

**NEED ASSESSMENT FOR POPULATION TRAINING
FOR
THE PARTICIPANTS OF THE FOUNDATION TRAINING COURSE**

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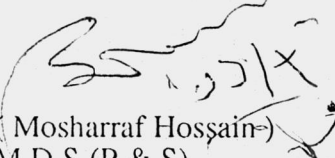
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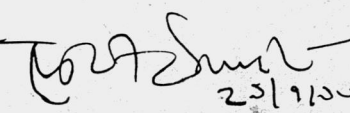
APPROVAL OF THE COMMITTEE FOR EVALUATION

Title of the Study

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FOR
THE PARTICIPANTS OF THE FOUNDATION TRAINING COURSE"


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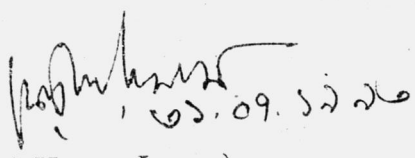

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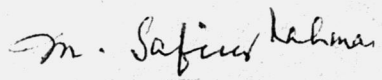

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ABBREVIATION

ACAD	=	Advance Course on Administrative Development
AS	=	Assistant Secretary /(Equivalent)
BBS	=	Bangladesh Bureau of Statistics
BPATC	=	Bangladesh Public Administration Training Centre
DS	=	Deputy Secretary /(Equivalent)
FC	=	Foundation Course
FCP	=	Foundation Course Participant
FP	=	Family Planning
FPA	=	Family Planning Association
FTC	=	Foundation Training Course
HRD	=	Human Resource Development
MCH	=	Medical College Hospital
NGO	=	Non-Government Organization
JS	=	Joint Secretary /(Equivalent)
PT	=	Population Training
PTP	=	Population Training Package
SAS	=	Senior Assistant Secretary /(Equivalent)
UNFPA	=	United Nations Family Planning Association

CHAPTER-I

INTRODUCTION

1.1 Background

Demographic factors are recognised to be strategically important in human resources development because of their interrelationships with employment, education, skill and capability development, environment, health and nutrition, and the status & role of women¹. Population problem is one of the major concerns that foiled decades-long battles of development efforts of many developing countries like Bangladesh². The situation has become more grave due to rapid growth rate of population in the country in recent years. Studies suggested that a national awakening is necessary to foster population control in the country in much faster rate than before. To achieve that goal and an overall economic break-through in the country, potential forces should be engaged to fight the battles.

The present study considers, among others, the Foundation Course Participants (FCPs) i.e. the entry-level government officials of all cadres as the best chosen potential forces who can help more effective implementation of the government population programmes, if necessary inputs are provided. Keeping this in mind, the study has been designed to assess their population training needs.

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1. Chaturvedi, T. N. ed. : "Draft Bali Declaration on Population and Sustainable Development"; in : *The Indian Journal of Public Administration*, IIPA, Vol. XXXVIII, No. 3, July-Sept., 1992, p. 463.
 2. Rahman, ASM Atiqur and Dil Rowshan Zinnat Ara Nazneen. : "Population Explosion and Population Control Programmes in Bangladesh : an overview"; in : *The Indian Journal of Public Administration*, IIPA, Vol. XXXVIII, No. 3, July-Sept., 1992, p. 432.

1.2 Consequences of Population Explosion and the Government Interventions

Rapid population growth in Bangladesh is a relatively recent phenomenon. Upto about mid 20s of this century slow population growth against environmental and technological constraints was observed. Sharp acceleration in population growth began from 40s (Table-1). Recently, the unprecedented growth rate in population, causing an imbalance in demographic structures and population-resource ratio, poses a big threat to the country. A vicious combination of poverty, unemployment, illiteracy, malnutrition, poor sanitation, environmental degradation, social apathy and lack of sincere initiative for better changes have continually been plaguing the prospect of planned parenthood, sound health and better living.

The roots of the current population control and family planning programme stretch back to 1952³. The Bangladesh population programme has undergone a series of evolutionary changes in terms of its organizational structure, programme strategy and goals. Population programme in Bangladesh was first started in 1953 by a group of voluntary social workers with a forum called Family Planning Association (FPA). In the first phase (1953-60) FP activities were carried out by the FPA with nominal financial support from the government and which was a centralised and urban-base programme. In the second phase (1960- 65), development of programme started with government sponsorship and initiated as clinic-based services as a regular part of government's health programme. In the third phase (1965-70) it was started launching throughout the country as a full-fledged government programme with separate structure, organization & manpower; Family Planning Board was constituted. In the fourth Phase (1973-78) MCH-based integrated health and FP programme was started under the Population control and Family Planning Division of the Ministry of Health and Population Control; the National Population Council was constituted; NGOs participation was encouraged; the first National Population Policy was formulated (July, 1976) and approved. The fifth, sixth & seventh

3. *ibid*, p.433.

phase were/are in 1980-85, 1985-90 and 1990-95 periods respectively. In the sixth phase, 'reduction of population growth' was mentioned as the number one objective in the Third Five Year Plan.

Confusing statistics are found in different sources about current population growth rate and other aspects of population programmes. BBS report showed that the total fertility rate per woman in Bangladesh had declined from 5.21 in 1982 to 4.23 in 1990.⁴ Several studies have observed no significant progress in population planning (growth rate) till today⁵. UNFPA recognised the Family Planning Programme in Bangladesh as one of the five best programme in the world where contraceptive prevalence rate has increased from 7 per cent in 1975 to 43 per cent in 1992-93 and required infrastructures had been developed to bring down population growth rate to 1.08 by 1995⁶. The Matlab experiment has been proved to be a successful programme⁷.

The Fourth Five Year Plan (1990-95) has set different programme-oriented strategies and targets to achieve. Operations Evaluation Study of the World Bank⁸ has identified several loopholes and drawbacks hindering the country's population programmes. According to the report the physical environment, socio-economic factors affecting demographic changes, in some cases the administrative structure and operational style are not still favourable. Even then, after four decades of population control activities through government and NGO level, the country seems to have achieved at least some pre-requisites of a favourable setting for successful implementation of population programmes⁹.

4. BBS, *Statistical Year Book of Bangladesh - 1992, 1993*, p. 54.

5. *ibid*, p. 445.

6. *The Bangladesh Times : Remarks on UNFPA Report, July 07, 1993*.

7. Caldwell, John C. : "The Soft Underbelly of Development : Demographic Transition in Conditions of Limited Economic Change"; in : *Proceedings of the World Bank Annual Conference on Development Economics, 1990*, p. 223.

8. *Operations Evaluation Department : Population and the World Bank : implications from eight case studies, Washington D.C., 1992*, pp. 39-45.

9. *ibid and opcit. Rahman, p. 445*.

1.3 The Conceptual Framework of the Study

Decades-long government interventions could not bring a sustainable break-through for population planning in Bangladesh¹⁰. Experience suggests that the multi-faceted population problems should be dealt with dynamic and multi-dimensional approaches. Population dynamics along with its grappled socio-economic factors need to be given due consideration to cope with population problems. To this end, along with others, FCPs as implementors of government plans & policies can help accelerate effective implementation of population programmes, if necessary inputs are provided.

The FCPs of different cadres are exposed to various job-situations and job-environments. Even the officers of this level belonging to a particular cadre perform or will perform different sorts of jobs and responsibilities both at this stage of services and throughout their career. The administrative structures, policy-plans and the dimensions of population problems may be evolved and changed with time-perspectives. Officers of all cadres of foundation level may not have direct involvement in the process of implementing population programmes. But all of them are somehow, directly or indirectly, associated with the issue and there may have several scope to involve, at least many of them directly in the process. Therefore, a comprehensive exposure to population problems, population dynamics and other relevant issues will provide the FCPs necessary footing to help effective implementation of population programmes. A well-designed PTP-programme in this line followed by an extensive village attachment will give the FCPs necessary inputs. Co-ordinated efforts would have to be made in collaboration with government machineries, NGOs and other concerned agencies engaged in related activities.

The FCPs will get a realistic orientation in implementing population programmes during attachment programme. They will submit a comprehensive report to BPATC on the attachment programme. BPATC will maintain a "Data-Bank" to store & preserve information collected by the FCPs and make policy-suggestions to the government from time to time based on the above information. Inter-ministerial and inter-departmental co-ordinating bodies at different levels can be activated to co-ordinate implementing population programmes on one hand, and channelising realistic information for policy formulation on the other.

