PD-ABB-403

A.I.D. EVALUATION SUMMARY PART I

(BEFORE FILLING OUT THIS FORM, READ THE ATTACHED INSTRUCTIONS)

IDENTIFICATION DATA

A. REPORTING A.I.D. UNIT: USAID/Bangladesh (Mission or AID/W Office)

(ES#)

B. WAS EVALUATION SCHEDULED IN CURRENT FY ANNUAL EVALUATION PLAN? yes ☒ slipped ☐ ad hoc ☐

Eval. Plan Submission Date: FY 87 Q 4

C. EVALUATION TIMING interim ☐ final ☐ ex post ☐ other ☐

D. ACTIVITY OR ACTIVITIES EVALUATED (List the following information for project(s) or program(s) evaluated; if not applicable, list title and date of the evaluation report)

Project #	Project/Program Title (or title & date of evaluation report)	First PROAG or equivalent (FY)	Most recent PACD (mo/yr)	Planned LOP Cost ('000)	Amount Obligated to Date ('000)
388-0027		1988	2/89	$1331	$355

REVIEW OF THE PROGRAM IN BANGLADESH OF THE HUMAN RESOURCE DEVELOPMENT DIVISION, WINROCK INTERNATIONAL INSTITUTE FOR AGRICULTURAL DEVELOPMENT - May 1987.

ACTIONS

E. ACTION DECISIONS APPROVED BY MISSION OR AID/W OFFICE DIRECTOR Action(s) Required	Name of officer responsible for Action	Date Action to be Completed
AID will fund follow-on grant to begin October 1988		

(Attach extra sheet if necessary)

APPROVALS

F. DATE OF MISSION OR AID/W OFFICE REVIEW OF EVALUATION: mo 06 day __ yr 87

G. APPROVALS OF EVALUATION SUMMARY AND ACTION DECISIONS: Reviewed and approval updated 05/90

	Project/Program Officer	Representative of Borrower/Grantee	Evaluation Officer	Mission or AID/W Office Director
Signature				
Typed Name	Helen Gunther	Bruce Curry Program Leader	Ann Schwartz	Malcolm J. Purvis
Date:	May 1990	May 1990	May 1990	May 1990

H. EVALUATION ABSTRACT (do not exceed the space provided)

ABSTRACT

The aim of the project is to develop the professional skills of selected social scientists to obtain quality rural social science research to meet the Government of Bangladesh's (GOB) research and policy needs. The project is implemented by the Human Resources Development Division (HRDD) of the Winrock International Institute for Agricultural Development in Bangladesh. This final project evaluation was conducted by a team that reviewed project documents and interviewed selected individuals. The purpose was to assess the contributions of the HRDD program and make recommendations for future project activities. The major findings and conclusions are as follows.

* The program is well-managed, has made significant contributions to Bangladesh, and should be continued.

* The focus should be on providing Ph.D fellowships, given the limited effectiveness of Master's degrees in the context of government and educational institutions in Bangladesh.

* More macroeconomic analysis of agriculture is needed, and priority issues for study should be clearly defined.

* The HRDD activities provide an intellectual environment where social scientists may study complex rural social science issues in Bangladesh. An HRDD network should be develped to provide a link between social scientists in different disciplines and institutions.

I. EVALUATION COSTS

COSTS

1. Evaluation Team Name	Affiliation	Contract Number OR TDY Person Days	Contract Cost OR TDY Cost (US$)	Source of Funds
Max R. Langham, Chairman	Univ. of Florida	10 days	$16,000	TRP
A.M. Chowdhury	MOA			
Dr. Najma Rizvi	IFRI			
Dr. Sarah J. Tisch	Univ. of Washington			

2. Mission/Office Professional Staff Person-Days (estimate) 10 days

3. Borrower/Grantee Professional Staff Person-Days (estimate) _____

PART II

A.I.D. EVALUATION SUMMARY

USAID BANGLADESH August 1989

REVIEW OF THE PROGRAM IN BANGLADESH OF THE HUMAN RESOURCE DEVELOPMENT DIVISION, WINROCK INTERNATIONAL INSTITUTE FOR AGRICULTURAL DEVELOPMENT - May 1987

J. SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

1. PURPOSE OF ACTIVITIES EVALUATED

The HRDD Program objective is to build and strengthen a community of active social scientists by providing selected individuals with training, research and professional development opportunities, both in and out of Bangladesh. The Program emphasis is on the provision of fellowships for graduate study in th rural social sciences, with supporting activities such as research awards and publication assistance for returning fellows. The focus of such specialized training is to develop the social science research capability of selected individuals to meet future development needs in Bangladesh.

2. EVALUATION PURPOSE AND METHODOLOGY

The purpose of the review was to examine the contributions of the Winrock HRDD program, to assess its strengths and weaknesses, and to make recommendations for program strategies for the 1987-1990 period. The review team examined HRDD Program documents, interviewed government officials associated with the Program and spoke with social scientists who have participated in Program activities. The team also addressed the status of recommendations made in the 1983 Program review.

3. MAJOR FINDINGS AND CONCLUSIONS

* The project is well-managed, is cost-effective, has made significant contributions to Bangladesh, and should be continued in the future.

* More emphasis should be on the Ph.D fellowship program, given the limited usefulness of Master's degrees within government and educational institutions in Bangladesh.

* There has been insufficient attention to linkages between the various segments of the economy and their importance for policy, and to the setting of research and development priorities.

* The present organization of the HRDD is inadequate for the work load. Additional staff is eeded to more realistically handle project activities.

4. PRINCIPAL RECOMMENDATIONS

* The HRDD Program should be continued; emphasis should be placed on awarding more Ph.D fellowships. Awards and fellowships should be directed toward the original primary objective of strengthening the professional development of individuals.

* More macroeconomic analysis of agriculture is needed, with an emphasis on linkages between the agricultural and non-agricultural sectors, and the setting of research and development priorities.

* Priority issue for study should be clearly defined, taking into account research, development and policy needs in Bangladesh.

* A network of rural social science experts should be established as a mechanism to provide professional feedback and interaction among scholars and researchers in different disciplines, institutions and agencies.

* The HRDD Program should be functionally redefined, and additional staff hired where necessary.

* Participants previously trained in the HRDD Program should be involved in the evaluation process in projects where training is an important project component.

ATTACHMENTS

K. ATTACHMENTS (List attachments submitted with this Evaluation Summary; always attach copy of full evaluation report, even if one was submitted earlier)

REVIEW OF THE PROGRAM IN BANGLADESH OF THE HUMAN RESOURCE DEVELOPMENT DIVISION. WINROCK INTERNATIONAL INSTITUTE FOR AGRICULTURAL DEVELOPMENT - May 1987

MISSION COMMENTS ON FULL REPORT

L. COMMENTS BY MISSION, AID/W OFFICE AND BORROWER/GRANTEE

The evaluation addressed the issues involved and has served as a useful document to support future Mission funding of the HRDD project. The grantee and host government concur in the recommendations made.

XD-ABB-403-A
64736

REVIEW OF THE PROGRAM IN BANGLADESH OF THE HUMAN RESOURCE DEVELOPMENT DIVISION, WINROCK INTERNATIONAL INSTITUTE FOR AGRICULTURAL DEVELOPMENT

Abdul-Muyeed Chowdhury
Najma Rizvi
Sarah J. Tisch
Max R. Langham, Chairman

May 15-24, 1987

TABLE OF CONTENTS

Page

Introduction 1

HRDD Program Since 1983. 3

Fellowships. 4

In-country Research 5

Seminars 6

Publications 7

Short-term Nondegree Training 8

Study and Travel Awards 8

HRDD Social Science Awards 9

Recommendations 10

Focus of the A/D/C-HRDD Program 10

Fellowships. 11

Local Research Awards 13

Role of the Program Leader. 15

Network and Seminars 19

Policy Fellows 21

Short-term Nondegree Training 22

Publications 23

Other Issues 24

Beyond Bangladesh 25

Summary of Recommendations 25

Attachments. 27

eview of the Program in Bangladesh of the Human Resource Development Division, Winrock International Institute for Agricultural Development

Abdul-Muyeed Chowdhury, Najma Rizvi,
Sarah J. Tisch, Max R. Langham (Chairman)*

INTRODUCTION

The review was conducted in Dhaka during the period May 15-24, 1987. The terms of reference for the review are presented in Attachment 1. The team interviewed several people who were familiar with the program of the Human Resources Development Division (HRDD) and its predecessor, The Agricultural Development Council, Inc. (A/D/C). Many of those interviewed were former fellows of HRDD-A/D/C or had been involved with its programs. Interviews were conducted at various locations in Dhaka, at the Bangladesh Agricultural University (BAU) in Mymensingh, and at Chittagong University. The interviews were informal but based on the team's charge in the terms of reference. The names of persons interviewed are listed in Attachment 2. The team also reviewed several documents

---

*Mr. Abdul-Muyeed Chowdhury is a civil servant of Bangladesh and on deputation serves as Director of the Rural Development Academy in Bogra, Bangladesh. He formerly served as Commissioner of Chittagong Division.

