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- **The Role of ICT based Reforms in Innovating Public Service Delivery: The Case of Four Selected Public Offices in Bangladesh**
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A Review of Practice to Policy**
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The Role of ICT based Reforms in Innovating Public Service Delivery: The Case of Four Selected Public Offices in Bangladesh

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Abstract

The rapid progress of information and communication technology (ICT) has transformed the traditional way of providing services into efficient and innovative approaches to service delivery. ICT-based reforms contribute to strengthening civil service management in Bangladesh for improving public service delivery and making service delivery more accountable and transparent. This study has investigated the role of ICT as a key issue in improving governance and public service delivery in Bangladesh. This is a qualitative study which has been developed based on content analysis by taking four cases of field offices in regard to service delivery. The study shows that in the DC Office, ICT tools help to streamline administrative processes, improve communication, and make more efficient decisions. It also reveals the land sector has improved land management because of digital land records, online registration systems, and Geographic Information System (GIS) applications which have reduced bureaucratic barriers and promoted transparency. This study describes that the education sector benefits from ICT integration in classrooms, which promotes e-learning, digital literacy, and administrative efficiency in schools. The study also demonstrates that the ICT facilitates health services through managing patient care, resource allocation, and disease monitoring by providing electronic health records, telemedicine, and health information systems. The challenges of implementing ICT-based service delivery are weak cyber security, poor digital literacy, and weak infrastructure facilities. Therefore, strengthening ICT facilities in field administration can reduce these barriers to improving service delivery.

Keywords: *Innovations, service delivery, ICT, field administration, Bangladesh*

Introduction

Public service is provided by the government civil servants and the ways of providing services have been changed day by day with the introduction of the ICT in service delivery. In order to provide efficient and transparent service delivery, the civil servants are gradually bringing various changes and innovations in public services. Civil servants are the key actors in civil service management for making innovations in public

services (Hasan, 2014). Innovations provide an opportunity, and as a result, it enhances the quality of public service delivery by encouraging greater transparency in public services and empowering regular citizens to access and evaluate the effectiveness, sufficiency, and the quality of basic public services (Ringold et al, 2013).

Information and communication technology (ICT) plays a critical role in innovating civil service management in Bangladesh, improving efficiency, transparency, and effectiveness. Moreover, e-governance initiated by ICT improves citizen engagement by offering online services and encouraging a more responsive government. The use of ICT in civil service management not only modernizes and innovates administrative processes, but also contributes to improving the overall governance process through making the public services more accessible, accountable, and responsive to the needs of Bangladesh's citizens (Nasrullah, 2020). ICT is revolutionizing daily life by making tasks easier, cheaper, and smarter. Besides, e-governance, the use of ICT in the public sector, is an instrumental in improving service delivery. Therefore, innovative service management is a key mechanism for public service delivery, and the use of ICT can enhance interoperability among government organizations for making services doorstep to people. Proper implementation of e-governance requires technological, administrative, and cultural changes so that the necessary innovations in service delivery can be initiated.

Background of the Study

The historical background of British and Pakistani administrative reform is closely linked to the changes in service innovations because the aim of every reform during these periods is making public service delivery efficient. One of the key reforms during the British period was the introduction of the Indian Civil Service (ICS) in 1854, a merit-based civil service aimed at efficiently administering the British government in India (Spear, 1990). The Morley-Minto Reforms in 1909, which introduced a system of limited self-government in India. The Montagu-Chelmsford Reforms, of 1919, introduced self-governing institutions gradually in British India (Wolpert, 2006). It expanded the powers of the Indian Legislative Assembly and introduced a system of diarchy or dual government system in the provinces, under which some subjects were administered by the elected ministers and others by the British government. The Government of India Act 1935, which was the last major piece of legislation, has been passed by the British Parliament under the Indian administration. The reform had introduced a system of provincial autonomy and established a federal structure of government. Administrative reforms of British India increased efficiency in administration so that service delivery can be provided within a minimum cost. A foundation for the autonomous Indian administration was also supplied by this reformed bureaucracy (Copland, 2002).

British reform was important for Bangladesh for several reasons like Legal and Administrative Framework; the British colonial administration introduced a legal and administrative framework in the Indian subcontinent, including what is now

Bangladesh. This framework has laid the groundwork for modern governance structures, legal systems, and bureaucratic institutions that formed the basis for subsequent reforms in Bangladesh. Overall, the legacy of British colonial rule in the Indian subcontinent played a significant role in shaping the political, social, and economic landscape of the region. Many of the reforms and structures introduced during this period formed the foundation for later reforms and developments in Bangladesh.

After independence in 1947, the Pakistani government retained many features of the British administrative system, including the ICS, which was renamed the Civil Services of Pakistan (CSP) later. There were also some important reforms introduced during the Pakistan period i.e. the establishment of a separate civil service for East Pakistan (now Bangladesh) in 1955, a unified civil service for all of Pakistan in 1959 and the introduction of a system of local government in 1979 (Spear, 1990). The main aim and objectives of these reforms in the administrative system of Pakistan during this period were to address regional disparities, enhance efficiency and uniformity, promote democratic governance, empower local communities, and foster national integration and unity. However, the effectiveness of these reforms in achieving these objectives varied over time and was influenced by various political, social, and economic factors (Wolpert, 2006).

After Independence in 1971, then the government of Bangladesh initiated the administrative reform in line with their political beliefs of socialism and democratic traditions according to the fundamental state principles describe in the constitution (GoB, 1972). The appointment of the Administrative Service Reorganization Committee (ASRC) in 1972, known as MAC (Muzaffar Ahmed Chowdhury) Commission and the National Pay Commission in 1973 were the first of their kind in the direction of administrative reform in line with the government objectives that recommended for single classless grading structure covering all services in 10 grades (GoB, 1973) of pay scales (GoB, 1973). These were in the expectation that the public administration should be attuned to the hopes and aspirations of the people. public officials were expected to create a kind of living fellowship in the common men on a 'firm dedication to democracy and socialism' (GoB,1973), established a socialist society in Bangladesh and reduce the disparity between the highest and lowest incomes in the society and entire administrative system with corresponding pay scales was set (GoB,1973a). However, the reform efforts undertaken in a context of serious social-economic and political crisis. As a result, that regime from 1971 to 1975 was unable to implement all these proposals though it had early success (Ahmed, 1980).

The Pay and Service Commission (PSC) was appointed in 1976, known as Rashid Commission. It focuses on establishing suitable pay and service structure (GoB, 1977). This committee also disparaged the claims of the generalists and advocated on behalf of the new class of technocrats, equal pay for equal status and an appropriate level of participation in the decision-making structure and suggested newer pay policy with a new structure of civil service within 21 grades (GoB, 1977). In this regime certain steps

were undertaken to rationalize the staffing process by framing new rules and regulations. Competitive examinations were held more or less on a regular basis from 1977 and the standard of civil servants recruited on the basis of examinations was quite high (Ahmed and Nazneen, 1988). During this period the trends in reform that had become visible during the earlier regime were watered down (GoB, 2000). More emphasis began on efficiency, productivity and centralization rather than on democratization, participation and decentralization from this time (Murshed, 1997).

In fact, none of substantial progress towards administrative reform had been achieved during the regime in spite of the fact that the PSC had submitted a comprehensive report proposing new organizational structure for providing useful services. However, various unpleasant features such as the tension between the BCS administration cadre, the remainder of the 29cadres etc arose in the administrative system in course of time (Miah, 1997; Murshed, 1997). The regime during 1982-1990 continued the military rule in Bangladesh. Through direct induction of a large number of military personnel into the public administration, the orientation of the civil service changed towards, in other words, 'militarization of Administration (Ahmad & Nazneen, 1988). This regime introduced some measures as part of a program of top priorities including administrative reform with an emphasis on decentralization and the process of transition to civilian role (Murshed, 1997). Unfortunately, it was heavily dependent on the senior administrative figures and had a number of civil bureaucrats, technocrats and politicians in its Council of Advisors at the outset and in successive cabinets, in addition to retired military officers. Policy making and implementation had been done by the army officials in close cooperation with the civil service, in the absence of political leadership in the government machinery (Khan, 1991).

Two major administrative reforms measures were taken in 1982 and 1983 respectively the Martial Law Committee (MLC), for examining organizational setup of ministries/ divisions /directorates and other organizations, known as Enam (Brigadier Enamul Haque) committee and the committee for Administrative Reorganization or Reform (CARR), known as Khan (Rear Admiral MA Khan) committee to materialize the intention of strengthening and legitimizing the military's power over the state mechanism (Miah, 1997).

The MCL recommended the improvements of the efficiency and effectiveness of civil servants working at the national level, resulting initially in the reduction of the number of ministries /divisions and manpower by rationalization of the charter of duties of the civil servants (Khan, 1991). However, the CARR recommended for administrative reorganization and institutionalization of a local government system in Bangladesh. By making the two reform bodies, this regime reflected diverse membership, intended to project the recommendations as the views of different professional and pressure groups (Khan, 1991). The leading army officers in the two Committee, with the assistance of senior administrative figures, represented the interest of the military regime government.

The then new regime of government 1991 to 1996 in power felt the necessity of

administrative reform for a newly established democratic environment. Some international organization and bilateral donor-sponsored voluminous reports were produced during the tenure of the region. However, the Government sponsored reports were produced by committees staffed mostly by the senior administrative figures both directly as members and in supporting roles. Report on public administration sector study in Bangladesh, known as UNDP report was the first such report during the first democratic region of 1991 to 1996 and completed its work in June, 1993. The UNDP by a team of public administration experts provided valuable proposals for administrative reform in the country for initiating public service delivery effectively. Study towards better government in Bangladesh, known as 4 secretariats report was started with four senior members of the civil service playing an important role in its subsequent development (Ahamed, 1988). The report identified anomalies and suggesting changes in the civil service and the government appointment the cabinet committee of Administrative Reform in 1993 headed by Colonel (Rtd.) Wali Ahmed MP (GoB,1993), subsequently which reported in 1995 mostly in land with the so called force secretaries. Administrative Reorganization Committee was appointed by the government in 1993 headed by the Nurun Nobi Chowdhury to review the size and scope of public administration in order to make the machinery of Administration dynamic in its operations (GoB, 2000). However, the efforts at reform in this region effectively achieved little other than the production of four voluminous reports because senior administrative figures dominated the composition of the committee again (Sobhan, 2002).

Public administration Reform Commission was established (PARC) in 1996 which enabled citizen to pay all of their pays in one time and one place by proposed reform one stop utility bill payment system in 2003 which reduce time and cost (GoB,2000). Improving transparency, efficiency, accountability, effectiveness and dynamism; bringing institutional and procedural changes necessary to attract investment; prevention of wastage and improvement of service delivery to ensure value for money; converting corruption; regulation of authority etc were the key suggestions of PARC (Ahmed,2002). Hence, the PARC mentioned legal, regulatory and procedural changes, that are necessary to implement reform proposals including an institutional arrangement for the implementation of commission prescribed report. Also, this commission established National Pay Commission-IV which recommended 20 scales of pay with the lowest pay Tk 1800 and the highest pay Tk 18000. Besides, government has approved the last pay scale in 2015 by the National Pay Commission VIII where the lowest salary was Tk 8250 and the highest salary was Tk.78000 including 2 festival allowances and 5% New Year allowance (Khan, 1998).

Overall, the government of Bangladesh has made significant administrative reforms over the years, aiming to streamlining structures, enhancing efficiency, and ensuring fair compensation for government employees. These reforms reflect the evolving needs and priorities of the nation's governance system. Evidence shows that the maximum committees and commissions were about the structure of civil service,

promotion of pay and salary of government officials and staff, increasing the number of ministries, restructuring administration, upgrading the Thana administration into Upazila and sub-division into district as well as decentralization in administration. The aim of these reforms was to strengthen civil service management in Bangladesh for improving public service delivery and making service delivery more accountable and transparent. However, none of reform has been reflected the ICT based innovations in service delivery in Bangladesh which is a critical understanding and will be a new addition in civil service management.

Objectives of the Study

The broad objective of this study is to identify and analyze the role of ICT in the civil service innovation of District general Administration, Land Administration, Education and Health department in field administration. The specific objectives are to:

- understand about the history of administrative reforms in regard to service innovations from the British period to Bangladesh era;
- find out the factors associated with ICT and assess its influence in public service delivery;
- analyze the role of ICT in service delivery at district administration, land, education and health administration of Bangladesh; and
- identify the prospects and challenges in applying ICT innovations in delivering the civil services.

Rationale of the Study

Administrative changes and service innovations, particularly the use of Information and Communication Technology (ICT), are extremely important in Bangladesh. This improves government efficiency by streamlining operations, minimizing bureaucracy, and increasing openness. This also promotes a more accountable and responsive government system. ICT-driven changes increase citizen engagement and empowerment. Citizens can use digital platforms to obtain services more easily, engage in decision-making processes, and keep updated about government activities. This helps to enhance the nation's democratic values in administration and service delivery. The use of ICT in administration promotes the quality of public services and will make easier for citizen to access services. Moreover, introducing services through ICT based will make service delivery cost effective for general people in Bangladesh. Strategic integration of ICT in administrative reforms not only improves government operations but also promotes a more inclusive, transparent, and efficient service delivery. The understanding of this study will contribute to innovating service delivery which may help us for achieving the expected goals and targets of government of Bangladesh.

Research Methodology

This study has analyzed civil service reforms concerning the role of ICT involving innovations various service sectors in the field administration of Bangladesh. This study

has used content analysis for understanding the influence of ICT in service innovations. Evidence suggests that content analysis is a research technique for making replicable and valid inference from texts or other meaningful matter to the contexts of their use (Krippendorff, 2004). One of the basic presumptions of content analysis is that there is always some message or meaning that is embedded in text documents which may help in useful interpretation of events (Graneheim and Lundman, 2004).

Content analysis is useful for this study because it is a flexible research approach that can be applied to a wide variety of text sources. Moreover, secondary sources of data such as the examples of the other developing country experiences, suggestions of experts and scholars including development partners and government publications are more refined, accurate and justified in respective contexts. This study has analyzed the historical background of administrative reform which is suitable for content analysis through secondary sources of data. Besides, different types of journal articles, reports, books and relevant websites are used in this research to examine the role of ICT in service innovations with reference to civil service management in Bangladesh.

Findings of Selective Offices in Service Innovations

As mentioned earlier that this study has chosen the four selected offices: district administration, health, education and land administration to understand the role of ICT in service innovations. The findings of this study make possible to understand the significance of ICT influence in service delivery.

