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Prospects of Human Resources Development Initiative in National Budget-A Bangladesh Perspective

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Abstract- Every government has been earnestly focusing and spent a lot of money for Road and infrastructure, developing establishment in national budget as prime concern since the historic inception of Bangladesh. Human resources development initiatives was always in back-end thought provocation that never get a strong focus instead some monetary allocations.

The national budget FY'2015-16 have been extensively focused on investing in developing human resources of the country as one of the most important elements towards future. This is the first time ever in the budget history of Bangladesh where the government *conceptualize the need and priority* of developing human resources to align with millennium development goal (MDG), make the country economically sound through creating, retaining the dynamic, productive human resources as key emphasis.

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Prospects of Human Resources Development Initiative in National Budget-A Bangladesh Perspective

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This article evaluates and discusses the prospects of the new initiative and exhibits some guideline to cater all new avenues towards human resources development initiatives in more real and relevant way by the government and all stakeholders.

I. CONCEPTUAL DISCUSSIONS

Literally, budget on human resources development indicates a numerical statement of plan that exhibits through financial forecasting and implications to create & build, nurture, acquisition and retain human resources in any establishment to achieve its business goal for greater productivity and utilization. It is micro stands from owner, organizational view point.

On the other hand, National budget on human resources development is comprised with macro-economic dimensions, that defines human resource development through developing education sectors enabling policies and procedures, information science & technology, health and family, women welfare, planning, manpower and employment, youth sports and culture, social safety factors to achieve long term goals of the nations.

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II. RATIONALE BEHIND THE INITIATIVE IN BANGLADESH

It's optimistic for the nation that, the executive decision makers got feeling of inevitability to put real time attention towards human resources development though, the country passed number of years from getting independence. This tone from the top showing the light of hope to direct and develop human resources as very important in achieving economic growth for long run sustainability and to meet global competitive edge.

At present, it is become a great tool where entrepreneurs, corporate leaders in most countries focusing their investment in human resources as a rule. Such principle concluded as *depending on wealth is not feasible because it will run out a day if it's not been nurtured by right people, right system, right place off-course.* Neighboring countries in South Asia region has enormously focusing the development of human resources since one and half decade back. Apart from incorporating a big head in national budget, the government as well as regulators of the countries had patronized so many formal, informal, government, non-government aids to build human resources in all sectors i.e. educations, training, science and technology, health, sanitation, self-employment, youth development. Most of the countries in South Asian region i.e India, Malaysia, Indonesia, Pakistan, has got separate ministry in the name of Human Resources Development. Most of the countries already turned into high, medium human development score with the marginal GDP standard increasing per capita income. We have seen how *Bhutan* excelled in human development index (UNDP reports). The experience from the development analyst suggests that, the focus of human resource development has been on promoting knowledge and skills through education and training and enhancing the employability; improving access and equality of opportunity to all to live and work in a knowledge and information based society (ILO, 2001) for the nations by producing economies of scale through human resources utilization (HRU).

Seemingly, in this increasingly globalized and interdependent world economy the knowledge and skills based workforce will be the key competitive weapon

based workforce will be the key competitive weapon (Thurow, 1994). In an integrated sense, it also encompasses health care, nutrition, population welfare and employment and poverty (Muqtada & Hildeman).

In Bangladesh, this has become an urge when economy facing dearth of human capital having huge density (Khatun, 2015). In most sectors there is inadequate quality people and absence of promising and productive work attributes. This legged the country far behind in the race of global development challenges, poor indexing and meet the development charter in national, multilateral, non-governmental, International alliances particularly UNDP, OECD, DFID, USAID, JICA(Devex 2014).

Finally, fixing the national goal of graduating Bangladesh into a middle income country by 2021, the government has fixed a number of priorities in national budget FY15-16 where overall human resource development with special emphasis on Education and Health has given key attention amongst.

III. WHY HUMAN RESOURCES DEVELOPMENT INITIATIVE NEED GREATER EMPHASIS?

Over the passage of time, entrepreneur of large and medium corporations in Bangladesh has now realized the need of retaining and creating a talent pool of human resources. Most of the local conglomerates, manufacturing houses, service providers, joint venture firms has set up human resources department to give special focus on this development.

Indeed, at macro level this focus is necessary to transform Bangladesh economy into a *knowledge economy*. A knowledge-based economy would intensify collective efforts towards innovation and technology-led development to develop a competitive edge at the global level (Planning Commission, 2005) of all national initiative to get right human capital. Hence, greater

coverage of all resources and better quality education, training, skill developments at every levels from basic literacy cutting-edge technology is an essential prerequisite for raising per capita income and GDP ratio (SAARC journal of HRD, 2005). The country having 7.7 core of human labor force where 4.3 percent are still unemployed (World Bank, 2015) that uttering towards right work forces.