Dr. Najma Rizvi is an Anthropologist with specialization in nutritional anthropology. She has many years of research experience on problems of food and nutrition in rural Bangladesh while on the staff of the International Center for Diarrhoeal Diseases Research, Bangladesh. She has worked for UNICEF and is currently a consultant to the International Food Policy Research Institute and for Helen Keller International.

Dr. Sarah J. Tisch is a political economist specializing in trade policy for developing countries and natural resource management. At the time of the review she was consultant to the Human Resources Development Division, Winrock International Institute for Agricultural Development, Kathmandu, Nepal. She formerly taught political economy at Hamilton College, Clinton, New York, and is now Assistant Professor of Political Science at Washington State University, Pullman.

Dr. Max R. Langham is Professor and Graduate Coordinator, Food and Resource Economics Department, University of Florida, Gainesville. His special interests are agricultural productivity and research, and development policy.

that are either directly or indirectly related to the HRDD programs--past and present. These documents are listed in Attachment 3.

The team emphasized the period since the 1983 report by F. H. Chowdhury and Anthony Bottrall. Readers can learn more about the history of the HRDD program in this document and previous review documents by Falcon and by Meller et al. A/D/C first became involved in Bangladesh by granting a fellowship to Dr. S. Islam (deceased) in 1959. The first Associate was Dr. Edward Clay who began in early, 1975. Since then Dr. Carl Pray (1978-1980), Dr. Gerard Gill (1980-June 1986), and now Dr. Bruce Currey (September 1986-) have served as Associate (now Program Leader). The program has encompassed the traditional A/D/C style with major emphasis on fellowships for graduate study in the rural social sciences with supporting activities such as research awards and publication assistance for returning fellows. Degree training has been carried out largely in Asian and Australian Universities. Supporting activities and short-term training have also been provided to other Bangladeshi social scientists to augment their professional development.

In gathering information on the HRDD program, several signals were consistently received by the team. Those familiar with the program and with social sciences in Bangladesh feel strongly that HRDD has made significant contributions to Bangladesh and that the work needs to continue into the future. The team strongly agrees.

The program is admired for what it has accomplished with its small scale and limited resources and praised for being cost effective. There is an appreciation for the quality of the Associates who have administered the program. Their hard work and commitment, as well as their sincere interest in Bangladesh have been noticed and acknowledged.

Several persons interviewed think that the HRDD works effectively among universities and agencies of government. There is a strong consensus of support for the inter-university and inter-agency aspect of the program because the universities and agencies of Government often view themselves as self-contained units. The HRDD programs provide social scientists in

the system with a greater sense of connectedness and a stronger intellectual environment for studying and understanding complex rural social science issues.

HRDD PROGRAM SINCE 1983

In 1983 an evaluation of A/D/C program activities was commissioned by the Ford Foundation (FF) to determine whether funding should be continued beyond the December 1983 FF termination grant. This review (Chowdhury and Bottrall, 1983) focused on whether further specialized training in the rural social sciences was required to meet Bangladesh's future development needs and the potential contribution of a continuing A/D/C program. A need for the continuation of the A/D/C grant was also considered in view of the FF's support of local-based institutions, including potential grantees.

The 1983 Review asked the following three questions concerning the future of A/D/C in Bangladesh:

- What is the value of the A/D/C program to date?
- Has the amount of training provided thus far met Bangladesh's needs?
- Could another agency assume A/D/C functions?

The 1983 Review concluded that FF funding should be continued because the A/D/C was the only institution which specialized in providing fellowships for social science training and provided professional support (through the Associate) to former A/D/C fellows. The Review recognized that an acute shortage of social scientists with advanced degrees persists in Bangladesh, and that no other agency would be able to assume A/D/C's unique function at least for some time to come.

The 1987 Review of the HRDD program for the Ford Foundation also asked these three questions in assessing HRDD activities. In this section, we evaluate the response to

suggestions made for improving the A/D/C program during the period 1984-1987 and outline the unfinished agenda of the 1983 Review.

Fellowships

While the 1983 Review was supportive of the A/D/C Fellowship program, it made two specific suggestions. First, because the effectiveness of Master's degree fellows is limited within government and educational institutions, more emphasis should be given to the Ph.D. fellowship program. Second, the A/D/C program, because it concentrates on individual merit rather than institutional needs, has not contributed toward building "centers of excellence" in the rural social sciences. Recommendations were approved to expand the Ph.D. program, reduce the number of Master's degree fellowships, and establish joint Ph.D. programs between western and Bangladeshi universities. It was thought that joint Ph.D. programs would increase the capacity of participating Bangladeshi universities.

Ph.D. Fellowships. A grant from USAID permitted the number of Ph.D. fellowships to expand dramatically during 1984-87. Six Ph.D. fellowships, including two awards to women, have been granted. In 1987 six Master's degree fellows with superior academic performance were offered "upgrades" to a Ph.D. with Ford Foundation funding. The HRDD is currently lobbying the Government of Bangladesh to lift a Presidential ban limiting the period of stay abroad, thus allowing these fellows to pursue their new awards.

The proposal for a joint Ph.D. program, however, has not been thoroughly investigated by the HRDD. This issue is addressed in the Fellowship section.

Master's Degree Fellowships. Twenty-one men and nine women have been awarded Master's degree fellowships since 1982. The 1983 Review expressed concern over the frustration of master's fellows who return to Bangladeshi universities after completing their studies. While HRDD has been sensitive to this concern it has not, for good reasons, limited Master's degree fellowships to government employees and Ph.D. fellowships to universities.

Fellowship Selection Committee. The 1983 Review found the in-country fellowship election procedure to be fair and balanced. At the time of the Review, the Fellowship Selection Committee included the Chairman, University Grants Commission; representatives from the Ministries of Agriculture, Education, and Establishment; a representation from the External Resource Division of the Ministry of Finance and Planning; the resident A/D/C Associate; and one social scientist nominated by the Chairman. The Review suggested that the Committee be made more representative of social scientists by reducing the number of ministerial representatives. In 1984 the Fellowship Selection Committee was reformed to include:

- Chair, Chairman of University Grants Commission;
- An economist from the Department of Economics, University of Rajshahi;
- Member-Director, Agricultural Economics and Rural Social Science, Bangladesh, Agricultural Research Council (BARC);
- A sociologist from the Department of Sociology, University of Dhaka; and
- The A/D/C Associate.

In 1984, the Committee was headed by the Chairman of the Bangladesh Agricultural Research Council. The economist from the University of Rajshahi and Member-Director from BARC were dropped, and the Deputy Secretary, Foundations and Fellowships, External Resources Division of the Government of Bangladesh was added to the Committee.

In-Country Research

The 1983 Review noted that in the past few in-country research awards were granted, but in 1983, these awards were the second most important activity of A/D/C and were supported by the Ford Foundation. The Review suggested that more research awards be granted to study the socioeconomic aspects of forestry and fisheries, water resource management, and policy topics. Further, a formal mechanism was needed to make awards more competitive to ensure the quality of thematic programming and satisfactory dissemination of

research results. A Research Awards Committee was formed to circumvent the need for approval of each award from the External Resources Division. This committee was also asked to review dissertation proposals for field work in Bangladesh which were submitted to the Ford Foundation, for funding. The Ford Foundation wanted A/D/C to assume responsibility (with additional FF funding) for making these grants.

The Research Award Committee included:

- Chair, Secretary, Ministry of Agriculture;
- Joint Secretary, Extension and Research, Ministry of Agriculture;
- Member-Director Administration and Finance, BARC;
- Chairman, Department of Sociology, Dhaka University; and
- the A/D/C Associate.

Since 1984, the Committee has approved 25 research awards and 11 Ph.D. dissertation field work awards. These awards (Attachment 4) are on the topics of socioeconomic aspects of forestry, water resource management, and policy research. No award has yet been made on the topic of the socioeconomics of fisheries.

Seminars

The 1983 Review made no specific suggestions to improve the A/D/C support and organization of seminars. Since 1983, the A/D/C-HRDP provided partial or full support for the following seminars:

1. "Process of Agrarian Transformation in Bangladesh," Department of Agricultural Economics, BAU, October, 1984.
2. "Women in Development," a series of six seminars organized for 1984-85, Center for Women in Development, Dhaka (still pending government approval).
3. "Resource Use in Agriculture," Bangladesh Agricultural Economics Association: Annual Conference, 1985.
4. "Maximum Livestock Production from Minimum Land," Department of Animal Sciences, BAU, 1985.

