

POPULATION SERIES

Harnessing the strength of the young



**I**N 2015 the Millennium Development Goals (MDGs) draw to a close and the UN Member States decide on the Sustainable Development Goals (SDGs) to guide global development until 2030. The implementation of this new development agenda will depend largely on the demographic changes taking place over the next 15 years and beyond. These changes will create both opportunities and challenges. One of the biggest challenges will be how to adjust to an unprecedented world population of 8.4 billion by 2030 while also ensuring a more equitable and inclusive pattern of economic growth and sustainable development for all.

Globally, the number of young people is at an all-time high. The estimated number of 15 to 24-year-olds is 1.2 billion in 2015 and this is projected to increase to nearly 1.3 billion by 2030. As mortality and fertility decline, countries typically enjoy a period when the ratio of working-age population to both young and old dependents, rises. This provides a one-time "demographic window of opportunity" before the dependency ratio rises again with the growth of the elderly population; however, it is not automatic or guaranteed that this one-time demographic window of opportunity will actually lead to a "demographic dividend". It will turn into a demographic dividend only if the country invests heavily now in health, education, skills development, and employment generation, especially for the adolescents and youth. Advancing gender equality and women's empowerment is another key component that requires special attention in Bangladesh.

More specifically, the demographic "dividend" will be harnessed if three conditions are met. First, improvements in health status, especially children's and women's health, will contribute both to improved child survival and a decrease in the number of children born to each family in successive cohorts, thus accentuating the population bulge in the cohorts now entering or about to enter the working ages. Second, those in these large cohorts and the smaller cohorts that follow them will benefit from investment in education and health. As families have fewer children, they and the government have more resources to invest in the education of the surviving children, and women can increasingly enter the labor force. The third and final condition is having an economically enabling environment where those in the educated cohort/bulge can find well-paying jobs.

In the past four decades a breath-taking demographic transition has taken place in Bangladesh, triggered by a significant fall in both fertility and mortality rates. In 1974 a Bangladeshi woman on average gave birth to 6.3 children, compared to 2.3 nowadays. Other indicators such as the infant and under-five mortality rates have also decreased from 74 to 38 and 78.7 to 47, per 1000 live births, respectively

**ESTIMATED YOUTH POPULATION BASED ON 2011 CENSUS OF BANGLADESH**

YEAR	POPULATION (10-24 YEARS OLD)	PROPORTION OF TOTAL POPULATION
2011	44,510,794	29.7%
2016	49,415,562	30.8%
2021	51,470,554	30.2%
2031	44,099,827	23.2%
2041	43,408,494	21.0%

and average life expectancy at birth has increased from 45 years to 70 years. These dramatic improvements in fertility and mortality have led to a significant shift in the age structure of the country's population. The share of the 0-14 age group has declined quite considerably from 48% to 35% while there has been steady and significant increase in the share of the 15-64 age group in the population with an especially high increase from 1991-2011. Currently, approximately 31% of the entire population are young people (10-24) making up an impressive potential labour force for the next forty to fifty decades. It is also important to note that even though 31% of the current population consist of young people, it is projected that only 10-19% of its population will consist of young people by 2050 (UNFPA SWOP 2014). This means that Bangladesh needs to invest right now in the human capital of its young people, if the country is to benefit from this large cohort of the population and ensure they are able to meet the development needs of the country.

The proportion of working age population (15-59 years) to the total population reached its peak (59% of its current total 158 million population) and will continue to grow for at least another two decades before it falls again.

The recent Demographic Impact Study conducted by UNFPA with financial support from the European Union, reveals that during the period 2000-2010 around 21.4 million people were added to the country's total working age population due to population growth; of these, 16 million became economically active. Bangladesh's economy has however only absorbed just under 50 percent of the increase in the working age population in a satisfactory way. The other half is either unemployed, underemployed or not in the labour force at all. Although the number of women in paid jobs has

increased it is still very low and female unemployment rates are exceptionally high. Considering the fact that by 2041 there could be 100 million women living in Bangladesh their potential for contributing to socio-economic development of the country is enormous and largely untapped. A critical factor influencing girls' education lies in the practice of Child Marriage. It leads to a high teenage fertility rate, which currently still stands at 113/1000. Only by ending Child Marriage, ensuring women's empowerment, education and labour force participation the demographic dividend can be realized.

