COEL Industry-led Apprenticeship Project for Leather Industry (2012–2014)

Tracer Study of the Trainees under the Industry-led Apprenticeship Project

Conducted by

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Acronyms

COEL	Centre of Excellence for Leather Skill Bangladesh Limited
SDC	Swiss Agency for Development and Cooperation
TVET	Technical Vocational Education and Training
EU	European Union

ILO	International Labour Organization
ToT	training of trainers
BTEB	Bangladesh Technical Education Board
BMET	Bureau of Manpower, Employment and Training
NTVQF	National Technical and Vocational Qualification Framework
HSC	Higher Secondary School Certificate
SSC	Secondary School Certificate
PSC	Primary School Certificate
JSC	Junior School Certificate
BMET	Bureau of Manpower, Employment and Training
BTEB	Bangladesh Technical Education Board
USAID	United State Agency for International Development
PRICE	Poverty Reduction by Increasing Competitiveness of Enterprises

Executive Summary

The Centre of Excellence for Leather Skill Bangladesh Limited (COEL), founded in 2009 by the Industrial Skills Council in the leather sector, has been assigned to implement the Industry-led Apprenticeship Project by Swiss Agency for Development and Cooperation (SDC). COEL is the first legal entity of its kind in Bangladesh. It started as an initiative of the Apex Industries Limited for skills development with support from the TVET Reform Project (funded by EU and implemented by ILO) to assist in the development of competency standards and curricula, training of trainers (ToT) program and development of the apprenticeship model. Today COEL is closely affiliated with the Leather Goods & Footwear Manufacturers & Exports Association of Bangladesh, and works with different government bodies for instance BTEB, BMET etc. on the development of the country's Technical Vocational Education and Training (TVET) system and the introduction of the National Technical and Vocational Qualification Framework (NTVQF).

The Industry-led Apprenticeship Project is piloting the introduction of a large-scale workers apprenticeship scheme for the leather industry. The project has high relevance with the perspective of the government's recently adopted National Skills Development Policy. The project is designed as a private-public partnership, where the concerned industry also contributes towards the cost. The objective of the project is "Sustainable Employment Opportunities for the Unskilled and Unemployed Labour Force in the leather Industry. The project is meant to upscale an apprenticeship model among the leather industry members and to provide opportunities for the poor, unskilled, unemployed segment of the labour force looking for employment.

The study involved both quantitative survey and qualitative research. As stipulated in the TOR the study covered only Dhaka and Gazipur districts from its first two years' intervention areas. There were three separate groups of respondents in this study, namely, i) Trainees (Machine Operators, Floor level Supervisors and Machine Maintenance Technician), ii) Training Service Provider (COEL) and iii) Industries where graduates are presently employed.

Major Findings

In the first two years of the project intervention, 3735 trainees have been served through the trainings and out of them, 3553 has been placed under employment in the respective industries. Out of the 400 that had been picked as a random sample for this tracer study. the team could reach 373, which is 93% of the sample size. The tracer study interviewed 333 machine operators, 26 floor supervisors, and 7 machine maintenance technicians, which is 89%, 7%, and 2% of the total number of interviewee respectively. Among 373 interviewees, 222 were female that represents 60% of the sample size and the rest 40%, which is 151, were male were selected Up to date 4,733 trainees graduated, of which 78% were machine operator, 1.8% floor supervisors and 0.3% machine maintenance technicians. In addition, all the interviewees regardless of gender were found physically able. The study revealed that only 6% accomplished the highest level of education that is bachelor degree, 5% of the sample size attained HSC and 9% studied up to SSC. Majority of them, 35% of the surveyed trainees were completed their education up to JSC level followed by 28% up to PSC level and rest 16%, Elementary level.

Out of the 373 interviewees, 67% were unemployed before attaining the training, 32% were employed and rest 1% was self-employed. However, the scenario changed after receiving the training, 346 trainees out of 373 were employed after they successfully completed the training that represents approximately 95% employment and unemployment rate declined to 0.3% from 67% where as the self-employment rate increased to 5.1% from 1%

Before attending the training courses, the highest, the lowest and the average income of the machine operators were BDT 3500; BDT 0; and BDT 943 respectively. In addition, the highest, the lowest and the average income of the placed machine operators are BDT 8500; BDT 0; and BDT 7035 respectively.

Out of 373 graduates, 65% feel that their livelihood has somewhat changed, 17% said little improved, 15% replied much improved and only 2% feel that their livelihood has not changed at all. The major areas of improvement in the standard of living are food intake (93.2%), clothings (84%) and home equipments& education (27%).

Approx. 52% perceived that the training had a well enough contribution to their current job, more than 44% informed very well, 7% feel it helped them moderately and less than 1% think this training did not help them to the current job.

From the study it come to know that there were some reasons for being unemployed before attending the training. 61% was unemployed as they did have any suitable job, 17% informed lack of reference or linkage, 15% stated lack of skill, 4% said they did not have education for getting a job and rest of 3% mentioned that due to some social barrier they could manage any job before attending the training.

According tothe five leather industries, that has been surveyed, all are satisfied with the COEL trained graduates. All of the industries thought that they are more proactive, works harder, technically more sound and learns quicker compared to other fresh workers.

As COEL trains the workforces jointly with the industry, and the training takes place both at COEL facility and on the job training as well, 10 COEL employees were surveyed during the survey to understand the insights about the training facility and industry needs. As per interview, the study finds that COEL has been able to train workforces as per industry demand but insufficient number of trainers is a concern for them as it is an obstacle for the training facility to be reached by more potential beneficiaries of the industry . According to the employees of COEL, industry is paying placement fees regularly but this is not sufficient to sustain the centre in for a long run.

Recommendations:

The following recommendations have been suggested:

- » COEL facility should be more equipped to run training on different discipline
- » ToT for the trainers should be arranged regularly.
- » Course materials should be in Bangla and more pictorial.
- » Monitoring and evaluation report generation in every quarter can track the all trainees and their performance.
- » Subsidy from GoB or Donor or Industry can help COEL to sustain its functions.
- » Ensured diversification of services can help COEL in addressing industry demand in a larger scale.

» COEL can establish braches in other districts with required equipments.

» Yearly training calendar should be developed and circulated among the industries.

» Affiliation of more courses such as Supervisors' development, Machine maintenance technician, mid-level managers' skill development; etc. are necessary.

SECTION 1: INTRODUCTION

1.1   Introduction

The Industrial Skills Council in the leather sector set up the Centre of Excellence for Leather Skill Bangladesh Limited (COEL) in 2009. COEL acts as one point resource centre as well as service provider, to develop, support, and strengthen the workforce in the leather sector. While responding to industry demand for skilled labor, the centre also conducts research and Training of Trainers (ToT) to enhance capacity of the industry and promote on the job trainings. COEL is the implementing organization of the Industry-led Apprenticeship Project.

The Centre of Excellence for Leather Skill Bangladesh (COEL), the first legal entity of its kind in the country, started as an initiative of the apex industry body on skills development with support from the TVET Reform Project (funded by EU and implemented by ILO) to assist in the development of competency standards and curricula, ToT program and development of the apprenticeship model. Today COEL is closely affiliated to the Leather goods & Footwear Manufacturers & Exports Association of Bangladesh[1]. The industry, who benefits from the manpower trained, contributes towards this enterprise. Since its inception, other development partners, such as the Swiss Agency for Development and Cooperation and USAID (through its PRICE project) have joined hands to support this unique initiative.

COEL further works with the Bureau of Manpower, Employment and Training (BMET) and the Bangladesh Technical Education Board (BTEB). BTEB provides accreditation to the courses and curricula designed for the apprenticeship programs. BMET currently provides certifications to the apprentices.

The Industry-led Apprenticeship Project piloted the introduction of a large-scale workers apprenticeship scheme for the leather industry with high relevance from the perspective of the government's recently adopted National Skills Development Policy. The project is

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[1]http://www.lfmeab.org/

designed as a private-public partnership, where the concerned industry also contributes towards the cost.

The impact logic for the project reads as follows: if high quality skills development offered in Bangladesh are matching both the needs of poor people and those of the private sector/industry, and if these skills are certified and formally recognized, poor people will access these offers, be absorbed by the private sector and generate income in a sustainable manner which ultimately improves their livelihood situations.

The overall objective of the project is to increase sustainable employment opportunities for the unskilled and unemployed labour force in the leather industry.

The expectation of SDC is that if the intervention works successfully, other industrial associations will recognize apprenticeship as a promising model and will start deliberations for replication and adaptation in their sector.

COEL awarded the contract to carry out a Tracer Study (TS) on the passed out trainees, Service provider, and Industries. Accordingly the team have carried out the study during the period of June to September 2014. The following sections present the study findings along with other salient feature of the study.

1.2   Background and Rational of the Study

This is a three year project started in January 2012 and is planned to be completed by December 2014.

The training programme of the project that are facilitated through COEL and Industry are of short duration, usually up to three months and six months. To facilitate apprenticeship program, the project strengthens COEL in regards to management and instructional skills, curricula and teaching, and learning materials based on Industry need. The project facilitates placing successful trainees in full time job at leather products industry.

In the first two year of project, COEL had been able to successfully train 3735 trainees and 3553 were placed in industry. At this point COEL aimed to get to know the

employment status, income, and livelihood by commissioning a tracer study of trainees. The intention was to trace the COEL graduates of the first two years in the market after six months of competition of their training.

1.3   Objectives

The objectives of the study are as follows:

> » Facilitate mapping of prospective trainees to ensure sustainable/gainful employment in leather sector. Mapping needs to be done through consultative workshops with respective stakeholders, and in some selected communities.
> » Conduct a Tracer study to gather the whereabouts of the graduates who have completed their Industry-led Apprenticeship program at COEL and identify the factors motivating them to consider a sustainable employment in leather sector (leather goods or footwear or leather).
> » The study will also include interview tools for respective industry representatives where the graduates have been placed after completion of the training.
> » Analyze, report and present data to COEL and SDC team.
> » Develop a tracking module/tool for the interviewed graduates and future graduates so that they can be traced out easily when it is required.

1.4   Sampling, process of data collection, analysis, etc

Sample Size

The sample size was determined based on statistical significance. Thus, the sample size of successfully passed trainees were approx. 400. Out of which 340 took machine operating training, 26 took floor level supervisor training and rest of the seven on machine maintenance based on standard sample frame. The samples were drawn randomly from each cluster. The survey team randomly selected the sample units based on the trainees list provided by COEL. The survey teams interviewed and collected data only from those trainees who were willing to give the information required for the survey, which bought down the sample number down to 373 from 400.

Composition of the Study Team

To conduct the study successfully within the stipulated period set for this assignment, four Enumerators, one M&E Expert and one Data Analyst were hired from those who successfully performed similar or other survey earlier and had practical working experience.

Team composition at a glance:

Table 1: Study Team Composition

Sl.	Designation	No
1.	Study Coordinator	01
2.	Monitoring and Evaluation Expert	01
3	Data Analyst	01
4.	Enumerators	04

This is to clarify that among four enumerators three individuals were female and leather technologists and one had a graduation degree from the reputed university. However, selection criteria for the enumerators/survey team members were maintained strictly. The major criteria were similar work experience, work experience in rural areas on socio-economic survey such as education, understanding of survey techniques such as computer skills and some other relevant key competencies as appropriate to accomplish the assignment/responsibility successfully.