5. "Farm Economy," The Bangladesh Agricultural Economics Association.

6. "Agrarian Change in South Asia," Bangladesh Sociological Association. CERDI, Joydebpur.

Publications

In view of a comprehensive switch from English to Bangla as the medium of instruction and official business, the 1983 Review suggested that the A/D/C Associate work with the Dhaka University Book Society to increase the number of major university level textbooks translated into Bangla. In addition, it was recommended that the Associate revive an earlier aborted effort (1978-79) to design a course or prepare a training manual (in Bangla) on survey techniques for social scientists working on agricultural problems.

Toward these ends, A/D/C-HRDD supported the translation and/or editing and production of three publications in Bangla during 1984-87.

1. The Development of Livestock Resources in Bangladesh. Edited by Dr. M.A. Jabbar, Bangladesh Agricultural University (BAU).

2. Winkleman, D.L. Planning Technologies Appropriate to Farmers: Concepts and Procedures. Translated by Dr. Sattar Mondal of BAU.

3. An FAO handbook on farm management was also translated by Dr. M.A. Jabbar (BAU).

In addition, the A/D/C-HRDD continued its social science reprint series in English in collaboration with BARC, and produced five new titles:

1. Ahmed, Iqbal. "Unemployment and Underemployment in Bangladesh."

2. Ahmed, Raisuddin Agricultural Price Policies Under Complex Socioeconomic and National Constraints: The Case of Bangladesh."

3. Bose, Swadesh. "The Comilla Cooperative Approach and Prospects for Broad-Based Green Revolution in Bangladesh."

4. Etienne, Gilbert. "Foodgrain Production in Asia: China, India, and Bangladesh."

5. Tarrant S.R. "Food Policy Conflicts in Bangladesh

The A/D/C-HRDD also published one of its research award papers: "Women's Role in Livestock Production in Bangladesh," by Farida Akhter and Fazila Banu.

Short-term Nondegree Training

The 1983 Review, based on discussions with senior Bangladeshi social scientists, recommended more in-country training courses, special seminars, and workshops on social forestry, land and water management, and problems of disadvantaged people. Responding to this, the A/D/C-HRDD organized the following nondegree trainings:

- "Aquaculture Economics Training Workshop," with BARC, 1984;
- "Rural Research and Rural Policy" training workshop on rapid rural research, 1985.

They also provided support for a six week refresher course-cum-workshop on Sociology and Social Anthropology, organized by the Bangladeshi Sociological Association and Bangladesh Academy for Rural Development, 1986.

Study and Travel Awards

The 1983 Review recommended termination of Ford Foundation support for study and travel awards because of their past ad hoc nature and the difficulties obtaining government clearance for overseas tours. The Review states that independent support from the FF should be made available to A/D/C for special study and travel awards. During 1984-87, the A/D/C-HRDD made awards for the following:

1. Travel support for three members of Women for Women Research and Study Organization to present papers at the "Regional Conference on Women and the Household," New Delhi, India, 1983.

2. Travel support for a Bangladeshi fisheries economist to present paper at the "First Asia Fisheries Forum," at Manila, Philippines, 1986.

3. Travel support for two women social scientists to present papers at the XIth World Congress of Sociology at New Delhi, India, 1986.

HRDD SOCIAL SCIENCE AWARDS

Any attempt to examine the state of the art of social science in Bangladesh requires a critical evaluation of the research carried out under the sponsorship of HRDD. Ideally, such an evaluation should be carried out in a larger context--the state of the art of social science research in Bangladesh. However, this review only examines the status of fellowships and research awards.

A review of the fellowship awards given by A/D/C-HRDD shows that awardees have received degrees in 20 different fields of the social sciences. Such a wide range of fields are represented because degrees have been conferred within the subfields of traditionally recognized social science disciplines. With the exception of a few disciplines such as public administration, the subjects studied by fellows are consistent with the stated objective of HRDD.

Fellows have also been engaged in carrying out a number of research activities some of which were supported by HRDD. A number of researchers have lauded the individual focus of HRDD because it cuts through bureaucratic procedure and allows work to begin without much delay. The flexibility of these small research awards has also been mentioned as very helpful in carrying out field work.

As is true of fellowship awards, the local research awards cover a wide range of subjects. Unlike the fellowship awards where economics, agricultural economics, sociology , and anthropology predominate, in local research awards, the subjects fall more within the ambit of sociology and rural sociology than other disciplines. The institutional affiliation of most of the awardees are Dhaka and Chittagong Universities. Subjects dealing with various aspects of agriculture include constraints to increase wheat production, women's role in livestock production, the livestock situation in the 1984 post flood period, rice trade policy, informal credit markets, and impact of shallow tubewells. Studies focusing on agriculture

appear more in 1987 than in the previous period. A number of awardees mentioned that their local research was being carried out with the support of HRDD.

The local research grants have also been made available for the study of social structure, changing social stratification, kinship organization, and rural-urban migration. Since a knowledge of the existing socioeconomic structure is basic to understanding development, the decision of HRDD to support such studies seems to be justified.

RECOMMENDATIONS

Focus of the A/D/C-HRDD Program

The team strongly recommends that the traditional A/D/C model be continued. This approach has been successful throughout the history of A/D/C in its work in East, South, and Southeast Asia. The emphasis should be on investment in the professional capacities of individuals. Investments in people do not have an immediately visible payoff--often frustrating those who are under pressure to handle everyday problems facing Bangladesh. However, such investments are needed as a basis for strengthening the long term development of universities and public agencies. Fellowships, short term training, networking activities, seminars, post doctoral fellowships, and research awards provided by HRDD should be directed toward the primary objective of strengthening the professional development of individuals.

What issues should receive priority in the program? The team considered this question and offers a statement of fact and two suggestions. The fact is that prospective donors for the program come with a set of priorities. Our view is that there has not been enough attention to linkages within the various segments of the economy and their importance for policy. More macroeconomic analysis of agriculture is suggested. Policymakers need to know how their food, trade, and monetary policies effect the agricultural sector and how agricultural plans effect the nonagricultural sector. Understanding the connectedness within

the economy is also essential for policies to effect the movement of labor out of agriculture, an integral part of the development process.

An important component of building capacity in the rural social sciences is expanding the ability to set priorities. Our second suggestion is that the Associate bring together the nodal actors in the HRDD research network plus a few policy makers and other persons familiar with the rural social sciences of Bangladesh to set priorities. This group should not be closed in the sense that only HRDD Fellows are invited but should include selected other top social scientists--including those in donor organizations. However, the number invited should be kept small since everyone invited would be expected to actively participate. The top dozen or so social scientists, three or four key policy makers and three or four persons from donor agencies would comprise a workable number. All should have a knowledge of and a keen interest in the rural social sciences and no more than one-fourth should be expatriots. We recommend a rather unstructured session with participants charged to bring a statement of what they see to be the most important issue(s) over the next three to five years and which of these would be tractable to research in the context of the HRDD program.

Fellowships

The team found that the large majority of those interviewed believe very strongly that Bangladesh needs more social scientists and that emphasis should be placed on Ph.D. level training. As one interviewee remarked, "Bangladesh needs machines to make more machines." We agree.

The HRDD program has sponsored 62 fellows for advanced degrees (Table 1, Attachment 5, provided by Dr. Bruce Curry). Many of these are in process, and most have been trained at Asian universities (Table 2). Fellows have been selected from 19 different universities and institutions (Table 3) and have been employed in an important mix of institutions (Table 4). We applaud the effort to have women apply and encourage even greater efforts to increase

participation by women. We were pleased that the persons interviewed were very supportive of this initiative.

Where should degree training occur? Our belief is that a fellow should be sent to the best university to which the fellow can gain admission within prevailing circumstances. Further, we suggest that the fellowship program experiment with joint funding and degree programs involving two universities as was also recommended by the 1983 Review. Some suggestions are as follows:

- Fellowship holders should be encouraged and counselled to apply to four or five universities with HRDD paying application fees. At the same time these individuals should also be encouraged to apply for financial assistance at the universities. If a fellow is granted financial assistance by a university, the HRDD program should reduce its funding accordingly.

- HRDD should make requests to universities to assume a significant amount of the funding of students in degree programs. For example, a student who does a good job on an MS or MA could possibly be supported for Ph.D. study by the university. Many universities will consider a 1/4 time assistantship to partially fund a student. Often such assistantships could carry a partial tuition fee waiver. Universities may also be willing to give financial assistance after the first year of study if the student has done well. There are many possibilities which might be explored with greater coordination between the fellowship office and prospective universities.

- Such options as a year or two of course work in a university to augment a local Ph.D. program should be explored. Also, dissertation research in Bangladesh as a part of a Ph.D. program in another country may make the research experience more useful to the student and to Bangladesh and may even cut costs.