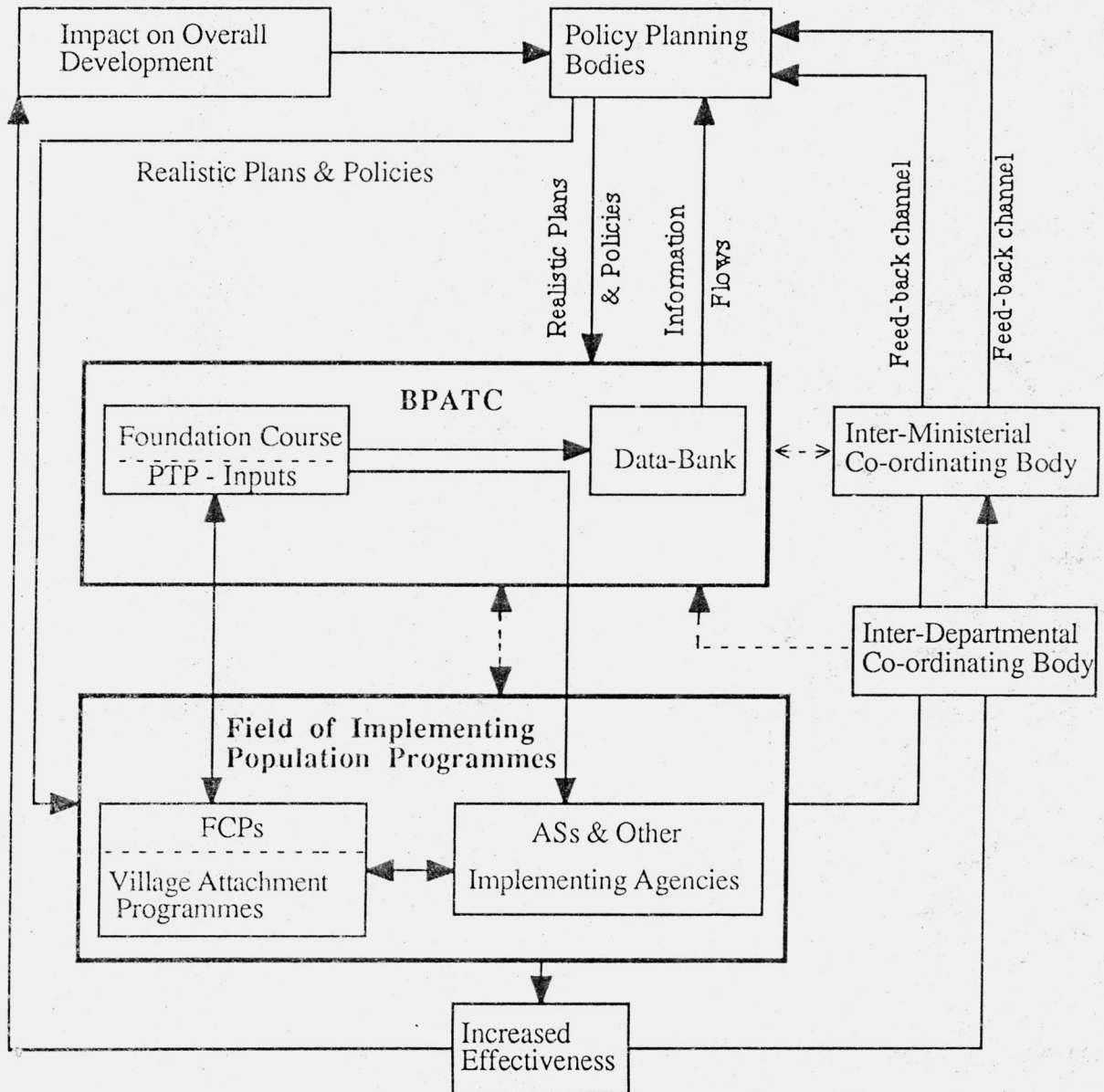
10. *opcit.* Rahman, p. 445.

The government has entrusted BPATC with the responsibility of imparting Foundation Training for the entry level officers of all cadres. But there are some other training institutions who impart Special Foundation Training Course of two months duration for some specific cadres as delegated responsibility on ground of clearing back-log. BPATC will have to establish a strong linkage with those institutions to take necessary steps both in introducing PTP-programme there and channelising required information.

The FCPs after completion of their training at BPATC or at aforesaid institutions would go back to their place of posting and help implement population programmes. BPATC may also develop a feed-back channel with inter-ministerial and inter-departmental co-ordinating agencies. PTP-programme may be updated and made time-befitted on the basis of information collected through different feed-back channels.

If the whole process works simultaneously (Fig:-1) increased effectiveness of population programmes would be achieved and there would be a positive impact on the overall development of the country.

Fig-1 : The Conceptual Framework



1.4 Objectives of the Study

The main objective of the study is to look into the question whether there is, in real sense, a need of population training for the foundation participants. If so, the study will find out, how and to what extent they can help achieve effective implementation of population programmes in the country and what would be the effective inputs to be employed for making them most capable of discharging their responsibilities in the areas mentioned.

The specific objectives of the study are as follows:

- a. To examine the attitudes of the foundation participants towards population problem, specially towards FP and HRD;
- b. To assess the needs of population training for the foundation participants;
- c. To find out the ways and means for foundation participants to play a vital role for helping population and family welfare programmes in the country (if necessary); and
- d. To develop a PTP-programme/Population Training Module for the foundation participants (if necessary).

1.5 Scope and Limitations of the Study

Foundation participants are considered to be the development managers and implementors of government plans and policies. Therefore, the study focused its attention mainly on plan and policy implementation issues, not on policy decisions and formulation of plans. It did not deal with the whole gamut of multi-faceted population problems, rather intended only to assess the needs of population training for FCPs and develop a need-based PTP-programme for the foundation participants to equip them with proper knowledge-base, acquaint them with the realistic problems of implementing population programmes and equip them how to find their own way out to solve the problems in implementing the aforesaid programmes more effectively.

The Study considered both macro and micro level perspectives of the issue limiting mainly within the existing administrative structure. Areas recognised as crucial preconditions of FP have been taken into consideration in designing PT-package.

Views were collated from entry level to senior level officials from all cadres, but not all cadres in every level. Experienced line-trainers, government officials, some NGO-personnel working in the related fields were consulted, but not the purely academicians, politicians, specific FP-experts, field workers and programme-beneficiaries.

Inferences drawn on the basis of a limited number of samples may not represent the universe, but they are very much indicative for the purpose of the present study.

1.6 Organization of the Report

The first chapter of the study deals with the dimensions of population problems, population programmes in the country, conceptual framework, and scope & limitations of the study. Methodologies employed have been described in the second chapter. Analysis and findings & recommendations have been presented in the third and fourth chapters respectively. Analysis of the study intended to examine the awareness level of the respondents about government's population programmes, attitudes of the FCPs towards population problems, their job-association with government's population programmes, need assessment of population training for FCPs and to develop a need-based PTP-programme for the FCPs. Specific suggestions and recommendations have been made on the basis of the research findings. Concluding remarks have been made in chapter six.

CHAPTER-II

METHODOLOGY

2.1 Methods of Data Collection

Three major procedures were followed in collecting data and information for the study. First of all, secondary sources of information and data were consulted. Secondly, experienced line- trainers, government officials and some NGO personnel working in the related fields were consulted to gather comprehensive knowledge about their thinking patterns in line with the population problems in the country , so that loopholes of the government's programmes can be properly identified, and they can also, in turn, be involved in the process in an effective and better coordinated way. Thirdly, data were collected through a structured questionnaire (Annexure-3). This included on-going Foundation Course Participants (FCP), participants of ACAD and Senior Staff Courses (SSC) at BPATC, Assistant Secretaries (AS), Senior Assistant Secretaries (SAS), Deputy Secretaries (DS), Joint Secretaries (JS) or their equivalents in all levels working in Thana, District, Departments, Institutions and Ministries . Specifically Bogra District was selected to collect data from government officials working in district level. No specific Thana was selected, but data were collected from officials working at Thana level. A purposive random sampling procedure was employed to collect field level data. The study covered officials from all 30 cadres.

2.1.1 Preparation and Formulation of Questionnaire

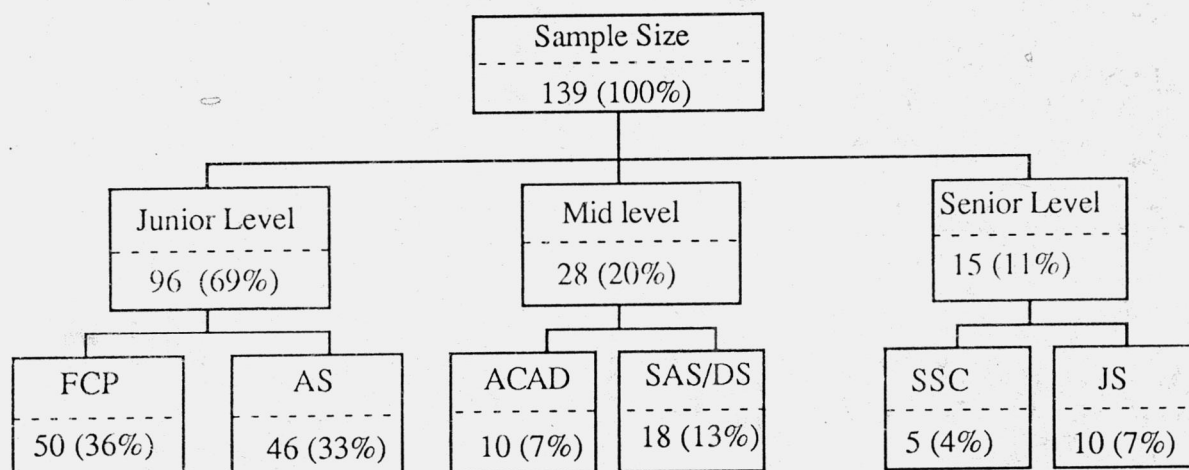
Before starting detailed survey, a Questionnaire was designed on the basis of knowledge gathered from secondary sources of information. Pre-testing of this Questionnaire was made amongst the participants of on-going Foundation, ACAD and Senior Staff Courses at BPATC. Some experts were consulted. A comprehensive questionnaire was prepared after incorporating necessary feed-back from the pre- test or pilot survey. In fact, there were three major parts in the final questionnaire. Part-A included the background information about the respondents related to socio-demographic

characteristics; Part-B embraced questions for examining the respondents' awareness, attitudes about and job-association with the government's undertaken programmes related to population and exploring problem-oriented ways & means to be followed by the FCPs to make population programmes more effective; and Part-C was designed to develop a need-based Population Training Package (PTP) programme for the foundation participants.