Table 2: Study Team

Sl No. **Team Member/Position in the study team/Key Qualification**

1   Md. Amirul Islam, Study Coordinator
MBA (Marketing), University of Dhaka, B.Sc (Leather Technology)

2   Md. Nasirul Islam, M&E Expert
MSS & BSS (International Relations), University of Dhaka

3   Mollah Md. Sharif, Data Analyst
B.Sc and M.Sc (Crop Science), Agriculture University

4   Sajedur Rahman
MA & BA (International Relations), Jahangirnagar University

5   TahminaAkter
B.Sc in leather product engineering (4th year enrolling)

6   Azmeri Sultana
           B.Sc in footwear engineering (4th year enrolling)

Data Collection Methodology

The survey teams used quantitative instruments and standard process. The respondents were selected randomly for the survey. The enumerators collected survey data through face-to-face interviews of the sampled members.

The data collection approach used face to face interviewing through respondent's memory re-call for last/present year. The team observed that in few instances, the respondents were not confidence enough to provide reliable or accurate data pertained to income, reasons of leaving last jobs etc. The enumerators tried their best and applied various techniques to get authentic data.

Data Collection Tools/Questionnaire Development

A semi-structured English questionnaire with Bangla translation was developed in consultation with COEL for the interviews with the aim of getting best possible outcomes from the study. The enumerators used the questionnaire and other relevant tools such as spreadsheets and collected data against the parameters/variables. They recorded the responses/ findings on the survey format. As and when found meaningful, the enumerators also maintained rough worksheet. They calculated various types of data provided by the respondents and then recorded those in aggregated/ disaggregated manners in the main data sheet. All those helped to get more accurate/ realistic data.

Training of the Enumerator

Daylong briefing session was organized to orient the enumerator group. The training was designed to familiarize the team members with the purpose of the study, method of data collection, techniques to complete questionnaires, give them the required background knowledge, and develop competencies necessary for successful completion of the study. The training consisted of sessions and discussion on the following topics:

> » The purpose of the study
> » Sample size
> » How to conduct interview with the respondents
> » How to maintain neutrality and avoid business in asking questions
> » Completing the questionnaire with thorough explanation to all questions
> » Different terms and jargons used in this questionnaire
> » Team administration e.g. how interviewers would be supervised, how the performance of the interviewers/team leader would be assessed

Field Test and Finalization of the Questionnaire

Field test was conducted after the training session. The objective of the pretest was to determine whether there were any difficulties in administrating the questionnaire and in understanding and answering the questions. The survey teams conducted the pretesting by taking interviews of some members.

The field findings during the pretesting were shared with the all team members and it was concluded that all the questions were quite understandable, apart from few that was rephrased later to respondents and they had no difficulty in answering the questions.

Data Collection

The data collection started right after the field test with some of the questions rephrased for better understanding and outcome of the study. However, enumerator accomplished the job under the guidance of the respective study Team Leader and M&E Expert.

Duration of Data Collection

It took 10 days to collect all the data since the enumerators needed to go door to door/ industry to industry to take face to face interview. As stated, the sample size was randomly picked for the study.

Data Collection and Quality Assurance during the Study

The study team was very much sincere in ensuring data quality and they maintained data quality at the centre. Data quality was not compromised. It was a strict instruction for all

individuals at the study team to maintain data quality. The role of survey coordinator and team leaders focused on data quality. One of the major purposes to outsource surveyors and employ team of skilled, qualified, and highly experienced individuals is to keep the data non-bias contributing to improved data quality.

Since, the team was throughout careful to ensure data quality and had hope to have data which were neutral and free from biases. The study coordinators applied multiple techniques/ approach to do it efficiently and effectively. As a part of data quality assessment, the study coordinator verified a considerable number of respondents physically/ in-person and over phone during the survey period.

As there was provision to take the respondents' signatures at the end of the interviews, that helped to increase data integrity and overall quality. All the efforts contributed to gather better quality data with greater satisfaction. That at the end of the day resulted in quality archive data for further use. The survey met both quantitative and qualitative requirement.

Data Cleaning

Enumerators cleaned the raw data after collecting data in each day and submitted it to their coordinator for sending them to the data entry officer for entry.

Data Entry, Analysis and Report Writing

After completing the study, all the collected data was inserted into a prescribed SPSS sheet developed at the beginning of the study for analysis and to make tables and graphs. In addition, the study coordinator analyzed data and developed the draft report with the assistance of the Survey Coordinator, M&E Expert and Data Analyst

SECTION 2: STUDY FINDINGS FROM COEL GRADUATES

2.1 Number of Surveyed Graduates, Gender Ratio, Training Type and Employment Status

The study team initially picked 400 trainees randomly and 373 (93%) of them are involved in the leather industry and reachable by the study team. Out if the 373 surveyed trainees, the number of males and females were 151 and 222 respectively. Therefore, 60% of the sample size was females and the rest 40% was males. All the interviewees were regardless male or female found physically able.
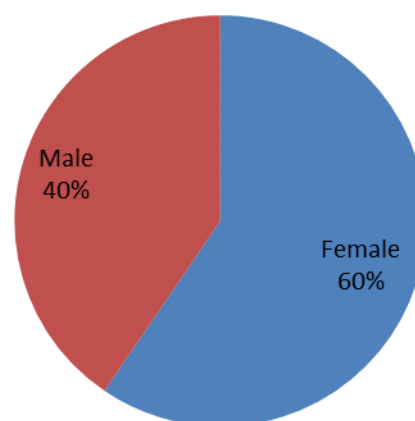
Figure 1: Gender Ratio of Interviewed Trainee

The 373 interviewed trainees include 333 (89%) machine operators, 26 (7%) floor supervisors, and 7 (2%) machine maintenance technicians. Till date, a total of 4,733 trainees graduated, of which 78% were machine operator, 1.8% supervisors, and 0.3% machine maintenance technicians.

Table 3: Training Type and Employment Status

Training type	Frequency	Percent	Employment status	Before training		Present	
				Frequency	Percent	Frequency	Percent
Machine Operator	333	89.3	Employed	120	32.2	358	96.0
Floor Supervisor	26	7.0	Unemployed	247	66.2	6	1.6
Machine Maintenance	7	1.9	Self Employed	5	1.3	5	1.3
Sub-total	366	98.1	Sub-total	372	99.7	369	98.9
Not Answered	7	1.9	Not Answered	1	0.3	4	1.1
Total	373	100.0	Total	373	100.0	373	100.0

2.2 Marital Status of the Trainees
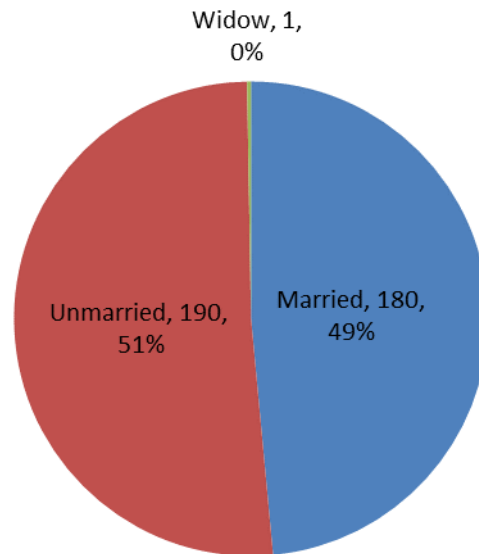
Figure 2: Marital Status of Interviewed Trainee

Out of 373 surveyed trainees, 190, which is more than 51%, were unmarried, 180 trainees were married which is approximately 49% and only one was a widow. Two of the interviewees were not interested to disclose their marital status to the interviewer.

2.3 Name of Training Received and Gender Ratio
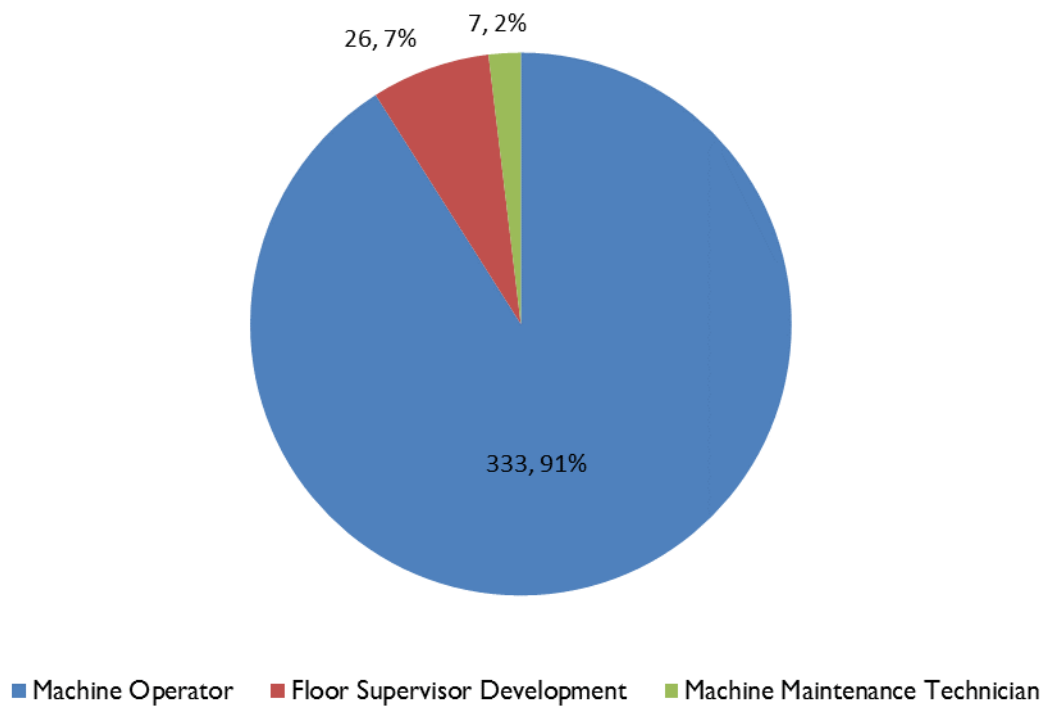
Figure 3: Name of the Training Received