In the year 2015-16, the government put Greater emphasis in human resources development. It meant that, the government will give some extra efforts for further development of education, health and other social sector. From analyst views, *these extra efforts means there would be more monitoring, bigger patronization in projects, effective affiliation of relevant organs of governmental system to flourish the area, infusion new policies* as catalyst. Achieving higher growth in future on these indicators does certainly hinges human resources development.

At the outset, key driving force to turned GDP from 7.2 to 7.3 percent for the FY 2015-16 is extensive attention on human resource development that will also for driving economy to a higher growth trajectory future. In the ADP (FY 2015-16), it is proposed to allocate 22.0 per cent of development outlay to the human resource sector (education, health and other related sectors). In view of that, it also reveals there would be no more poverty in Bangladesh by 2030. Currently, the country's poverty rate is 24% and the extreme poverty rate only 9-11% (GoB statistics).

Human resources will have a great effect on the success of the country, because it is basic element to the nations. In national level plan the government has to consider below necessities to put immediate attentions instead of only putting any qualitative objectives using the term *greater emphasis*.

The Identical outcome	
Macroeconomic Needs/National Level	Micro economic needs/Individual level
<ul style="list-style-type: none"> • Success of small- medium sized projects, and assists in diagnosing the effectiveness of national objectives. • Ensure quality performance in local and international territory that enable in GDP and NNP growth. • A strength to bit globalization platforms, cross country competition, international exposures. • Advanced countries i.e Japan, china depended on human wealth, directed all investments to empower human resources. • The global economy is moving toward knowledge economy which depends basically on developing human resources model. • Putting specific focus on development of women empowerment • Achieving the millennium development goals (MDG) • Achieving the government charter in UN and ILO conventions. 	<ul style="list-style-type: none"> •Get employees to guarantee best production •Familiarize the human resources to performance. •A right work description, preparing employees, and training to get right unit of output. •Intensifying the level of technical knowledge and skills. •A continuous focus on total quality to achieves quicker progress frontiers. •Aligning adequate scope to generate quality resources for high tech and technical corps. •Develop vocational skill enhancement to lower-mid job •Ensure the employment security, safety in all levels. •Retain best resources instead brain-drain persuasion.

IV. PROSPECT ANALYSIS OF HUMAN RESOURCES DEVELOPMENT INITIATIVES IN NATIONAL LEVEL

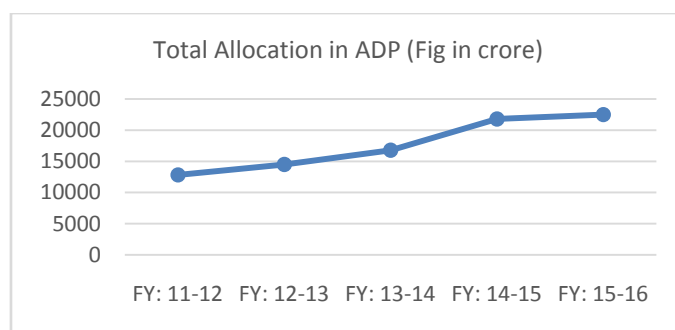
allocation in national budget. Budgetary allocation in this sector has been increased every year from FY11-12, where total allocation doubled to BDT. 22492 crore from BDT. 12810 crore.

a) Through ADP allocations

If we look the future prospects we can see there is a growth trend in government initiative through ADP

Human Resources Development Sector (in National Budget)	FY: 11-12	FY: 12-13	FY: 13-14	FY: 14-15	FY: 15-16
Educations	5657	6936	8378	9425	9739
Science and Technology	215	366	693	3185	2374
Health	3562	3825	3602	4349	5331
Youth, Sports and Culture	688	518	560	705	834
Labour and Manpower	176	332	370	413	466
Social Security, Welfare (women & child)	2512	2513	3174	3710	3748
Total Allocation in ADP (Fig in crore)	12810	14490	16777	21787	22492

Source: Allocation of ADP expenditures by MoF, GoB



b) Through HDI and HDR comparison among South Asian countries

The human development rating is composed average of education and knowledge level country human resources, a decent standard of productive human living, a healthy life through safety and welfare. In

light of new horizon, we can see a good prospects of Bangladesh in human development index (HDI) and human development ranking (HDR) which is upward trend.

Country	Human Development Ranking				Human Development Index			
	2010	2011	2012	2013	2010	2011	2012	2013
Bangladesh	129	146	146	142	.469 (Low)	.500 (Low)	.515 (Low)	.558 (Medium)
Pakistan	125	145	146	146	.490 (Medium)	.504 (Low)	.515 (Low)	.537 (Low)
Srilanka	91	97	92	73	.658 (Medium)	.691 (Medium)	.715 (High)	.750 (High)
India	119	134	136	135	.519 (Medium)	.547 (Medium)	.554 (Medium)	.586(Medium)
Nepal	138	157	157	145	.428 (Low)	.458 (Low)	.463 (Low)	.540 (Low)
Bhutan	No position	141	140	136	No value	.522(Medium)	.538 (Medium)	.584 (Medium)