2.1.2 Sampling Design

The Sample size of the study comprised a total of 139 respondents from three different selected levels i.e. Junior- (FCP/AS), Mid- (SAS/DS) and Senior level (JS) Government officials as follows:

Fig-2 : SAMPLING DESIGN



2.2 Data Compilation & Tabulation

The study employed procedures of simple and cross-tabulation. In simplifying the percentage data used in different tables were taken into round figures. Ranked and scaled data derived from the questionnaire were assigned systematic weight-values and finally converted into percentage figures. The foregoing statistical procedures were performed to convert ordinal data into more quantifiable form. Percentage figures were also used instead

of actual ones in many cases for making comparison of views of the respondents of different levels and employing statistical tests as well. Although FCPs & ASs belong to the same service level, their views have been depicted and shown separately in the tables to examine whether they have become biased in opinion because of the focus given on population during training. Moreover, they have little or less field experiences than those of the ASs. Therefore, they might have differed in views from others.

2.3 Methods of Analysis

Some inter-related series of steps were undertaken to assess the needs of population training for the foundation participants. Their awareness level of the government's population & population related programmes, their attitudes towards population problems, their job-association with the population & population related programmes and to what extent they can play vital roles in interministerial and interdepartmental co-ordinated efforts towards implementing population plans & policies were examined ; the processes to be followed to play such roles, loopholes / problems of implementing population programmes and steps need to be taken to overcome some specific problems were identified. PTP-programme has been designed considering the above mentioned phenomenon and on the basis of the suggestions made by the respondents.

The analytical description has been made mostly according to the corresponding tables and statistical tests employed. Research-based secondary information and those collected in consultation with experienced line-trainers, government officials and some NGO personnel working in the related fields have also been incorporated in the analysis. Spearman's Rank Correlation of Co-efficient i.e.

$$r_s = 1 - \frac{6\sum d^2}{n^3 - n} \dots\dots\dots [\text{Formula - 1}]$$

has been employed in permutation-combination ways amongst the respondents of different levels for checking consistency of their views and to draw statistical inferences.

Here, r_s = Spearman's Rank Correlation of Co-efficient
 d = difference in rank in paired values
 n = number of pairs

Therefore, the hypothesis, where r_s is used would be as follows :

1. Null Hypothesis (H_0) : There is no significant consistency amongst the views of the respondents of different service levels.
2. Alternative Hypothesis (H_1) : There is a significant consistency amongst the views of the respondents of different service levels.

Scaled data derived from the survey have been assigned corresponding weights and converted into rate of scale as follows :

$$S_r = \frac{\sum \{(s_0 \times 0) + (s_1 \times 1) + \dots + (s_n \times n)\}}{(N \times n)} \times 100 \dots [\text{Formula-2}]$$

Where, S_r = rate of scale

$s_0, s_1 \dots s_n$ = number of responses with scale 0, 1 $\dots$ n.

0, 1 $\dots$ n = corresponding weight-values

N = total number of responses

In the case of ranked data, on the other hand, relative importance rate of the respondents' views has been determined employing the formula as follows :

$$Rir = \frac{\sum \{(r_1 \times 6) + (r_2 \times 5) + (r_3 \times 4) + (r_4 \times 3) + (r_5 \times 2) + (r_6 \times 1)\}}{(r_n \times 6)} \times 100 \dots [\text{Formula-3}]$$

Where, Rir = relative importance rate

$r_1, r_2 \dots r_6$ = number of responses with rank 1, 2 6

r_n = total number of responses

1, 2 6 = reverse-order, weight-values

Finally, 'Rir' has been made more foreseeable through converting the values in per cent of total.

CHAPTER-III

ANALYSIS

3.1 Respondents' Selected Socio-Demographic Characteristics

What Singh¹¹ depicted "development is the best contraceptive" or "contraception is the best development" can be best explained analysing Operations Evaluation Study of the World Bank¹² where a variety of crucial pre-conditions for demographic changes have been considered. In a transitional society like Bangladesh, these pre-conditions such as social, economic and health variables have predominant role in demographic changes. Sharp differences have been observed even within civil servants under study who are considered to be economically well-off, well-educated and best-provided.

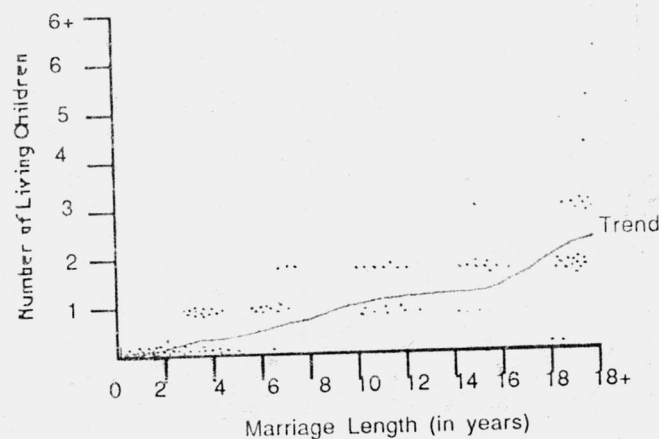
The family size, in terms of the number of living children in the family of the civil servants under study is much lower than that of the national average (Table-2 & 3 and Fig.- 3). Wives of FCPs & ASs are comparatively more educated than those of others and similarly, the formers have more accessibility to jobs, specially to government services (Table-4 & 5). Findings from several studies revealed the same like the present one that the higher the educational level and job-accessibility of the females, the lower the family size¹³ (Table- 6 & 7). Higher education & job-accessibility of the married females increase their accessibility and participating role in family decision-making processes. Therefore, the wives of the respondents who have higher education and are engaged either in government or in non-government services have much less number of living children than those of less educated and house-wives (Table- 6 & 7).

11. Shingh, Karan. : " Population, The Forgotten Factor"; in : *The Indian Journal of Public Administration*, IIPA, Vol. XXXVIII, No. 3, July-Sept, 1992, p. 1.

12. *opcit.* Operations Evaluation Department, p. 40.

13. means family size in terms of number of living children in the family.

Fig. 3 : Distribution of the Married Respondents by Marriage Length and Number of Living Children



3.2 Attitudes of the Foundation Participants Towards Population Problems

There was no direct step involved in the study to measure attitudinal level of the foundation participants (FCPs & ASs) towards population problems. Indirect measures were employed to examine their attitudes. These included their trends in having number of children in the family, awareness of government's population related programmes, expected roles they can play in implementing different government programmes related to population etc.

The study reveals that the FCPs & ASs have a strong positive attitude towards population problems in the country. They have been observed much more responsive towards the predominant variables influencing demographic changes (Table- 8) i.e. they strongly considered the programmes shown in Table-8 to be related with the government's population programmes where the others did not do so. They are also found to be much more responsive or eager to play a vital role in implementing government's population programmes (Table-10).

3.3 Role of FCPs & ASs for Helping Population Programmes

The study assumes that there is a need for inter-ministerial and inter-departmental co-ordinated efforts to make the population programmes more effective. It has been observed that the most important effort to this end would be establishing an effective co-ordination between field workers of Family Planning Department and officials/staff of other departments (Table-17). The FCPs & ASs have been observed to have a pious wish to play a vital role to this end (Table-10). Opinion from mid-level and senior-level officials have also been observed to be significantly consistent with those of the FCPs & ASs (Table-11). This means, there are ample opportunities for the foundation participants to play vital roles in implementing different population related programmes of the government.

A list of processes has been identified through which the foundation level officials of different cadres can help implement government population programmes effectively (Table-13). Significant consistency has been observed amongst the views of FCPs, ASs and SAs/DSs regarding the processes to be followed, in doing so (Table- 14). But the Senior level officials did not agree with the others' views in providing same degree of emphasis on different processes.

Views amongst all levels of respondents on the intensity of real problems in implementing government population plans & policies have been observed to be significantly consistent (Table-16). Uncertainty due to high infant mortality rate, lack of accountability in discharging professional responsibility, eagerness to have male-child in the family, social values & religious superstition, lack of sincerity of the responsible officers/staff, lack of formulating realistic plans & policies etc. have been identified to be the most important problems in this case (Table-15). Identified possible roles of the foundation level officials to overcome specific problems in the field level have been shown in details in Annexure-2, Index-1. In short, the problem-oriented ways and means for the foundation level officials to play vital roles in implementing population programmes are as follows:

- In formulating realistic plans & policies they can provide research & experience based and implementation-problem-oriented analytical views & information; help accelerating top-downwards and bottom-upwards information flows required for planning and policy making; ensure interdepartmental co-ordination to bridge the gaps and help formulating draft plans & policies.
- For ensuring accountability they can play supervisory roles in many cases; fix up targets to be achieved by responsible workers; introduce inter-cadre inspection & advisory system and motivate responsible personnel.
- To overcome the efficiency problem, they can help providing necessary logistic support services for need-based training; select suitable persons during recruitment and motivate responsible persons through providing necessary incentives.
- Motivation & conscientization, proper supervision, punishment for negligence, incentives for hard working would be the major steps to be undertaken by them to develop sincerity of work among the persons responsible.
- To reduce morbidity and infant mortality rate, they can help improving health services in general, and mother & child health care in particular; motivate people towards mother & child health care and take preventive measures against morbidity and infant mortality.
- Eagerness to have male-child in the family is considered to be a socio-economic problem. They like to solve this problem through motivating women towards economic activities and education; enhancing women's emancipation in the family and society and providing special facilities for female child.
- To encourage and ensure the involvement of women in family decision making processes they can help conscientizing women; take measures to make women self-reliant; give importance to female education; encourage women for participating in rural co-operatives and motivate people through publicity.
- To alleviate backwardness of women in income earning process they can help generating employment opportunities suitable for females; give priority for women in employment; encourage women in establishing cottage industries and provide them vocational training.
- Motivation would be the main step to be taken to defrost public apathy towards population control measures/methods.