We realize that these suggestions would require more coordination on the part of the HRDD staff and would therefore, be more costly to administer. However, the possibility of being able to get more students trained for a given outlay is very real.

The team favors attempts to award fellowships to very bright graduates who are currently ineligible because they are not employed by government or a university. There would of course need to be a demonstrated interest by such graduates in the rural social sciences and an interest to return to work in Bangladesh. The idea of an internship in an agency to demonstrate such an interest is perhaps worth pursuing on a trial basis.

Women Fellowships. In 1977 Mrs. Ishrat Shameen was awarded a fellowship. In 1982 a special women fellowship award was introduced. The reasons for introducing a special

fellowship was to assure participation of women in the program. The decision to create a special fellowship may have also stemmed from the recognition of the fact that the development of social science expertise in Bangladesh had to include women, as discrimination faced by women was being articulated through social science research. Moreover, the role of women in agriculture and their participation in the development process has also been recognized, which in turn demands a focus on the study of role of women in rural society.

The decision to create a special fellowship for women has evoked two special concerns:

- A separate quota for women means relaxation of the existing nonacademic standards used in judging the merits of an application. These standards pertained to age limit and disciplinary areas within the social sciences. The age limit was raised and the desciplinary areas qualifying for fellowships was widened.
- The quality of social science research may suffer if separate quotas are maintained.

Our interviews with social scientists revealed different responses to these concerns. Most male social scientists believe that the special fellowship should not be retained because it lowers the fellowship standards and reduces the quality of research.

Women social scientists feel that while a minimum standard needs to be maintained to ensure quality research, some flexibility should be allowed in the application of standards for women for a time to improve the skills of women who previously may not have had extensive training. Since the quality of research depends both on the maintenance of a rigid standard and the collection of reliable data, any study focusing on the role of women can best be conducted under the guidance of a woman researcher or having a woman researcher on the study team. This is especially necessary in a country like Bangladesh where ordinarily male researchers do not have access to the inner courtyard of the rural households.

Local Research Awards

There are many important problem sets in Bangladesh. Gill identified food policy, employment, energy, and land reform in his suggestions for HRDD activities beyond, 1983. Other areas we heard mentioned were agricultural productivity and policy, land use about the

homestead, farming systems, natural resource management including agroforestry and fisheries, irrigation, employment, and rural markets. As suggested in the section on the focus of the program, we think the issue is not one of finding critical problems which need attention by social scientists, but rather what priorities do the social scientists and leaders of Bangladesh see as important and tractable with the research skills available.

A list of the research awards was provided by Dr. Bruce Currey and appears in Attachment 4. There is a strong consensus among those interviewed that the HRDD research awards are an extremely important component of the program and the team agrees. HRDD has the flexibility to respond quickly to requests for small amounts of money for a scientist to work on a problem. A small amount of flexible funding encourages meaningful research participation. There are some dangers and potential shortcomings in the current process and in future plans for the awards program.

First, the selection is currently made by a five man review team composed of very busy people. We believe that the research awards program should strengthen professional capacity to do research. Essential components of this process are peer review of proposed research and feedback to strengthen research procedures. Therefore, we suggest that research proposals be reviewed by two qualified professionals and the Associate and that the peer reviews be contained in the file used in the awarding process. Awards should be conditional on the awardee correcting weaknesses revealed through the review process.

Second, it seems that the proposed fellows network was in part designed to identify research problems and proposals for both individual and joint (group) research efforts. The team thinks that both the awards program and the fellows network should be open lest the process become a "good old boys" group where strong professional critique does not occur. The team believes that research grants should be made to a group of scholars who have a defendable proposal. Also, we think that funds should be available to encourage research on gender issues in the rural sector.

Role of Program Leader

The Program Leader is a one man team assisted only by a secretary and a driver. Therefore, the Program Leader is personally involved in all the activities of the HRDD in Bangladesh.

The award of fellowships for Master's and Ph.D. degrees is currently the principal activity of HRDD. The Program Leader is responsible for inviting applications, initial screening, and preparation of application files for the local selection committee to facilitate the interview process. Thereafter the Program Leader prepares a short-list of selected candidates, processes the cases for approval of the Ministry of Education and the External Resources Division of the Government of Bangladesh. The short list then goes to the HRDD regional office in Bangkok for final selection by the Regional Selection Committee.

The HRDD has been supporting in-country research and training, "(a) to provide training and (b) to generate policy relevant information in a number of fields" (Chowdhury and Bottrall, 1983). The Program Leader plays an important role in the identification of potential researchers, helping them finalize research proposals, and establishing collaborative linkages with other researchers/institutions wherever necessary. The Program Leader then processes the proposal for approval by the Research Advisory Committee headed by the Secretary of Agriculture. Once a grant is made it is the Program Leader's responsibility to maintain contact with the researcher to ensure that the award money is properly spent and research completed as per the design. The Program Leader maintains contacts with professional social science organizations in Bangladesh to help organize training and seminars for the development of skills and expertise of their members. This is an area of HRDD's activities which is not very prominent now because of resource constraints. Nevertheless, it is an important area of operation which needs to be pursued with greater effectiveness.

The present Program Leader has been emphasizing the establishment of a network of past HRDD fellows. He has visited fellows and their institutions around the country, establishing

personal contacts. These contacts will help draw fellows into a network where members will individually and jointly participate in action and policy-oriented research in social sciences. The team sees this as an important activity of the Program Leader which affects the development of social science research in Bangladesh.

Production of books and research monographs of original as well as translated (into Bangla) textbooks is another area of HRDD's involvement in Bangladesh. Almost all the Bangladeshi interviewees emphasized this as in important HRDD activity. The Program Leader's role in identifying excellent English language materials in consultation with the Bangladeshi rural research scientists and experts is important even with HRDD's present small scale of operations.

HRDD is working in Bangladesh under agreement with the Ministry of Agriculture of the Government. The Ministry frequently needs policy/concept papers and critiques on various program proposals or issues. The Ministry of Agriculture does not have personnel available or flexibility to perform this kind of policy analysis or quick research. The availability of a qualified expatriate--an academic more than a consultant--has drawn the Ministry of Agriculture to the HRDD office for such work. All of the previous A/D/C Associates and HRDD Program Leaders in Bangladesh have performed this extra function because it helps maintain a good relationship with the Secretary of Agriculture whose support is vital for the success of the HRDD program.

The team perceives the work load of the Program Leader as so heavy that these extra requests made by the MOA are a great demand on one person's time and energies. It has to be recognized that no one can add to the twenty-four hour day or number of limbs to work with. The obvious solution is to make arrangements to disperse the work load so that the Program Leader can devote more time and energies to the most important areas of HRDD work. The team wants to see the Program Leader more actively involved in the final placement of fellows when they go abroad for training. Placement is handled largely by the

Bangkok regional office with too little reference to the Bangladesh Program Leader or the selected fellows. Involvement of the Program Leader can open up the possibilities of greater fellow participation in selection of the institution as well as determination of the course of training in each case. The Program Leader should work through the regional office in this regard so that their advice, suggestions, and contacts may be profitably used by the Program Leader and the fellows.

The Program Leader's work for the Ministry of Agriculture is useful and important for Government as well as for HRDD. But this is not the main objective of HRDD's program in Bangladesh. The team has fully appreciated the situation and would like to see a mechanism whereby the Ministry of Agriculture would continue to receive HRDD's assistance with lesser direct personal involvement of the Program Leader. An institutional arrangement would serve this same purpose while opening up opportunities for post-degree training and the professional development of HRDD fellows.

The professional development process started by HRDD fellows during their period of training abroad needs to be sustained and enhanced by subsequent in-country research opportunities, seminars/workshops and short overseas training at appropriate intervals. This aspect needs more attention from HRDD and the Program Leader. Continuous interactions between fellows and other rural social scientists as well as between them and the HRDD Program Leader will help mitigate the current lack of an effective communication system.

The team asked nearly everyone interviewed whether the Program Leader needs to be an expatriate or if a qualified Bangladeshi could do the job. The response was unanimously in favor of having an expatriate. The team agrees that it would be less problematic for an expatriate to successfully carry out the duties of Program Leader for quite some time.

The team is of the firm opinion that the present organization of the HRDD is inadequate for the work load. It is imperative to have a second person to release some of the pressure faced by the Program Leader so that he can concentrate on priority work areas. The team

agrees that a position of "Policy Fellow" to assist the Program Leader should be created. The position should be filled by a qualified and trained Bangladeshi, preferably from, but not necessarily confined to, the past HRDD fellows. Formalities of advertisement and open selection procedures must be followed in this recruitment. The tenure of a person should not be more than two years. And the spirit of the position should be one of increasing professional capacity as a co-worker with the Program Leader. The person in the position should devote no more than halftime to housekeeping matters for the HRDD Program in order to have time for reflection and research on social science issues. This arrangement and the two-year tenure will open up opportunities for employment-cum-training for a larger number of persons over the years. Prospective candidates who are currently employed are able, in the Bangladesh system, to arrange leave (or release with lien) from their own organizations for such periods.