Among the 373 trainees, 91% received training as Machine Operator followed by 7% received as Floor Supervisor Development and 2% as Machine Maintenance Technician. Additionally, as shown in figure 4, among the trainees as Machine Operator, more than 65% were female and the picture is quite reverse in case of Floor Supervisor and Machine Maintenance Technicians where the male ratio were 96% and 100% respectively.
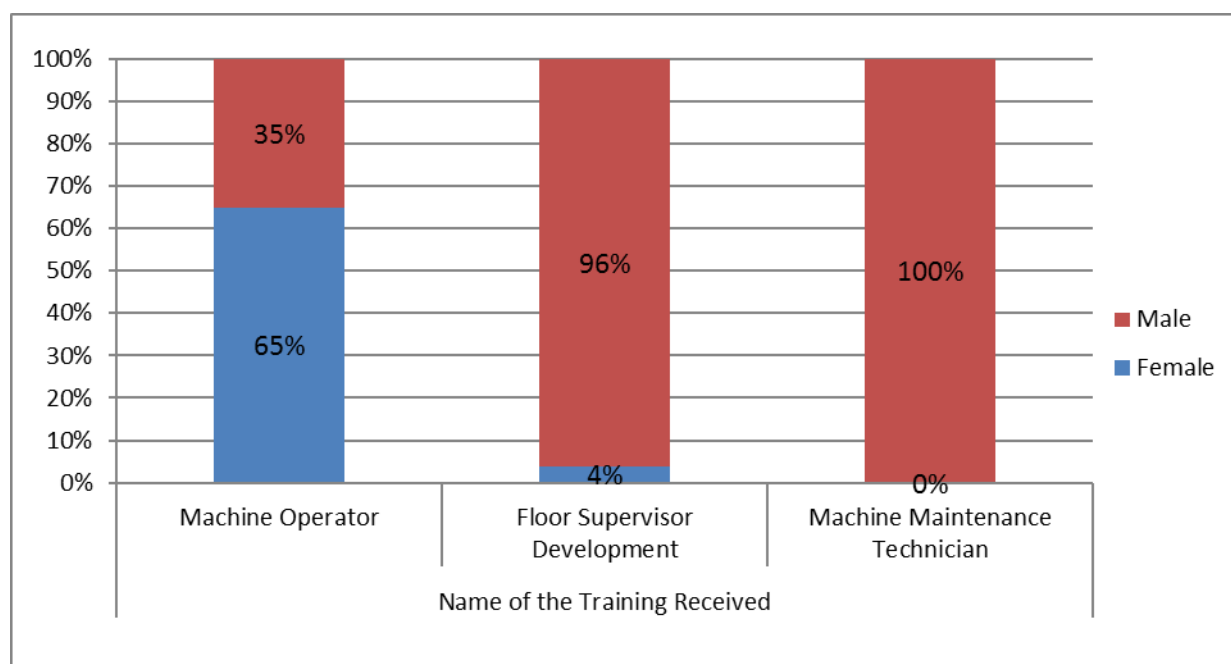
Figure 4: Gender Ratio Trainings Type Wise

2.4 Geographic Location of the Surveyed Trainees

Out of 373 surveyed past trainees, study found trainees form 49 different district of Bangladesh of which 27% were from three districts (Gainbandha 8.5%, Mymenshingh 10% and Tangail 8.5%). Following is the chart of geographical location of the interviewed trainees.
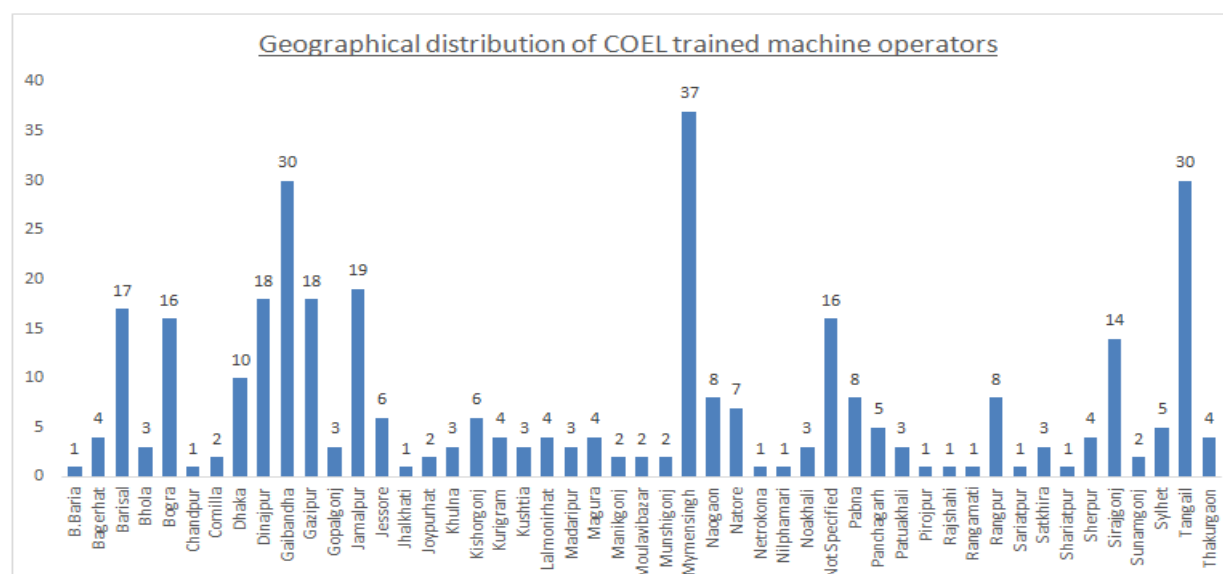
Figure 5: Geographic Location of the Surveyed Trainees

2.5 Household Size

Among the surveyed graduates, 81 % has 1-6 members in their families and 19% has 7-13 members in their receptive family. Figure 6 shows percentage wise household/family size of the interviewed trainees in details.
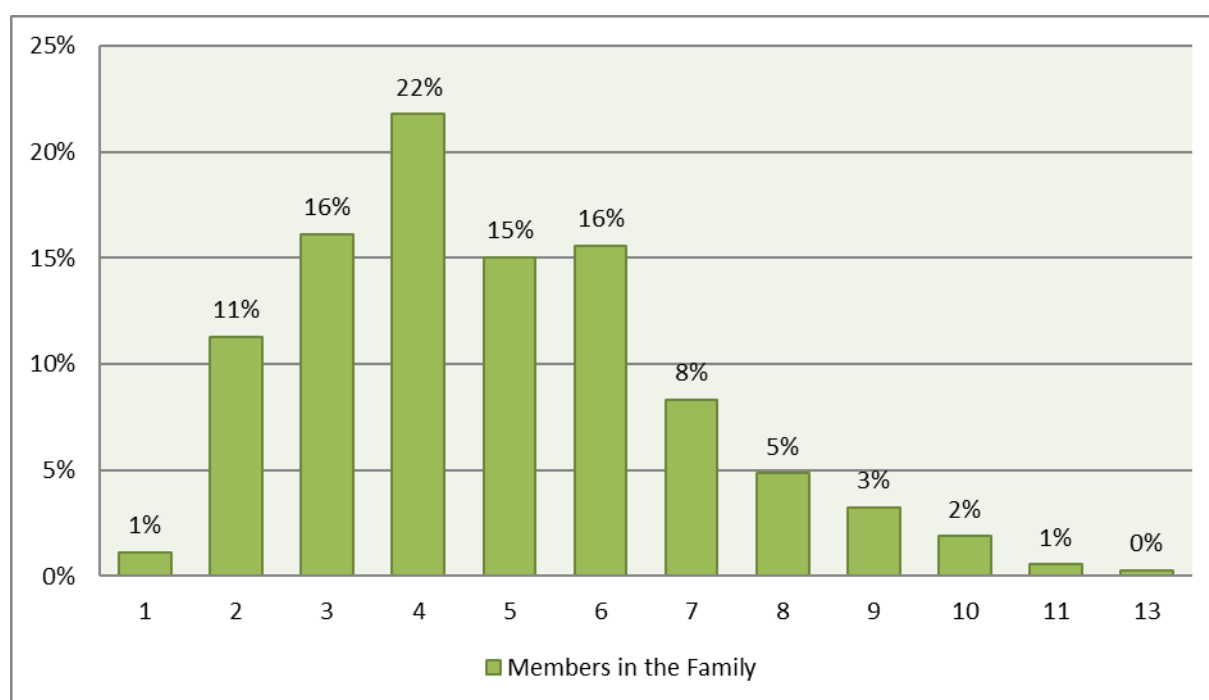
Figure 6: Household Size of Interviewed Trainees

2.6 Level of Education

Study found that to work at factory floor of the leather goods and footwear sub-sector, floor level worker should have at least numerical and basic literacy as there are various signs, processes and instructions they need to follow. Therefore priority is given to the literate (at least grade five) candidates by the employer. Also during the FGD at different COEL partners' factories, it has been assessed that most of the factory workers have reached grade eight, few of them are grade five & SSC passed. HSC workers are also working as floor worker at these factories, though the number is insignificant. There was no institute providing training on machine operations and table works for floor level of leather goods and footwear. COEL is the first of its kind to conduct such trainings. Table 4 shows

gender specific education level of the trainees who attended the training. It is clear that, in the higher level e.g. SSC, HSC and Bachelor or above the percentage of female is lower in comparison to male.

Table 4: Education Level of the Trainees in Different Discipline

		Female		Male		Ratio female
Name of the Training received	Machine Operator	216	100%	117	79%	65%
	Floor Supervisor	1	0%	25	17%	4%
	Machine Maintenance	0	0%	7	4%	0%
Trainee's Educational Level	Elementary	52	24%	9	6%	85%
	PSC (5 years)	76	34%	27	18%	74%
	JSC (8 years)	75	34%	56	37%	57%
	SSC (10 years)	13	6%	22	15%	37%
	HSC (12 years)	5	2%	14	9%	26%
	Bachelor or Above	0	0%	22	15%	0%

The study revealed that, only 6% accomplished the highest level of education that is bachelor degree, 5% of the sample size attained HSC and 9% studied up to SSC. Majority of them, 35% of the surveyed trainees completed their education up to JSC level followed by 28% up to PSC level and rest 16% completed elementary level.
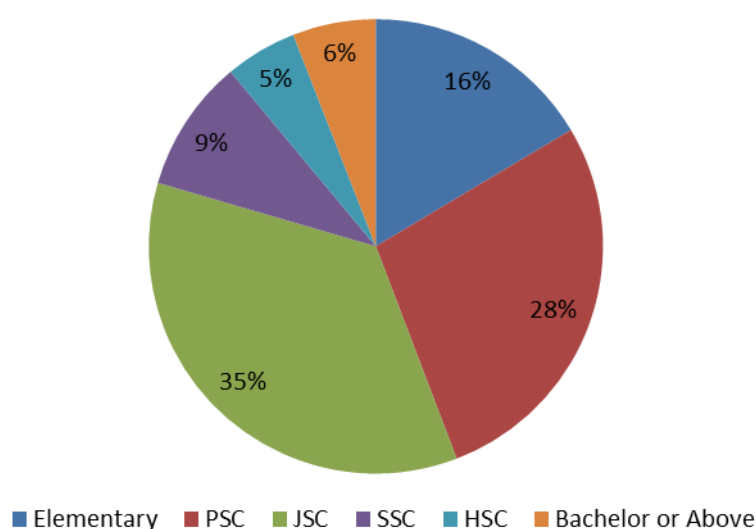
Figure 7: Trainees' Education Level

2.7 Employment Status Before and After Training

A large number of people, 67% were unemployed before attaining the training followed by 32% employed and rest 1% was self-employed. But the scenario has changed after receiving the training. 346 trainees out of 373 were employed after successfully completing the training that represents approx. 95% and unemployment rate declined to 0.3% from 67% whereas the self-employment rate increased 5.1% from 1%.