- To increase recreational facilities, they can encourage people towards local games; influence local elites & elected council for establishing community centres and creating other recreational facilities and arrange cultural practices at local level.
- To meet up required logistic support they can help within the limit of their capacity;
- To cope with the problems of social values and religious superstition they can make campaign through local religious leaders.

The above mentioned ways and means may seem to be merely an outcome of brain-storming, but these are the realistic, bonafide and pious wishes of the respondents who know the field level programme implementation problems better than those who make plans and formulate policies on the green table.

3.4 Some Specific Activities of Foundation Level Officers Related to Population Problems

Within the existing administrative structure, the foundation level officers of different cadres, except some specific cadre officers, have little or a little direct involvement in implementing Population Control, Family Planning and Family Welfare programmes. But there is a strong indirect linkage of foundation level officers, irrespective of cadres, with the population problems. Some specific responsibilities to which the foundation level officers, other than those assigned for specific population programme, are used to expose themselves are as follows :

- Officers of BCS : Economic cadre and also some other cadres provide relevant information and help in formulating draft population policies & plans and also plans and policies related to population ;
- Officers of different cadres working at Thana / District levels attend Thana / District Development Co-ordination Meeting and provide views to overcome implementation problems of population programmes ;

- Officers of BCS : Information cadre working specially with mass-media chalk out and organizes programmes on population problems such as Population Control & Family Planning, Family Welfare, Health & Sanitation, Mother & Child Health Care etc. ;
- Officers of different cadres working at Thana / District levels sometimes extend necessary support services to augment efficiency in implementing population programmes and imparting need-based training for the field workers ;
- Officers of some specific cadres at different administrative levels help improve condition of health services ;
- Some specific cadre officers are directly involved in the processes of recruiting field workers of population programmes ;
- Some specific cadre officers take measures to make women self-reliant through arranging vocational training, undertaking projects suitable for females and establishing educational institutions to augment female education ;
- Some specific cadre officers are exposed to the responsibility of increasing recreational facilities at local level which might have some definit impact on population ;
- Officers of BCS : Administration cadre are sometimes exposed to local level family planning meeting and workshops where they give their views to motivate people ;
- Officers of all cadres have the opportunity to motivate people at personal level.

There are also many other population related activites to which the foundation level officers of different cadres have to expose themselves and can help population planning directly or indirectly throughout their career.

3.5 Need Assessment of Population Training for Foundation Participants

Views from all concerned revealed that the officers at foundation level are directly or indirectly associated with government population programmes. Views from JSs indicated greater degree of job-association of the FCPs than those of others (Table-9). Table-12 shows programmewise proportion of respondents. The degree of emphasis given by the respondents of different levels on various population related programmes differs

from each other (Table-9). But all of them are undoubtedly and unconditionally agreed to the question of the requirement of population training and of introducing a PTP-programme for foundation participants.

Experienced line-trainers, government officials and some NGO-personnel engaged in population related programmes pointed out the need for population training for the foundation participants. Since in Bangladesh, Government is the main agency to undertake policy planning and implementation efforts towards population planning and foundation level officials are considered to be the development managers and implementors of Government programmes and are directly or indirectly associated with population problems, it would be worth investing to introduce a PTP-programme for them and this may bring dynamic changes in the effectiveness of the programmes undertaken to this end.

It has been discussed in the conceptual framework that the FCPs, irrespective of cadre, are exposed at the present stage of their services and will have to be exposed throughout their career to various jobs, responsibilities and job-environments. Foundation level officers of all cadres or at all job-situations may not have direct involvement in the process of implementing population programmes. But the foregoing analysis of this chapter reveal that all of them are somehow, directly or indirectly associated with some of the population programmes and or with some parts of some population programmes and they have several scope to expose themselves to different population related activities from their own job positions wherever they work. Therefore, they should develop a population perspective in their own activities in the given situations. Obviously, this population perspective will emerge from their engulfed knowledge-base and orientation which can be acquired through need-based population training.

3.6 Developing PTP-Programme for Foundation Participants

All the respondents opined that a module on population should be introduced in the foundation training course and most of the respondents irrespective of cadres and service levels have been observed in favour of introducing a comprehensive module on the subject.

The reasons and motives behind this is very much positive and logical which may be seen in Table-18.

The respondents suggested 20 different subjects for a module on population or aspects those strongly influence demographic changes to be introduced in foundation training course (Table-19) some of which were included in the previous foundation training courses, sometimes in different forms (Table -21). The respondents also employed degree of necessity against the subjects mentioned above (Table-19) and a significant consistency has been observed amongst the views of the respondents at different levels in making priority list of the subjects to be included in the module (Table-20).

Analysing the views of the respondents all the subjects mentioned can be considered important for foundation training courses. But considering several constraints the study suggests the following alternatives:

- a. If it is not possible to accomodate all the subjects mentioned, subjects scoring 80% and above degree of necessity i.e. number 1,4,5,6,7,8,9,12,14,15,18, and 19 in Table-19 can be included in the population module.
- b. Some subjects, already included in the previous courses, which are considered to be more relevant to other modules should be kept there and a new module on population can be included from the rest comprising 10-12 subjects on the basis of priority given by the respondents.
- c. If it is possible, there should be two separate modules on population in the foundation training course which would include all the subjects mentioned in table-19.

Each and every suggested subjects to be included in the PTP-programme should be outlined specially focusing the attitudes and job-association of the FCPs with the relevant population related activities, population problems & impact of the dynamics of demographic changes on the society and on other development issues. The researchers of this study, experienced line-trainers and experts on the relevant issues may be consulted to develop outlines of the subjects to be included.

3.6.1 Methods to be Applied to Conduct PTP- Programme

The respondents selected five training methods such as lecture, group discussion, syndicate, field visit or village attachment and video show to be applied in conducting the PTP- programme. According to their view points, almost one-third of total allocated time for this programme should be spent in field visit (Table-22). Emphasis has been given more on practice-oriented methods rather than theoretical lectures.

According to the respondents, thrust on population training should also be given equally to other levels of government mechanism. There should be a revolutionary and co-ordinated effort from all corners. Foundation participants after given necessary theoretical inputs through lectures, group discussion, syndicate, video show etc., should be sent for an extensive village attachment programme (if possible, in their own locality) where they would motivate people, organize population campaign, influence local leaders and work in collaboration with field workers and local administration. Monitoring faculty members may be assigned there. After completion of attachment period, they will come back to BPATC or the institution of their training with a comprehensive report on their work, success & failures and suggesting measures to be taken further. This process will give them an extensive orientation- exposure which might help effective implementation of the government population programmes while working in the field after completion of their training at BPATC or at respective institution.

3.6.2 Duration of the Foundation Course After Introducing PTP- Programme

A major proportion of the respondents (43%) opined that 4 months is sufficient for the course. But a considerable proportion of the respondents think that the duration of the course should be increased to one (19%) or two (20%) weeks (Table-23). It is very difficult to draw inference from the statistics in Table-23 whether there is a need to increase the course duration after introducing PTP-programme in the course. In fact, it depends upon the training techniques to be applied, how and where the thrust would be given etc. Moreover, this is a matter of policy decision which should be sorted out by BPATC and the concerned authority of the government. But because of the shorter duration of the Special Foundation Courses imparted at different selected institutions, it will be needed to increase the course duration to one or two weeks after introducing PTP-programme.

CHAPTER-IV

FINDINGS AND RECOMMENDATIONS

4.1 Major Findings of the Study

The findings of the study are as follows:

- There is a need to introduce population training programme for the foundation participants
- Predominant factors influencing demographic changes must be considered in formulating plans & policies and designing PTP-programme.
- Fertility rate, in general, low amongst the civil servants under study.
- The wives of the respondents having higher educational qualification and job-accessibility have lower fertility rate than those of less educated and house-wives.
- The respondents in foundation level have been observed much more responsive towards predominant variables influencing demographic changes and very much responsive or eager to play vital roles in implementing government population programmes effectively.
- All cadred officials at foundation level are directly or indirectly associated with different population related programmes of the government and have ample opportunities to play vital roles in the implementation processes.
- Before the foundation level officials start working intensively in implementing different population programmes of the government, they need to be properly oriented and knowledge-based.
- Inter-ministerial & inter-departmental co-ordinated efforts would be very effective measure to implement government population programmes.
- Introducing a PTP-programme for the foundation participants, the development managers, would be worth investing to bring dynamic changes in the effectiveness of the population programmes undertaken by the government.

- The foundation level officials worked or working in the field know the dimensions of programme implementation problems better than anybody else. If proper orientation is given, they will be able to find their own way out to overcome the problems emerged, in making the population programmes more effective.
- Considering several constraints and needs of the foundation participants a PTP-programme should be designed for the foundation training course as comprehensive as possible and specific outline for each subject to be included needs to be develop in consultation with the researchers of this study, experienced line-trainers and experts on the relevant issues.
- The training methods to be applied to conduct PTP-programme in the foundation courses need be as much practice-oriented as possible.
- Thrust on population need to be given equally to all other levels of government mechanism .
- Village attachment should be a major component of PTP-programme to be introduced in foundation training course.
- After introducing PTP-programme, the duration of the foundation training courses may be increased to one or two weeks, if required. But the duration of the Special Foundation Training Courses imparted in some training institutions, other than BPTAC, will have to increase to one or two weeks.