The team believes that the operational efficiency of the HRDD Program Leader can be enhanced if a motorcycle messenger is assigned to the HRDD office. At present the Program Leader is forced to use the car and driver and often the secretary for messenger service which is inconvenient and disruptive.

The current HRDD Program Leader, while on the job for only eight months, has successfully revived, and expanded contacts with former Fellows and social science institutions. He has assisted several Bangladeshi social scientists with their research, and is actively trying to involve former Fellows in policy analysis for the MOA. He has initiated contacts with reputable social scientists abroad to explore using their expertise in workshops and proposed a series of books on rural social change. The books will further understanding of change in Bangladesh. The team appreciates the effort of the Program Leader in obtaining funding for Ph.D study by several fellows with excellent academic performance during their Master's degree training.

The Program Leader's involvement with the MOA has developed because of the nonexistence of professional policy advisors in the Ministry. GOB's organization does not provide for such positions nor would the salary structure attract professionals with the expertise for such positions. The usefulness of the Program Leader's work in this area has not been disputed by any one interviewed by the team. However, many have expressed definite opinions for creating an alternative mechanism so that the work for MOA is performed without direct involvement of the Program Leader. The team recommends the creation of a "Policy Centre" in the MOA as discussed later in the section on "Policy Fellows."

Network and Seminars

Throughout its history in Asia, an important component of A/D/C programs has been networking activities. A network encourages interaction among scholars and can provide a mechanism for professional feedback--an essential component for building professional capacity.

Interviews with former fellows and the MOA officials indicate that there is a definite need for establishment of a "network" of professionals who are experts in the rural social sciences. The network should be comprised of past A/D/C-HRDD fellows. Gradually others can join the network to facilitate in-country action-oriented research on various topics and policy issues to further the pace of development of the country. The network members would provide a forum for regular interdisciplinary interaction.

The team strongly endorses the proposed development of an HRDD network. It will provide a link between social scientists in different disciplines and institutions. It will provide a mechanism for seminar planning and for providing peer review of research proposals and manuscripts. We would encourage an open network so that social scientists outside the confines of the HRDD program can feel free to participate. An open style will also discourage the network from becoming a "good old boys" club, which could weaken its professional capacity building function.

The team had the benefit of attending a seminar on results of a survey of the literature on shallow tubewells in Bangladesh. The seminar was clearly useful and we encourage the HRDD plans for a seminar series on a regular basis. Fellows who are doing graduate research in Bangladesh should be encouraged to give seminars both at the "proposal" and at the "results" stages of their research.

It would be very helpful to social science researchers in the various regions of the country if HRDD could provide on loan at least two micro-computers each at the Rural Development Academy, Bogra (RDA), the Chittagong University (CU), and the Bangladesh Agricultural University (BAU). One micro-computer each is also needed at the MOA Policy Centre, AESS BARC, and the HRDD office. The micro-computers, should not, however, be available for any administrative work of the institutions where they will be housed.

The team has found great enthusiasm among the former fellows for a network. It has examined the suggestions of the past and present HRDD Program Leaders in the draft HRDD program proposals for Bangladesh 1987-90. The team generally agrees with these suggested activities for the network. It recommends that the Associate should start the network early and gradually develop it in line with the draft program proposal for 1987-90.

The team sees a strong need for feedback on the theses written by fellows as a part of their Master's or Ph.D. training, as well as subsequent research. A similar need for exchange of information amongst the fellows has also been demonstrated. The team, therefore, recommends that an annotated bibliography of all such works should be prepared and published to make it available to the MOA, HRDD fellows, and other interested researchers. The bibliography should be updated on a regular basis.

We also favor linkages of scholars with regional networks and strong linkages with the HRDD Asian Regional Research and Training Network in Bangkok.

p. 21 is missing

managing the HRDD program and also work as a research assistant to the Program Leader to enhance his or her own research capacity. With the addition of such an individual, the Program Leader will be able to give more attention to the main HRDD activities than is possible given the current demands placed on the Leader by the Ministry of Agriculture. There would be some advantages to selecting an assistant who is trained in a different social science and who is of the opposite gender.

Short-term Nondegree Training

The short-term nondegree training program was initiated by A/D/C. This training has taken two forms: (1) pre-fellowship training and (2) specialized training in certain courses The purpose of starting such a program was to compensate for the English language deficiency which has become increasingly common with the change in the medium of instruction from English to Bangla at the college and university levels. Under this program, selected fellows are given an intensive English language course at the British Council in Dhaka.

A specialized two month long training was also given in those fields which are prerequisites for an advanced degree such as micro and macroeconomics.

Aside from these nondegree training programs HRDD offers nondegree training through workshops. Traditionally, the emphasis of these workshops has been to expose applied researchers of other disciplines to the field of economics. Under this program, a fisheries expert would receive short term training in economics, which would assist in the design of an effective fisheries development technology. The training instructors of these workshops were generally brought in from the outside and assisted by in-country professionals. The participants of these workshops have generally been drawn from governmental institutions. The need for these programs is continuously stressed by former fellows and social scientists. The 1983 Review suggested that the scope of this program be broadened to include some

Previous Page Blank

technical training in computer use for social scientists in addition to its emphasis on giving social science training to the biological scientists.

The team feels that this program should be continued and broadened if funds are available to include a wider group of participants and subjects. In addition to holding training workshops for advanced graduates, the program should hold short-term training courses for mid-level field based officers.

Besides these nondegree training workshops, interdisciplinary workshops should be promoted by HRDD to foster a better understanding among researchers of different fields. Such workshops should draw participants from mid-level policymakers and academics to strengthen communication between these groups.

Publications

HRDD has had a small publication program which supports the production of books, reprints of journal articles, and translation of materials in Bangla which are of interest to social scientists and policymakers in Bangladesh.

Decisions to publish professional papers are made on an ad hoc basis and is essentially supply driven. The translation and publication of material in Bangla are demand driven. In either case, the program could benefit from a coherent policy including peer review and a decision plan. Publication, follow-up seminars, and workshops need to be part of the HRDD publications policy.

Peer review has been a part of the publications program, and the team emphasizes the need for peer review of two anonymous reviewers of all proposals for research awards and manuscripts for publication, and supports the continued payment of a small honorarium for such reviews. The review of proposals should critique the analytical procedures and include an assessment of the researchability of the problem. Research awards should be made with

the expectation of receiving a publishable manuscript. Good research cannot contribute to greater understanding unless the results are disseminated.

The team recommends that peer reviews be used as part of the decision process to grant awards. The adoption of meaningful review comments should be made a condition for funding. Thematic or individual paper seminars could be organized once the research has been published to give the researcher an opportunity to present both the procedure followed and the important findings to an audience of interested professionals in government and academe.

Activities to translate materials from English to Bangla are costly and time consuming, and by necessity have to be of small scale. The team supports such translations in cases where there is a strong well-defined clientele for the materials.

Other Issues

The team favors the established HRDD policy of stressing the development of individual skills versus directing attention to building institutions. Without jeopardizing this policy, HRDD can serve the cause of social science research in Bangladesh with the policy fellows and with attention to the needs of the agricultural university and agricultural agencies. The team generally agrees with the recommendations made by the 1983 evaluation report in this regard.

Another issue which has come before the team is the Associate's involvement with BAU faculty on the one hand and with BARC's social science division on the other. The 1983 evaluation discussed these issues at length and recommended the following:

> Channel the research studies done by the HRDD Associate through the Social Sciences Division of BARC so that its members "develop broader awareness and expertise" through familiarization with "the processes of problem identification, determination of priorities, preparation of research proposals and evaluation of research findings."
>
> - Develop closer links with the social sciences faculty of BAU, making efforts to strengthen their research capacity through joint activities.

The team has noticed a commitment on the part of the present Program Leader on both accounts. He can develop this into an even stronger relationship once the HRDD office has assistant.

There was strong agreement among those interviewed that the HRDD program is properly located in BARC, and we would recommend that the present affiliation continue.

Beyond Bangladesh

This report has been specific to the Bangladesh HRDD program. However, we feel that many of the issues raised in the report are applicable to HRDD programs beyond Bangladesh.

SUMMARY OF RECOMMENDATIONS**

1 The HRDD Associate should focus energies on the major components of the program--i.e. fellowships, research awards, networking including seminars and workshops, and publications. Direct involvement in policy analysis in the Ministry of Agriculture should be minimized. However, the Program Leader should guide the proposed "Policy Centre" if needed.