Table 5: Employment Status of the Trainees Before and After Receiving Training

Employment Status (Before and After Training)		Machine Operator	Floor Supervisor Development	Machine Maintenance Technician
Employment Status Before Training	Employed	102	15	2
	Unemployed	226	10	5
	Self Employed	4	1	0
Employment Status After Training	Employed	310	26	7
	Unemployed	2	0	0
	Self Employed	0	0	0

Figure 9 shows the comparison of the employment status before and after the training has been shown in all level. It proves that a remarkable change has taken place just after receiving the trainings. The most significant improvement in terms of employment status was achieved with machine operators. The employment rate for machine operators improved drastically from 32% to 99% of all people answered.
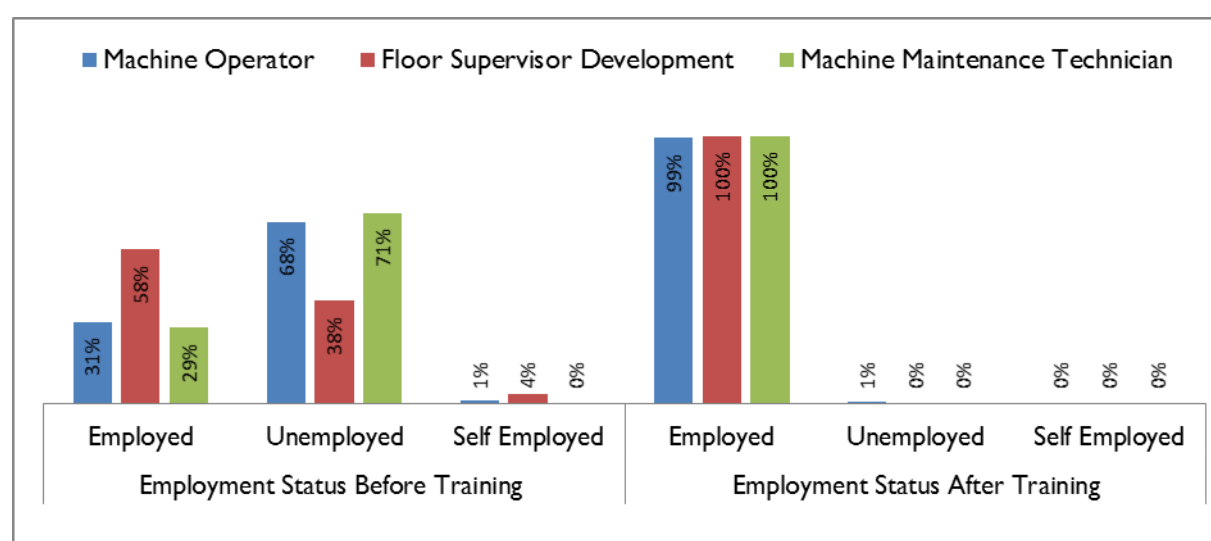
Figure 8: Employment Status Before and After Training

2.8 Skill Level of Employed Graduates before and after Training

The study shows that among the participants who received training, 77% have been working as semi-skilled worker, 22% skilled worker and 1% as Supervisor at different industries of this sector.
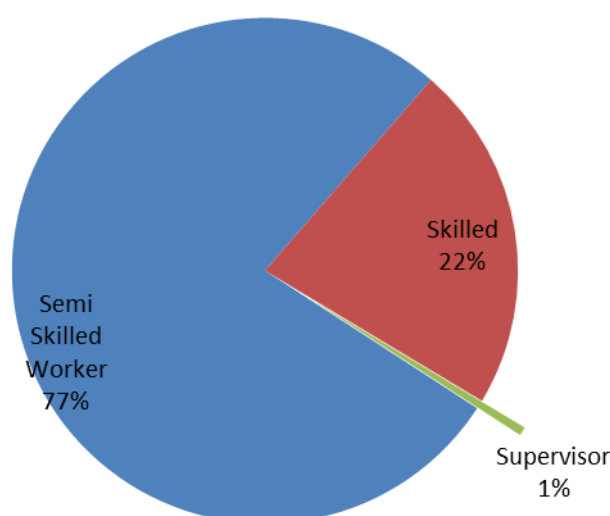
Figure 9: Present Job level of the Trainees

2.9 Reasons of Unemployment before and after Training

The study shows that there were some reasons for being unemployed before attending the training. 61% was unemployed as they did have any suitable job, 17% informed lack of reference or linkage, 15% stated lack of skill, 4% said they did not have education for getting a job and rest of 3% mentioned that due to some social barrier they could manage any job before attending the training.
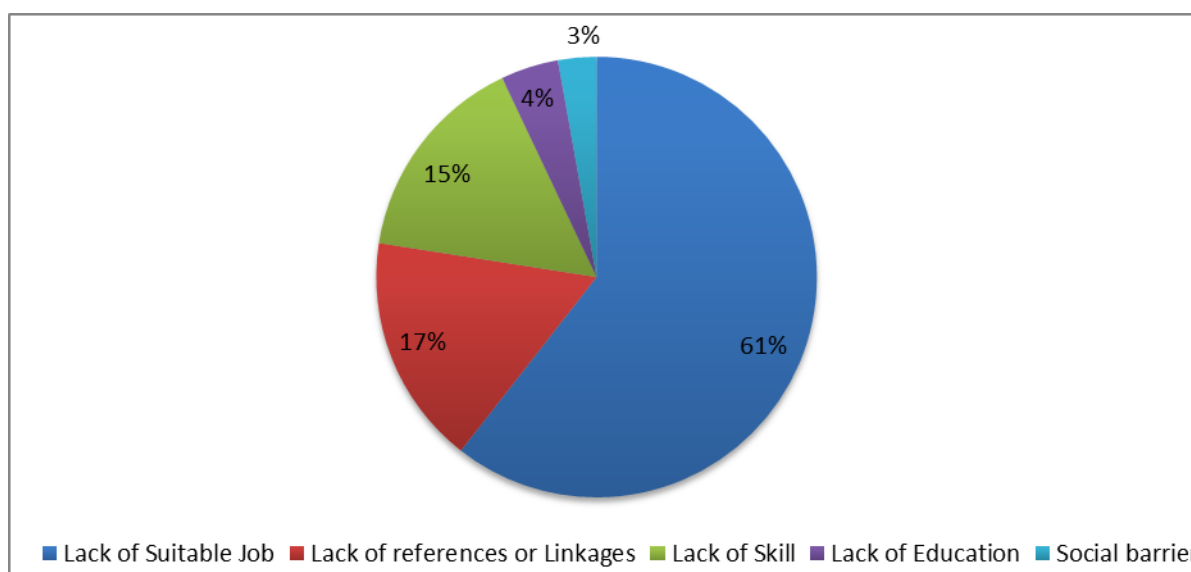
Figure 10: Reasons of Unemployment Before Training

2.10 Termination of Employment

While the question, why they quit the job, posed to the graduates during the study, 33% of them mentioned the cause to be poor salary and the rest 67% interviewees informed the cause as insufficient skills, terminated, living expense is higher than the earning and attitude of the supervisor was not good.
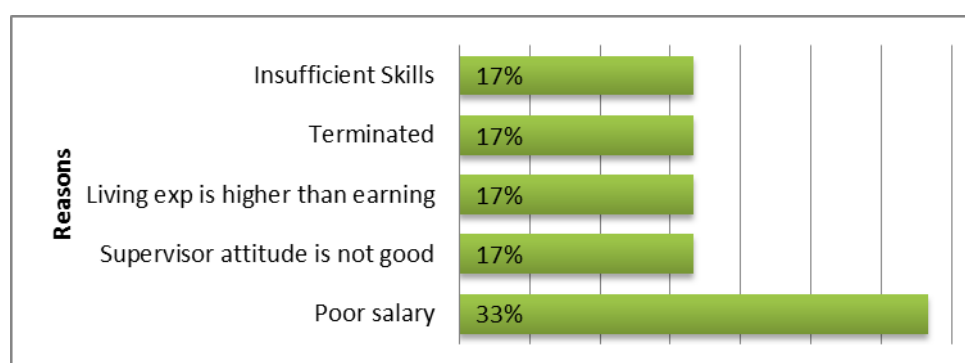
Figure 11: Reason for Leaving the Job after Training

Few measures can be taken to reduce the rate of migration like: motivation toward better future with long-term benefits for the workers, group insurance, medical facility, day care facility, education support for the employees can be added more job satisfaction. More over,

refresher training and multi-skills development training can be some of the others to diversify their option in working different department inside the factory.

2.11 Reasons for Joining a New Job

When the next question asked, why have you joined this present job? The responded outlined number of reasons for joining this present job. 24% of the respondents said the job station is closer to their residence, 22% mentioned their work environment is good, 16% answered the supervisor behaviour is good, 13% replied the salary is good.
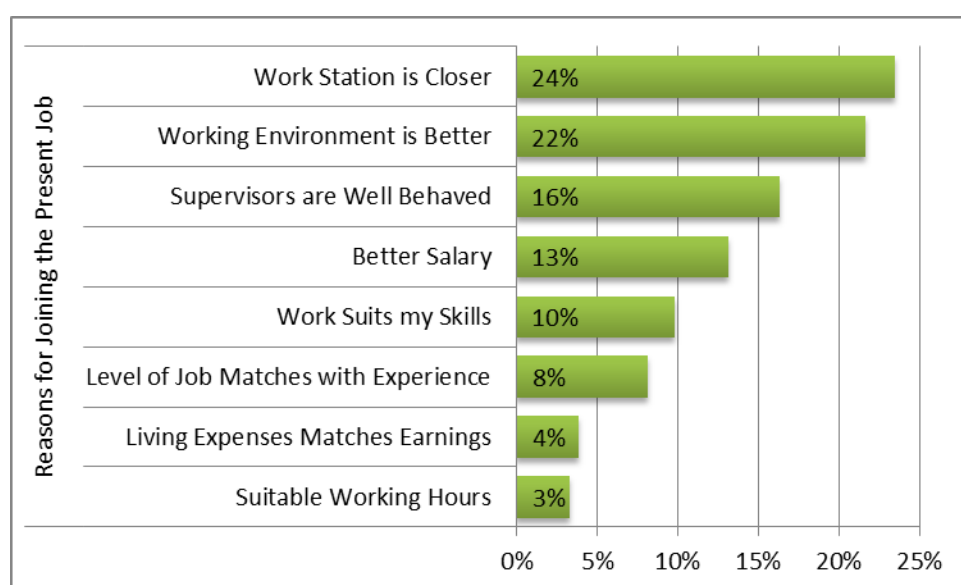
Figure 12: Reasons for joining the Current Job

2.12 Sources of finding Jobs

The question was asked to the trainees how they found the job after accomplishing the training. In response to this question, more than 95% answered that they got the job with the assistance of COEL, 3% replied they were recruited directly by the factory and less than 2% said they managed job through personal contact or other sources.
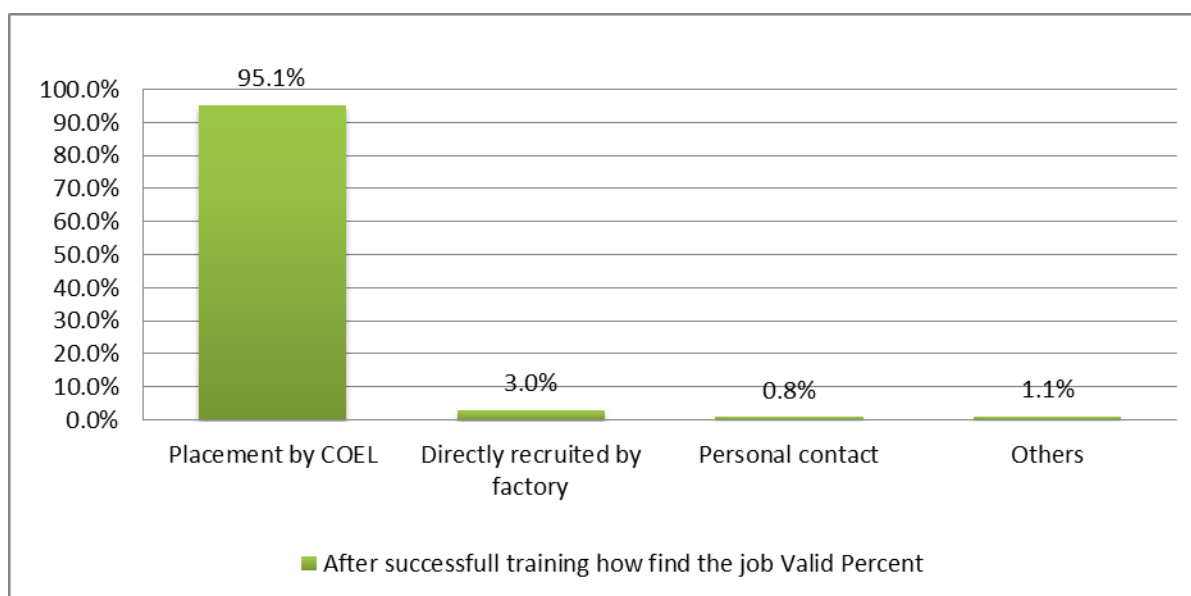
Figure 13: Source of Finding a New Job

2.13 Earning of the Graduates

A very promising result for the trainees of COEL is that the training program is a door opener for a full time job. In addition, the income level is clearly improving and therefore it can provide better for their livelihood.