The role of ICT in innovating district administration

The Office of the Deputy Commissioner (DC) has spearheaded significant innovations within the framework of existing laws and regulations to enhance visibility, accountability, transparency, and efficiency in service delivery. The district's innovation team, led by the Office of the Deputy Commissioner, focuses on creative initiatives to achieve the goal of delivering timely services to citizens' doorsteps (GoB, 2024). The office of the Prime Minister of Government Innovation Unit (GIU) provides guidelines and support, while essential backing is received from the Ministry of Public Administration (MoPA), Cabinet Division, and other critical ministries (GoB, 2024). The DC Office has adopted creative techniques in various service clusters, such as land record management and citizen work environment enhancement, utilizing platforms like Face book to break away from traditional methods in service delivery (Nasrullah, 2020). This has facilitated improved communication between citizens and the district administration.

The district administration has received significant technological support through the a2i initiative and ICT ministries, transforming its environment into a digital one. Laptops, computers, printers, Wi-Fi, broadband connections, video conferencing equipment, and supporting infrastructure contribute to e-functioning support (GoB, 2024). The uses of ICT and globalization have transformed the role and function of the DC Office, making information more accessible to citizens as many services of this

office are given to citizens via digital platforms. Technology has enabled the district administration to provide e-services, including digital conference rooms, computer labs, Face book engagement, front desks, e-service centers, and web portals. The main goal in providing e-services is to satisfy citizens, simplifying and accelerating office administration while enhancing transparency (Mamun, 2017).

The ICT section, responsible for overseeing the District E-service Center, conducts various training programs, updates web portals, monitors Union Digital Centers, and organizes ICT-related events in the district (GoBb, 2024). For instance, the innovation team within the DC Office develops annual innovation work plans and projects, where an additional deputy commissioner who is in charge of education and ICT leads the team as Innovation Officer (Nasrullah, 2020). E-services offered by the DC Office cover diverse areas, including land services, complaint remedies, health services, tourism, education, safety, and discipline (GOBa, 2024). The integration of ICT and innovation has transformed the DC Office's functions, making it more responsive to citizens' needs in the digital age. But in many instances, innovations have failed to produce the desired outcomes because of lack of access to resources for development, insufficient funding, ICT based skills gap among civil servants.

The role of ICT in innovating education service delivery

Information and Communication Technology (ICT) plays a pivotal role in innovating education in Bangladesh by enhancing engagement, interaction, excitement, improving access to educational resources, facilitating personalized learning experiences, and fostering collaboration among students and educators (OECD, 2016). Andrews et al. (2006) study has defined ICT as including stand-alone computers, networked technologies with a multimodal interface, mobile phones with the capacity for a range of types of communication, and other technologies that allow multimodal and interactive communication. Through ICT tools such as interactive whiteboards, educational apps, virtual reality simulations, and online learning platforms, students can access dynamic and immersive learning experiences (Haque, 2020). These technologies provide personalized learning opportunities, facilitate collaboration among students and educators, and enable access to a vast array of educational resources beyond traditional classroom boundaries. It gives teachers higher level teaching assistants (HLTA) and children access to educational resources from around the globe anytime and day (Haque, 2020).

After the advent of technology, the availability of computer and internet knowledge in the education of students has overcome all the uncertainties as there's a huge opportunity for learning. Moreover, ICT has created an unprecedented opportunity to make teaching-learning activities attractive and effective (Lucky, 2023). Research has shown that learning materials using technology are much easier and more effective than traditional learning tools (OECD, 2016). Due to innovation of technology teachers can successfully teach students in the classroom using modern technology. Students can easily access any knowledge and science information in the world using the World

Wide Web (WWW) beyond the boundaries of classrooms and books. Therefore, the advent of technology makes learning easier for the students. Moreover, technology-based learning is very work-oriented, which motivates students to prepare as entrepreneurs in their career (Parvin, 2023).

Educational technology Research and innovation thrives in Bangladesh, driven by the integration of ICT in classrooms, leading to the creation of startups and solutions to meet evolving educational needs (Tinio,2002). Higher Education Institutions Incorporating ICT for administrative purposes Management, research collaboration, and online courses. Bangladesh is actively engaged in global collaborations, exchanging best practices and resources with organizations, donor agencies, and other nations. The ICT has become an indispensable part of the education system. It has gradually transformed educational society into knowledge and information society which in result transforming economy to knowledge economy and supporting nations to create wealth by exploring knowledge (Parvin, 2023). This study also found that it has introduced qualitative changes and increased productivity and changed the overall style and functioning of the educational system and its governance. ICT has contributed, contributing and will contribute immensely in the development of education (Zafar, 2019).

Despite these advancements, challenges like the digital divide and inadequate infrastructure in rural areas persist, limiting equal access to quality education (Khan, 2014). Ongoing efforts are essential to address these issues and fully leverage ICT in education. With respect to the challenges of capacity building, we have to develop the competencies of teachers and school administrators for the successful integration of ICT in the education system (Khan, 2014). In fact, one impeding factor of ICTs integration in education systems is the skill gap of people implementing it (Tinio, 2002). Besides, technology-based education basically keeps the students far away from social life as it limits physical and social interaction.

In conclusion, Bangladesh's adoption of ICT in education holds significant potential to enhance learning outcomes, expand access, and prepare students for the digital age. Continued investment, innovation, and collaboration are crucial to overcoming the challenges and ensuring ICT contributes to the development of a knowledge-based society in Bangladesh (Ministry of Education, 2024).

The role ICT in innovating land service delivery

Proper land management is essential for reducing land-related complications in all countries including Bangladesh (Hoque, 2016). The scarcity of land and the rapid increase of population of the country have created the high pressure over land-man ratio (Hossain, 2015). Besides, the rate of land transfer and land conversion is also very high in Bangladesh. Inappropriate land administration and management system is the cause for unplanned growth, and this eventually generates problems in community life. As a result, various problems often arise with land administration (Nahrin, 2009). For this reason, the land ministry of Bangladesh has implemented a number of significant

ICT initiatives for enhancing efficiency, transparency, and accessibility in land-related services.

The Digital Land Management System (DLMS) employs digital technology for land record management, aiming to improve accuracy, reduce disputes, and enhance tax revenues through digital land surveying (Ministry of Land, 2024). A new approach is used to manage land system duties, including surveying and management. This innovative concept involves replacing the current system's mistakes and bottlenecks with a new technology. The DLMS offers GPS land surveying, automatic map drawing, and online land management (Talukder, 2014). Through the AamarJomi Portal, residents can electronically submit applications and access land records, laws, and services online.

In addition, drones and other cutting-edge technology are being used in land surveying and mapping to enhance planning, disaster risk reduction, and land administration (Nahrin, 2009). E-mutation provides a digital record of land ownership changes and allows citizens to apply and monitor modifications online. By increasing efficiency and transparency, the online land dispute resolution system tackles the complexities of land dispute settlement (Hoque, 2016). A digital programme called e-Porcha gives citizens access to a range of land-related documents and mapping capabilities. Mobile applications such as "e-Mutation" and "Bhumiputra" improve community participation in some land-related activities (GoB, 2023). To encourage citizen adoption of these ICT efforts, public awareness campaigns using branding, slogans, multi-channel techniques, partnerships with NGOs, and community participation are carried out. Overall, these efforts signify the land ministry's commitment to leveraging technology for improved land management and service delivery (Ministry of Land, 2024).

Besides, the Ministry of Land in Bangladesh faces several challenges when it comes to integrating ICT innovations into its operations (Hossain, 2015). For example, the absence of sufficient digital infrastructure nationwide, particularly in rural areas where a large number of land-related transactions occur, is one of the main problems. In Bangladesh, land related data is fragmented and decentralized (GoB, 2023). One of the main obstacles to successful integration of ICT in land administration is absence of clear legal and regulatory framework including lack of public awareness.

The role of ICT in innovating health services

The goal of information and communication technologies (ICT) for Health, or e-Health, is to increase the effectiveness, accessibility, and quality of healthcare for every citizen. The term "ICT for Health" refers to the utilization of ICTs in all aspects of the health sector's operations (Omotosho et.al. 2011). Using Information and Communication Technologies (ICT) is a key strategy to meet the demand for health services in the 21st century. ICT in health services can provide services right to people's doorsteps. It supports the national and worldwide distribution of best practices as well as the growing demands, rising costs, scarce resources, and labor shortages. The health management system's efficacy and efficiency can also be guaranteed by ICT health services (Khatun, 2015).

In Bangladesh, the Ministry of Health and Family Welfare (MoHFW) has prioritized the integration of Information and Communication Technology (ICT) in the healthcare sector, aligning with the Digital Bangladesh campaign's focus on delivering health services through ICT. The Health and Population Sector programmes (HPSP) under the 5-year Health, Population, and Nutrition Sector Development Program (HPNSDP) are key initiatives aimed at improving healthcare efficiency through ICT (Sarker and Hoque, 2016). Various ICT-based innovations have been introduced to enhance healthcare services in Bangladesh. Electronic Health Records (EHR) systems allow for efficient digital storage and management of patient data, facilitating quick access to medical records and minimizing paperwork. Telemedicine services enable public hospitals to provide remote medical consultations, diagnoses, and treatments, particularly benefiting patients in isolated locations (Khatun, 2015). Bangladesh's health information systems monitor public health statistics, facilitating the planning of campaigns and trend analysis (Zahid et al., 2023). Appointment scheduling is streamlined by ICT platforms, which shortens waiting times. In addition, transparency is promoted by ePharmacy services, which enable online drug orders. The ICT platforms also impart disease management education and virtual training has advantages for healthcare workers. Healthcare services and information are provided by mHealth apps (GoB, 2024). Applications of GIS help in resource allocation and health planning. Programme efficacy is increased through real-time monitoring and assessment. The ICT implementation is supervised by the Ministry of Health. Partnerships bolster state initiatives to raise the standard and effectiveness of healthcare (Ministry of Health and Family Welfare, 2024; Sarker and Hoque, 2016).

In 2011, Bangladesh won the UN Award for the Development of Digital Health. Throughout the past ten years, the nation has introduced a number of digital health projects in response to the recognition. Despite advancements in information and communication technologies, current digital health services are challenging to use, do not meet user needs, are vulnerable to data privacy and security threats, lack a strong digital infrastructure, and lack a consistent policy and regulatory framework (GoB, 2024). As the government deals with post-COVID-19 consequences, healthcare policymakers must address problems and build a people-centered framework for digital health services (Zahid et al., 2023).

Discussions

This study found very positive role regarding the role of ICT in service innovations at district administration, land services, health and education services. The district administration has been a pioneer, leveraging technology to improve service delivery in areas like land record management and citizen engagement (GoB, 2024; Mamun, 2017; Nasrullah, 2020). With support from the Government Innovation Unit (GIU) and key ministries, the DC Office utilizes platforms like Facebook and implements e-services, transforming into a digital hub with ICT infrastructure and e-functionality (Mamun, 2017; GoBb, 2024). The ICT makes very convenient in delivering services of district administration through circulation and coordination of various activities of

government. As a result, various studies have found that paper work has reduced and service efficiency has improved in the activities of district administration.

Similarly, the education sector has witnessed remarkable strides, incorporating ICT into the curriculum, establishing online platforms, and providing ICT infrastructure to institutions nationwide. This study shows that due to innovations of ICT teacher training programs and distance learning initiatives have further enriched the education landscape. Moreover, ICT has facilitated for promoting quality of education through using educational technological in delivering teaching-learning process. In regard to the role of ICT, the land ministry has implemented the Digital Land Management System, e-mutation, and online portals for citizens, enhancing efficiency and transparency in land-related services (Nahrin, 2009; GoB, 2023). Additionally, the Ministry of Health and Family Welfare has established an MIS department, collaborating with various stakeholders to build a nationwide health information system and improve healthcare services through ICT. These initiatives collectively signify Bangladesh's commitment to leveraging technology for the betterment of governance, education, land management, and healthcare, contributing to the country's socio-economic progress for achieving the expected goals of Bangladesh. The studied four offices in this research are the examples that make changes in service delivery because of positive influence of ICT, however still these areas require more technological and financial supports for ensuring better efficiency.

Conclusion

The civil service sector has experienced a transformation in communication, data management, and decision-making due to the integration of ICT tools and systems, which have revolutionized the traditional bureaucratic processes. By embracing digital platforms, routine tasks can now be automated, which lowers bureaucratic barriers and increases overall productivity. Additionally, the use of ICT has increased accessibility to government services and promoted transparency through open data initiatives. Although there are issues that need to be addressed, like cyber security and digital literacy, the continued focus on ICT-driven innovations points to a bright future for a responsive and modernized civil service in Bangladesh. The following suggestions would be useful in improving the ICT role in innovating service delivery. The suggestions are:

- To develop centralized digital platforms through which citizens can access numerous government services online.
- To create smart phone apps that offer citizens important services. These could include applications for healthcare services, emergency help, public transit, and agriculture information designed specifically for Bangladeshi citizens.
- To extend e-government programmes to increase efficiency and transparency in government operations by streamlining administrative procedures.
- To increase access to healthcare services, particularly in rural areas with limited access to healthcare facilities, implement telemedicine and mobile health

applications.

- To use ICT to improve education and increase access to learning resources by integrating it into the educational system.
- To strengthen cyber security measures to protect against cyber threats and ensure the security and privacy of citizens' data.
- To invest in ICT infrastructure and offer capacity building and training programmes to guarantee that enterprises, government officials, and individuals have the know-how to use ICT tools and platforms efficiently.

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Localizing Sustainable Development Goals in Rural Local Government Institutions

A Review of Practice to Policy

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Abstract

Sustainable Development Goals (SDGs) localization refers to the process of undertaking actions based on the local contexts in order to achieve the 2030 Agenda. This study explores the reflections of Union Parishad (UP) activities in relation to about SDGs. To attain this objective five UPs have been selected based on economic vulnerability (two from economically forward areas and three from backward areas). Both qualitative and quantitative methods have been used to collect primary data. Qualitative data has been collected from elected and appointed officials of the selected UPs. Villagers also provided qualitative and quantitative data to support achieving the research objectives. Moreover, a checklist has been used to collect data associated with immediate past five fiscal years data on the projects and schemes the sample UPs completed successfully. Findings indicate that UPs can contribute directly and indirectly to achieve 13 global goals. It is evident that they contributed to achieving 9 different global goals. UP emphasized mainly improving transport and communication (goal 11) facilities in their jurisdiction and invested approximately 74% of financial resources in this sector. They also worked on achieving other goals such as goals 1, 2, 3, 6, 7, and 8. It is also found that by establishing good governance at the local level, UPs are in a good position to ensure inclusiveness and engagement of citizens at the local level which, in turn, contributed to achieving goal 16. The paper concludes with the recommendations that enforcement of the UP development planning rules of 2013 can ensure investment diversification to work more with other SDGs. Further, a comprehensive guideline for the UPs will support addressing the SDGs in their development activities.