2 The HRDD Associate should allocate time to a personal research involvement to maintain and develop his own professional capacity.

3. Location in a research institute under the Ministry of Agriculture along with the responsibility to maintain close liaison and program with universities results in the HRDD program being more than a one man show. A young social scientist trained at the M.S. or Ph.D. level should be added to the HRDD office to assist with office and program matters.

4. HRDD Bangladesh should support a "Policy Centre" in the Ministry of Agriculture and staff it with at least one, preferably two, post-doctoral fellows for policy analysis. Fellows should be appointed for one year with a maximum of a one year extension. The policy fellowships are needed to strengthen the capacity for agricultural policy analysis among rural social scientists and to improve future linkages between social scientists and the policy making forum.

5. The fellowships program for out-of-country study should be directed more toward encouraging graduate training in the social sciences and not simply identifying candidates to be fully funded by HRDD fellowships. Prospective fellows should be encouraged to

---

**Some recommendation pertains to an item where there has been HRDD initiative, and the recommendations are made in the spirit of support for further initiative among social scientists and the policy making process.

apply to several universities (4 or 5), including universities in OECD countries, and to go to the best one to which they are admitted. Cooperative funding arrangements with universities should be explored for each student. It is recognized that prevailing circumstances requires some flexibility in placing students.

6. In-Country research to support out-of-country graduate training should continue to be encouraged when appropriate arrangements can be made. Similarly, a period of out-of-country course work for students doing in-country study should be encouraged when appropriate arrangements can be made.

7. Fellowship training should have a stronger Ph.D. focus. Prospective fellows for M.S. study should be carefully screened and restricted to those who are likely to become good candidates for Ph.D. study. The idea of an intern arrangement to make it possible for bright young students to receive fellowships support is a good one and should be operationalized. The new position recommended in 3, above could be handled as an internship.

8. Nondegree training should be encouraged when there is a clear, meaningful objective which will strengthen capacity in rural social sciences.

9. To strengthen the capacity for Bangladeshis to set research priorities, we suggest that a workshop be organized with a small group of the best social scientist in Bangladesh along with a few persons in critical policy making roles and from donor agencies to reflect on the most important issues facing rural Bangladesh--to both set priorities and assess the researchability of the issues.

10 Two anonymous peer reviews of each proposal for a research award and each manuscripts considered for publication should be obtained from the best social scientists available in Bangladesh. Small honoraria may need to be established to pay for such reviews.

11. Meaningful networks of scholars are difficult to establish but we encourage efforts in this direction. Networks established should be kept open for entry by interested social scientists and the activities should be limited to substantive social science issues.

12. Publication activities are strongly encouraged but items published should be substantive and peer reviewed. Items translated from English to Bangla should be restricted to those cases when there is strong and clearly documented need.

13. HRDD Bangladesh should consider initiating its own publication series routinely mailed to Bangladeshi social scientists. Items published in the series should carry Bangla as well as English abstracts.

14. Special fellowships for women and research on gender issues should be continued and strengthened.

15. Interdisciplinary and group research activities should be supported.

16. Finally, we strongly recommend that the HRDD program be continued and located in BARC.

ATTACHMENT 1
TERMS OF REFERENCE
Winrock International Institute for Agricultural Development
Human Resource Development Division
Bangladesh (former A/D/C-Winrock Program)

The goal of the review is to evaluate the Winrock HRDD Program in Bangladesh, examine its current proposal for future work and prepare a set of recommendations for program strategies and priorities for the 1987-1990 period. The major focus of the review is to be on how the future HRDD program can make the most effective contributions to the practice of rural social science. The audience for the review team report are senior Government officials and the social science community in Bangladesh, Winrock International and donors concerned with the further development of domestic social science expertise. It is expected that the review will also contribute to a better understanding of the human capital development process more generally.

The review would be conducted by a team consisting of three social scientists, two of whom are Bangladeshis and the third a senior foreign scholar with experience in Asia. At least one of the team members will be a woman. Since the Program has until recently been led by agricultural economists, one of the review team members will also be from that discipline. Recruitment of team members and organization of the review will be carried out by the Director, Human Resources Development Division, Winrock, in consultation with the Winrock Associate in Bangladesh, the Secretary of Agriculture, and the Ford Foundation Representative.

The review team report will cover the following topics:

1. Review the contributions of the A/D/C-Winrock HRDD Program of training, research, and professional development against the overall program objective of building the community of active rural social scientists in Bangladesh, with particular emphasis on the period after 1983. Attention should be given to the roles and contributions of returned masters and doctoral fellowship awardees in the enhancement of social science research capability and output in Bangladesh.

2. Assess the strengths and weaknesses of the HRDD Program at present, with emphasis on:

- the special attention given to particular social science disciplines;
- the research focus on rural employment (with particular attention to the landless and to women) and on management of renewable resources;
- the range and relative emphasis on different activities directed to strengthening the social sciences;
- the development of women social scientists and encouragement of research and attention to gender issues
- the transfer of program components and activities to Bangladeshi management;
- dissemination of research findings to policymakers and other scientists;
- the adequacy of procedures for selection, orientation and placement of HRDD fellows:
- the role of the Winrock Associate in program implementation.

3. Prepare an overview of current research awards in agricultural development and the rural social sciences in Bangladesh and the present circumstances of the social science research community, and relate these findings to the current Winrock HRDD proposal for its future program activities. This assessment should lead to recommendations for future Winrock HRDD program emphases, including continuing activities and new initiatives, for which Winrock will seek to broaden its base of donor funding.

In preparing their report the members of the review team will a) review documents from the A/D/C-Winrock HRDD program (including annual reports, research studies, workshop and seminar proceedings and the AID grant agreement), b) interview a selection of social scientists who have participated in one or more of the Program activities, and c) ascertain the views of senior government officials on the Program. The review is expected to take up to 21 days, including preparation of a final report.

ATTACHMENT 2

Names of Persons Interviewed by Dates and Locations

Date	Name, profession, and location of interview
May 15	Mr. Kibriaul Khaleque; Anthropologist, Dhaka University; Ford Foundation Guest House, Dhaka.
	Dr. Bruce Currey; Associate, HRDD-A/D/C; Ford Foundation Guest House
May 16	Dr. Charles Bailey; Ford Foundation Representative; Ford Foundation Guest House, Dhaka
May 17	Dr Mohammad Abdul Jabbar; Agricultural Economist; Bangladesh Agricultural University (BAU)
	Mr. Shamsul Alam; Agricultural Economist; BAU
	Dr. Mohammad Monirul Islam; Agricultural Extension; BAU
	Mr. Mohammad Rezaul Karim; Agricultural Extension; BAU
	Dr. Abdul Halim; Agricultural Extension; BAU
	Dr. Mohammad Mahfuzul Haque; Agricultural Extension; BAU
	Mr. Mohammad Mustafizur Rahman; Professor and Head, Agricultural Economics; BAU
May 18	Dr. Shapan Adnan; Agricultural Economist; Chittagong University (CU)
	Dr. A.F. Iman Ali; Sociologist; CU
	Mr. Golam Sarwar Khan; Sociologist; CU
	Dr. Khorshed Chowdhury; Economist; CU
	Mrs. B. Tahera; Economist; CU
	Mr. Mokbul Hossain; Forester; CU
May 18	Dr. Mahfuzul Haque; Chairman of Department of Economics; Chittagong University; Bruce Currey's residence, Dhaka

May 19 Prof. Muzaffar Ahmed; Economist; Institute of Business Administration; Dhaka University

Dr. Q.K. Ahmed; Economist; Bangladesh Institute of Development Studies (BIDS), Dhaka

Ms. Farida Akhter; Sociologist; UBINIG, Policy Research Development Alternative, Dhaka

Prof. Mosharraf Hossain; Economist; Dhaka University

Dr. Rehman Sobhan; Economist and Director General; BIDS

Dr. Brook Greene; Agricultural Economist; Ford Foundation Guest House, Dhaka

May 20 Mr. A.M. Anisuzzaman; Secretary; Ministry of Agriculture, Dhaka

Mr. Ejazul Huq; Joint Secretary; MOA

May 21 Mr. Robert Lidsay Waddell; Senior National Resource Advisor, Overseas Development Administration; Ford Foundation Guest House, Dhaka

Dr. Zahir Sadeque; Department of Sociology; Rajshahi University; Ford Foundation Guest House, Dhaka

Mr. M.A. Hakim; Instructor, Rural Development Academy; Bogra; Ford Foundation Guest House, Dhaka

Dr. Charles Hash; US/AID; Bruce Currey's residence, Dhaka

Dr. Alan Hurdus; US/AID; Bruce Currey's residence, Dhaka

ATTACHMENT 3

Document List

Agricultural Development Council, Inc. Bangladesh Program, Ford Foundation Grant No. 820-0403, (January 1982 to December 1983, extended to December 1984). "Narrative Report for Calendar Year 1984." December, 1984.