Name of the Training received		Machine Operator	Floor Supervisor	Machine Maintenance
Income before Training at COEL	Maximum	3,500.00	3,500.00	2,900.00
	Minimum	0.00	0.00	0.00
	Mean	942.77	1,846.15	414.29
Income after 1 year or at present	Maximum	8,500.00	12,800.00	12,000.00
	Minimum	0.00	7,000.00	11,000.00
	Mean	7,035.44	12,053.85	11,142.86

Table 6: Income Before and After the Training

Before attending the training, monthly income of all the employed and self-employed graduates was below or equal to BDT 5,000.00 – which has not shown in a graph. However, after completing the training the income level of the graduates increased considerably e.g. more than 83% graduates earned BDT 5,001-10,000.00, approx. 9% earned BDT 10,001-

above and only 5% graduate's monthly income remained unchanged even after getting training.
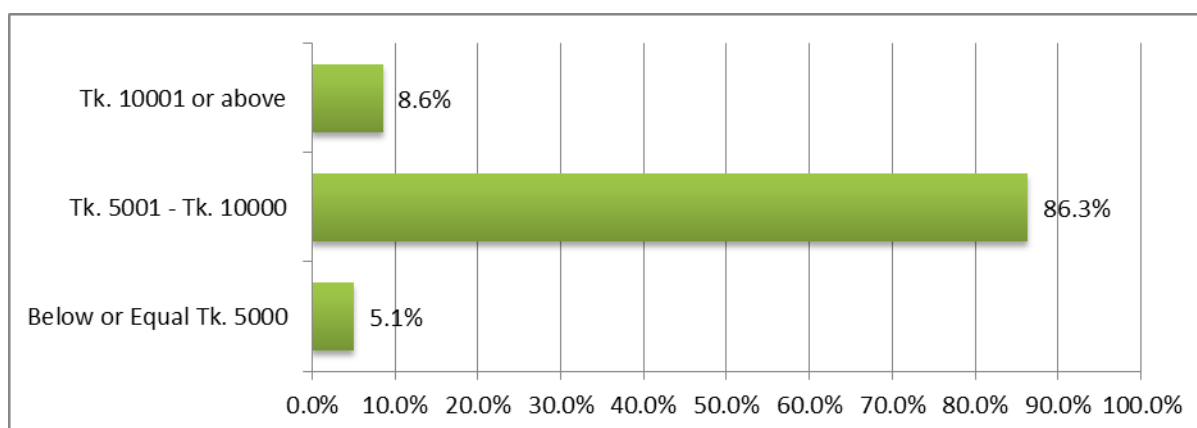
Figure 14: Income after One Year or at Present upon Completion of Training
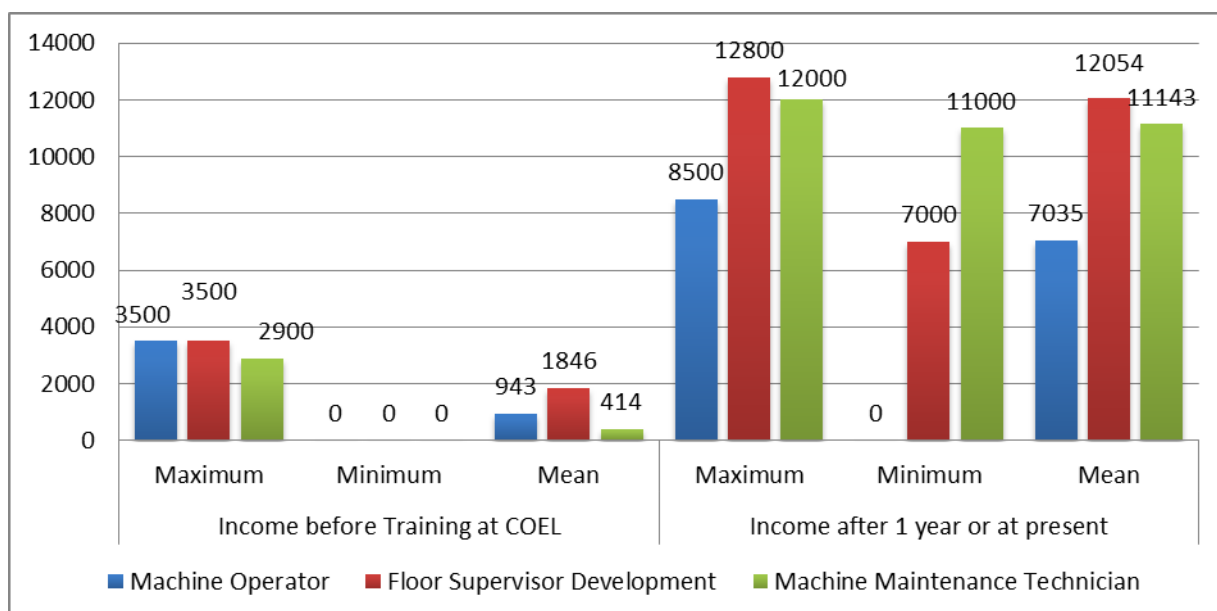
Figure 15: Income before and after Receiving Training

The above table describes the changed income level of the Machine Operator, Floor Supervisor Development and Machine Maintenance Technician after completing the training and getting job.

2.14 Change in Standard of Living due to Present Job

Out of 373 graduates, 65% feel that their livelihood has somewhat changed, 17% said little improved, 15% replied much improved and only 2% feel that their livelihood has not changed at all.
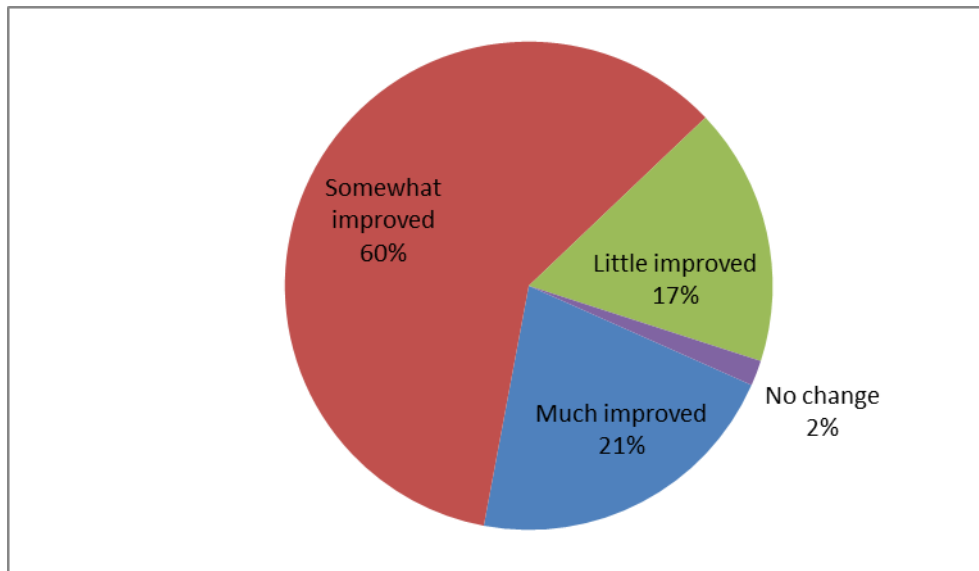
Figure 16: Change in Standard of Living

Of these graduates, 60% -who were unemployed before the training - consented that their livelihood has somewhat changed due to their present job, where as 21% feel much improved, 17% informed that their life changed just a little due to this present job.

Figure 17: Job Level before and after Training

In the above graph, the employment comparison has been shown before and after the training in all level e.g. Machine Operation, Floor Supervisor and Machine Maintenance Technician. It is evident that, the employment after attending the training rate in all level has reached 100%.

Most of the surveyed members said that due to the employment opportunity their clothing (71%) and food intake (78%) have changed considerably. Among the other area of improvement for better economic condition are education for family and household stuffs with 27% each.
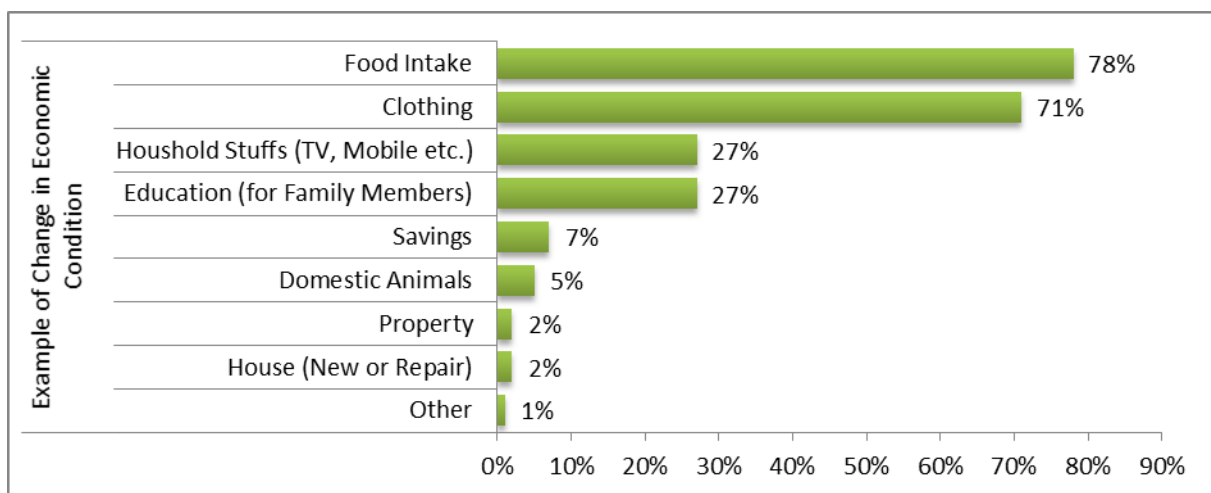
Figure 18: Examples of Increasing Economic Power of In-taking

2.15 Areas of Improvement in livelihood
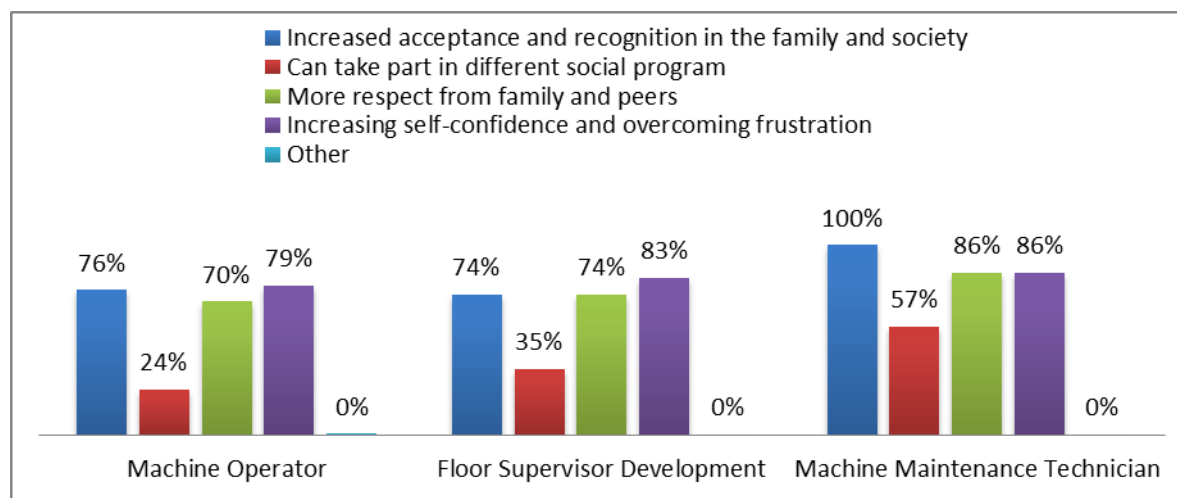
Figure 19: Examples of Changes in Social Life

The graph above describes the percentage wise changes namely: 1) increased acceptance/recognition in the family and society, 2) can take part in different social program, 3) respect from family and peers increased, 4) increasing self-confidence and overcoming frustration and 5) others, taken place in various level of their respective social life after successfully completing the training and getting job.