Another critical issue to be addressed relates to the further development of the industrial and services sectors. Bangladesh needs to expand its industrial sector beyond the ready-made garments (RMG) industry, on which it is currently heavily reliant. Besides measures to build the capacities of the workforce, this will require the identification of productive niches in which Bangladesh has or can develop a comparative advantage. Given the workforce's relatively low levels of education, the emphasis will need to be on industrial activities which, like the successful RMG and construction industries, can provide employment to those with only limited education.

The demographic dividend provides an opportunity for this maturing and transition of Bangladesh's industrial sector, if addressed appropriately. The government needs to focus on job creation in both the short and long-term, by promoting SMEs and self-employment in the industrial and service sectors, and by diversifying agricultural production to emphasize higher-yielding crops in the near future and through a strategy which gradually shifts the economy towards a more skilled and knowledge-based employment structure, consistent with the growing educational levels of the workforce.

**Investing through knowledge**

**S**HAMSUL Alam has been working as the Chief of human resource management at PRAN Group for the last five years. "When I joined in 2010, there were a total of 23,000 employees working at the PRAN-RFL Group. Currently we have a total of 72,000 employees", he says when inquired about the employee count. He went on to discuss more about the different categories of employees they have, training programs and their future plans on increasing the number of female employees.



Shamsul Alam discussed about the type of workers that are recruited. "We categorize workers into three classes that are self-explanatory; skilled, semi-skilled and unskilled. PRAN-RFL Group has their own in-house training program customized to provide workers with the technical skills that they require working in our factories." He continued to discuss about the additional benefits of training programs saying that they do not only teach workers how to be technically more skilled but also instill the concept of career building and in-house culture in the work space. The training programs also teach workers the value of career progression and how long term experience at one job can greatly benefit them financially. "We turn our unskilled workers into semi-skilled ones. Semi-skilled workers come from various NGOs such as UCEP, NAWTS, German Bangla and many more. They go through the process of being introduced to the new work environment through the training program. This technical skill education is mandatory for all semi-skilled and unskilled employees" he added. Shamsul Alam believes that the NGOs that provide workers are equipped only with the basic technical skills but the in-house program then has to educate them further on the importance of hygiene, safety, health. As the factories are manufacturing food products, the concept of food hygiene and contamination, health safety and hazards respectively are integral. As factories become more automated than manual the demand for technical skilled workers increases which the NGOs cannot provide. When a new machine is acquired it requires an operator. Experienced workers are selected and they attend a three to four month crash program that is conducted by foreign trainers. Afterwards, they are assessed through paper based exams and only offered the position if they score well.

"Our policy and goal this year is to employ more women to equate the ratio of male to female workers. But it seems like we will not be able to reach that goal before next year," says Shamsul Alam. He believes that the mindset of the female workers needs to be changed. Most female workers are not career driven or only motivated enough to work until they get married. Only education can change this way of thinking. At the same time food industries do not permit any worker below the age of 18 to be employed, another step to eradicating Child Labor.

As he concluded he expressed how the government needs to do more. As the number of workers increases the bridge between their lack of knowledge and capabilities also increases. Shamsul Alam says, "The government and NGOs need to invest more time to educate and train the workers further. Most of them are equipped with the general technical skills which is insufficient. Other essential fields of knowledge are also being overlooked such as basic health hygiene, safety, morality. The workers need to be taught the value of dedication, commitment and how to think for their own well being."

Interviewed By Supriti Sarkar

**কোল পাওয়ার জেনারেশন কোম্পানী বাংলাদেশ লিমিটেড**  
Coal Power Generation Company Bangladesh Limited (CPGCBL)  
(An Enterprise of Government of The People's Republic of Bangladesh)  
Memo no. 27.32.0000.001.14.01.2015.686 Date : 23/06/2015

**CORRIGENDUM**  
Ref.: CPGCBL Memo no. 27.32.0000.002.031.012.14.664, Date : 15/06/2015  
Due to unavoidable circumstances Invitation for Bids for Procurement of Plant, Supply and Installation of Chakaria-Matarbari 132kV Single Circuit Transmission Line on Double Circuit Tower on Turnkey Basis [Package 4: Rural Electrification Component of Matarbari Ultra Super Critical Coal-Fired Power Project, PGCBL-Package-01] is put on hold. The bid for procurement of the same will be invited on a later date.