_____. Ford Foundation Grant No. 820-0403A (January 1984 to December 1986). "Narrative Report for Calendar Year 1984." January, 1985.

Ahmad, Uddin Kamal; Charles R. Bailey; Mohammad H. Mondal; Anthony F. Bottrall; S.M. Elias. "Review Report on the Project "Strengthening Farming Systems Research." Dhaka: Bangladesh Agricultural Research Institute, August, 1986.

Asian Fellowship Program. Ford Foundation Internal Document.

Biggs, Stephen D. "Mid-term Review of the Ford foundation Grant No. 750-0128 to the A/D/C Inc." New York, June 29, 1976. (memo).

Bose, Swadesh. "The Comilla Co-operative Approach and Prospects for Broad-Based Green Revolution in Bangladesh." BARC-A/D/C Social Science, Reprint Series No. 4. October, 1984.

Clay, Edward J. and Mavis N. Clay. "A Select Bibliography on Agricultural Economics and Rural Development with Special Reference to Bangladesh, Supplement and Author Index." Agricultural Economics and Rural Social Science Paper No. 6. Dhaka: Bangladesh Agricultural Research Council. June, 1978

Chowdhury, Fazlul Halim and Anthony Bottrall. "The Work of the Agricultural Development Council in Bangladesh (with special reference to those parts of it funded by the Ford Foundation): An Evaluation Report." Dhaka, October, 1983.

Chowdhury, Nuimuddin. "Revaluation of Women's Work in Bangladesh." The Bangladesh Journal of Agricultural Economics, IX NO. 1 (June 1986): 1-28.

Etienne, Gilbert. "Foodgrain Production and Population in Asia: China, India, and Bangladesh." BARC-A/D/C Social Science, Reprint Series No. 3. Dhaka. September, 1984.

Falcon, Walter P. "An Evaluation of the Agricultural Development Council." A review sponsored jointly by the Agricultural Development Council and the Ford Foundation. Revised October, 1986.

Gill, Gerald J. "Agricultural Economics Research in contemporary Bangladesh: The State of the Art." The Bangladesh Journal of Agricultural Economics. IX No. 1 (June 1986): 61-72.

_____. "First Draft Proposal for the Bangladesh Program, 1987-90." December, 1986.

Human Resources Development Division (formerly the Agricultural Development Council), Winrock International Institute for Agricultural Development, Bangladesh Program, Ford Foundation Grant No. 820-0403A (January 1986 to December 1986). "Narrative Report for Calendar Year 1986." December 1986.

Islam, Mahmuda, Bibliography on Bangladesh Women with Annotation, Dhaka: The Women for Women Research and Study Group, 1984.

Jahan, Rounaq; Mahar Mangahas; G. Edward Schuh; and John Mellor. "A Report to Possible Donors in Support of the Agricultural Development Council, Inc. April 17, 1981." (with cover letter to Mr. John Bresnan from Dr. Theodore M. Smith, dated April 14, 1981).

McKee, Katharine, "Presentation to Women's Studies International Panel". Made for the "Research, Policy and Action" Non-governmental Organizations Forum, International Women's Studies Conference, Nairobi, Kenya, July, 1985.

Rahman, Atiur. Demand and Marketing Aspects of Grameen Bank, A Closer Look. Dhaka: The University Press Limited. 1986.

Regional Research and Training Program, The Agricultural Development Council, Inc. "A/D/C's 1984 Annual Narrative Report to the Ford Foundation, Bangladesh on the Master's Degree Training Component of its grant to the Agricultural Development Council." March, 1985.

Schaffer, Teresita C. Profile of Women in Bangladesh. Dhaka: U.S. Agency for International Development, July, 1986.

_____. Survey of Development Projects and Activities for Women in Bangladesh. Dhaka: U.S. Agency for International Development, December, 1986.

Thomas, John W. "The Thama Irrigation Programme and Notes on Local Rural Planning for Bangladesh." Dhaka: The Ford Foundation. April, 1976.

Tarrant, J.R. "Food Policy Conflicts in Bangladesh." BARC-A/D/C Social Science Reprint Series No. 2. August, 1984.

Winrock International Institute for Agricultural Development. Human Resources Development Division, USAID Grant No. 388-0027-G-SS-4019-00. "Narrative Report for the Period January 1984 to September 1985." October, 1985.

_____. USAID Grant No. 388-0027-G-SS-4019-00. "Narrative Report for the First Quarter, 1986." January, 1986.

_____. USAID Grant No. 388-0027-G-SS-4019-00. "Narrative Report for the Second Quarter, 1986." April, 1986.

_____. USAID Grant No. 388-0027-G-SS-4019-00. "Narrative Report for the Third Quarter, 1986." June, 1986.

ATTACHMENT 4

Institution	Name of Awardee	Title of Project	Research Awards Taka Sanctioned	Instal-ment	Report Recvd.	Report Disbid.	Type Awar
1982							
Women for Women	Shamima Islam	Exploring the other half		Final	yes	yes	L
Jahangirnager U.	Kayser Hoss.	Trend of Irrigated Landuse	59,000	Final	yes	yes	L
BRRI	Mustaq Ahmed	Constraints to Inc. Wheat		Final	yes	yes	L
Dhaka University	M.G. Qubria	Interlinked Rural Transaction	22,000	Final	yes	yes	L
1983							
Customs	Gulam Hossain	Non-Formal Rural Credit Studies	29,500	Final	yes	yes	L
Ubinig	Farida Akter	Women's Role in Livestock	1,65,000	Final	yes	yes	L
Chittagong Univ.	Mahfuzul Huq	Socio-Economic Analysis of Livestock	3,08,240	Final	yes	yes	L
1984							
Dhaka University	A.B. Sharfuddin	Child Labour in Bangladesh	1,10,330	Final	yes	yes	L
Dhaka University	K. Khaleque	Soc. Forestry among Garo peoples	1,25,000	Final	yes		L
1985							
B Agri. University	Dr. M.A. Jabbar	Livestock Sitn. 1984 Post-Flood	1,33,000	Final	no	no	L
National Insti.	Mrs. S.R. Quadir	Women's Leadership Pattern	64,000	Final	no		L
Ubinig	Farida Akter	Approach to Women Employment	2,10,000	Final	yes	yes	L
Chittagong Univ.	Makbul Hossain	Demand for Energy	53,550	Final	no		L
Dhaka University	M.M. Khan	Labour Use & Labour Market	46,500	Final	no		D
Chittagong Univ.	Imam Ali	Changing Soc. Stratification	1,47,100	Final	no		L
Dhaka University	Imdadul Huq.	Study of Social Structure	21,700	Final	no		L
B. Agri. University	Shamsul Alam	Patterns of Dif. Income Farm Level	1,21,000	Final	yes	yes	L
Chittagong Univ.	Ashraf-Azad	Social Forestry in Bangladesh	59,700	Final	yes	yes	L

continu

ATTACHMENT 4 (continued)

Institution	Name of Awardee	Title of Project	Research Awards Taka Sanctioned	Instal-ment	Report Recvd.	Report Disbid.	Type Awar
1986							
Dhaka University	Hasanullah	Extension Organization	1,23,980	Final			L
BIDS	Rushidan R.	Wage Employment for Rural Women	1,64,320	Final	yes	yes	L
CWD, Bangladesh	Shamima Islam	Women and Development Publn.	2,55,000	Final	no		L
Rural Dev. Academy	M.A. Hakim	Irrigation under IMP	1,41,000	3rd	no		L
BARC	NALDOC	Survey of Exp. Consultant	1,05,000	Final	no		L
Jahangirnager U.	Dr. S.M. Hasmi	Surplus Utilization in Ag.	1,22,500	1st	no		L
Chittagong Univ.	S.M.N. Alam	Natural Disaster	1,97,400	3rd	no		L
Dhaka University	K. Khaleque	Homestead Forestry	1,80,000	4th	no		L
Dhaka University	Habibur Rahman	Fast-Changing Beday Community	51,300	4th	no		L
Dhaka University	Anwarullah C.	Tea Plantation	1,31,500	4th	no		L
Chittagong Univ.	Shapan Adnan	Continuity & Change in Prod. Re.	1,45,000	3rd	no		L
Chittagong Univ.	Mahbubullah	Terms of Exchange of Rural House	,32,000	4th	no		D
Rajshahi University	Zehadul Karim	Pattern of Rural Leadership	,36,500	Final	no		D
Rajshahi University	Habiba Zaman	Women and Economic Activity	,95,000	Final	no		D
Jahangirnagar Univ.	Shajaat Ali	Change in Near-saturated Agecosys.	,10,000	Final	no		D
BARI	S.R. Bhuiyan	Impact of Farm Size	66,000	Final	no		D
Chittagong Univ.	A.F. Choudhury	Cultural Change	,81,200	Final	no		D
Chittagong Univ.	A.G. Quddus	Adjustment of Workers & their	,06,500	Final	no		D
London	Zubdatul Baqa	Rural-Urban Migration	,19,850	Final	no		D
Rajshahi University	Zillur Rahman	Kinship Organization	26,100	Final	no		D
1987							
B. Agri. University	Lutfor Rahman	Informal Credit Markets	1,58,000	2nd	no		L
Chittagong Univ.	G. Sarwar Khan	Property Rights & Status of Women	68,260	2nd	no		L
Ministry of Food	Mozibur Rahma	Rice Trade Policy	45,690	1st	no		L
Ministry of Ag.	Ishrat Jahan	Impact of Shallow Tubewell	36,796	1st	no		L
Calcutta University	Ahsan Ali	Santals of the Barind Region	84,800	2nd	no		D