2.16 Source of First Learning about the Training

In response to this question - how they learned about the training, 48% graduates replied they learned from the COEL as to the training, 38% from the industry gate, 15% from other, 5% from mouth of words, 4% from relative or peers 2% each from COEL website and newspaper and 1% other source.
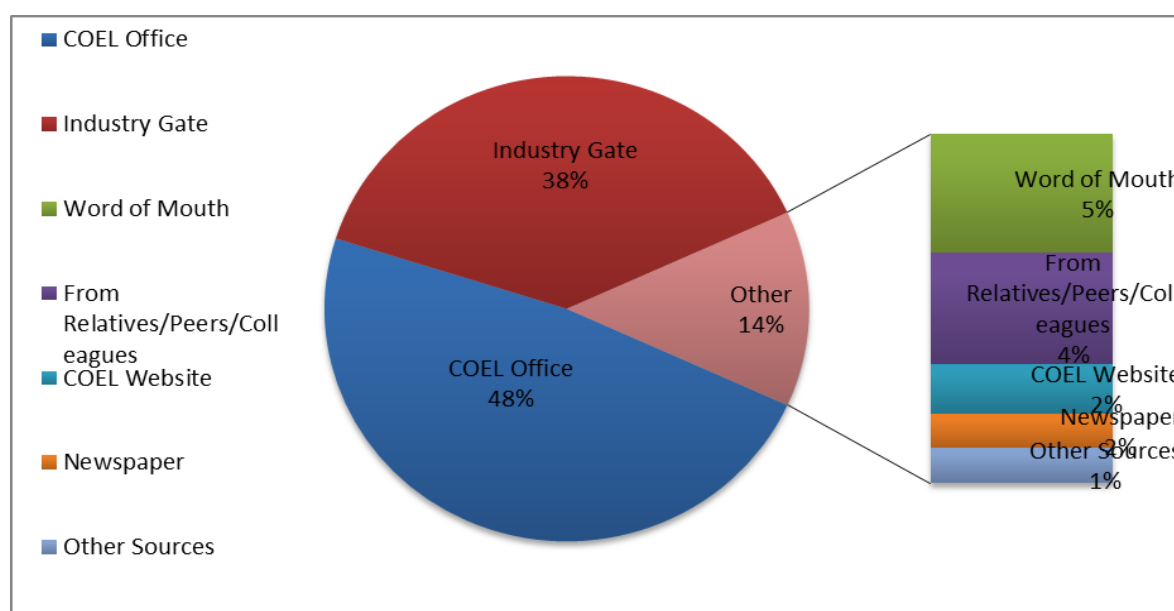
Figure 20: Ways of Getting Information on COEL Training

2.17 Perception of the graduates on the contribution of training to the current job

Additionally, approx. 52% perceived that the training had a well enough contribution to their current job, more than 44% informed very well, 7% feel it helped them moderately and less than 1% think this training did not help them to in their current job or position.

Table 7: Trainees Perception about the Contribution of Training on Job

Perception of the graduates on the contribution of training to the current job	# of respondents	Percent
Very well	165	44.2
Well enough	192	51.5
Moderately helped	7	1.9
Not well	1	.3
Total	365	97.9
Not Answered	8	2.1
	373	100.0

2.18 Graduates Opinion on the Training Course

During survey all the graduates were asked to give their opinion about the training, particularly on the most useful and the least useful training topic coverage. Their comprehensive responses (Annexure C) generated 127 items as the most useful and 4 items as the least useful part.

SECTION 3: STUDY FINDINGS FROM TRAINING SERVICE PROVIDERS

3.1 Training Service Providers (TSP)

As the project is implemented by COEL, all training was conducted under supervision of COEL in COEL's training centre as well as in some enterprises' factories. Therefore, COEL is the only TSP under the study.

Table 8: Basic Data of the TSP

Sl	Name of TSP	Area	Year of establishment	Year of registration
1	Centre of Excellence for Leather Skill Bangladesh Limited (COEL)	Gazipur	2010	2010

COEL provided training in three categories: Machine operators training program (cutting, sewing and Lasting), Floor level supervisor development program and Machine maintenance technician development program. Survey questions were same for these three categories separately.

3.2 Trainees Selection Criteria

COEL and industries jointly organized the trainees' selection process. Selection of trainees mainly based on their age, physical fitness and education. For all three categories training programs, trainees' age must be 18 or above as per industry and labour law.

For machine operator training – trainees should have primary education, but having lower than that qualification some trainees also selected. For Floor Supervisor training trainees have to pass SSC/ equivalent degree or HSC/equivalent degree. For Machine Maintenance Technician training program – trainees have to pass HSC / diploma in engineering / equivalent degree.

3.3 Number of Training Batches and Trainees

From January 2012 to December 2013, Thirty one (31) machine operator training programs, Two (2) floor supervisor training programs and Five (5) machine maintenance training programs were held successfully.
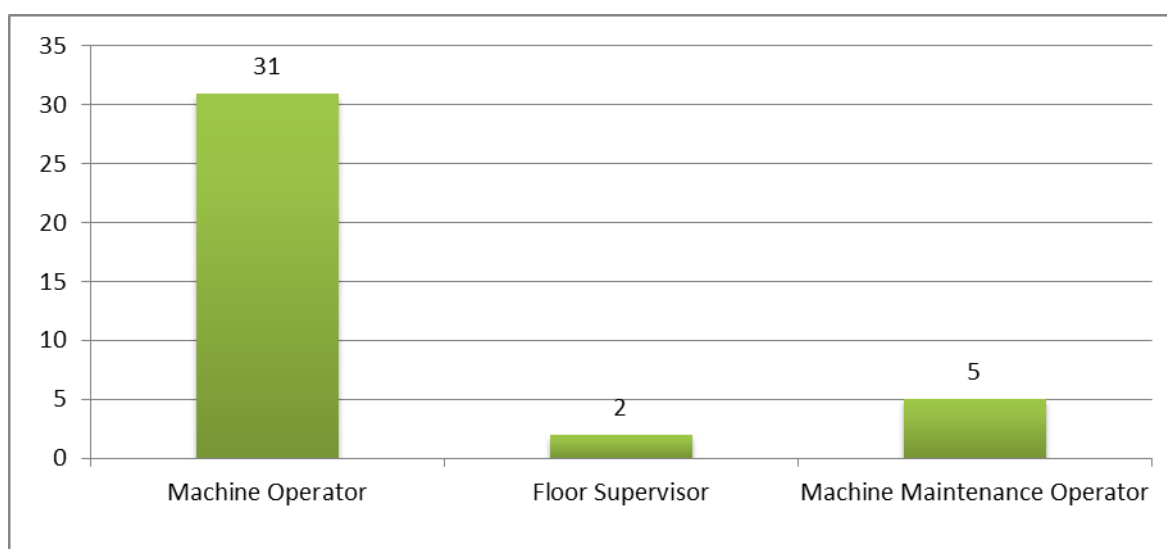
Figure 21: Number of Batches in Different Discipline Successfully Passed from COEL

About 6169 trainees participated in the machine operator training program while 84 trainees trained in floor supervisor training and 25 trainees collected training to become machine maintenance technicians.

3.4 Female Participants in the Trainings

In Bangladesh female is almost half of the population. Like garments industries in leather sector most of the workers are female. Large number of female work force mostly engaged

with machine operating. Very few worked as supervisors and machine maintenance technicians. Like this female's participation (65%) in the machine operator training program is more than male's participation (35%). But in the supervisor training program female's participation (13%) is very low and in the machine maintenance technician training program it is just higher than zero/none (2%).
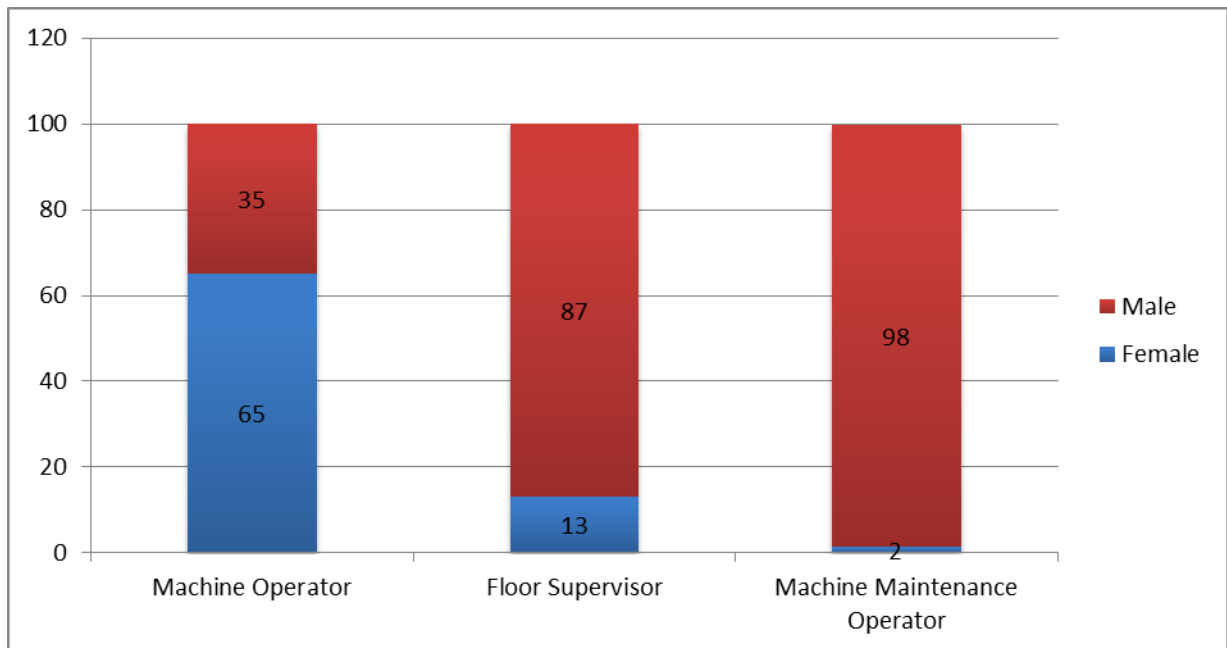
Figure 22: Gender Ratio at Different Courses