4.2 Recommendations

- Effective inter-ministerial and inter-departmental co-ordinated efforts should be taken to cope with the country's population problems and to make the population programmes more effective.
- Population programmes of the agencies other than the government should be well-co-ordinated.
- A well-designed PTP-programme should be introduced in the Foundation Training Course.
- PTP-programme to be designed for foundation participants should include subjects related to crucial preconditions of demographic changes.
- Module(s) under PTP-programme to be introduced in the Foundation Training Course should be designed from the following alternatives:

Alternative-I

<u>Serial No</u>	<u>Subjects</u>
01.	Demographic Characteristics of Population in Bangladesh
02.	Primary and Universal Education
03.	Primary Health Care
04.	Health and Nutrition
05.	Importance of Mother & Child Welfare
06.	Mother & Child Health Care
07.	Unemployment Problems in Bangladesh and Possibility to Overcome
08.	Role of Women in Development
09.	Relationship Between Environment & Population
10.	Performance Evaluation of Population Planning in Bangladesh
11.	Population Policy in Bangladesh
12.	Strategies for Human Resources Development.

Alternative-II

The following subjects can, like previous courses, be accommodated in the modules mentioned below:

<u>Sl. No</u>	<u>Subjects to be Accomodated</u>	<u>Name of Existing Module(s)</u>
01	Rural-Urban Migration in Bangladesh	BS-3 Social Evolution in Bangladesh
02.	Population Growth and Problems of Urbanization in Bangladesh	
03.	Unemployment Problems in Bangladesh and Possibility to Overcome	DE-3 Strategies for Economic Development
04.	Background of and Strategies for Human Resources Development	
05.	Population Policy in Bangladesh	BS-4 Important Policies of the Government of Bangladesh

and the new module on population should include the following subjects:

<u>Serial No</u>	<u>Subjects</u>
01.	Demographic Characteristics of Population in Bangladesh
02.	Primary and Universal Education
03.	Primary Health Care
04.	Health and Nutrition
05.	Health and Sanitation
06.	Importance of Mother & Child Welfare
07.	Mother & Child Health Care
08.	Problems of Imperilled Child & Solution
09.	Role of Women in Development
10.	Local Level Planning for Development of Mother & Child
11.	Relationship Between Environment & Population
12.	Performance Evaluation of Population Planning in Bangladesh

Alternative - III

There may be two separate modules on population in the Foundation Training Course. Subjects arrangement of the modules may be made in consultation with experienced line-trainers and the researchers of this study.

- Each and every of the above mentioned subjects to be included in the PTP-programme, whether in population module or in others, should be specifically outlined focusing the attitudes and job-association of the FCPs with relevant population related activities, population problems and impact of the dynamics of demographic changes on the society and other development issues. The researchers of this study, experienced line-trainers, subject-experts may be consulted to develop outlines for the subjects to be included.

- PTP-programme to be introduced in the Foundation Training Course should be as much practice-oriented as possible in the following manner:

Training Methods to be used	% of allocated time to be spent
Lecture	25
Group Discussion	25
Syndicate	15
Field Visit/Village Attachment	30
Related Video Show	05
Total	100

- There should be an extensive village attachment programme, where the FCPs, after getting necessary theoretical inputs, would go to village, live there, motivate people, organize population campaign, influence local leaders and work in collaboration with field workers & local administration and submit a comprehensive report to BPATC on the attachment programme.
- BPATC should maintain a "Data-Bank" and store & preserve information collected by the FCPs.
- BPATC will have to establish a strong linkage with those institutions imparting Special Foundation Training Courses for some specified cadres to take necessary steps both in introducing PTP-programme and channelising required information.
- BPATC should collate these data & information and make policy suggestions to the government. Research & consultancy Division of BPATC can be engaged to perform this job.

CHAPTER-V

CONCLUSION

Population problem is considered to be number one problem in the country since mid 70s. Decades-long government interventions for population planning could not bring much progress. Several forces aggravated population problems to an acute form which hindered sustainable development efforts in the country. Studies suggested to activate effective co-ordinated efforts from all corners to cope with the problems.

FCPs are the development managers and implementors of government plans & policies. They are considered to be potential forces to help more effective implementation of government's population programmes. The study suggested a need-based PTP-programme for FCPs to equip them with necessary inputs so that they can release their potentialities in coping with the problem. Proper implementation of the PTP-programme might help bringing required changes in demographic structures and achieving dynamic & sustainable economic break-through in the country.

Annexure-1**Table - 1 : Yearwise Distribution of The Size And Growth Rate of Population in Bangladesh**

Year	Population Size (in million)	Exponential Annual Growth Rate
1650	10.0 (approx.)	--
1700	17.0	--
1750	19.0	0.20
1800	17.0	-0.20
1850	20.0	0.30
1872	22.8	0.59
1881	24.9	0.90
1891	27.0	0.80
1901	28.9	0.69
1911	31.6	0.94
1921	33.3	0.60
1931	35.6	0.74
1941	42.0	1.70
1951	44.2	0.50
1961	55.2	2.35
1974	76.4	2.64
1981	89.9	2.80
1991	108.0	2.17

Source : M. Obaidullah, Setting for Demographic Analysis in East Pakistan, ISRT, Dhaka University, 1969, p. 44 ; Bangladesh Bureau of Statistics, Statistical Year Book of Bangladesh, Dhaka ; Government of Bangladesh, Fourth Five-Year Plan, 1990-95.

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Table - 2 : Distribution of Foundation Level Married Respondents by Marriage Length & Number of Children

Marriage Length (in Years)	Number of Children				
	Zero	One	Two	Three	Total
Less than 2	21	-	-	-	21(29)
2-5	9	15	-	-	24(33)
1-9	-	7	3	-	10(14)
10-13	-	7	5	-	12(17)
14-17	-	2	2	-	4(06)
14 Years & above	-	-	-	1	1(01)
Total	30(42)	31(43)	10(14)	1(1)	72(100)

N. B : Figures within the parenthesis indicate relative frequency.

Table - 3 : Distribution of Married Respondents by Marriage Length and Number of Children

Marriage Length (in Years)	Number of Children							
	Zero	One	Two	Three	Four	Five	Six & above	Total
Less than 2	21	-	-	-	-	-	-	21(19)
2-5	9	15	-	-	-	-	-	24(21)
6-7	1	8	3	-	-	-	-	12(10)
10-13	-	7	7	-	-	-	-	14(13)
14-17	-	4	9	1	-	-	-	14(13)
18 Years & above	2	-	14	8	1	1	1	27(24)
Total	33(29)	34(31)	33(29)	9(8)	1(1)	1(1)	1(1)	112(100)

N. B. Figures within the parenthesis indicate relative frequency.

Table - 4 : Distribution of Foundation Level Married Respondents by Their Wives' / Husbands' Profession and Last Academic Degree.

Last Academic Degree	Nature of Profession				
	Govt. Service	Non. Govt. Service	House Wife	Student	Total
Masters' Degree	24*	7	6	-	37(51)
Bachelors' Degree	1	2	16	5	24(33)
H.S.C	3	-	3	2	8(11)
S.S.C	-	-	3	-	3(5)
Total	28(39)	9(12)	28(39)	7(10)	72(100)

N. B. Figures within the parenthesis indicate relative frequency

* Amongst the respondents 16 persons were female & cadred officials. Their Husbands are also Masters' Degree holders and at the same time Government service holders.

Table - 5 : Distribution of Married Respondents by Their Wives' / Husbands' Profession and Last Academic Degree.

Last Academic Degree	Nature of Profession				
	Govt. Service	Non. Govt. Service	House Wife	Student	Total
Above Masters Degree	-	-	1	-	1(1)
Masters' Degree	27*	11	10	-	48(43)
Bachelors' Degree	3	5	22	5	35(31)
H.S.C.	3	-	12	2	17(15)
S.S.C	-	-	10	-	10(9)
Non-Matriculate	-	-	1	-	1(1)
Total	33(29)	16(15)	56(50)	7(6)	112(100)

N. B. Figures within the parenthesis indicate relative frequency

* Amongst the respondents 16 persons were female & cadred officials. Their Husbands are also Masters' Degree holders and at the same time Government service holders.

Table - 6 : Educational Level of the Respondents' Wives' & Number of Children of the Married Respondents

Educational Level	Number of Children							
	Zero	One	Two	Three	Four	Five	Six & above	Total
Above Masters Degree	-	1	-	-	-	-	-	1(01)
Masters' Degree	31*	9*	8	-	-	-	-	48(43)
Bachelors' Degree	1	24	10	-	-	-	-	35(31)
H.S.C	1	-	10	6	-	-	-	17(15)
S.S.C	-	-	5	3	1	1	-	10(09)
Non-Matriculate	-	-	-	-	-	-	1	1(01)
Total	33(29)	34(31)	33(29)	9(08)	1(01)	1(01)	1(01)	112(100)

N. B. : Figures within the parenthesis indicate relative frequency

* Amongst the respondents 16 persons were female and cadred officials ; 13 of then have no child, three of them have only one child.

Table - 7 : Professional Status of the Respondents' Wives' & Number of Children of the Married Respondents

Professional Status	Number of Children							
	Zero	One	Two	Three	Four	Five	Six & above	Total
Govt. Service holder	21*	10*	2	-	-	-	-	33(29)
Non-Govt. Service holder	5	9	2	-	-	-	-	16(15)
House Wife	1	14	29	9	1	1	1	56(50)
Student	6	1	-	-	-	-	-	7(06)
Total	33(29)	34(31)	33(29)	9(8)	1(1)	1(1)	1(1)	112(100)

N. B. : Figures within the parenthesis indicate relative frequency

* Amongst the respondents 16 persons were female and cadred officials ; 13 of them have no child, three of them have only one child.