Note: L = Local Research Awards
D = Ph.D. Dissertation Awards

ATTACHMENT 5

Table 1. BANGLADESH NETWORK OF PAST AND PRESENT ADC/HRDD FELLOWS

Name of Fellow	Subject	Place of Study	PhD/MS	Year
Bangladesh Agricultural University				
1. Ali Akbar	B. Management	AIM UP	MS	1980
2. Shamsul Alam	Economics	Thammasat	MS	1981
3. Dr. A. Halim	Ag Extension	UPLB	PhD	1972
4. Mahfuzul Huq	Dev Communications	UPLB	PhD	1982
5. Dr. S. Islam (Deceased)	Economics	Wye College	PhD	1959
6. Dr. A.M. Karim	Com. Development	UPLB	PhD	1972
7. A. Momen	Ag. Economics	UPLB	MS	1977
8. F. Alam	Res. Economics	Malaysia Ag.	PhD	1986
9. Rez. Karim	Ag. Extension	UPLB	MS	1981
10. Monirul Islam	Com. Development	UPLB	MS	1978
Dhaka University				
11. S. Aminuzzaman	Pub. Administration	UP Diliman	MS	1980
12. Najmir Noor	Soc. Work	Massey, New Zealand	MS	1984
13. T.M.K. Khaleque	Anthropology	ANU	MS	1978
14. Habibur Rahman	Anthropology	NUS	MS	1983
15. Ishrat Shamim	Sociology	UP Ateneo	MS	1977
16. M.I. Khan	Sociology	Delhi U.	PhD*	1986
17. Najma Begum	Economics	UP Diliman	PhD*	1987
Jahangirnagar University				
18. Naseem Hossain	Sociology	NSW	MS*	1984
Rajshahi University				
19. Hasan Iman	Sociology	UPLB	MS	1984
20. Z. Sadeque	Sociology	Cornell	PhD	1980
21. Mahbubur Rahman	Sociology	Bombay	PhD	1982
22. R. Hoque	Com. Development	UP Diliman	MS	1979
23. A. Quayum	Economics	UP Diliman	MS	1980
24. Md. Jafrollah	Ag. Economics	New England	MS	1983
25. Mohsin Ali	Economics	UP Diliman	MS	1977
26. Mustafizur Rahman	Sociology	UPLB	MS*	1984
27. K.A. Chowdhury	Anthropology	UPLB	MS*	1987

continued

...le 1. (continued)

Chittagong University

28. Shapan Adnan	Ag. Economics	Cambridge	PhD	1979
29. Syed Nurul Alam	Soc. Anthropology	Purdue	PhD	1978
30. Mahfuzuddin Ahmed	Res. Economics	Pertainian	MS	1983
31. A.A. Arif	Bus. Administration	UP Diliman	MS	1980
32. Zakir Hossain	Anthropology	UP Diliman	MS	1978
33. Abdun Noor	Pub. Administration	U. Malaya	MS	1981
34. Nitai C. Nag	Economics	UP Diliman	MS*	1984
35. Makbul Hossain	Forest Economics	UPLB	MS*	1984

RDA Bogra

36. Z. Ferdous	Ag. Education	UPLB	MS	1978
37. M.A. Hakim	Ag. Economics	UPLB	MS	1983
38. F. Huq	Economics	UP Diliman	MS*	1986
39. K.B. Karim	Rural Sociology	UPLB	MS*	1986
40. Taufiqul Arif	Irrig. Management	TNAU	MS*	1987

Ministry of Agriculture

(a) Ministry				
41. Saleh Sabbah	Sociology	Ateneo	MS	1982
42. Roushan Akhter	Sociology	Ateneo	MS	1982
43. Ishrat Jahan	Economics	UPLB	MS*	1985
(b) BRRI				
44. Modan Dey	Economics	UPLB	MS*	1985
(c) BADC				
45. F. Rahman	Irrig. Management	UPLB	MS*	1987
(d) BARC				
46. N.A. Akhand	W. Res. Planning	Arizona	PhD*	1986
(e) BARI				
47. Wazed Ali Shah	Ag. Economics	UP	MS*	1985

Ministry of Food

48. Mozibur Rahman	Ag. Economics	UPLB	MS*	1985
49. A. Hamid	Food Policy	UPLB	MS*	1987
50. F. Ahsan	Food Policy	ANU	MS*	1987

continued

Table 1. (continued)

Ministry of Livestock & Fisheries				
51. A. Halim	Com. Development	UPLB	MS	1977
Ministry of Local Government & Rural Development				
52. Qazi, A. Saqui	Sociology	UPLB	MS	1982
Ministry of Planning				
(a) Planning Commission				
53. Umme Salma	Economics	ANU	MS*	1985
(b) Bangladesh Institute of Development Studies				
54. Rita Afsar	Sociology	UP Diliman	MS	1983
55. Rushidan I. Rahman	L. Economics	ANU	PhD*	1987
56. Osman H. Chowdhury	Economics	UP Diliman	PhD*	1986
57. A. Shahid	Economics	ANU	MS(Inc.)	1985
58. Meherunisa	Dev. Geography	ANU	MS*	1984
Ministry of Finance				
(a) Ministry				
59. Qamrun Nisa	Economics	Thammasat	MS*	1987
(b) Bangladesh Krishi Bank				
60. Farhath Karim	Pub. Administration	U. Malaya	MS*	1986
Ministry of Irrigation & Flood Control				
Bangladesh Water Development Board				
61. Jasimuddin Ahmed	Irrig. Management	UPLB	MS*	1987
62. N. Alam Talufeder	Ag. Economics	UPM	MS	1987

Notes: MS = Masters
PhD = Doctorate
* = Still completing.

Table 2. ADC/HRDD Bangladeshi Fellows-Past and Present Degrees.

Subjects	M.S.		Ph.D.		University		
	Male	Female	Male	Female	Asian	U.S.	Others
Agriculture Education	1	0	0	0	1	0	0
Agriculture Extension	1	0	1	0	2	0	0
Business Management/ Administration	2	0	0	0	2	0	0
Community Development	3	0	1	0	4	0	0
Development Communication	0	0	1	0	1	0	0
Development Georgraphy	0	1	0	0	0	0	1
Economics	7	3	2	1	10	0	3
Agricultural Economics	6	0	1	0	5	0	2
Resources	1	0	1	0	2	0	0
Forest economics	1	0	0	0	1	0	0
Labour Economics	0	0	0	1	0	0	1
Water Resource Planning	0	0	1	0	0	1	0
Food Policy	2	0	0	0	1	0	1
Public Administration	2	1	0	0	3	0	0
Sociology	3	5	3	0	9	1	1
Anthropology	4	0	0	0	3	0	1
Social Anthropology	0	0	1	0	0	1	0
Social Work	0	1	0	0	0	0	1
Rural Sociology	1	0	0	0	1	0	0
Irrigation Management	3	0	0	0	3	0	0
	37	11	12	2	48	3	11

Table 3. Type and number of institution from which 62 HRDD-A/D/C fellows were selected by sex of recipient.

Type of Institution	Number of Institutions	Number of fellows Male	Female	Total
Universities	5	31	4	35
Research and Training Institute	5	10	3	13
Government Ministries	5	5	4	9
Government Department/ Agency	1	0	1	1
Corporations	2	3	0	3
Bank	1	0	1	1
Totals	19	49	13	62

Table 4. Institution affiliation of 62 HRDD-A/D/C fellows by degree and sex of recipients.

Type of Institution where employed	M.S. Male	M.S. Female	Ph.D. Male	Ph.D. Female	Total Number of Awardees
Universities	21	3	10	1	35
Research and Training Institutes	8	2	2	1	13
Government Ministries	5	4	0	0	9
Government Department/ Agency	0	1	0	0	1
Corporations	3	0	0	0	3
Banks	0	1	0	0	1
Totals	37	11	12	2	62