3.5 Training Vs Industry Demand

Study finds that industries were very satisfied with the quality and content of the training, which meet the industry demand very well. Question was asked that how well the trained worker (MO, MMT, and FS) meet the industry demand. 9 of the TSP's persons responded that trained machine operators meet the industry demand very well while 1 of them thinks they meet the demand well. In case of trained floor supervisors, 9 of them responded that they meet the industry demand well while 1 of them thinks it is very well.
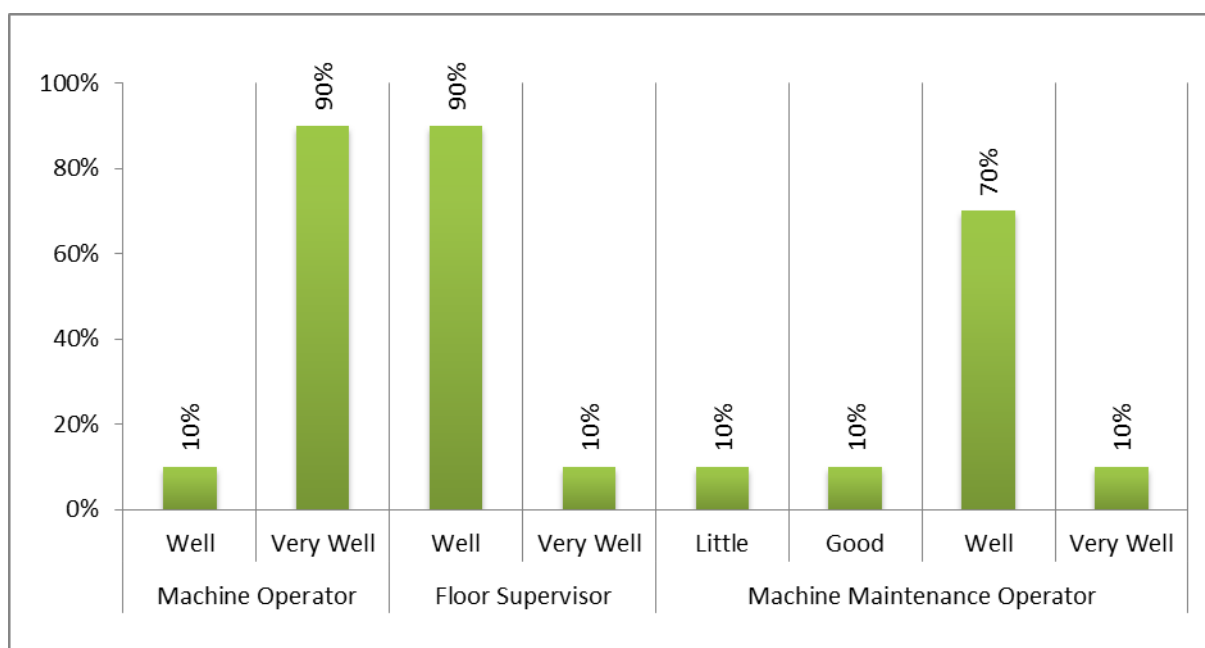
Figure 23: Training Vs Industry Demand

In responds of the same question for trained machine maintenance technicians, 1 of them thinks that they meet the industry demand little while 1 of them thinks it is good, 7 of them think it is well and rest 1 of them it is very well. All figures showed on the following table and chart-

Table 9: Training Vs Industry Demand

How Well the Trained Workforce meet the Industry Demand		Column N %	Count
Machine Operator	Well	10%	1
	Very Well	90%	9
Floor Supervisor	Well	90%	9
	Very Well	10%	1
Machine Maintenance Operator	Little	10%	1
	Good	10%	1
	Well	70%	7
	Very Well	10%	1

3.6 Drawbacks of the Training Programs

This study finds the following drawbacks those hampered proper and effective training.

- Lack of trainer
- Lack of TOT

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- Lack of provision of guest lecturer
- Unavailability of diversified machines
- Lack of man behind the machine
- Training aids are incompatible which can be improving by introducing pictorial and informative training manual in Bangla available for every trainee.
- Lack of modern training material
- Training duration too long

3.7 Industries' Role on Job placement and Placement Fees

Industries play a vital role in these types of project. After completing training workers go to industries for earning money so that they can maintain their livelihood in a well/decent manner. So cooperation of the industries is a must to run the project properly. Question was asked about the cooperation of the industries in job placement. All of the TSP's persons under the study informed that the industries are cooperative in job placement for COEL trained workers. Another question was about the regularity of paying placement fees. Also In these case industries regularly pay the job placement fees.

Table 10: Training Vs Industry Demand

Industry's Cooperation in Job Placement	Count	Column N %
Cooperate	10	100.0%
Don't Cooperate	0	0.0%

And another question was asked about sustenance of the training centre in long run by having only job placement fees. The TSP's persons under the study informed that the service provider needs subsidy and support though 4 of them also think that to some extent placement fees can sustain centre in long run.
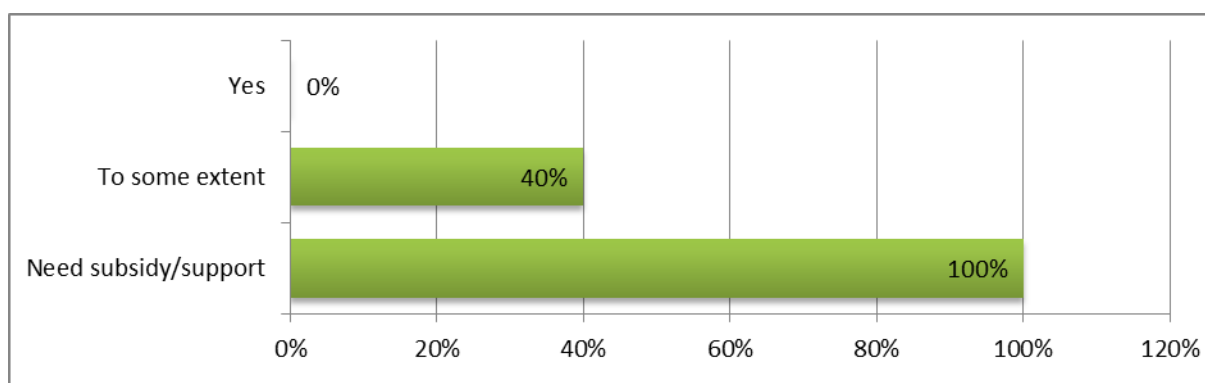
Figure 24: Sustainability of COEL

3.8 Dropout after Completing Training Successfully

It is a matter of disappointment that after being successfully trained some trainees did not join the industry though they were capable to work in the industry and to earn money. There are some factors and condition behind it. Most common problems are poor salary and living expenses does not match with earning. There are some other problems also. The following table and chart show details in this regard.
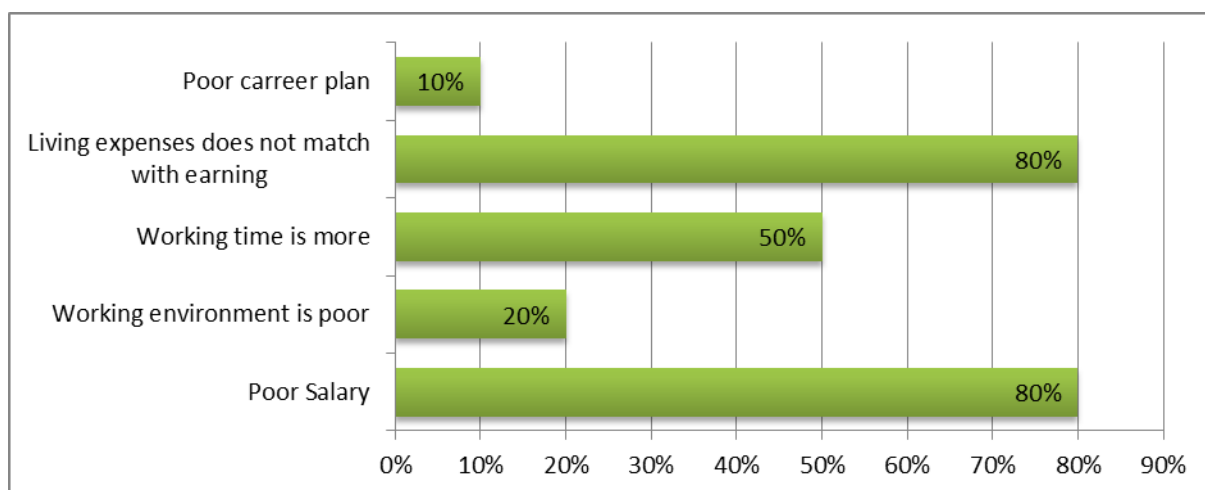
Figure 25: Reasons for Not Joining the Industry after Completing Training

SECTION 4: STUDY FINDINGS FROM ENTERPRISES

4.1 Surveyed Enterprises

Five enterprises were surveyed where COEL trained graduates secured employment. Out of the five enterprises, four were in Gazipur and one was in Savar, Dhaka. All of the enterprises are Leather products manufacturing industries who are the leading exporters of Bangladesh leather sector. Following are the enterprises surveyed during the study:

Table 11: Industries Interviewed

Industry ID	Industry Name	Designation of the Interviewee	Contact Number
1	Land Mark Footwear Limited	Assistant Manager- Admin	01913625137
2	Madina Show Industry	Assistant Manager	01712705091
3	Apex Footwear Limited	Asst. Manager, HR and Compliance	01911742059
4	FB Footwear Ltd.	Asst. Manager, HR	01616340035
5	Picard Bangladesh Ltd.	Training Coordinator	01710264689

4.2 Satisfaction with the Skill of the Employees

All of the five enterprises' persons are satisfied with the skill of their employees who were trained in COEL.

Table 12: Satisfaction with the Skill of the Employees

Satisfaction	Column N %	Count
Not satisfied with skill of worker after training	0.0%	0
Satisfied with skill of worker after training	100.0%	5

4.3 Quality Level of the Trainees

Question was asked to the respondents on the quality level of the trainees who has placed at the industries. Four enterprises think / answered that the trainees are more motivated and hardworking, while three of them think that the trainees are quick learner and two of them think that the trainees are proactive. None of them thinks that the trainees' quality is other than above.
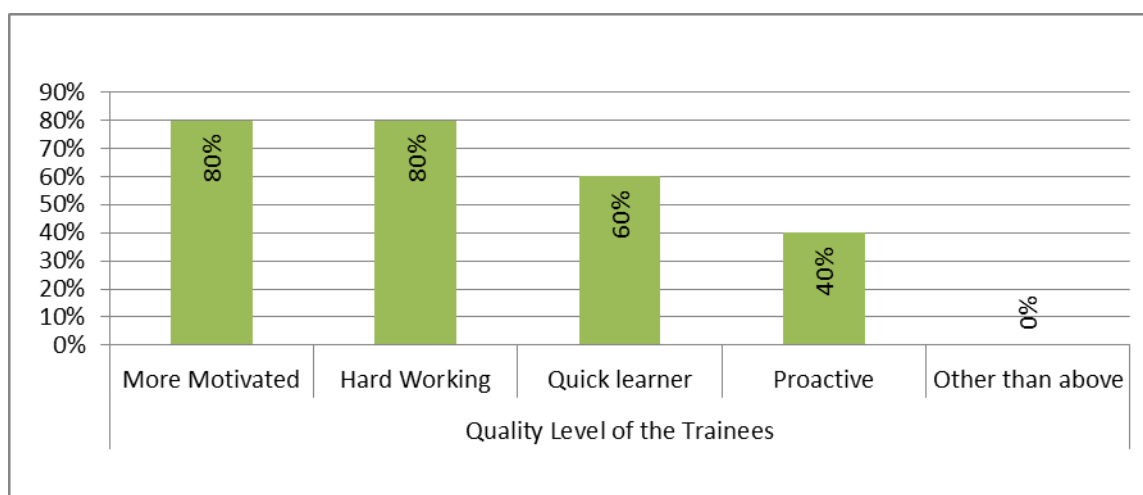
Figure 26: Qualities of the COEL Trained Workforces

4.4 Quality of the training in terms of Productivity

Question was asked that the training is productive or not. All of the 5 enterprises' persons responded that the training is productive.