Keywords:

Introduction

Sustainable Development Goals (SDGs) localization refers to the process of undertaking actions based on the local context in order to achieve the 2030 Agenda. It means, according to the ESCAP, *“the localization relates to both how the SDGs can provide a framework for local development policy and to how local and regional governments can support the achievement of the SDGs through action from the bottom up and to how*

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the SDGs can provide a framework for local development policy” (ESCAP, 2022). However, economic development, social inclusion and environmental sustainability are the three major dimensions of the Sustainable Development Goals (SDGs). Each goal has a set of indicators through which the achievement of SDGs will be measured. The constitution of Bangladesh in its article 59 and 60 has made Local Government Institutions (LGIs) to be more responsive in rendering various civic services and economic development for the citizens residing within its jurisdiction. LGIs have provisioned a number of services for the upliftment of rural livelihoods. Each LGI is governed by the separate local government Act. They are the key leading development actors at the local levels in terms of economic, social, and environmental development.

The composition of the rural mass is found much higher than that of urban areas. Zilla Parishad (ZP), Upazilla Parishad (UZP) and Union Parishads (UP), broadly known as **rural LGIs³**, are serving approximately 113.1 million people in the country. On the other hand, Urban LGI such as Municipality and City Corporation are providing services to **approximately 52 million people⁴**.

Union Parishad, the lowest administrative tier, serves approximately 69% of the population of the country. This huge number of populations is expected to receive various civic services and economic development programs from UPs. However, the UP act of 2009 in its section 47 clearly stated four core functions: (a) administrative and establishment; (b) maintenance of law and order; (c) public welfare related services; and (d) preparation and implementation of plans related to local economic and social development. Further, schedule 2 of the Act demarcated 39 functions which are closely associated with economic, social inclusion and environmental sustainability.

The functions of UPs are closely associated with SDG goals **and targets⁵**. It is anticipated that the projects and programs implemented by the UPs would provide a clear understanding of the successful landing of SDGs. More specifically, it is important to understand whether UPs are engaged with the global agenda. Scholars argued that “local solutions have to be devised through identifying local priorities and problems and utilizing local knowledge and resources.” This led to a question: How far the Union Parishad’s schemes/projects are aligned with SDGs?

The Local Government (Union Parishad) Act, 2009 in its section 47 illustrates four core functions and schedule 2 of the Act clearly narrated 39 specific functions. One of the major tasks of UPs is to select schemes or projects through community **participation⁶** so that citizen’s realized demands are reflected in UP plan and budget properly. This forum helps UP to identify public centric schemes and projects. In other words, citizens can identify their development needs and find an integrated

³ The jurisdiction of ZP consists of several UZPs and UZP further consists of several UPs.

⁴ According to the recent census, approximately 113.1 million people live in rural areas while the urban citizens are only 52 million (Source: Preliminary Report on Population and Housing Census, 2022, BBS, July 2022).

⁵ Please see a matrix (annex 1) prepared focusing on SDGs alignment with functions of UPs.

⁶ According to the Local Government (Union Parishad) Act of 2009, each UP should hold WARD SHAVA twice a year.

development solution. Therefore, UPs are required to address all issues embedded in the Act through such citizen participation platform so that the global goals are addressed, considering local context. The achievement of SDGs without having sufficient alignment in local development schemes will be of challenging to achieve the agenda in 2030. Thus, the present endeavors will reveal the alignment of SDGs by means of assessing local development activities. This would further guide policy planners on the future possible actions required for sustainable development, focusing on the alignment of 17 global goals into the local context.

The integration of SDGs within local development schemes is an essential step in successfully landing the 2030 agenda, particularly in rural areas. The development schemes of UPs can assure the translation of the global agenda into local priority. The proper alignment of the global agenda into priority involves promoting economic development, social inclusion, and environmental sustainability, including other development areas as per the UPs mandate. Thus, the proposed study will provide the current state of SDGs incorporation into the development activities of UPs along with actions needed for undertaking pragmatic decisions towards achieving SDGs by 2030.

Objectives

The main objective of the paper is to assess the alignment of SDGs into local development activities. Specific objectives of the paper are as follows: (a) to review the current development activities of Union Parishads with focusing on SDGs alignment; (b) to understand whether the SDGs are of their priority; and (c) to identify new avenues of SDGs incorporation into their annual development activities.

Review of Literature

The SDGs are undertaken in extension of the (Millennium Development Goals) MDGs in 2015. SDGs are a set of 17 goals and 169 targets which have adopted by the member states of the United Nation. The deadline for achieving those goals and targets by 2030. Sarkar et.al. (2022) stated in their paper that “*the SDGs were created through widespread engagement with all stakeholders based on six elements: dignity, people, planet, prosperity, justice and partnership*”. Bexell (2016) emphasized that State and non-state organizations are closely associated with the implementation of SDGs. Thus, the SDGs created a multi-dimensional stakeholder participation approach. Therefore, public and private organization’s along with citizen participation is required in order for making a pragmatic decision on what kind of action is required at the local level to reach to the targets to be achieved by 2030. Moreover, participation in implementation and monitoring phases of any initiatives are also required for achieving the SDGs. It is also important to integrate SDGs into national development plans and programs, and thereby the approaches of LGIs are also aligned their plan and program with national government agenda.

The government of Bangladesh have undertaken various initiatives in order to achieve the agenda 2030. National priorities are given to 39 indicators (Annex 1 for details) along with one indicator to be considered with the notion called- No One Left

Behind. The additional indicator (i.e vulnerability and local priority) shall be selected based on the local context (SDG Bangladesh Model, 2023).

The SDGs are of integrated approach and an agenda for ensuring no one left behind. These goals are people centric and that should be also aligned to the functions of local governments for successful landing the agenda 2030. Local efforts are also recognized by the Bangladesh government, General Economic Division, in which direct integrated approach at the community level is emphasized for 12 goals (1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 15 and 16), while the remaining five (9, 12, 13, 14 and 17) need local efforts indirectly.

Therefore, local priority and efforts could help speeding up towards achieving the goals. Thus, global agenda should be localized at a large extend through UPs plans and programs so as to achieve within the given deadline.

However, this paper searches for identifying potential link between SDGs and local government functions. Following Table 1 provides a summary of linkage between UP functions and SDGs by summarizing the paper written by Sarkar et. al. (2022):

Table 1: Potential links of SDGs with Union Parishads

SDGs	Explanation in relation to UP functions
SDG 1: No poverty	UPs are in best position to identify persons living in poverty and target the resources and services needed to assist them in escaping their predicaments
SDG 2: Zero hunger	Local government can support agricultural production and local economic growth
SDG 3: Good health and well-being	It linked with clean water and sanitation (SDG 6). It helps lowering infant, child, and maternal mortality.
SDG 4: Quality education	At the primary level, UPs are directly responsible for helping education extension at both ward and union level and create decent environment at the school
SDG 5: Gender equality	UPs are to provide non-discriminatory services for all citizen. UPs are also ensured combating violence against women
SDG 7: Access to modern energy	UPs, in some cases, can provide renewable energy facility for the citizen such as installation of solar panel
SDG 8: decent work and economic growth	UPs can support capacity building program for the unemployed civilian, and in turn create employment opportunities in the sector available in rural economy
SDG 10: Reduced inequality	UPs can play a vital role in ensuring equal opportunity for both minorities, marginal groups and provide non-discriminatory services for all groups

SDG 11: Affordable and accessible transport for all	UPs are in position to construct and maintenance roads so that everybody can have equal access to road network developed and no one left behind in the drive for inclusive growth
SDG 13: Climate action	UPs also mandated to undertake climate mitigation measures. Climate related threats and disaster risk reduction are of their mandated function. They are also responsible for ensuring environmental scanning prior to undertake any projects/programs at their jurisdiction
SDG 15: Life on land	UPs, as a service provider, can influence the public behavior and assure biodiversity protection through community-based engagement, particularly in the areas of water, sanitation, and solid waste management
SDG 16: Peace, justice and strong institution	UPs are mandated to ensure participatory decision-making and ensure effective governance at all levels through different platforms
SDG 17: Partnership for the goals	It calls for collaboration between public agencies, business section and civil society in order to advance SDGs locally.

Source: Prepared by Authors based on Sarkar, et. al (2022)

At least thirteen goals are associated with UP functions as can be seen in Table 1. The possible areas of SDG integration with UP functions are the key interest of this paper. However, all UPs of Bangladesh are advised to follow a key principle in selecting their development agenda in order to foster investment diversification. Table 2 depicts the sectoral allocation of public investment so that all possible sectors are to be covered in every single fiscal year.

Table 2: Ideal Sectoral Allocation of Investment

	% of total investment recommended
Sectors	Recommended
Agriculture and Irrigation	
A. Agriculture and Irrigation	10-15
B. Fisheries and Livestock	5-10
C. Small and Cottage Industries	5-7
Physical Infrastructure	

A. Transport and Communication	12-20
B. House building and physical planning	5-7
C. Public Health	15-20
Socio Economic Infrastructure	
A. Promotion of education	7-15
B. Health and Social Welfare	10-20
C. Sports and Culture	10-20
D. Miscellaneous	10-20

Source: Union Parishad Development Planning Rules of 2013.

The percentage allocation of public money according to major sectors is provided in the UP developing planning rules issued in 2013 in order to foster equal investment at all sectors which can be one of the strengths of investment on different goals of agenda 2030. This research investigates the nature of projects undertaken by the UPs in relation to the recommended strategy given in the above Table 2. However, this above Table will capture how UPs development activities are helping to successful landing the SDGs at the rural level.

Methodology

In order to achieve the objectives, the paper adopt a mixed-methods approach that involve intensive review of annual development activities for a period of five-year (Fiscal Year 2017-18 to 2021-22), administered intensive interviews, and two case study analysis. A check list is used to collect the data associated with five-year development works. An interview questionnaire has developed for UP Chairman and Secretary. A schedule for Focus Group Discussion (FGD), on the other hand, has prepared for UP members and it was designed according to the goals of the global commitment. Finally, the research also intensively reviewed two projects, selected purposively, to reveal the socio-economic impact in the society. However, the selection of respondents for Key Informant Interview (KII) and FGD was based on the following criteria:

- (a) All elected representatives of sample UPs and UP Secretary were selected as respondents for this paper. In this case, population is considered as sample respondents for this paper.
- (b) The beneficiaries of UP projects were selected randomly and collected information. The selection process was done in consultation with local people residing in the project areas. In this case, the researchers requested local people who may provide enough information about the results of projects/schemes.

Selection of Sample Union Parishads

The sample UPs are selected based on the economic condition and geographic coverage. Economically advance and backward areas are, therefore, considered for selecting the following sample UPs.

Table 3: Sample Union Parishads

Name of UP	Address	Poverty group level	HCR upper (%) [*]	Selection Criteria ⁷
Mogolhat	Lalmonirhat Sadar, Lalmonirhat	Very high	40.1	Economically backward area
Shailgachi	Naogaon Sadar, Naogaon	High	31.2	Economically disadvantaged area
Dhandia	Tala, Satkhira	Low	19.8	Economically advance area
Khadimnagar	Sylhet Sadar	Low	13.6	Economically advance area
Kullagara	Durgapur, Netrokona	Very high	41.1	Economically backward area

Source: *BBS: HIES, 2016.

In the sample UPs, poverty incidence is very high at Lalmonirhat Sadar and Durgapur Upazilla. Head cost rate (HCR) is also quite high at Naogaon Sadar Upazilla. On the other hand, Tala and Sylhet sadar upazilla is considered to be low poverty incidence as can be seen in Table 3. However, the recent survey shows that the HCR is estimated at 18.7% at the national level, 20.5% in rural areas, and 14.7% in urban areas (BBS: HIES 2022; P21).

The required data has been collected from the above UPs using KII and FGD from relevant personnel (Table 4).

Table 4: Respondents of KII and FGD

KII	FGD
<ul style="list-style-type: none"> • Chairman • Secretary 	<ul style="list-style-type: none"> • Members of Sample UPs • Beneficiaries of two projects implemented by UPs

However, the proposed study also used primary and secondary data using interview questionnaire, FGD schedule and a checklist. The participants and data collection tools for conducting interview and FGD are intensively analyzed. Primary data has been collected from elected representatives, officials and local citizen while secondary data

such as immediate past five years' project list and allocation of budget under each project has also been collected from the sample UPs.

Following Table 5 provides distribution of respondents and the selection methods. Its shows that 116 respondents were selected using two different sampling techniques. As for the selection of UP Chairman, Members and Secretary, population considered as sample while beneficiaries from project selected randomly. Among the beneficiaries, forty respondents were interviewed face to face and virtual platform was used to talk

Type of respondents	Population	Sample	Sampling techniques
Chairman	4	4	Population as sample
Members	48	48	Population as sample
Secretary	4	4	Population as sample
Beneficiaries of two projects	Unknown	60	Randomly selected

However, the case study allows for identifying institutional arrangement and processes through which SDGs are aligned. The cases were selected based on the KII with UP Chairman and Secretary. We asked them to identify the most significant project of UPs through which citizen are still getting benefited. Researchers received few lists of projects from KII and administered four FGDs with male and female beneficiaries.

Localizing Sustainable Development Goals

The development planning rules of 2013 has clearly suggested that each UP can undertake projects or activities based on the three major sectors and ten sub-sectors. This help UPs to ensure allocation efficiency of public money and diversification in public expenditure. This section describes number of projects completed by the sample UPs from the fiscal year 2017-18 to 2021-22. The development planning rules of 2013 mentioned three major sectors to be considered prior to select the projects- Agriculture and Minor Irrigation, Physical infrastructure, and socio-economic infrastructure. UPs are also suggested to invest on other issues pertinent to death and birth registration, conduct different surveys and monitoring of different development activities. Following sub-section illustrates the sector specific investment guidelines through which this paper expected to understand the possible areas of SDGs localization.