**Md. Mizanur Rahman**  
Company Secretary

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**Request for Proposal**  
Bangladesh Centre for Advanced Studies Request Proposal for "Development, Capacity building, Follow up, Troubleshoot of Bagh online database" under the project Bengal Tiger Conservation Activity (Bagh), funded by USAID. The soft copy of the RFP may be collected by sending an email request to the following address: atiq.rahman@bcas.net. Queries are answerable till 12:00 noon on 30 June 2015. A Debriefing session will be held on 05 July 2015 between 2-3:30 pm at BCAS Conference Room. Your offer comprising of technical proposal and financial proposal, should reach to Executive Director, Bangladesh Centre for Advanced Studies, House No. 10, Road No. 16/A, Gulshan-1, Dhaka -1212 no later than 3:30 p.m. on 12 July 2015.

**ELECTRICITY GENERATION COMPANY OF BANGLADESH LIMITED**  
(An Enterprise of Bangladesh Power Development Board)  
Siddhirganj 2x120 MW Peaking Power Plant, EGCB Ltd. Narayanganj  
Phone: 880-2-7692013 Fax: 880-2-7691280, E-mail: pd2x120@egcb.com.bd

**Invitation for Tender**

1	Ministry / Division	Power Division, Ministry of Power, Energy & Mineral Resources.			
2	Agency	Electricity Generation Company of Bangladesh Ltd			
3	Procuring Entity name	Siddhirganj 2x120 MW Peaking Power Plant.			
4	Procuring Entity Code	N/A			
5	Procuring Entity District	Dhaka			
6	Invitation for	LOT-1: Hiring of Manpower for HGPI works of unit#2 of Siddhirganj 2x120 MW Peaking Power Plant, Siddhirganj, Narayanganj. LOT-2: Repair & Maintenance works of unit#2 during HGPI of Siddhirganj 2x120 MW Peaking Power Plant, Narayanganj.			
7	Tender Ref. No.	987/CE(O&M)/2x120 MW/EGCB/2015			
8	Date	23-06-2015			
9	Procurement Method	Open Tendering Method.			
10	Budget and Source of Funds	Own fund of EGCB Ltd.			
11	Project/ Programme Name	N/A			
12	Tender Package No	N/A			
13	Tender Package Name	LOT-1: Hiring of Manpower for HGPI works of unit#2 of Siddhirganj 2x120 MW Peaking Power Plant, Siddhirganj, Narayanganj. LOT-2: Repair & Maintenance works of unit#2 during HGPI of Siddhirganj 2x120 MW Peaking Power Plant, Narayanganj.			
14	Tender Publication Date	25-06-2015			
15	Tender Last Selling Date	08-07-2015 up to 15:00 Hr (BST)			
16	Tender Submission Date & Time	09-07-2015 up to 12:00 Hr (BST)			
17	Tender Closing Date & Time	09-07-2015 at 12:00 Hr (BST)			
18	Tender Opening Date & Time	09-07-2015 at 12:30 (BST) (Tenderers or their authorized representatives, if any, are allowed to attend).			
19	Place of selling Tender Document	1) Company Secretary, Electricity Generation Company of Bangladesh Ltd. BTMC Bhaban (Level - 8), 7-9, Kawran Bazar C/A, Dhaka-1215, Bangladesh. or 2) Chief Engineer, Siddhirganj 2x120 Mw Peaking Power Plant, Siddhirganj, Narayanganj			
20	Receiving & Opening Tender Document	Company Secretary, Electricity Generation Company of Bangladesh Ltd. BTMC Bhaban (Level - 8), 7-9, Kawran Bazar C/A, Dhaka-1215, Bangladesh.			
21	Place/Date/Time of Pre Tender Meeting	N/A			
22	Eligibility of Tenderer	Lot:1 Having at least two experiences in the supply of skilled manpower for Gas Turbine CI/HGPI/MI with capacity not less than 30MW. Lot:2 Having at least two experiences in Gas Turbine Inspection works with capacity not less than 30MW.			
23	Brief Description of Related services	N/A			
24	Price of Tender Document	TK 2000/= (Two thousand) to be paid in the form of Bank Draft / Pay order in favor of Chief Engineer, Siddhirganj 2x120 MW Peaking Power Plant, EGCB Ltd, Siddhirganj, Narayanganj.			
25	Other Details (If applicable)	N/A			
26	Association with foreign firms is	N/A			
27	Lot No.	Identification of Lot	Location	Tender Security Amount	Completion Time
01.	LOT-1: Hiring of Manpower for HGPI works of unit#2 of Siddhirganj 2x120 MW Peaking Power Plant, Siddhirganj, Narayanganj.	Siddhirganj 2X120 MW Peaking Power Plant, EGCB, Narayanganj, Bangladesh.		Lot No.1: BDT 86,000/-	90 days from the date of signing of contract.
02.	LOT-2: Repair & Maintenance works of unit#2 during HGPI of Siddhirganj 2x120 MW Peaking Power Plant, Narayanganj.			Lot No.2: BDT 16,500/-	
28	Name of Official Inviting the Tender	Md. Nazmul Hasan			
29	Address of Official Inviting the Tender:	Executive Engineer (Mechanical), Siddhirganj 2x120 Mw Peaking Power Plant, Siddhirganj, Narayanganj.			
30	Contact details of Official Inviting the Tender:	Tel: 880-2-7692013, Fax: 880-2-7691280			