Table - 8 : Awareness of Government's Population Related Programmes

Programmes	Levelwise awareness (%)				
	FCP	AS	SAS/DS	JS	Average
1. Population Control & Family Planning	100	100	100	100	100
2. Family Welfare	100	98	81	73	88
3. Health Care	100	98	84	67	87
4. Human Resources Development	64	68	81	53	67
5. Employment Generation	50	55	59	40	51
6. Poverty Alleviation	74	94	77	53	75
7. Nutrition	74	85	66	73	75
8. Women in Development	76	81	66	40	66
9. Impact of population on Environment	70	90	77	47	71
10. Advertisement in Mass Media	10	-	-	-	-
11. Increase of Female Cota in Employment	-	20	-	-	-

Table - 9 : Job-Association of Foundation Level Officials with Population Programmes

Programmes	Degree of Job-Association (%)				
	FCP	AS	SAS/DS	JS	Average
1. Population Control & Family Planning	67	81	65	90	76
2. Family Welfare	65	77	61	87	73
3. Health Care	67	78	63	85	73
4. Human Resources Development	75	79	73	89	79
5. Employment Generation	71	71	62	65	67
6. Poverty Alleviation	70	82	66	84	76
7. Nutrition	66	77	53	84	70
8. Women in Development	70	79	60	82	73
9. Impact of population on Environment	73	87	66	76	76
10. Coordination of NGO-Activities related to population	79	79	53	67	70
11. Motivation through Mass-media	10	-	21	-	-

Table - 10 : Role of Foundation Level Officials in Implementing Population Programmes Through Inter-Departmental / Inter-Ministerial Co-ordination

Programmes	Degree of Role (%)				
	FCP	AS	SAS/DS	JS	Average
1. Population Control & Family Planning	84	90	72	83	82
2. Family Welfare	83	92	73	85	83
3. Health Care	80	83	73	75	78
4. Human Resources Development	93	92	83	87	89
5. Employment Generation	85	86	69	72	78
6. Poverty Alleviation	86	84	74	75	80
7. Nutrition	83	77	64	70	74
8. Women in Development	85	86	68	80	80
9. Impact of population on Environment	87	88	69	81	81
10. Providing Views in Ministry's/ District/Thana Development Coordination Meeting	91	96	81	87	89

Table - 11 : Spearman's Rank Correlation of Co-efficient for Checking Consistency of Views of the Respondents at Different Levels Regarding the Role of Foundation-level Officials in Implementing Population Programmes (Reference Table - 10)

Consistency of Views Between the	Resulted Value of r_s
FCP & AS	0.727
FCP & SAS/DS	0.697
FCP & JS	0.667
AS & SAS/DS	0.776
AS & JS	0.976
SAS/DS & JS	0.776

N. B. : Significant Value of r_s at 0.05 level = 0.564 and at 0.01 level = 0.746

Table-12: Frequency Distribution of Respondents Opining Foundation-level Officials Having Job-Association with Population Programmes and Have Roles to Play

Programmes	Respondents (%)	
	Job-Association	Have Vital Role
1. Population Control & Family Planning	81	87
2. Family Welfare	74	83
3. Health Care	71	78
4. Human Resources Development	76	87
5. Employment Generation	66	76
6. Poverty Alleviation	71	81
7. Nutrition	63	73
8. Women in Development	71	81
9. Impact of Population on Environment	67	76
10. Co-ordination of NGO-activities related to Population	65	-
11. Providing Views in Ministerial / District / Thana Development Co-ordination Meeting	-	69
12. Motivation Through Mass-Media	05	02

**Table - 13 : Processes to be Followed in Playing Effective Role for
Implementing Population Programmes**

Process	Degree of Role (%)				
	FCP	AS	SAS/DS	JS	Average
1. Thorough implementing Government plans & policies	55	70	58	73	64
2. Through motivation at personal level	66	69	59	67	63
3. Through motivating concerned people as delegated responsibility	70	77	53	64	66
4. Through providing logistic support required by the responsible officers/staff	65	70	50	60	59
5. Through imparting training	59	73	59	75	67
6. Through giving necessary suggestions to the Government	60	80	61	57	65
7. Through providing views at Ministry / District / Thana development co-ordination meeting	73	82	65	39	65
8. Through motivating people in own locality for a certain period during training at BPATC as attachment work	71	79	59	52	65
9. Motivating people through mass media	-	-	04	-	-

Table -14 : Spearman's Rank Correlation of Co-efficient for Checking Consistency of Views to be Followed in Playing Effective Role for Implementing Population Programmes

(Reference Table - 13)

Consistency of Views Between the	Resulted Value of r_s
FCP & AS	0.783
FCP & SAS/DS	0.658
FCP & JS	-0.150
AS & SAS/DS	0.792
AS & JS	0.208
SAS/DS & JS	0.383

N. B. : Significant value of r_s at 0.05 level = 0.600 and at 0.01 level = 0.783.

Table - 15 : Problems in Implementing Government Population Policies and Plans in Reality

Area of Problem	Intensity of Problem (%)				
	FCP	AS	SAS/DS	JS	Average
1. Lack of formulating realistic plans & policies	79	70	69	77	74
2. Lack of accountability in discharging professional responsibility	80	83	76	83	81
3. Lack of skilled personnel	69	63	61	72	66
4. Lack of sincerity of the responsible officers / staff	76	77	69	78	75
5. Uncertainty due to high infant mortality rate	85	87	80	83	84
6. Eagerness to have male-child in the family	82	73	74	76	76
7. Lesser role of women in family decision making process	80	70	64	73	72
8. Backwardness of women in income earning	75	72	68	59	69
9. Public apathy towards population control measures / methods	66	69	73	59	67
10. Lack of recreational facilities in social life	70	67	68	65	68
11. Lack of required logistic support	68	65	58	74	67
12. Social values & religious superstition	72	78	75	73	75
13. Lack of Education	02	04	-	07	-
14. Service ascertainment of field workers in the same station	04	-	-	-	-

Table-16 : Spearman's Rank Correlation of Co-efficient for Checking Consistency of Views of the Respondents at Different Levels Regarding Problems in Implementing Government Population Plans & Policies in Reality.

(Reference Table - 15)

Consistency of Views Between the	Resulted value of r_s
FCP & AS	0.851
FCP & SAS/DS	0.778
FCP & JS	0.824
AS & SAS/DS	0.903
AS & JS	0.798
SAS/DS & JS	0.829

N. B. : Significant value of r_s at 0.05 level = 0.456 and at 0.01 level = 0.645.

Table-17: Nature of Inter-Ministerial/Inter-departmental Co-ordination in Implementing Government's Population Plans & Policies

Nature of Coordination	Respondents (%)				
	FCP	AS	SAS/DS	JS	Average
1. Establishment of an effective co-ordination between field workers of Family Planning Department and officials/ staff of other departments	94	100	87	79	90
2. Integrated Training Management	50	65	55	50	55
3. Formulating effective plans through Inter-Ministerial Co-ordination Meeting	62	70	71	75	70
4. Monitoring of field activities	-	04	-	-	-
5. Co-ordination of NGO-activities through administration.	04	-	-	-	-

Table -18 : Reasons Why Population Training Needs to be Included in Foundation Training Courses.

Reason	Respondent (%)	Rir Value (%)
1. Officers at Foundation level work as implementation managers of Government Plans & Policies and there are ample opportunities for them to be directly or indirectly associated with the implementation processes of Government's population programmes	83	23
2. They should have a clear idea about the role of population in the country's over all development	86	22
3. They should have a clear idea about the impact of over population on the country's economic development, Environment, employment situation, education, health, sanitation , nutrition, law and order situation etc.	85	19
4. Foundation Training Course give importance on major issues related to the country's development management, that's why Population Training should also be included	74	13
5. Foundation Participants are considered to be a vulnerable group of population control & family planning	57	10
6. As Government servants they should be aware of their role in implementing population Programmes.	80	13
Total		100

Table - 19 : Subjects Need to be included in Population Training Package in Foundation Course.