Alignment of SDGs with the development projects completed by the sample UPs

Following Table 6 provides quantitative data in relation to the section 3.1 discussed above. The development projects undertaken by sample UPs and its alignment with the global agenda 2030 are intensively discussed in this section.

Table 6: Alignment of SDGs with local development activities

Sectors*	Number of projects/schemes completed					Relationship with SDGs
	1	2	3	4	5	
Agriculture and Minor Irrigation						
A. Agriculture and Irrigation	1 (2)	3 (4)	0.00	0.00	0.00	2
B. Fisheries and Livestock	0.00	0.00	0.00	0.00	0.00	2
C. Small and Cottage Industries	9 (18)	0.00	1 (1)	0.00	14 (12)	1, 8
Physical Infrastructure						
A. Transport and Communication	30 (59)	57 (68)	82 (80)	121 (82)	90 (75)	11
B. House building and physical planning	2 (4)	7 (8)	1 (1)	12 (8)	1 (1)	1, 2, 5
C. Public Health	1 (2)	14 (17)	5 (5)	6 (4)	12 (10)	3, 6
Socio Economic Infrastructure						
A. Promotion of education	2 (4)	3 (4)	5 (5)		1 (1)	4
B. Health and Social Welfare	2 (4)	0.00	2 (2)	1 (1)	2 (2)	5
C. Sports and Culture	0.00	0.00	0.00	3 (2)	0.00	3
D. Miscellaneous	0.00	0.00	0.00	0.00	0.00	
Electrification	4 (8)		7 (7)	4 (3)	0.00	7

Sectors* Number of projects/schemes completed Relationship with SDGs

Note: a. *Sectors derived from Rule 7 of the Union Parishad Development Planning Rules of 2013.

b. 1=Mogolhat UP, 2=Shailgachi UP, 3=Dhandia UP, 4=Kullagara UP, 5=Khadimnagar UP

c. Parenthesis shows percentage of allocation of projects.

d. (0) means genuine zero.

e. (-) means not specified in the planning rules.

Table 6 reveals that all the sample UPs emphasized mainly in addressing SDG 11

since most of the projects are associated with transport and communication sector. However, a considerable number of projects were also implemented in improving public health by Shailgachi, Dhandia and Khadimnagar UPs. Electrification (SDG 7) in rural areas has also given priority by Dhandia UP. The projects related to engagement of rural citizen in small and cottage industries (SDG 8) was seen at Khadimnagar UP.

Public spending in major sectors

Following Table 7 provides an aggregated information on how much the sample UPs spent behind major economic and social sectors. It shows that 74.44% of total money spent in improving transport and communication sector only. However, the second highest sectors were hat-bazar development and public health improvement, being 8% and 6% respectively. It is also evident that only a small amount of money spent for agricultural development, health and social welfare improvement and sport and cultural development in their community. Fisheries and livestock section is overlooked by all sample UPs. Only a small amount of money spent for sports and cultural activities, as can be seen in Table 7.

Thus, Table 7 shows enough evidence of absence of investment diversification in the sample UPs. UPs of sample study areas only concentrated in improving transport and communication facilities in their jurisdiction, leaving other sectors almost untouched.

Table 7: Allocation of budget according to major sectors

Sectors*	Amount of money spent (in Lakh Taka) (5-year average)**					% of total investment	Recommended*** (%)	
	1	2	3	4	5		Mini mum	maxi mum
Agriculture and Minor Irrigation								
A. Agriculture and Irrigation	2.00	1.74	0.00	0.00	0.00	1.72	10	15
B. Fisheries and Livestock	0.00	0.00	0.00	0.00	0.00	0.00	5	10
C. Small and Cottage Industries	8.10	0.00	4.67	0.00	0.92	8.00	5	7

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Physical Infrastructure								
A. Transport and Communication	23.61	16.79	135.07	48.43	39.44	74.44	12	20
B. House building and physical planning	2.24	1.33	0.30	5.15	0.24	4.24	5	7
C. Public Health	2.00	3.75	9.52	1.34	4.33	6.00	15	20
Socio Economic Infrastructure								
A. Promotion of education	1.94	0.65	13.98		0.10	2.00	7	15
B. Health and Social Welfare	0.54	1.14	0.64	0.22	0.31	1.31	10	20
C. Sports and Culture	0.00	0.00	0.00	1.20	0.00	0.55	10	20
D. Miscellaneous	0.00	0.00	0.00	0.00	0.00	0.00	10	20
Electrification								
Installation of solar panel	2.91	0.00	0.61	1.46	0.00	2.28	-	-

Note: a. *Sectors derived from Rules 7 of the Union Parishad Development Planning Rules of 2013.

b. **1=Mogolhat UP, 2=Shailgachi UP, 3=Dhandia UP, 4=Kullagara UP, 5=Khadimnagar UP. Data shows in this column are calculated based on five-year average data in lakh Taka

c. 0 means genuine zero.

d. (-) means not specified in the UP-development planning rules of 2013.

Perception of elected and appointed officials on SDGs

In the discussion above, researchers put forward a question whether the UP elected and appointed officials have enough understanding on SDGs. We administer KII and FGD with them. In this section, we tried to understand the perception of appointed officials and elected representatives of UPs on sustainable development goals. We administered KII with UP Chairman and Secretary. At the same time, all members of sample UPs invited to attend in FGD session to discuss their perception as well. The discussion focused on the following issues: (i) familiarity with SDGs; (ii) preparation of SDG focused plan and budget; (iii) Citizen engagement and inclusiveness; (iv) Principles of

finalization of project; and (v) Possible action from upper tier government. Major discussions are summarized as follows:

Familiarity with SDGs

All UP Chairmen and Secretaries of sample UPs told that they are familiar with the word SDGs. They understand that SDGs are associated with the upliftment of livelihoods of people living in both urban and rural areas. All Chairmen and Members attended in SDGs related workshop organized at Upazila level. Local NGOs, in association with their development partners, also organized SDGs related seminar and provided a booklet on it. Besides, they also become familiar with SDGs through print and electronic media. These platforms helped them to become familiar with SDGs.

We also discussed the similar issue with members of sample UPs. Most of them replied that they are familiar with SDGs. However, they understand that SDGs are mostly related to UP functions. Therefore, the projects/schemes they implemented may already address SDGs issue, they replied.

Preparation of SDGs focused plan and budget

During KII, the research asked whether they considered SDGs in preparing plan and budget. UP Chairmen replied that we kept SDGs in mind, but due to lack of further guidance we probably could not address them properly in planning and budgeting phases. Secretaries of sample UPs, in a separate interview, opined that only few goals of SDGs focused and the decisions were made based on local context. Therefore, the development plan and budget already addressed SDGs based on the community consultation.

Citizen engagement and inclusiveness

In order to prepare a robust plan and budget, UPs are supposed to engage citizen and obtain opinion so as to ensure vertical and horizontal transparency and accountability. UP Chairmen and Secretaries told the researcher that they regularly organize ward shava and invites local citizen to provide their demand. Besides, citizens also placed their demand directly to Parishad rather than through ward shava. Those demands have also carefully reviewed and discussed in the Parishad meeting.

UP members, on the other hand, opined that they organize ward shava regularly. Citizen's demands are recorded, and discussed later in the parishad meeting. Projects are mostly selected from ward shava, but Parishads also undertake some projects based on the local context. However, prioritization of projects is mostly done in Parishad meeting.

Principles of finalization of projects

The main principle, according to the UP Chairmen and Secretaries, is to look at the citizen's voice, the emerging needs of the community and the sectors which are the most vulnerable. Members of sample UPs, on the one hand, told us that "we did not look at the SDGs and its detail indicators at the time of finalization of projects, rather we followed the current situation of the society which truly addressed the global goals into UP plan and budget".

Possible action from upper tier government

Participants of KII and FGDs were requested to provide their opinion on possible action required from upper tier government to address the SDGs in local development activities. Few of the opinion from elected and appointed officials are summarized below-

Provide a comprehensive guideline to UPs and enforce from upper tier government, UP officials opined.

Provide an idea on how to incorporate SDGs into the UP plan and budget, most of UP Chairmen and Members recommended.

Initiate a special training program on SDGs localization, all participants of KII and FGD opined.

Case Study

Case 1: Enhancing Agricultural Productivity and Food Security

Singchara village is located at Shailgachi Union with having 150 households. Of them, 60% households cultivate own land while 40% households are found to be sharecroppers. Mokrampur and Chalkpai, two other neighbor villages, located either side of Singchara village. The total land of three villages, according to the villagers, is approximately 198 acres.

Water logging was the common problem of three villages of Shailgachi Union. During boro season, the heavy rainfall resulted into literary zero rice production. Singchara village relatively located at low land and it faced severe challenges as with the two other villages.

The residence of two villages participated in three different Ward Shavas organized by the ward number 1, 2 and 3. All the villagers placed various challenges in their locality, water logging problem identified as most pressing challenge and recommended to solve it by the major voters. Therefore, concern ward members discussed this issue further at Parishad meeting. Parishad decided to visit the places again. They discussed this issue with the residence as well as with the expert official at the Sadar Upazilla to find out the best solution to the problem. After rigorous analysis, Parishad decided to construct U-Drain and Culvert and they allocated 5 lakh Taka in the fiscal year 2016-17.

Three villagers are now enjoying six different types of food and cash crops (i.e Irri and Amon paddy, Mastered, Potato, Maize, Garlic and Onion) in addition to rice production. An intensive discussion was held with thirty farmers of three villages and their provisional calculation shows a greater impact on productivity and **income**⁸. Following Table 8 shows productivity and income generation after solving the water logging problem in the three villages.

⁸ Before the project villagers only produced Irri paddy (Boro season). Only 20% of total land were arable. The total production before the project was 27.5x80=2200 mond. The price at current market price (the time we collected data) was 1300 per mond. Thus, farmers earned only 28.60 lakh Taka before the project due to the underutilization of 80% land.

Table 8: Agricultural Productivity after the project

Crops	Production/ bigha (mond)	Price/ mond	Land cultivated after project (Bigha)	Total market price (In lakh Taka)
Paddy	27.5	1300	400	143.00
Mustard	7.5	2900	120	26.10
Potato	62.5	850	80	42.50
Maize	32.5	1150	60	22.42
Total				234.02

Source: Calculated by Authors, 2023

The income from selling of crops before the project was 28.60 lakh. Table 8 shows that income has been increased to 234.02 lakh which is much higher than before the project.

Alignment with SDGs

Table 9: Relationship with issues addressed in Case 1 and SDGs

Issues	SDGs	Explanation
Agricultural productivity	SDG 2	End hunger, achieve food security, improved nutrition and promote sustainable agriculture
Solving of water logging problem	SDG 6	Ensure availability and sustainable management of water and sanitation for all
Citizen engagement and good governance	SDG 16	Building effective, accountable and inclusive institutions at UP level

Case 2: The facilitation of education for the physically challenged adolescents

Dhandia Union is located at the southwest of Tala Upazila of Satkhira district. It is approximately 27.5 KM away from district headquarter. The literacy rate of this district is above 70%, higher than the national average.

The Union Parishad noticed that despite high rate of education many children's left school either due to poverty or engage in economic activity. In fiscal year 2017-18, Union Parishad received demand from citizen through ward shava to work for physically challenged people in the current fiscal year. Parishad instantly visited Upazila Social Service Officer (USSO) to understand the situation for these special group of people. USSO provided a dataset associated with people living with physically challenged and poverty. They screened the data and found approximately 800 people are physically and mentally challenged. Of them, many children stopped going to school due to lack of compatible transport facilities.

Dhandia UP decided to work for these special needy adolescents by utilizing grants

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received from local governance support project. A further consultation held with USSO at his office and citizen through ward meeting and identified seven most vulnerable adolescents whom the Union would support to commute from home to school. Therefore, Dhandia Union allocated 5.6 lak Taka for buying wheel chair and distributed among the selected seven adolescents.

At the end of the project, Dhandia Union noticed the following changes happened due to supply of wheel chair-

- (a) All beneficiaries are going to school regularly
- (b) Everybody can move alone without further assistance from their family members
- (c) Family members and neighbors changed their attitude towards them
- (d) They engaged in school sports and cultural activities

Alignment with SDGs

Dhandia Union Parishad addressed global goal 4 through distributing wheel chair to access to education for the physically challenged adolescents. This goal advocates for inclusive and equitable quality education for all focuses on eliminating gender disparities in education and ensuring equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities.

Major Findings and Policy Recommendations

Major findings

The paper is intended to explore the reflection of SDGs into UP development activities. More specifically, the research is also expected to discover whether SDGs are of their priority. And it also explores any untapped areas where UPs can further contribute towards achieving the global goals.

In the literature review, the research found 13 SDGs are directly and indirectly associated with UP functions. Literature also shows that UP can work on four major economic and social sectors through which SDGs can be aligned. However, the findings of this study show that UPs mainly concentrated on SDG 11 through undertaking projects associated with the development of rural transport and communication facilities. Most of the financial resources (74.44%) are spent behind this sector. They also allocate resources to other sectors such as capacity building on small and cottage industries (SDG 1, 8), developing of rural economic growth centers through investing on hat-bazar (SDG 1, 2, 5), public health improvement (SDG 3, 6) and rural electrification through installation of solar panel at the rural households, particularly those in living below poverty line (SDG 1, 2, 7). However, UPs projects are focused on mainly nine different goals. Additionally, SDG 16 are also seen to be practiced by the sample UPs through ensuring citizen engagement in an inclusive manner in their planning, budgeting and decision-making phases.

The case studies on two different projects implemented in the fiscal year 2016-17 show a greater impact on people's livelihoods. Case study 1 indicates SDG 2, 6, and 16 while case study 2 contributes to SDG 4.

UPs did not undertake any projects on fisheries and livestock, which is the most important sector in rural areas of the country. Most of the sample UPs also did not focus on sports and cultural development related projects. Only two UPs (Mogolhat and Shailgachi) focused on agriculture and irrigation related projects. Thus, financial resources are vested in the transport and communication sector only. It indicates insufficient diversification in the public spending of the sample UPs.

It is also evident that UPs concentrated mainly on SDG 11. Some other goals are not given equal priority due mainly to the lack of technical knowledge. Our KII and FGD results support this claim.

Recommendations

It is evident from the above findings that 74.44% of financial resources are allocated for the improvement of transport and communication facilities. Thus, investment diversification could help contribute to achieve other SDGs in rural areas. Therefore, this study advocates full enforcement of Union development planning rules of 2013.