The Procuring entity reserves the right to accept or reject all tenders.

**Rajdhani Unnayan Kartripakkha**  
Rajuk Bhaban, Dhaka-1000  
www.rajukdhaka.gov.bd  
Memo No-RAJUK/Purbachal/ Date: 19-05-2015

**Corrigendum for Tender Notice (06/2014-2015)**  
Invitation Ref. No.- Rajuk/Purbachal/IFT-06/2014-15, Dated: 19-05-2015  
Due to unavoidable circumstances the abovementioned tender last selling date and closing date & time for Construction of Internal Roads & Surface drain at different sectors of Purbachal New Town Project are rescheduled as follows:

SI #	Description	Original date & time	Revised date & time
14.	Last date of selling tender documents	24-06-2015 during bank office hours.	12-07-2015 during bank office hours.
15.	Tender closing date & time	25-06-2015 at 12:00 noon.	13-07-2015 at 12:00 noon
16.	Tender opening date & time	25-06-2015 at 02:00pm	13-07-2015 at 02:00pm

- All other terms & conditions of the Invitation for Tender Notice will remain unchanged.
- The tender notice along with the corrigendum will be the part and parcel of the tender document.

**Md. Hafizur Rahman Munshi**  
Chief Engineer (Implementation)  
Rajdhani Unnayan Kartripakkha, Dhaka  
Telephone # 9559386

**চট্টগ্রাম প্রকৌশল ও প্রযুক্তি বিশ্ববিদ্যালয়**  
চট্টগ্রাম-৪৩৪৯, বাংলাদেশ।  
**নিয়োগ বিজ্ঞপ্তি**

চট্টগ্রাম প্রকৌশল ও প্রযুক্তি বিশ্ববিদ্যালয়-এর নিম্নবর্ণিত স্থায়ী/অস্থায়ী পদসমূহ পূরণের নিমিত্তে বাংলাদেশের প্রকৃত নাগরিকদের নিকট থেকে দরখাস্ত আহ্বান করা যাচ্ছে।

পদের নাম, পদ সংখ্যা ও জাতীয় বেতন স্কেল-২০০৯

১। অধ্যাপকঃ তড়িৎ ও ইলেকট্রিক্যাল বিভাগ-১টি পদ।  
বেতন স্কেলঃ ২৯,০০০-৩৫,৬০০/- টাকা।

২। সহকারী টেকনিক্যাল অফিসার (যন্ত্রকৌশল বিভাগ)-১টি পদ।  
বেতন স্কেলঃ ৮,০০০-১৬,৫৪০/-টাকা।

৩। ল্যাবঃ সহকারী (Institute of Information & Communication Technology) - ১টি পদ।  
বেতন স্কেলঃ ৪,৯০০-৯,৪৫০/-টাকা।

৪। ইলেকট্রিশিয়ান-১টি পদ।  
বেতন স্কেলঃ ৪,৯০০-৯,৪৫০/- টাকা।

৫। হেল্পার (ইলেকট্রিশিয়ান)- ১টি পদ (সম্পূর্ণ অস্থায়ী ভিত্তিতে ৬ মাসের জন্য)।  
বেতন স্কেলঃ ৪,১০০-৯,৪৫০/- টাকা।

শর্তাবলীঃ

ক) ১-২নং পদের যোগ্যতা ও অভিজ্ঞতা, শর্তাবলী এবং আবেদনপত্রের নির্ধারিত ফরমেট ওয়েব সাইট www.cuet.ac.bd থেকে সংগ্রহ করা যাবে।  
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স্বাক্ষরিত/  
প্রফেসর ড. ফারুক-উজ-জামান চৌধুরী  
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GD-2210

**Md. Nazmul Hasan**  
Executive Engineer (Mechanical)  
Siddhirganj 2x120 MW Peaking Power Plant  
EGCB Ltd.