Subjects	Degree of Necessity (%)				
	FCP	AS	SAS/DS	JS	Average
1. Demographic Characteristics of Population in Bangladesh	78	85	85	84	83
2. Rural-Urban Migration in Bangladesh	65	78	64	76	71
3. Population Growth and Problems of Urbanization in Bangladesh	74	83	75	77	78
4. Unemployment Problems in Bangladesh and Possibility to overcome	83	90	84	90	87
5. Primary and Universal Education	82	87	89	93	88
6. Mother & Child Health-Care	82	86	80	90	85
7. Primary Health Care	82	90	80	87	85
8. Role of Women in Development	79	81	86	82	82
9. Relationship Between Environment and Population	81	88	83	82	84
10. General Health Care	64	70	62	63	65
11. Family welfare	70	72	74	76	73
12. Health and Nutrition	86	83	78	86	83
13. Health and Sanitation	73	78	76	80	77
14. Strategies for Human Resources Development	87	86	86	85	86
15. Importance of Mother & Child Welfare	81	83	77	87	80
16. Problems of Imperilled Child & Solution	78	78	71	79	77
17. Local Planning for Mother & Child Development	76	78	75	80	77
18. Performance Evaluation of Population Planning in Bangladesh	84	85	83	78	82
19. Population Policy in Bangladesh	82	88	84	83	84
20. Natural Disaster & Population	63	71	62	70	67

Table - 20 : Spearman's Rank Correlation of Co-efficient for Checking Consistency of Views of the Respondents at Different Levels Regarding Inclusion of Subjects in the Population Training Package for Foundation Course

(Reference Table - 19)

Consistency of Views Between the	Resulted value of r_s
FCP & AS	0.836
FCP & SAS/DS	0.889
FCP & JS	0.869
AS & SAS/DS	0.839
AS & JS	0.806
SAS/DS & JS	0.845

N. B. : Significant value of r_s at 0.05 level = 0.377 and at 0.01 level = 0.534.

Table - 21 : List of Population Related Subjects Which Were Included in Previous Foundation Training Courses

<u>Subject</u>	<u>Specific (Regular) Foundation Course</u>
1. Demographic Characteristics of Population in Bangladesh	3rd, 4th, 5th, 6th, 7th, 11th
2. Rural-Urban Migration in Bangladesh	3rd, 4th, 5th, 6th, 7th, 8th, 9th, 10th, 11th
3. Population Growth and Problems of Urbanization in Bangladesh	3rd, 4th, 5th, 6th, 7th, 8th, 9th, 10th
4. Unemployment Problems in Bangladesh and Possibility to overcome	5th, 8th, 9th, 10th, 11th
5. Primary and Universal Education	1st, 2nd, 11th
6. Mother & Child Health Care	Not yet included in any course
7. Primary Health Care	9th, 10th
8. Role of Women in Development	1st, 2nd, 3rd, 8th, 11th
9. Relationship Between Environment and Population	Not yet included in any course
10. General Health Care	Not yet included in any course
11. Family Welfare	Not yet included in any course
12. Health & Nutrition	9th, 10th, 11th
13. Health & Sanitation	11th
14. Strategies for Human Resources Development	8th, 9th, 10th, 11th
15. Importance of Mother & Child Welfare	11th
16. Problems of Imperilled Child & Solution	11th
17. Local Planning for Mother & Child Development	11th
18. Performance Evaluation of Population Planning in Bangladesh	Not yet included in any course
19. Population Policy in Bangladesh	1st, 2nd, 3rd, 4th, 5th, 6th, 7th, 8th, 9th, 10th, 11th.
20. Natural Disaster & Population	included in different courses as Disaster Management.

Table - 22 : Proportion of Training Methods to be Applied for Population Training in Foundation Course.

Method	Proportion (%)				
	FCP	AS	SAS/DS	JS	Average
1. Lecture	25	28	26	29	27
2. Group Discussion	25	27	21	25	25
3. Syndicate	15	09	21	21	16
4. Field Visit/Village Attachment	30	35	32	25	30
5. Video show	05	01	00	00	02
Total	100	100	100	100	100

Table - 23 : Duration of the Foundation Course After Inclusion of Population Training Package Programme

Course Duration (Suggested)	Respondents	
	No.	%
1. 4 months is sufficient	60	43
2. May be increased to one week	27	19
3. May be increased to two weeks	28	20
4. May be increased to three weeks	07	05
5. May be increased to four weeks	14	10
Total respondents	136	98

N. B: About 2% i.e. 3 persons did not respond to this question.

Index - 1 : Role of Foundation Participants as Development Managers to Overcome the Implementation Problems of Population Plans & Policies.

<u>Identified Problems</u>	<u>Possible specific Roles to be played</u>
a. Lack of formulating realistic policies and plans	- providing field-level implementation-problem-oriented views . - arranging field inspection and participating in policy formulation. - helping in realistic policy formulation. - formulating policies and preparing plans based on the experiences of the field level officers. - providing research-based information for policy formulation. - help accelerating top-downward and bottom-upward information flows required for planning & policy making. - ensuring inter-departmental co-ordination to bridge the gap. - providing specific information with causal analysis. - providing necessary feed-back. - ensuring policy formulation based on research findings. - ensuring inter-ministerial co-ordination. - decision-making through open-discussion. - collecting information about foreign experiences and providing them to the proper authority. - arranging required training. - bringing the matter before the concerned authority.

- evaluating and analysing undertaken policies.
 - suggesting implementable policy formulation.
 - developing commitment.
 - proper supervision.
 - ensuring accountability.
 - advising responsible personnel to realize the importance of the works.
 - motivating responsible personnel towards patriotism.
 - making the responsible persons conscious about it.
 - fixing up the target.
 - introducing transparent management system.
 - emphasizing on foreign-training.
 - introducing inter-cadre inspection and advice-giving system.
- b. Lack of accountability in discharging professional responsibility.
- C. Lack of skilled personnel
- providing logistic support for training
 - providing need-based training
 - selecting suitable persons
 - delegating responsibility to capable personnel
 - presenting the matter in the co-ordination meeting
 - trying to take the persons responsible understand
 - motivating and providing incentives
 - arranging capacity-building-oriented foreign training.
- d. Lack of sincerity of the responsible officers / staff
- proper supervision
 - motivating people
 - giving punishment for negligence
 - conscientizing responsible officers/staff

- advising responsible personnel for having sincerity.
- e. Uncertainty due to high infant mortality rate
 - participating in the motivational meeting at field level
 - ensuring mother & child health care through local administration
 - implementing extended immunization programmes
 - improving health services
 - improving child-health care facilities
 - motivating people towards child health care
 - ensuring preventive measures against child mortality.
- f. Eagerness to have male-child in the family
 - participating in motivational meeting at field level
 - encouraging females towards economic activities
 - encouraging female education
 - motivating at personnel level
 - ensuring mass motivational work of local level
 - creating environment for social movement
 - motivating people as and when it is possible
 - enhancing women emancipation in the family and society
 - providing special facilities for female child.
- g. Lesser role of women in family decision making process
 - ensuring publicity about effective role of women in family decision
 - giving importance to female education
 - giving importance to women's views on the works with which they are associated

- conscientizing women in group
 - taking measures to make women self-reliant
 - providing social education to males
 - implementing related existing laws.
 - establishing women's participation in family decision making processes and disseminating it through them to other families
 - encouraging women for participating in rural co-operatives
 - ensuring proper implementation of related government decision and laws.
- h. Backwardness of women in income earning
- Advising for income earning through small investment / capital
 - encouraging women in every sphere of economic life
 - motivating females for income earning
 - generating employment suitable for females
 - engaging women in income generating activities
 - giving priority for women in employment
 - undertaking employment projects for women
 - encouraging women in establishing cottage industries
 - providing vocational training.
- i. Public apathy towards population control measures/ methods
- effective motivation
 - motivating people through participating in motivational meeting
 - arrangement of mass publicity
 - motivating vulnerable women
 - * discussing with the people to grow their interest

- motivating office staff and service related beneficiaries
 - developing awareness to the end of country's present and future situation
 - ensuring and encouraging educational expansion and development.
- j. Lack of recreational facilities in social life
- motivating people towards local games
 - influencing local elected council for establishing community centres and creating other facilities at village level
 - arranging recreational facilities at local level
 - extending recreational facilities through radio / TV.
 - arranging culture practices at village level.
- k. Lack of required logistic support
- providing logistic support according to one's ability / capability
 - working with the personnel of health department
 - working for increasing literacy rate
 - providing some logistic support, such as vehicle, telephone etc.
- l. Social values & religious superstition
- motivating religious leaders and campaigning through them
 - motivating people through participating in motivational meeting
 - discussing on social values and religious superstition in different gathering
 - working for increasing literacy rate
 - providing proper knowledge about family planning.

**NEED ASSESSMENT FOR POPULATION TRAINING FOR THE
PARTICIPANTS OF THE FOUNDATION TRAINING COURSE**

QUESTIONNAIRE

(Honourable Respondent, your unfearred and unbiased responses and the valuable time you would extend for it will help the researchers a lot in their study. Please put tick mark on the left side (in the box) of your correct answers or circle your rating whichever is necessary. More than one answers can be chosen where it is necessary. The information given by you will be used for research purposes only.)

Part-A : General Question: Background of the Respondents

01. The Ministry/Department/Division/Institution where your are working :

.....

02. Your Designation :

- ☐ Joint Secretary/Equivalent
- ☐ Deputy Secretary/Equivalent
- ☐ Senior Assistant Secretary/Equivalent
- ☐ Assistant Secretary/Equivalent

03. Your Present Age :

- ☐ Less than 25 years
- ☐ 25-30 years
- ☐ 31-35 years
- ☐ 36-40 years
- ☐ 41-45 years
- ☐ 45 and avobe years

04. Your last academic qualification/degree :

- ☐ Above masters level
- ☐ Masters level
- ☐ Bachelor degree level
- ☐ H.S.C level

05. Name of your cadre :

06. Your present service length :

- ☐ Less than 2 years
- ☐ 2-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ Above 20 years

07. Your marital status:

- ☐ Married
- ☐ Unmarried
- ☐ Widown/widower
- ☐ Others (Please specify) :

08. Number of your children (if any) :

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six and above

09. If you got married, how many years you got married :

- ☐ Less than 2 years
- ☐ 2-5 years
- ☐ 6-9 years
- ☐ 10-13 years
- ☐ 14-17 years
- ☐ 18 years and above

10. Your wife's (if applicable) last academic qualification/degree :

- ☐ Above masters level
- ☐ Masters level
- ☐ Bachelors degree level
- ☐ H.S.C level
- ☐ S.S.C level
- ☐ Illiterate

11. If your life-partner is not a house-wife (if applicable) her profession :

- ☐ Government service holder
- ☐ Non-government service holder
- ☐ Business
- ☐ Others (Please specify) :.....