UPs found to be insufficient diversification in public spending. They may, in future, concentrate on the fisheries and livestock sector, sports and cultural sector development. At the same time, UPs helped rural poor communities with the installation of solar panels. Thus, UP may also contribute to achieve SDG 7 by means of facilitating rural electrification.

UP's appointed and elected representatives feel a lack of proper understanding of how the SDGs are to be ideally aligned with their development activities. Thus, a comprehensive guideline on SDGs alignment could help address SDGs in a systematic manner.

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Annex-1: National Priority Targets-39+1 Indicators

SDG 1: End poverty in all its forms everywhere

NPT 1 Reduce the proportion of population living below extreme poverty line below 3% (SDG Indicator 1.2.1)

NPT 2 Reduce the proportion of population living below national poverty line below 10% (SDG Indicator 1.2.1)

SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

NPT 3 Reduce the prevalence of stunting among children under 5 years of age to 12% (SDG Indicator 2.2.1)

NPT 4 Ensure the proportion of cultivable land at a minimum of 55% of the total land area

SDG 3 : Ensure healthy lives and promote well-being for all at all ages

NPT 5 Reduce neonatal mortality rate to 12 per 1,000 live births (SDG Indicator 3.2.2)

NPT 6 Reduce under-5 mortality rate to 25 per 1,000 live births (SDG Indicator 3.2.1)

NPT 7 Reduce the maternal mortality ratio to 70 per 100,000 live births (SDG Indicator 3.1.1)

NPT 8 Reduce death rate due to road traffic injuries to 1.2 per 100,000 people (SDG Indicator 3.6.1)

SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

NPT 9 Ensure 100% completion rate of primary education

NPT 10 Ensure 100% completion rate of junior secondary education

NPT 11 Ensure the proportion of students in technical level above 20% to the total

students passed every year in the secondary education (SSC, Dakhil, and Vocational)

NPT 12 Ensure the proportion of schools by 100% with access to the following: A. Electricity B. Internet C. Basic drinking water D. Single-sex basic sanitation facilities (SDG Indicator 4.a.1)

NPT 13 Ensure the proportion of schools by 100% with access to adapted infrastructure and materials for the child/ students with disability (SDG Indicator 4.a.1)

SDG 5: Achieve gender equality and empower all women and girls

NPT 14 Reduce the proportion of women aged 20-24 years who were married before age 15 to zero (SDG Indicator 5.3.1)

NPT 15 Reduce the proportion of women aged 20-24 years who were married before age 18 to 10% (SDG Indicator 5.3.1)

NPT 16 Increase the female labor force participation rate to 50%

SDG 6: Ensure availability and sustainable management of water and sanitation for all

NPT 17 Ensure 100% population using safely managed drinking water services (SDG Indicator 6.1.1)

NPT 18 Ensure 100% population using safely managed sanitation services (SDG Indicator 6.2.1)

SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

NPT 19 Ensure access to electricity for 100% population (SDG Indicator 7.1.1)

NPT 20 Increase renewable energy share in total final energy consumption to 10% (SDG Indicator 7.2.1)

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

NPT 21 Increase annual growth rate of GDP to 10% (SDG Indicator 8.1.1)

NPT 22 Reduce unemployment rate below 3% (SDG Indicator 8.5.2)

NPT 23 Reduce the proportion of youth population (15-29 years) not in education, employment or training to 10% (SDG Indicator 8.6.1)

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

NPT 24 Ensure 100 percent pucca roads (suitable for all seasons) (SDG Indicator 9.1.1)

NPT 25 Increase Industry (manufacturing) value added as a proportion of GDP to 35% (SDG Indicator 9.2.1)

NPT 26 Increase manufacturing employment as a proportion of total employment to 25% (SDG Indicator 9.2.2)

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NPT 27 Increase the number of entrepreneurs ten times in the Information and Communication Technology sector

SDG 10: Reduce inequality within and among countries

NPT 28 Reduce the ratio of income of top 10% population and bottom 10% population to 20

NPT 29 Reduce the recruitment cost borne by employee as a proportion of yearly income earned in a country of destination to 10% (SDG Indicator 10.7.1)

SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

NPT 30 Ensure women, children, elderly and persons with disabilities have convenient access to public transport (minimum 20% seats) (SDG Indicator 11.2.1)

SDG 12: Ensure sustainable consumption and production patterns

NPT 31 Ensure 100% industries install and operate waste management system

SDG 13: Take urgent action to combat climate change and its impacts

NPT 32 Reduce the number of deaths, missing persons and directly affected persons attributed to disasters to 1500 per 100,000 population (SDG Indicator 13.1.1)

SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

NPT 33 Expand the coverage of protected areas in relation to marine areas by 5% (SDG Indicator 14.5.1)

SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

NPT 34 Enhance forest area as a proportion of total land area to 18% (SDG Indicator 15.1.1)

NPT 35 Increase the area of tree-covered land by 25% in relation to the total land area

SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

NPT 36 Increase the proportion of children under 5 years of age whose births have been registered with a civil authority to 100% (SDG Indicator 16.9.1)

NPT 37 Increase the proportion of complaint Settlement against cognizance of cases by National Human Rights Commission to 60%

SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

NPT 38 Increase total government revenue as a proportion of GDP to 20% (SDG

Indicator 17.1.1)

NPT 39 Increase the proportion of individuals using the Internet to 100% (SDG Indicator 17.8.1)

The Factors Affecting the Employability of Bangladeshi Youths

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Abstract:

Due to the increasing number of unemployed youths, the possibility of translating a ‘demographic dividend’ and managing the high risk of automation affecting 40 per cent of our conventional employment, a well-designed employment policy for the youths is desperately felt. This paper assesses the coherence of the national youth policy 2017 with the special focus on the employability of youths in the context of Bangladesh. It analyzes the current policy and attempts to address this gap through semi-structured qualitative interviews utilizing qualitative research. Findings reveal that coherent youth policy can accelerate youths’ employment in Bangladesh, although there are still scopes to work more on it.

Key words: Demographic Dividend, National Youth Policy, Policy Coherence, Youths’ Employment.

Background

The government of Bangladesh has highly emphasized on youths’ employment in the recent years. It is because approximately 41 percent Bangladeshi youths totaling around 12.9 million individuals are not in employment, education or training (NEET), (BBS, 2022). The BBS Census and Household Census Report 2022 disclosed that the number of young people aged between 15 to 24 years in Bangladesh is roughly 31.6 million, moderately more than 19 percent of the total population (BBS, 2022). This huge increase of inactive people causes many social implications, such as involvement in criminal activities. Even the United Nations (UN) Sustainable Development Goals (SDGs) underscore the significance of shrinking youth unemployment ratio.

On the other hand, Bangladesh envisions that with more than one-third population representing youths, Bangladesh is currently experiencing a ‘demographic window’ of opportunity (GED, 2020). Reports show that if this opportunity is to be translated into a ‘demographic dividend’, youths need to have meaningful engagements locally and globally for the wider interest of the country (The Daily Star, 2023). To best utilize this opportunity, the Government had formulated National Youth Policy 2017 (NYP 2017) in line with its Vision 2021, Perspective Plan 2021-2041, and UN’s SDG (GED, 2020). In mapping of ministries by targets in the implementation of SDGs aligning with 7th Five Year Plan (2016-2020), the Ministry of Youth and Sports had been mandated to work as the lead ministry to meet the SDG target 8.6 which goes: “By 2020, substantially reduce the proportion of youth not in employment, education or training

Joint Secretary, DKMP

(NEET)”. Although this target was not fully achieved due to the gap in policy coherence and other factors, the ongoing 8th Five Year Plan (2021-2025) reiterates: “By 2025, the percentage of unemployed youth would decline from 19 per cent to 5 per cent and NEET youth from 41 to 15 per cent” (GED, 2020).

With this youth’s employability policy background in Bangladesh, now the questions arise: Have there been any conducive policies from the policy formulating ministry, i.e. Ministry of Youth and Sports? Have other cross-cutting Ministries/Divisions prepared connected policies? If yes, how compatible are they? To what extent other policy interventions support or undermine the National Youth Policy 2017? How is the policy intervention compatible with other external (international) policy commitments like SDGs? Hence it is high time to revisit the formulated policy: how relevant it is because corrective measures could be taken along with other evaluation techniques.

Under this backdrop, this paper analyzes current policy and attempts to address this gap by scrutinizing the whole of government approach in the context of the employability of the youths. Utilizing qualitative research, findings have been generated through semi-structured qualitative interviews, policy documents and academic literature. This paper finally offers policy implications.

Review of Literature

As a policy assessment tool, the application of policy coherence had been popular since 2015 when policymakers started to recognize the fact that 2030 SDG agenda inevitably requires economic, social and environmental dimensions (ECDPM, 2016). Policy coherence is defined as “a process of policymaking that systematically considers the pursuit of multiple policy goals in a coordinated way, minimizing trade-offs and maximizing synergies” (Nilsson, 2021). Some other researchers view policy coherence as policy integration (Azizi et al., 2019), policy coordination (Rasul & Neupane, 2021), policy mixes (Kosow et al., 2022), policy mainstreaming (Owusu-Manu et al., 2020), and the whole of government (Zeigermann, 2018).

Over the past few decades, policymakers across the globe have increasingly given impetus to employment as being a critical social and economic public policy objective. This reality is more pertinent to Bangladesh with noticeable and sustained key socio-economic indicators over the years. Bangladesh is on course towards its ambitious target of becoming a developed country by 2041. Around twenty million youth enter the employment market every year, the job market does not move at the same pace. It leaves many youths unemployed. However, studies show that online labor markets are beckoning as Bangladesh has already paved the way.

The national youth policy 2017 was formulated to develop youth into human resource. However, BBS Census and Household Census Report 2022 show that the number of young people between the age limit of 15 to 24 years in Bangladesh is nearly 31.6 million, which is 19 per cent of the total population (BBS, 2023). Around 41 per cent of this demography totaling 19.9 million is inactive. Youth unemployment refers to the share of the labor force ages 15-24 without work but available for and seeking

employment. However, according to International Labor Organization (ILO) definition, if a person has worked for money for at least one hour in the last seven days, he/she is not considered to be unemployed.

Data reveal that youths' inactivity in Bangladesh largely differs between boys and girls. Due to the victims of child marriage, girls are lagging behind. BBS report reveals that the average age of marriage for girls is 19.3 years. As a result, they get engaged in household work or childcare while they are supposed to enter job market. So they remain in the NEET category. Policy debate is still on rise whether domestic work will be recognized as formal employment. Findings also demonstrate that boys often remain in the NEET once they do not get the job they are interested in. Lack of skills is also another reason of being in the NEET. It is argued that one of the tools in reducing NEET rates can be achieved by enhancing youth employment. However, studies reveal that NEET rates fall when the country income increases. Again, NEET rates can be enhanced through introducing innovative recruitment policies in line with other development goals. For example, the rapid growth in the business process outsourcing industry, huge number of educated unemployed youths got employed.

To utilize policy coherence as assessment criteria, it is customary to review how the current national youth policy 2017 is compatible with other internal and external interventions in the context of Bangladesh where several actors have a key role in linking youths to employment. For instance, two ministries, i.e. Ministry of Labor and Employment and Ministry of Expatriates Welfare & Overseas Employment are directly connected to the employment generation for the youths (GED, 2020). This employment again generates from the necessary skills which are dealt with several departments e.g. national skills development authority (NSDA).

Furthermore, the whole of government is also concerned for the employment of youths at home and abroad (GED, 2020). To exemplify, some departments will do research and analyze the dimensions while other directorates will indulge in generating more job opportunities, or make baseline surveys or allocate resources to make it happen. However, the recent Labor Force Survey shows that 79.7 percent of the unemployed population is the young people, the most potential asset. Out of this, 89.2 percent is in the informal sector. The share of NEET youth within the total youth population is 29.8 percent (BBS, 2022). So there seems to be a policy incoherence.

The youths' employability encompassing necessary skills also poses another policy assessment under compatibility and alignment of the national youth policy 2017. Studies show that skills vary among youths due to a number of factors. From the demand side, youths are facing multiple vulnerabilities affecting them such as limited access to internet services, dropping out of the formal education system, and marginalization of physically disabled persons. All these issues can be addressed by the policy interventions. From the policy level side, there are issues of coordinating among departments (Rahman et al., 2021).

Another compatibility assessment of national youth policy 2017 is concerned with boosting the quality of education to enhance their skills issues. One fourth of the country's total population is in the 15-29 age group. In numbers, the country's current

youth population is 45.9 million, according to the census report recently published by BBS (BBS, 2022). 10 per cent of university graduates were found to be unemployed. This large youth population will become the architects of Bangladesh's future. Vocational education for young people has become an effective method for developing a skilled labor pool for these industries as the country transitions from a predominantly agrarian to a manufacturing and service economy. In Bangladesh, however, there is a general lack of interest in vocational education because it is frequently thought to be just for the underprivileged or students with weak academic records. A survey shows that over a quarter of respondents thought that only those with little education should pursue vocational training (BRAC, 2018).

One of the most significant factors in our economic growth and youth employment is overseas work. According to the Bangladesh Bureau of Manpower, Employment and Training (BMET), a total of 14,249,679 Bangladeshi workers are working as immigrants around the world till 2022, and USD 22070.87 million foreign currencies were earned in the 2021-2022 fiscal year (BMET 2022). ILO says that in search of jobs abroad, more than 400,000 Bangladeshi citizens leave the country each year (ILO, 2022).

Another factor affecting the compatibility of youths' employment as spelled out in the national youth policy is our readiness to tackle the upcoming Fourth Industrial Revolution (4IR) that will affect the economy, society, and way of life of people (Furlong, 1990). The survey conducted by *Aspire to Innovate* (2023) reveals that 47% of the jobs in Bangladesh may be at risk by 2041 in 5 sectors - including 60% of jobs in readymade garments while 10 million new jobs will be created by the effects of 4th Industrial Revolution (4IR). Nearly two in five jobs face the risk of automation. Around 40 percent of all employment has a high risk of automation in the next couple of decades. However, the risks of automation differ widely across the sectors (*Aspire to Innovate*, 2022). World Economic Forum (WEF) warns very big job threats across the globe due to the 4IR resulting in 50% reskilling by 2025 (World Economic Forum, 2023).