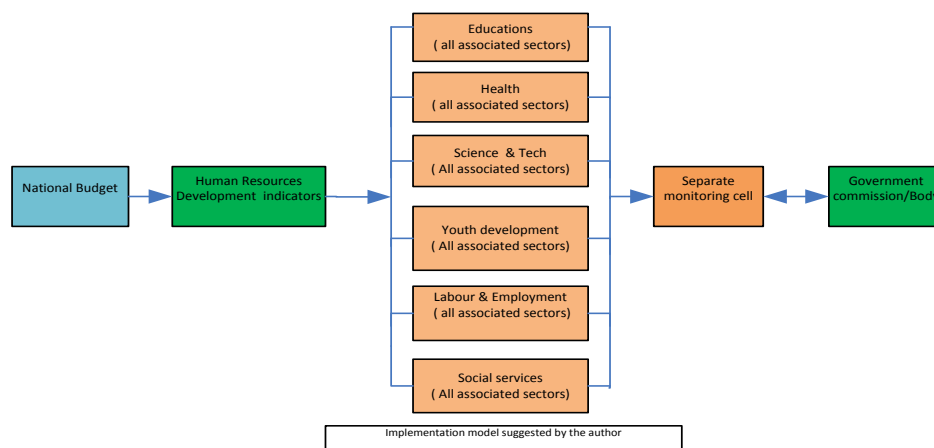
Sources: Human Development Report (yearly), UNDP



The analysis depicts that, in the year 2013 Bangladesh reach to *medium* level from *low* level. The point competitive to India. In four years trend Pakistan degraded the position and there no change in India and Nepal. The data exhibits a positive prospects towards Bangladesh in future days, if all variable got right focus and action-oriented emphasis.

V. SUGGESTED MODEL TO BE IMPLEMENTED FOR SUCCESS OF INITIATIVE

At the end, the emphasis of Human Resources development initiative in national macroeconomic



In particular, a) *immediate steps of the government to follow up implementation of all allocated budget* b) *Specific monitoring cell to be formed who will be held accountable to check each ministries and make periodic evaluations* c) *continue suggesting the government on any review and new focus by the commissions.*

VI. CHALLENGES NEED TO BE ADDRESSED

- ✓ Absence of developing human capital vis-a vis social-physical infrastructure with supportive business environment.
- ✓ Despite avowed commitments to human capital development by governments, still difficulties to increase the level of public expenditure significantly as a proportion of GDP in National Budget.

- ✓ Consequently, growth of these investments in real terms, has shown little or no visible improvement from allocations.
- ✓ Insufficient allocation of funds has translated into poor, irregular maintenance of human capital. ADP cut in fiscal years.
- ✓ Public Investment in human capital development to raise the level of technical knowledge and skills should ensure universal access to basic education, emphasis to women, disadvantaged groups to cater quality score card.
- ✓ Absence of proper understanding in salute-mass level on importance of efficient human resources development.
- ✓ Human resources development still merely a bookish term and confined in some vocational recipe only.

- ✓ Patronization only vocational skill kept far away from global e-knowledge, cutting edge tools and technologies.
- ✓ FY 2015-16 has imposed 10% VAT on private universities which creates negative notion instead of inspirations.
- ✓ FY 2015-16 has imposed 7.5% VAT on English medium schools which gave extra tensed instead of inspirations.
- ✓ Institutional complications, partisan preferences got non-professional trainers, teachers to guide skill development.
- ✓ The window of digitalization process is just in infant stage that need a high voltage implementation understanding.

VII. CONCLUDING THOUGHTS

At the eve of global competition on quality and talents human resources, there is no alternative to more investment on human development in a country like Bangladesh. Eventually, the role of human capital in economic growth is appreciated by policymakers, as is reflected in national policies. But the responsibility does not end with the allocation of a few thousand crores in national budget and qualitatively objectivize the term. This is high time to go inside, work with set outcome substantially from opportunities created by the globalization.

Over the years, one of the major factors effecting the integration with world markets and economic battle to steering up-warded economy of Bangladesh is lack of potential human resources and having weak skill base. Interaction of professionals, intellectuals, political scientists, technological experts, trade and industry circles, writers and policy makers would definitely strengthen integration process in macro level. We confident that, the acceleration of human resources development activities and translating the gains achieved in terms of macroeconomic stability as a whole would help to enrich sustainable living, to overcome the problem of poverty, weak social indicators and barriers of global trade policies as mutual comparative advantages. The relationship between human resource development, productivity and competitiveness is clear. The knowledge-driven society requires significant increase of highly trained people in managing technical, professional, and managerial positions. The development of human resources is fundamental, but by itself it is insufficient to ensure sustainable economic and social development, or resolve the aggregate employment challenge without the long term smart objectives of the government. Apparently, this smart objectives and action would be guided and played by putting specific attention and concentration in our national budget as well as all macro initiative in coming days ahead.

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