Part-B : Questions for Determining the Respondents Job- Association with the Government's Population Programmes

12. What are the subjects/aspects from the following you think included in the government's population programmes :

- ☐ Population control & family planning
- ☐ Family welfare
- ☐ Health care
- ☐ Human Resources Development
- ☐ Employment Generation

- ☐ Poverty Alleviation
☐ Nutrition
☐ Women in Development
☐ Impact of Population on Environment
☐ Others (Please specify) :

13. Job-association of Assistant Secretary level officials of your cadre with the following programmes as implementation managers of government policies & plans:

<u>Programmes</u>	<u>Seale of Job Association</u>							
	<u>Lowest</u>				<u>Highest</u>			
☐ Population Control & Family Planning	0	1	2	3	4	5	6	
☐ Family Welfare	0	1	2	3	4	5	6	
☐ Health Care	0	1	2	3	4	5	6	
☐ Human Resources Development	0	1	2	3	4	5	6	
☐ Employment Generation	0	1	2	3	4	5	6	
☐ Poverty Alleviation	0	1	2	3	4	5	6	
☐ Nutrition	0	1	2	3	4	5	6	
☐ Women in Development	0	1	2	3	4	5	6	
☐ Impact of Population on Environment	0	1	2	3	4	5	6	
☐ Coordination of NGO-activities related to population	0	1	2	3	4	5	6	
☐ Others (Please specify).....	0	1	2	3	4	5	6	

14. To what extent the Assistant Secretaries or equivalent officials of your cadre can play vital role in inter-ministerial & inter- departmental coordinated efforts towards implementing government's population plans & policies in the following fields:

<u>Programmes</u>	<u>Seale of Association</u>							
	<u>Lowest</u>				<u>Highest</u>			
☐ Population Control & Family Planning	0	1	2	3	4	5	6	
☐ Family Welfare	0	1	2	3	4	5	6	
☐ Health Care	0	1	2	3	4	5	6	
☐ Human Resources Development		0	1	2	3	4	5	6
☐ Employment Generation	0	1	2	3	4	5	6	
☐ Poverty Alleviation	0	1	2	3	4	5	6	
☐ Nutrition	0	1	2	3	4	5	6	
☐ Women in Development	0	1	2	3	4	5	6	
☐ Impact of Population on Environment	0	1	2	3	4	5	6	
☐ Providing views in the Ministry/Division/ Thana Development Coordination Meeting	0	1	2	3	4	5	6	
☐ Others (Please specify).....	0	1	2	3	4	5	6	

15. What are the processes they can follow for plying effective role in the above mentioned areas

<u>Process</u>	<u>Scale of Role</u>							
	<u>Lowest</u>				<u>Highest</u>			
☐ Through implementing Government Plans & Policies	0	1	2	3	4	5	6	
☐ Through motivation at personal level								
☐ Through motivating concerned people as deligated responsibility	0	1	2	3	4	5	6	
☐ Through providing logistic support required by the responsible officers/staff	0	1	2	3	4	5	6	
☐ Through imparting training	0	1	2	3	4	5	6	
☐ Through giving necessary suggestions to the government	0	1	2	3	4	5	6	

<u>Process</u>	<u>Scale of Role</u>							
	<u>Lowest</u>				<u>Highest</u>			
☐ Through providing views at Ministry/ District/ Thana Development coordination meeting	0	1	2	3	4	5	6	
☐ Through motivating people in own locality for a certain period during training at BPATC as attachment work	0	1	2	3	4	5	6	
☐ Others (Please specify).....	0	1	2	3	4	5	6	

16. Identify the loopholes/problems born in reality in implementing population related (population control, family planning etc.) plans & policies of the government :

<u>Areas of Problem</u>	<u>Intensity scale of problem</u>							
	<u>Lowest</u>				<u>Highest</u>			
☐ Lack of formulating realistic plans & policies	0	1	2	3	4	5	6	
☐ Lack of accountability in discharging professional responsibility	0	1	2	3	4	5	6	
☐ Lack of skilled personnel	0	1	2	3	4	5	6	
☐ Lack of sincerity of the responsible officers/staff	0	1	2	3	4	5	6	
☐ Uncertainty due to high infant mortality rate	0	1	2	3	4	5	6	
☐ Eagerness to have male-child in the family	0	1	2	3	4	5	6	
☐ Lesser role of women in family decision making process	0	1	2	3	4	5	6	
☐ Backwardness of women in income earning	0	1	2	3	4	5	6	
☐ Public apathy towards population control measures/methods	0	1	2	3	4	5	6	
☐ Lack of recreational facilities in social life	0	1	2	3	4	5	6	
☐ Lack of required logistic support	0	1	2	3	4	5	6	
☐ Social values & religious superstition	0	1	2	3	4	5	6	
☐ Others (Please specify).....	0	1	2	3	4	5	6	

17. To overcome these problems what roles the Assistant Secretary level officials of your cadre can play:

<u>Area of Problem</u>	<u>Possible Specific Roles</u>
☐ Lack of formulating realistic plans & policies	
☐ Lack of accountability in discharging professional responsibility	
☐ Lack of skilled personnel	
☐ Lack of sincerity of the responsible officers/staff	
☐ Uncertainty due to high infant mortality rate	
☐ Eagerness to have male-child in the family	
☐ Lesser role of women in family decision making process	
☐ Backwardness of women in income earning	
☐ Public apathy towards population control measures/methods	
☐ Lack of recreational facilities in social life	
☐ Lack of required logistic support	
☐ Social values & religious superstition	
☐ Others (Please specify)	

Part- C: Questions Regarding Population Training Package

18. Do you think that there is a need to undertake inter-ministerial and inter-departmental coordinated efforts for effective implementation of the government's population plans & policies ?

☐ Yes ☐ No ☐ Uncertain

19. If your answer is yes, what would be the nature of these coordinated efforts?

- ☐ Establishment of an effective coordination between field workers of family planning department and officials/staff of other departments
- ☐ Integrated training management
- ☐ Formulating effective plans through inter-ministerial coordination meeting
- ☐ Others (Please specify) :

20. Do, you think that there is a need to impart population training for all cadred officials in the level of foundation participants ?

☐ Yes

☐ No

☐ Uncertain

21. If your answer is yes, why (please give priority order, if necessary).

☐ Officers at foundation level work as implementation managers of government's plans & policies and there are ample opportunities for them to be directly or indirectly associated with the implementation processes of government's population programmes.

☐ They should have a clear idea about the role of population in the country's overall development.

☐ They should have a clear idea about the impact of over population on the country's economic development, environment, employment situation, education, health, sanitation, law and order situation etc.

☐ Foundation training course give importance on major issues related to the country's development management, that's why population training should also be included.

☐ Foundation participants are considered to be a Vulnerable group of Population control and family planning ☐ As government servants they should be aware of their role in implementing population programmes.

☐ Others (Please specify) :

22. If your answer is no, why (please give priority order, if necessary)

☐ This training is not applicable for all cadres

☐ Apathy towards Population problem

☐ Others (please specify) :

23. If there is a need for introducing a Population training module for the foundation participants, what would be the specific subjects to be included in the module from the following :

<u>Possible subjects to included</u>	<u>Scale of Necessity</u>						
	<u>Lowest</u>			<u>Highest</u>			
☐ Demographic Characteristics of Population in Bangladesh	0	1	2	3	4	5	6
☐ Rural-Urban Migration in Bangladesh	0	1	2	3	4	5	6
☐ Population Growth & Problems of Urbanisation in Bangladesh	0	1	2	3	4	5	6
☐ Unemployment Problems in Bangladesh and Possibility to Overcome	0	1	2	3	4	5	6
☐ Primary & Universal Education	0	1	2	3	4	5	6
☐ Mother & Child Health Care	0	1	2	3	4	5	6
☐ Primary Health Care	0	1	2	3	4	5	6
☐ Role of Women in Development	0	1	2	3	4	5	6
☐ Relationship Between Environment and Population	0	1	2	3	4	5	6
☐ General Health Care	0	1	2	3	4	5	6
☐ Family Welfare	0	1	2	3	4	5	6
☐ Health & Nutrition	0	1	2	3	4	5	6
☐ Health and Sanitation	0	1	2	3	4	5	6
☐ Strategies for Human Resources Development	0	1	2	3	4	5	6
☐ Importance of Mother & Child Welfare	0	1	2	3	4	5	6
☐ Problems of Imperilled Child & Solution	0	1	2	3	4	5	6
☐ Local Planning for Mother & Child Development	0	1	2	3	4	5	6
☐ Performance Evaluation of Population Planning in Bangladesh	0	1	2	3	4	5	6
☐ Population Policy in Bangladesh	0	1	2	3	4	5	6
☐ Natural Disaster & Population	0	1	2	3	4	5	6
☐ Others (Please specify).....	0	1	2	3	4	5	6

24. To what extent (in per cent) and what would be the training methods to be used to introduce a population training module in foundation training course.

<u>Methods of Training</u>	<u>Per cent</u>
☐ Lecture Method	☐
☐ Group Discussion	☐
☐ Syndicate	☐
☐ Field Visit/Village Attachment	☐
☐ Others (Please specify).....	☐
Total	[100%]

25. Duration of foundation training at present is 4 months. If a module on population is introduced, what should be the duration of the course.

- ☐ 4 month is sufficient
☐ may be increased one week
☐ may be increased two weeks
☐ may be increased three weeks
☐ may be increased four weeks
☐ Others (please specify) :

26. Specific suggestions (if any):

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