Bangladesh wants to be a developed country within the year 2041. Again, the benefits from the demographic dividend will be shut down by 2041. Today's youth will be the aged person at that period and also will be considered as 'dependent people' at that moment. Khatun and Saadat's study (2020) on youth employment in Bangladesh suggests that it is high time the government need to take the necessary steps to grow up young generation so that the demographic dividend can be utilized and the youths of today are not a burden to the nation.

Research Objectives

The main aim of the paper is to assess the coherence of the national youth policy 2017 with special focus on employability of youths in the context of Bangladesh. It also seeks to accomplish some other objectives: a. To analyze the current scenario of the employment-focused coherence of the national youth policy 2017 to other related interventions in Bangladesh; b. To investigate the factors affecting policy coherence in connection to youths' employability in Bangladesh; and To identify the gaps that hinder policy coherence in youths' employment in Bangladesh.

The paper addressed the following research question: How coherently has the National Youth Policy 2017 been implemented in terms of youth employability in Bangladesh? Two subsidiary research questions were:

1. How does employment-focused coherent youth policy accelerate youths' employability in Bangladesh?
2. What are the factors affecting the coherence of national youth policy 2017 in terms of youths' employment in Bangladesh?

Research Methodology

A total of fifteen semi-structured interviews were conducted with fifteen respondents, who have somehow a direct or indirect connection with the youth employment policy in Bangladesh. Two respondents were from implementing organizations, three respondents from ministries, four representatives from advisory bodies, six respondents from professional groups. Since the research question for this study is related to the coordination of youth policy and youths' employment, the unit of analysis adopted for this study was at the organizational level. The transcriptions of interviews were the primary sources of data for this study. This study also utilized various official documents such as department website, social media pages, annual reports, and other materials in order to triangulate the data. The data collection processes include both primary and secondary sources of data.

Since data were collected through a number of interviews and other sources, Microsoft Word was applied for coding and analytical purposes through the editing approach. The data were coded and the codes were assigned to chunks of text broadly under each research questions. In the editing approach, the study started reading the text and attempts to identify a number of themes, which helped developing categories. After that the link between the categories was ascertained and got back to the text for verification. This was continued till all the findings were presented (Miller & Crabtree, 1999).

In this study, thematic analysis of the transcripts was made in three stages, as guided by the themes identified in the interview schedule. Transcripts were first analyzed individually to identify the key themes in each case organization. Then the common themes among the interviewees within one case organization were identified. Finally, a comparison was made across the analyses of the implementing organizations to surface out general conclusions on the coherence of youth policy to foster youths' employability.

FINDINGS

Research Question:

How coherently has the National Youth Policy 2017 been implemented in terms of youth employability in Bangladesh?

Two subsidiary research questions were developed in order to substantiate this research question. This study takes a holistic approach towards understanding the coordination

of the national youth policy 2017 particularly the employability of youths, its dimensions, current scenario and factors influencing its success and failure.

Findings of Subsidiary Research Question 1: How does employment-focused coherent youth policy accelerate youths' employability in Bangladesh?

All the respondents had positive replies on the role of a whole of government approach in youth's employment. Overseas employment expert pointed out: *The employment-focused coherent youth policy triggers youths' employability in Bangladesh. Such employment opportunities are available both home and abroad. They focus on the various skills the youths possess.*

Ministry of Expatriates' Welfare and Overseas Employment (MOEWOE) is concerned about up-skilling and reskilling manpower and extension of overseas employment. Findings reveal that MOEWOE has improved its dispatching of 13 million Bangladeshi citizens to 176 countries so far. It enhanced the remittance to a great extent due to a recent application of coherent youth policy.

As a respondent comments:

A coherent youth policy, espoused by the MOEWOE in line with the implementation of 8th five year plan to employ women worker in decent work generated more than 87,000 jobs in 2021-22 financial year.

It is demonstrated that the influence of coherence of youth policy 2017 with other policies from inside and outside. All the respondents agreed that coherent youth policy can export huge manpower and generate a large number of employment opportunities in Bangladesh that ultimately enhances the efficiency of the government machinery.

However, findings show that MOLE is still at initial stage to initiate mechanisms in the areas of employment searching, although there is a huge demand of such overseas employment among the Bangladeshi youths. It was also observed that MOLE is yet to develop the ideas of arranging job fairs for the potential youths. Overall, several coherent interventions in youth policy positively resulted in employment opportunities in Bangladesh.

Findings of Subsidiary Research Question 2: What are the factors affecting the coherence of national youth policy 2017 in terms of youths' employment in Bangladesh?

Youths' employability in Bangladesh is at the initial stage. It is the reality that in the public sector there are some factors critical for a coordinated youth policy. The respondents have identified several factors of which the most important ones are the leadership role, political commitment, and vision & strategy setting.

Respondents contended that leadership role in employment-generation industry needs to play a pivotal role as seen in the talent hunting in the private industry. According to the respondents, strong political commitment is there. What is needed is

setting visionary, corporate mindset and target-bound officers in this industry. All other issues are not always barriers.

Next to the administrative leadership, political commitment and vision & objective setting are needed to promote employment-focused youth policy. The respondents observed that some top-level officials are frequently transferred. There are many competent and interested officers who are not often posted to this job creation, job searching, and human resource training departments. Unlike many HR developed countries, the understanding of the big vision of managing and exploiting youths' latent talents is missing. Furthermore, the government's strategies about demographic dividend still need to be grasped by the industry people.

The respondents identified that perception gap about coherent youth policy hinders employability booming. One respondent opined that there is a pre-conception that only MOLE and MOEWOE would accomplish any employment related tasks. Another respondent suggested that before undertaking youth policy initiatives, the readiness assessment of the government organizations is inevitable.

Findings of Main Research Question: How coherently has the National Youth Policy 2017 been implemented in terms of youth employability in Bangladesh?

This study assessed the effect of coherence of national youth policy from employment perspective in Bangladesh. The respondents from case organizations held the view that coherent youth policy can promote youths' employability in Bangladesh. The respondents observed that they had experienced better results when multiple organizations prioritized employability issues in their policy with a special focus. The coherent youth policy matching with other policy interventions has experienced huge employment generation in various sectors both home and abroad. Such coherent youth policies empowered MOLE and MOEWOE in creating new jobs as part of government's long-term vision. The respondents from these case organizations viewed that coherent youth policy holds the potential to enhance efficiency and generate innovative jobs both home and abroad. Respondents viewed coherent youth policy as the tool in the government functionaries through generating employment and other benefits to the youths and government through enhancing remittances.

However, if viewed through analytical framework as presented by Collste et al. (2017) who pointed out that policies would be coherent if they could achieve the stated goals, the finding of the study will have another picture. In reality, the main objective of the youth policy's employment component could not be achieved. As pointed out by a respondent, there are still many gaps between inter-governmental organizations which are directly and indirectly connected with youths' employment. Only formulating employment policy is not sufficient until the implementation is not in practice. The Figure 1 shows four ministries formulated policy for youths' employment, but still all the policies are yet to be interoperable. Therefore, findings also showed that the overall impact of coherence in youth policy in Bangladesh is still in its infancy.

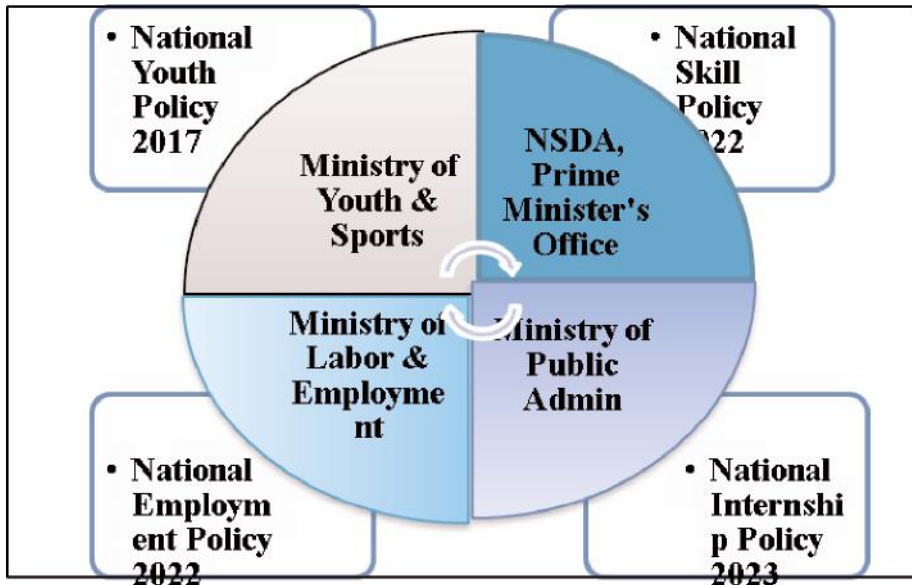


Figure 1: Need for Inter-coordination among Ministries' Employment Policy.

DISCUSSION

According to the respondents, a coordinated youth policy can accelerate youths' employability. However, in-depth study revealed that the knowledge about a comprehensive youth policy needs to be more circulated among the policy implementers. The contextual realities of Bangladesh depict that around 41 per cent youths are unemployed. The more compatible employment-based youth policy with other relevant policies is there, the more opportunities the youths will get to be employed. The respondents agreed that to meet the vision of 2041, coherent youth policy requires necessary skills.

Regarding the factors affecting youth's employability, leadership role was mentioned by most of the respondents. In reality, leadership has always been person-dependent. The respondents viewed that failure is due to the lack of comprehensive government policy framework coupled with adequate resource allocation and the conventional mindset of the policy implementers. The creation of an enabling environment was also mentioned by the respondents. In their views, some departments have progressed to some extends, most of the government offices are lagging behind. These variations are vivid due to the nature of their functionalities, leadership role, availability of resources and so on.

In the government offices, an interlinked coherent youth policy can generate employment opportunities as exemplified in the MOEWOE. Reversely, the stand-alone youth policy may hinder youths' employment. For example, if the employment policy is not linked with skill enhancement policy, it may not work properly. The job industry

requires a good academic –cum technical certificate which involves Secondary and Higher Education Division, while in-depth skill for a trade comes under the purview of Technical Education Division. Furthermore, both the divisions need sufficient budget from the Finance Division and all these data are to be provided by Informatics and Statistics Division. It could be a befitting coherent youth policy if all these issues are centrally coordinated through a coordinated youth policy for employment generation. These phenomena have been reflected from the respondents' viewpoints and matching with the whole of government policy approach.

Conclusion

This study aimed to assess the whole of government approach towards Bangladeshi youth's employability. It also analyzed the current scenario, investigated the factors affecting it; and identified the gaps.

The major findings reveal that a coordinated youth policy can positively result in employment opportunities for the youths both in Bangladesh and abroad. Leadership role in employment-generation industry has been deeply felt as being experienced in the talent hunting in the private sector. Since strong political commitment is there as spelled out in several policy documents, applying corporate mindset and assigning target-bound officers to meet goals sound timely. The findings suggest that the understanding of the big vision of managing and exploiting youths' latent talents is crucial. Most importantly, the government's strategies about demographic dividend need to be fully exploited. However, only formulating employment policy has not been proved effective until the full implementation plan is not supported. The functionalities of the interconnected agencies need to be interoperable. Finally, the overall impact of coherence in the youth's employability is still in the initial stage.

On the basis of the findings, this study has the following policy implications:

First, the current scenario of the employment-focused coherence of the national youth policy 2017 suggests that mere the formulation of policy is not enough, until and unless it becomes in practice in all stakeholders' regular work. Therefore, social campaign such as "Youths' Employment First" needs to be inbuilt in the society. In addition, all the government machineries need to be mobilized to implement the targets of employing youths to implement our visions and SDG targets.

Second, active engagements of private sector and partnership with civil society and development partners for promoting youths' employment and skills both home and abroad are necessary. Government training institutes may be utilized for such PPP type training arrangements. Furthermore, practical career and job-related activities can be initiated. For example, National Career/Job Guidance Association may be a government initiative as quite visible in the private-sectors.

Third, the curriculum can be prepared by the job industry people for some segments of academic institutions. It is not necessary for all students to learn everything. Additionally, the priority of youths' employment Bangladesh needs to build up today's

young generation with sufficient skills. The education system needs to be aligned with the demands of the job market and to best harvest the opportunities poised by the 4IR.

Finally, alternative Online-based labor market needs to be explored along with the conventional job industry. It is necessary because it had already attracted 16 per cent share of global online freelancing with the second position in the world. Furthermore, job markets in both home and abroad need to be explored and necessary memoranda of understanding need to be arranged so that job is confirmed immediate after graduating out. At the same time, practitioners need to be involved in the academic institutions.

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Rehabilitation and Reintegration in the 21st century: A social bonding in Prison's attribution

***Debdulal Karmaker**

Abstract:

Rehabilitation of offenders in the custodial context flourished in the twentieth century. It is treated as a framing device of disciplinary perspectives on issues of penal incarceration. Rehabilitation is considered the key element of social control. It has presented the instrument of the offender treatment model. Since the early twentieth century it has been considered a Crime Reduction Programme. Through sociological and penological views, rehabilitation policies need to develop a more ideological shape rather than institutional rhetoric. State authority and civil society have a significant role in specifying deviance or criminality and providing a rehabilitative regime. From this perspective what is the sketch of offender rehabilitation regarding individual deviance or criminal behaviour? and what is the sequel of the contemporary rehabilitative ideal? The crime statistics of Bangladesh police announce crime reports every year. Prison statistics show the prison population. The prison population and law-violating case brief imply a vulnerable situation in our society. All of us want to inhabit a peaceful society. Our desire is for people to obey the norms and laws. Given these, rules and law-breaking people are arrested, confined in prison with penal sanction and rehabilitated. Offender treatment is accompanied by social rehabilitation due to thinking of economic and social deprivation. That's why rehabilitation program is limited to social factors i.e. work and employment, education and training and religious practice in the prison premises. This programme is known as social rehabilitation that is treated as the main dimension of offender rehabilitation in the previous century. At the same time the offender gets parole through the probation act by releasing from prison. In prison services of some states 'Therapeutic community' is imposed for substance abusing and using the offenders. Rehabilitation is a process that ideally means the cessation of offending. It is noted that offender is likely the case at the time of confinement. We can debate What happens when people are let out of prisons? Actually, a common pitfall of conventional rehabilitative optimism is mostly reoffending. Ex-prisoners may turn back to reoffending due to the defects of individual and social/environmental circumstances. A calculation of reentry in prison of Bangladesh shows that 18% of ex-prisoners come back because of reoffending which shows recidivism and can be narrated as some defects of rehabilitation. Because rehabilitative measures haven't categorized of deviance or crime causation. On the other hand the ex-prisoner's social group and family are not likely to be convenient for rehabilitation or reintegration. The goal of this article is to develop a rehabilitative

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optimism through the pathology of deviance determined by biopsychosocial approach in prison premises and find out the risks to the prisoner's family and social group. Furthermore, it will explore a reintegration embedded in social bonding.

