গাড়ি ঘুড়িয়ে রাস্তায় প্রতিবন্ধকতা তৈরী করবেন না।
উল্টো পথে গাড়ি চালাবেন না।
এক্সেল লোড নীতি অনুসরণ করে মোটরযান চালাবেন।

পথচারীদের প্রতি আহ্বান

ফুটপাথ দিয়ে চালাচল করুন।
যেখানে ফুটপাথ নেই, সেখানে রাস্তার ডান পাশ দিয়ে সাবধানে চলাবল করুন।
জেব্রা ক্রসিং, ফুটওভারব্রিজ ও আভারপাস দিয়ে রাস্তা পারাপার হোন।
দৌড়ে অথবা মোবাইল ফোনে কথা বলতে বলতে রাস্তা পার হবেন না।

যাত্রীদের প্রতি আহ্বান

চলন্ত গাড়িতে চালক ইয়ারফোন বা মোবাইল ফোন ব্যবহার করলে তাকে নিবৃত্ত করুন। প্রয়োজনে আইন শৃঙ্খলা বাহিনীকে অবহিত করুন।
সড়ক দুর্ঘটনা ঘটানোর সাথে সাথে স্থানীয় পুলিশকে সংবাদ দিন। আইন নিজের হাতে তুলে নিবেন না।
সময় বাঁচাতে গিয়ে ধারণ ক্ষমতার অতিরিক্ত যাত্রী হয়ে গাড়িতে উঠবেন না।
চলন্ত গাড়িতে ওঠানামা করবেন না। চালকের মনোযোগ বিঘ্ন ঘটে এমন কিছু করবেন না।
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