Keywords: Prisons and Community collaborative rehabilitation, Pathology of deviance, Risk/Need/Assessment, biopsychosocial approach, social bonding. Education wing. Therapeutic community, Music therapy.

Introduction: In seventeenth century, French law introduced concept of rehabilitation returning offender to a former, favourable state with the view to social control. Gradually rehabilitation is getting a new focus. Concept of rehabilitation has changed from one century to the next. Through the ideas, theories and therapeutic jurisprudence, today rehabilitation becomes a popular notion. The notion of rehabilitation proliferated with related terms such as resettlement in the UK, reentry in the USA, somewhere reintegration. Clearly rehabilitation involves deviant or criminal people aiming to get back to normal which suggests a change for better life.

Now rehabilitation is a burning issue in our society. Because incarceration rate of Bangladesh is apparently a great threat to our social constructs. Over the years, rehabilitation conveys an empirical concept in the field of criminology, sociology and penology that implies returning to a former and favorable state in order to change a better life. Thinkers argued that “was the offender’s previous state better?” Undoubtedly individual lives in family and interacts with social institution whether he may involve himself in crime or deviance.

Contemporary rehabilitation policies in Bangladesh are limited to work and occupational support, parole and probation. It has been observed today that the rehabilitation programme designed with the support of social deprivation hardly any psychosocial pathology of crime causation. Related discipline with crime and deviance suggested the cause of crime and deviance definitely is linked to bio psychosocial defects of the individual. Offending or criminality and deviant behavior are the product of Bio sociological and psychological abnormalities. Historically authoritarian and anthropocentric model, utilitarian model, medical model, reaffirming model etc. have enriched the rehabilitation notion. In the middle of twentieth century, most of the rehabilitation program is accompanied by social rehabilitation with a view to improving social and economic condition. Many famous scholars delivered the theory of offender rehabilitation.

My central argument is, “Is rehabilitation a separable work beyond society?” People Capacitate to be deviant or criminal through abnormality of social Morality due to biopsychosocial factor. Garland stated that ‘social moralities are actively Enforced by particular social group. The group are related to individual bonds. When society or state describes a person who breached societal rules, norms, morality and law, the person is needed for rehabilitation. Obviously, law or norms violated people confined in prison are named detainee or prisoner and are recommended a rehabilitation through penal sanction. An explanatory background is law violated people come in prison from society or social group and rehabilitation optimism returns him for reintegration or

resettlement to his/her social institution. Considering etiology of crime or deviance rehabilitation is an inseparable offending desistance work between custodial and societal context. Many scholars accorded to consider that prison play a significant role regarding delivering rehabilitation. Nevertheless, there is a criticism about justification of imprisonment. Stanly Cohen stated that prison has penitentiary technique to reduce reoffending through custodial rehabilitation. But what is unpleasant sequel of released prisoner? What happens when wrongdoers are let out of prisons?

Offending is appeared as an individual and social disease. Due to improper diagnosis and without assimilation to community rehabilitation, the consequences of custodial rehabilitation mostly are being fiasco. Another concept is prisoner's risk assessment in his/her social group. It will be a mandatory requirement both of criminal or deviant people and suspected wrongdoers. The goal of planning is subjected to prisoner's social bonding and social rehabilitation that represent an effective resettlement policy in prison's attribution. It will explore the causation of deviance or criminality both prisoner and related factors of his family and social group. Furthermore, it will search a care and treatment mode for reducing the risk of offending

Objective of the study: The Main purpose of this study is to explore a rethinking of social rehabilitative strategy related to inmates of Bangladesh prisons and deviant people. This paper is searching a practical solution with the pathology of deviance through Biopsychosocial approach and examine a treatment plan in custodial context (prison premises) collaborated with community (social group) of prisoners It will discuss both hypothetical and interventional strategy. This research explores how to assist correctional administrators, clinicians, researchers for continued improvement in the rehabilitation optimism and an individual formalism for coping deviance or crime coherence. It will quarry an empirical service delivery to both custody and community.

Conceptual analyses and theoretical approach: In view of deterring crime or deviance that provides rehabilitation or reintegration, the main philosophy of most penologist defines the legitimacy of prisons. Since twentieth century, it is a critic issue, is prison an appropriate context for rehabilitation? Philosophically it depends on the context of punishment or penal sanctions. Till now prison is considered an archetypal disciplinary institution despite of the fiasco of negating functions. Emile Durkheim tends to treat the prison as an example of modern leniency in punishing, described on the "Division of labour". David Garland stated positively that genealogy serves an explanation for the rapid acceptance of prison as a natural institution. Although prison has some defects such as tendency to produce recidivist, organize a criminal milieu, render prisoner families

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destitute, failure to reduce crime Thinkers argued, Isn't these defects byproduct of prisoner's subcultures? The actual impact of these defects is within the contemporary network of social control. David Scott strongly announced in the defense of prison that "Prison turns bad criminals into good citizen". Finally, most of scholars have decided

that prison may be regarded as site for effective rehabilitation.

Foucault's explanation is impressed on the disciplinary origins of the prison. Foucault suggested two reasons. First is that the prison is deeply rooted by which he meant it is embedded in the wider disciplinary practice and the second is the prison persistence because it carries out certain precious functions. In addressing contemporary penological thought, we arrived that prison performs four functions-retribution, deterrence, incapacitation and rehabilitation. But the empirical ideology of prison is embedded in rehabilitation of offender, deterring of committing crime, incapacitating offender that persists prison as a penitentiary spectrum. What are the visible consequences? Alexander Peterson, a reforming prisons commissioner in England, pronounced a goal of rehabilitative ideal of prisoner, that is "on the day of his (inmates) discharge, be an honest, hardworking and self-controlled man, fit for freedom and no longer an enemy of society (Paterson, 1952: 24) Social necessity is punishing to crime committing people. With this view the process of punishment has been changing from one century to next. Historically sequence of punishment shifted from classical to positivist, corporal to carceral. At the end of eighteenth century, this change has been described by Michel Foucault who referred prison as the gentle way in punishment. The philosophical justification of punishment is people deserve to be punished for their past crime. David Scott urges that, Punishment is the deliberate infliction of pain due to wrong doing, wrong thinking and wrong saying. Rehabilitation focuses on the treatment of this deviance.

Contemporary rehabilitative treatment model in prison is accompanied with educational opportunities, vocational training, psychological treatment etc. Prisons provide same treatment to all category of prisoners. It needs a new empirical vision. Criminality or deviance is conceived as an individual and social disease. Etiology of crime or deviant implies that causation of all deviance and crime committing is not same. It needs a proper pathology. It is suggested individual and social disease. Individual and social diseases are the product of Biopsychosocial factor. Pathology of criminality or deviant behaviour should be categorized with neurological abnormality, psychogenic disorder, social deprivation etc. in view of rehabilitation optimism for the prevention, treatment and elimination.

Rehabilitation suggested returning to a former and favourable state of an offender. In all societies people are born in family, live in family and has a social interaction. Research argued that, is his/her former status law abiding? We expect everyone to obey social norm, morality and law. When someone differ to be moral and acts law violating behaviour, it is suggested to send in the custody. Emile Durkheim pointed out that "the morality of each people is directly related to social structure." (David Garland, Punishment and Modern society) He analyzed the punishment with social morality and social solidarity. In this sense people cannot be deviant or criminal separately. It is identified, in a word, consequent on lack of social bonding. Considering social phenomena, we should reach to an exploration, How are some people being immoral and doing law violating act whereas he is living in family and social group?

Some scholars explain it through biosocial context. As for example Drug deviance,

Reward Dominance and Prefrontal Dysfunction theories specify addiction and criminal behavior. As Gove and Wilmath stated that The Behavioral Activating System (BAS) combined with a faulty Behavioral Inhibition system (BIS) leads to an impulsive person with a “craving brain that can lead him into all sorts of physical, social, moral and legal difficulties, by becoming addicted to pleasure such as food, gambling, sex, alcohol, drugs and even risky endeavor such as

crime”, in this explanation, criminal behaviour is related to biological abnormalities. Biopsychosocial model implicates biological, psychological, familysocial/ environmental factors in the etiology of individual disorder. George LibmanEngle, andan American psychiatrist, formulated this model. Already it is treated a popular model asindividual pathology

Rehabilitation in the custodial context may closely related to community and prisoner’s social group, although some scholar offered a new dimension of rehabilitation in the context of community penalties of offender like as parole, probation. Rehabilitation is not an unaccompanied notion. In view of eliminating criminality or deviant behaviour rehabilitation ideal in the custodial context should be linked with community interaction.

However, analyzing these concepts of rehabilitation through penal incarceration, A rethinking of rehabilitative ideal both in prisons and probation may be developed. Prison of Bangladesh is governed by Bengal jail code appeared in 1864. Reformation, rehabilitation, discipline, moral education, treatment of confined prisoner are guided by Bengal jail code related to The Prison Act, The Reformatory School Act, Treatment of Lunatics Rules, The Bengal Borstal School Act. The Factories Act etc. Jail code provides education, religious practices, industrial training to the prisoner. As for example, Simple handicraft making will be taught to the prisoner with view to honesty life after leaving jail. Moral instruction to prisoners and religious practice induces self control that motivates interpersonal condition. Moreover, literacy program, entertaining games, group setting lyrical music, creative book reading are continued in prison over the past few years. Recently Bangladesh Prisons and Correctional Services Act 2017 is enacted in view of rehabilitation and crime desistance. On the other hand, The Probation of Offender Ordinance, 1960 provide a probation for first offender. In spite of that, some thinkers advocate more reform research because of inadequacy in rehabilitation and reintegration strategies.

Methodology: This research is based on observational research model and prison data. This observation follows non-participants research method. In this study individual sampling collected through prisoners character to identify addicts behaviour through case study of addicts and drug related criminals.

Case study-1 The boy named Biplob started taking taste of marijuana at a tender age His father was fruit seller who was low educated but he determined providing education to his child. When Biplob was studying at junior school, one of his friends introduced him to illegal drugs Gradually he extended drug using and absented himself from study

He became a drug addicted. Parents abused him for his ill act but he could not abstain from illegal drugs. Parents took him to a clinician. Doctor found Biplob did not obey norms of family, didn't comply rules and discipline of school, most of the time he showed emotional coldness, detachment, reduced ability to concentration, impairment of memory and committed illegal act. Doctor also found his socialization was limited. Social relation was within class fellow. Cultural practice was not appeared. With the doctor advice, parent took him to drug rehabilitation center Expected change was not shown through the treatment of drug addiction. Although Biplob was free from drug for some days, a few days later he again became a serious drug addict. His parents sent him to prison.

Case study -2 Shyamoloraw was a tribesman. She was a widow but had a child. Her husband died two years ago. She was doing work at daily wages. That was not sufficient to lead her daily expense. Due to income inequity she committed petty theft. That was not safe for her, she realized but she sought how to earn more and more money. She found his neighbor engaged in drug selling. She wanted handsome money without illegal job. She always obeyed social norms. She knew 'drug selling is the violation of norm and morality'. In spite of that his neighbor was doing norm less business but became a wealthy member of society who possessed everything, although it was dangerous and humiliating. At last she engaged herself to sell intoxicating juice(wine). She knew that was not fair, but to eradicate poverty she was doing illegal job. Some days later she was arrested in connection with wine making and wine selling.

Case study -3: Shahin has a grocery shop. For long he was engaged in business. He honestly earned from 700 to 1000 taka daily. He led his family with fair income. He occupied a conjugal family with his wife and two children. But his daily job had no variety. He opened at morning and closed his shop at night. He was seeking pleasure through illegal drugs because of social interaction and solitary lifestyle. Gradually he took morphine with his earning money. At last Shahin was arrested by police in connection with illicit drug using. Although having income and employability, he urged on illegal drug addiction.

Policies on rehabilitation of offender or deviant people: Every state, society and people have a role to develop social structural function. Undoubtedly offending behaviour seems a barrier. Every state provides a prisons and probation services that protect public and society from harmful act of offender. As for example In England and Wales HM Prisons and Probation Services operate a probation under the Offender Rehabilitation Act 1974 & 2014. USA enacted Rehabilitation act of 1973. Offender Assessment System (OASys) are developed an intervention for prison and probation service in England and wales. The probation of Offender Act, 1958 provides a probation

for offender in India. The Probation of Offender Ordinance, 1960 and proposed Prisons and Correctional Act 2017 have defined offender rehabilitation in Bangladesh. All ordinance provide a crime reduction program. What are the works of these service? Parole, Probation in view of resettlement and reintegration to the society. All of these

embodied in desistance of offending. It is considered state crime reduction treatment programme. Concerning of all rules. Thinkers has an asking “What works for whom? These act and rules work for offender or prisoner, not for social deviance entirely.

Analyzing case study and Rethinking: The descriptions of above cases are not stories. It implies a social sketch of deviance and criminal behaviour. These stories raise some significant questions. Why are some people being deviant and criminal? Is it because of social deprivation? Firstly, it has been observed that at the beginning they were not committing crime, they were being deviant. Because they were engaged in wrong thinking, wrong saying and wrongdoing. Gradually, they involved themselves in law violating act. Why are some people doing deviant or criminal act? The people obviously know the consequences of criminal career, the physical hazard, legal problem, penal Incarceration, social or interpersonal complexity etc. Nevertheless, what influences are their chances of being deviant and criminal career? Society does not expect someone to be offender Penologist, sociologist, criminologist developed lots of theory regarding causation of this social and individual crisis.

Certainly, crime committing people are put in the prison with penal sanction. Prison service provides a treatment plan aiming rehabilitation in view of elimination crime and deviance. Treatment plan must be clear because offender rehabilitation focuses on the desistance of deviance or criminality Cesare Lombroso, Cesare Beccaria, Bentham, Rotman, Maxwell Jones, Grew Robinson, Iain Crow etc. and many scholars contributed with the work of rehabilitation. Since previous decade of current century risk/need assessment have been practicing in some prison services which were designed and developed by famous psychologists James Bonta and Andrews. They generated Risk/Need/Responsivity (RNR) model for offender treatment. Risk/Need assessment is effective practice which describes the prediction of reoffending or harm factor. At the same time, it explores social need of offender. In respect of offender rehabilitation England and wales introduced Offender Assessment System in prison and probation services. IHM Prison and Probation services in England is likely to include risk/need assessment system for criminogenic need. These area covered accommodation, education, training and employment, financial management and income, relationship, lifestyle and associates, drug misuse, emotional wellbeing, thinking and behaviour, attitude etc. Criminologist and sociologist narrated crime and deviance are individual and social disease. But most of inmates don't want to disclose inherent reason of being deviant or criminal. Because they cannot know the factual aspect. Considering rehabilitative ideal prison services need to diagnose law violating act and deviance. Pathology of deviance or criminality may be the root of justification of imprisonment and make a successful rehabilitation planning through penological, sociological and criminological views. Have we seen it? Unidentified causation is being barrier of rehabilitation. It could not develop a proper treatment plan. Contemporary rehabilitation practice in Bangladesh is financial management or income generating assistance based. Somewhere religious practice and ethical motivation is defined as intervention for corrections. Offender comprises this prevalence through prison. And theoretically they

pick up with some effective practices that is relevant of criminogenic need. Statistics shows 18% of ex-prisoners reentered due to criminogenic need. Recent literature argue that work and employment training is necessary for inoculation. By using survey research, it is noted that 72% inmates are earning member of family who are involved in wrongdoing and incarcerated. How can we say only income support and financial management will be an instrument of reintegration? Thinkers say crime or deviance are the product of neurological abnormality, psychogenic disorder and social deprivation. Most of rehabilitative policy recommend vocational training, employability, income, financial management etc. In respect of these prison regime arranged vocational training for prisoners. Although these factors are known as criminogenic need. But the fact is only convicted prisoners are engaged in work and employment training, all detainees are not. All of us know an idle brain is the devil's workshop (অলস মস্তিষ্ক শয়তানের কারখানা) Despite it, work and employment training services are provided as a rehabilitation measurement only for rigorous prisoners. Innumerable detainees are confined in prison without any work and training. They are eating, sleeping, gossiping and wasting their time lazily. In the twentieth century assessment measurement confers various form of social rehabilitation, on the contrary detainees are suspended from work and any other therapeutic mode at the time of confinement. A questionnaire survey research suggests that industry and occupational training-based prison in view to engage prisoner will require for successful resettlement. It is the social context of rehabilitation. In the meantime, Government of Bangladesh is already giving 50% commodity profit to production related prisoners. Industrialization of prison may regain a new dimension of work and employment training and those earning profit will bring an advantages for income support and financial management instead of lazy trend in prisoner. Above that it has a critic. Considering the implication of deviances and crime, In the case study-1, Biplob was treated a drug addicted by ordinary looking and prison service provides a rehabilitative ideal in prison. What works are for him? What is the instrument of rehabilitation for him? Is it work and employment? Literacy and religious practices? Before rehabilitative intervention clinical assessment is necessary towards identification of deviance. The risk assessment is an essential function for those who work with offenders (Bonta, 1996). Assessment through clinical setting by prison officers, sociologist, psychologist may identify causation of deviance and crime. Bonta describes three types of assessment, clinical assessment, actuarial assessment, risk/needs assessment. Pathology of deviance and crime not only assesses the necessity of education and employment. It diagnosed social, psychological and physical level of deviance and crime.

Deviance of Biplob can be explained through Travis Hirschi's Social bonding theory, a most prominent criminologist in American sociology. He extended the concept of social control theory discussed by Emile Durkheim regarding delinquency. The key elements of Hirschi's theory are attachment, commitment, involvement and believes. Primary thinking is Why someone became deviant or criminal? But control theory represents different dimension Why someone can't become deviant or crime committed? Robert j. Franzese described it on "The Sociology of Deviance" through

Hirschi's theory of social bonding on delinquent behaviour. He narrates, "Hirschi's four types of positive bonding to social order are explained as follows. Attachment means being close to positive, significant others, such as parents, peers and school. Hirschi wrote As is well known, the emotional bond between the parent and the child presumably provide the bridge across which pass parental ideals and expectation." Commitment is conforming to social norms and to conventional society. Hirschi wrote "One is committed to conformity not only by what one has but also by what one hope to obtain." Involvement entails spending positive time in conventional activities including work, sport, recreation, hobbies and doing homework. What have we seen in the case study? Hirschi noted on Belief "We have not suggested that delinquency is based on our beliefs counter to conventional morality...but the meaning and efficacy of such beliefs are contingent upon other beliefs and, indeed, on the strength other ties to the conventional order."

In the case study-1 Biplob confined in prison in connection with illegal drug abusing and using due to individual and familial abnormalities that further may be explained through biopsychosocial discourse. Prison service may provide a treatment for rehabilitation and he might come back to his family. Proper rehabilitation needs to assess the causation and risk/need identification through clinical setting. This is one-to-one case work. Pathology of deviance and crime regarding case study through biopsychosocial approach implies to a correction mood of Biplob's family and peer group. Although prison service intervenes with empirical treatment aiming reintegration. After letting out of prison where do someone get back? Scholars narrated to former, favourable state. It has been seen that delinquency of Biplob is related to social bonding Delinquency may be reformed through clinical treatment in custodial context. But What is the sketch of family and peer group? Is it favourable for deviance and crime cessation? Individual becomes deviant or criminal at the time of connected with family and social group. The destination of ex- prisoner who was deviant and criminal get back to his own social institution since the day of discharge.

Some thinkers explained deviance occurred in individual learning. Because most of parents accused social learning for juvenile delinquency. An analysis of 200 nonrandom sample shows 48% parents are accused of juvenile deviance. The rest identified individual and social circumstances.

Diagnosis of case study implies lacks of strong supervision, intimacy of parents, positive self-rating of school abilities, involvement with nondeviant friends, conventional activities, respect of social norms and state enacted law that correlates deviance. According to description Biplob had addiction to illicit drug, antisocial behaviour, distress or dysfunction, interpersonal deficit etc. that defined mental health disorder analyzed with the approach of clinical psychology. A number of factors may contribute to the formation of deviant and criminal behaviour. Paul Bennett's" explanation is "No one approach is able to explain the development of any one disorder, and most results from a combination of factors; the biopsychosocial approach"

The purpose of deviance pathology through biopsychosocial approach is to identify

abnormalities aiming elimination of criminality and deviant behaviour in view of rehabilitation. Robinson and Crow identified aspects of young person's life, first risk of social and family circumstances. Second is personal factor. Consecutively Bonta risk/need assessment tools is important for assessing risk of reoffending and risk of recidivism. Reoffending and offending both are related to personal, familial and social crisis. A survey research of 100 released prisoners have been detected reoffending with the lifestyles, peer group relationship and family circumstances. This may bring a new dimension of rehabilitation optimism in prison. In the light of penal practice, England and wales prison service introduced offender assessment system (OASys) It is an assessment of criminogenic need. The criminogenic need area covered by OASYS are as follows:

*accommodation, education, training and employability, financial management and income, relationship, lifestyle and associates, drug misuse, emotional well-being.

* thinking and behaviour, attitudes.

Conventional rehabilitation program somewhere is linked with social deprivation. Actually, rehabilitative potential examines necessity of correctional program that correlates static and dynamic factor of criminogenic need concerning deviance and crime. Prison is a controlled area, it has been observed that at the time of confinement, prisoner is seen nondeviant. What happens to them when out of custody?

Deviance and crime are not only consequences of societal reaction, it is stigma of mental disorder. Marshal B. Clinard stated that 'most observer regard mental disorder as a serious form of deviance. He elaborated that 'people with Mental disorder may experiences difficulty in gaining access to housing and jobs, resulting in low self control, isolation, and hopeless.' In ordinary looking persons who deprive social privileges need rehabilitation. Other explanation is difficulty of psychogenic, Considering this, most commonly used prison based psychological treatment is Therapeutic Community originally designed by Maxwell Jones(1982). It has been said that therapeutic community is a viable form of treatment for especially drug-abusing offender. Recent studies identified Music Therapy as a therapeutic intervention in reducing psychological abnormalities. Treatment programme will be rhetoric beyond of psychological tranquility. The offending of case study-3 implies causation of psychological impatience, not for income inequality. Only employability or financial stability can't reduce deviance and criminality. A survey shows 71% of prisoners in Bangladesh have no earning difficulties. Prison service may provides all treatment policy because of individual abnormality. What are the conditions of inmates family, peer or social group? Is it favourable for reintegration and rehabilitation? Person who are put into prison because of law violating act, prison service provides a rehabilitation programme for him.

In the twentieth century rehabilitation optimism is linked with offending behaviour that come to be known as criminogenic need. That's why probation act, correctional act, rehabilitation act and other rules is derived for prisoner correctional treatment What are

the clinical services for family, social peer group of those deviant people who disobey norms, morality, values and occupy psychogenic disorder that induces wrong doing, wrong thinking and wrong saying? Certainly, ex-prisoner's get back to social institutions like those family, peer group etc. where she interact with others. Robinson and Crow discussed the family and friend roles towards rehabilitation. He noted that families and friends can play important role in the rehabilitation process. For example, Visher and Travis concluded that existing research provides strong empirical evidence that the family of a former prisoner has a significant impact on post release success or failure (2003:102). This perception is known to all Although It has an opposite observation. Robinson again argued. As with other aspect of rehabilitation, the role of families and friends can be a complex one, since an offender's family background or peer may have been part of their offending behaviour previously" Famous scholars and their works, for example TanvirHirschi's social bonding theory, Edwin M Lemert's labeling theory, Edwin Sutherland 's Differential Association Theory etc are related to family and social defects collaborated with individual difficulties. A survey on family, peer group and individual aspect of offending and rehabilitation just over 200 peoples noted that inmate's rehabilitative optimism are correlated along with family and social group through the intervention of socio-economic deprivation and psychological disorder.

Intervention in prisoner related community context in view of successful rehabilitation: Since the mid part of twentieth century offender rehabilitation is basically prison based. As we know criminologist, sociologist, penologist narrated three main types of positive explanation of deviance and crime: 1) biological 2) psychological and 3) social/environmental. This positivist explanations are the contribution of Cesare Lombroso, Enrico Ferri, RaffaeleGarofalo and many scholars. Robinson & Crew urges "positivist assumptions may recommend interventions aimed at changing people and/or their social/environmental circumstances". ordinarily intervention is associated with many forms of economic and social deprivation. As for Example employment, training programme, financial management based. Contemporary offender treatment plan is limited to skill development training, Mindfulness meditation, religious practice, drug therapy for withdrawal symptom etc. Although prison isn't filed with same class of offender, it has been observed that treatment policy seems alike. Prison population statistics by Department of Prison in Bangladesh calculated 32% of total prisoner confined in connection with drug related cases, 42% prisoners confined for interpersonal violence, Besides it nonviolent criminal, white-collar criminal, corporate criminal also came to prison. Although types of deviance and crime is not same. For that reason, mood of treatment cannot be same. It has been observed that many prison regimes provide a treatment for successful rehabilitation. But This correction cannot sustain due to psychosocial and environmental abnormalities. As for example, In the case of illegal drug addiction, it is noted that insufficient treatment policy cannot stop addiction individually but it can only manage dependence on drugs. Some addicts change substances for a time from one to another. But they cannot abstain themselves permanently. Successful treatment strategy becomes effective with a change of deviant family and peer group circumstances. Risk/need/assessment, Therapeutic Community or any other psychological treatment regarded instrument of rehabilitation in prison

premises. RNA's might explore the risk of offender family and peer group for successful rehabilitation through biopsychosocial approach and provide a treatment policy that may be reformed considering Biological, psychological, socio environmental factor.

Conclusion: In this article the case study of observational research has been analyzed through the contemporary rehabilitative ideal of deviance and crime career in prison and community context. Government has enacted the act of offender rehabilitation in view of reducing this deviant trend. Prison service delivers rehabilitation using prison based correctional programme. In reality it has superseded offender family, peer group and social factor towards justification of rehabilitative measures. Sometimes potentiality of rehabilitation is damaging for improper diagnosis. Pathology of deviance through biopsychosocial approach may diagnose causation of crime and sociologist, psychologist and clinician advocate intervention for rehabilitation. Recent studies debate the currency of rehabilitation terms and questioned 'What works? In the twentieth first century it has prolonged to 'What works for whom and where?' Rehabilitation does ideally mean the cessation of offending and get back to his/her former better and nondeviant state Naturally ex-offender come back to his former social group seeking for reintegration. Survey findings have developed a new dimension that includes risk assessment of offender's family, peer group considering biopsychosocial approach to make a plan of interventional treatment aiming elimination of deviance and criminality in view of dynamic life. In the right perspective of potentiality for rehabilitation and considering scholars work, social construct and existing prison service, the following recommendation may be considered for new possibilities of future intensive rehabilitation in the custodial and community context.

- Pathology of deviance and criminality through biopsychosocial approach examined by sociologist, psychology and clinician derived from one-to-one case work and examine the relevant issue of individual disorder.
- Introducing Risk/Need assessment for criminogenic needs of prisoner in the lightof rehabilitative instrument. This assessment should not be designed only for prisoner separately, it will develop a structured format towards the risk and harmful factor of prisoner's family, social peer group also since, deviance is linked to social/environmental defects.
- Providing psychosomatic treatment such as music therapy. Therapeuticcommunity, social treatment for those prisoner having substance abuse disorder and dysfunction.
- Amelioration of Prisoner having social deprivation will convey a reintegration
- providing training for financial management considering individual age, sex, education, social stratification, social facilitation that enable them to compete for job and business market.
- Successful rehabilitation optimism always indicates recommendation of social bonding. Resettlement in association with economic and employment opportunity will be rhetoric due to lack of prisoner's social bonding. For coping

with this crisis, it needs a bridging between prison and prisoner's family with social group. This work may always be performed by social welfare worker.

- Low self-control is characterized by poor academic skill that violates social norms and morality which have an opportunity to re-entry in prison. Prison service needs the accession of Education Department Wing. Education wing will make an assessment for academic course through distance learning by affiliated university.
- Evaluate situational characteristic of deviant behavior of prisoner i.e. wrong thinking, wrong saying, wrong doing along with training and employability and provide further intervention for coping with abnormalities.

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