Table 13: Quality of the Training

	Column N %	Count
Training is Not Productive	0.0%	0
Training is Productive	100.0%	5

4.5 Increasing Productivity by COEL trained workforce

Question was asked that do trained workforces increased productivity or not comparing with the fresh workers who had joined without training. All of the five enterprises' responded that the trainees increased productivity. Another question asked about the percentage of the increased productivity - one of them answered that it is 6-10% while three of them think it is 10-20% and one of them think it is 20-25%.
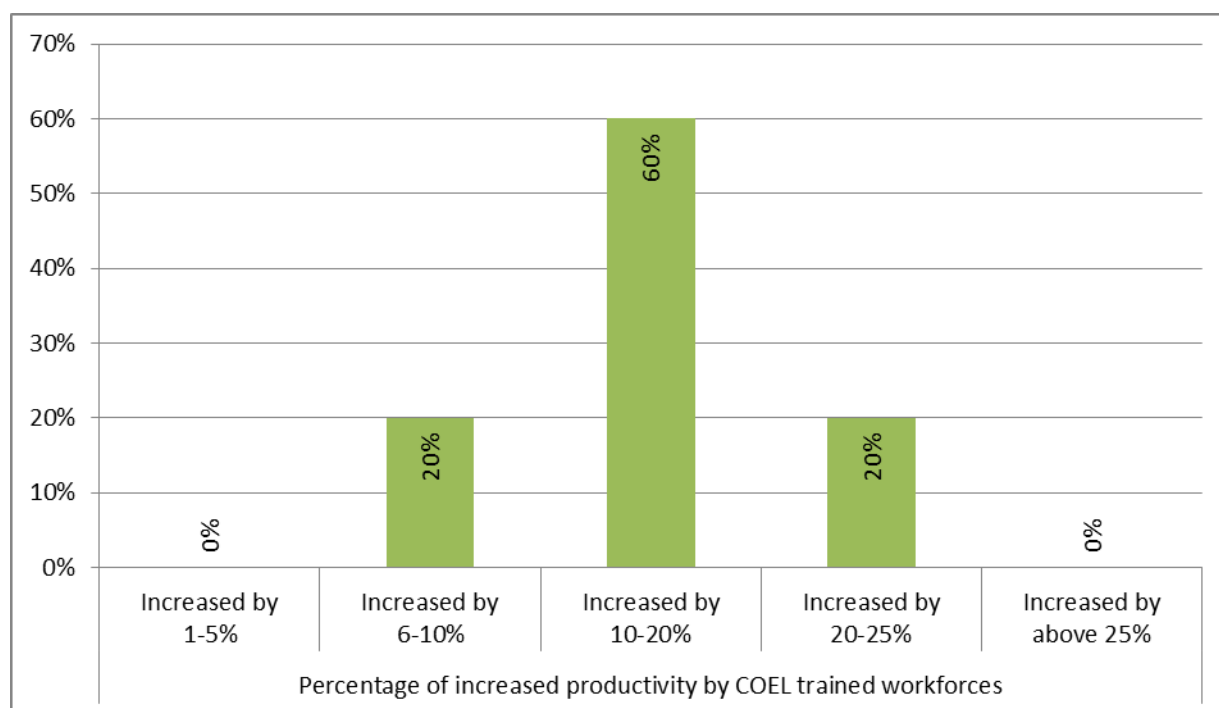
Chart 26: Percentage of increased productivity by COEL trained workforces

4.6   Increasing Sales and Profit

Question was asked that does trained workforces increased sales and profit or not. All of the 5 enterprises' persons responded that the trainees increased sales and profit.

Table 14: Increasing Sales and Profit

Increased Sales and Profit	Column N %	Count
Didn't increase sales and profit	0.0%	0
Increased sales and profit	100.0%	5

4.7   Dropout from the Industry

Dropout from the industry-based job is very common in Bangladesh. There are different reasons behind it. Most common reasons are family purpose and low salary. Like garments industries, female worker are more than male worker in leather footwear and goods manufacture industries. For this dropout female worker are more in number than male worker.
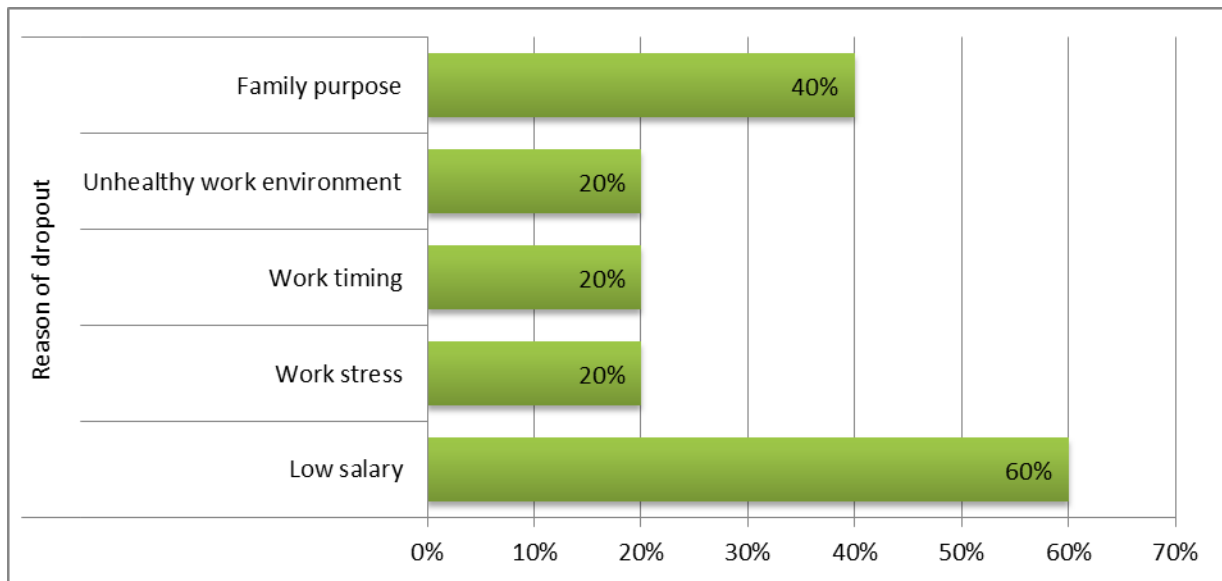
Figure 27: Reasons of Dropout

Leather sector is a promising sector with an amazing growth in the last five years but the scarcity of skilled workers is a threat for every factory in this sector. Initiative of machine operators' development by COEL should be scaled up to increase availability of skilled workforce in the market to reduce the dropout rate. Also establishing branches of COEL at the different leather factory zone can be another effective approach to reach unskilled workforces for trainings and can ensure supply of skilled workforces to the factories.

4.8 Migration of Worker from Existing Leather Industry

Dropout workers migrate to another enterprise or industry. Most commonly, they switch to another leather factory or garments factory for better salary and better working environment.

During the survey the most difficult job was to reach these migrated workforces due to lack of contact details. Somehow we managed to interview few but they were not too interested to perticipate in the interview moreover did not want to talk in details. It is a common saying that C grade sewing operators at the leather industry become A grade machine operators at garment industries opening doors for better opportunity for the trained workforces at COEL at garment indistries. Also the workers who migrated to other leather

factories, they sell the trainings they received at COEL and work experinece of the factory from wher s/he migrated. Migration can not be stopped but it can be reduced by increasing avaibility of skilled workers at the market. A tracing system like maintaining database of the successfully placed workoforces with contact details. Regular quartely survey at placed factories can update the status of the workforces and can give a clear picture of migration.

4.9   Recommendation on Training Programs

Industries were asked to recommend on various aspects of training program following is the responses against aspects recorded during study.

Aspects	Recommendations
Recommendation on Trainer's Skill andKknowledge	Excellent
	Good
	Medium
	Need to improve
	Need to increase
Recommendation on Training module	Better
	Can be improved
	Good
	Need work to prepare module
Recommendation on Training time and Duration	Almost OK
	Better
	Good
	Should be increased
Recommendation on Machine used for Training	Good
	Necessary safety issues
	Safety concern
	Sewing, skiving is best
Recommendation on Placement Cost	Good
	Good if more placement
	Would be better if increased
Recommendation on Supervisor's Skill and Knowledge	Average
	Better than any fresher
	Good
Recommendation on Inclusion of New Services	Operator related other training
	Related other training
	Supervisor, MMO, Soft Skill
	Training Program for HR & Compliance Dept
Recommendation on Other Aspects	More concentration about code of conduct
	Need improve monitoring from COEL

Annex

Annexure - A: List of Trainees Surveyed with Contact Details

Questionnaire ID	Name of Trainee	Father's Name	Mother's Name	Mobile No.	Address	District
1001	Arif Hasan	Jahurul Haque	Anowara Begum	01934150681	Purba Shanti, Sundargonj, Gaibandha	Gaibandha
1002	Laizu	Delowar Hawlader	Rani Begum	01931394595	Uttar Delachara, Amtali, Barisal	Barisal
1003	Mustakima	Mustafa	Meherban	01744991656	Biddhigaon, Pirgonj, Thakurgaon	Thakurgaon
1004	Sobuj	Swapan	Anima	.	Ragnathpur, Bagerhat	Bagerhat
1005	Sultan	Sattar	.	01835352973	Chandpur, Sarishabari, Jamalpur	Jamalpur
1006	Asadul	Shafiullah	Bokul Begum	01710456798	Khamargram, Enayetpur, Sirajgonj	Sirajgonj
1007	Anisur	Abdul Khalek	Sokhina	01954231586	Telipara, Lalmonirhat	Lalmonirhat
1008	Md. rAsel	Md. Billal Hossain	Jahura Khatun	.	Attarkara, Bhaluka, Mymensingh	Mymensingh
1009	Khadiza	Khalek	Rezia	.	Chilmari, Rangpur	Rangpur
1010	Milon	Md. Rafikul Islam	Mst. Minowara Begum	01943942352	Dharanji, Panchbibi, Joypurhat	Joypurhat
1011	Al-Hossin	Md. Chand Ali	Roleda Begum	01918010074	Anowarpur, Dirai, Sylhet	Sylhet
1012	Md. Nur Hossain	Abdul Baten	Asia Begum	01926812150	Purba Dhala Bari, Aditmari, Lalmonirhat	Lalmonirhat
1013	Beli Khatun	Anowar Hossain	Momena Khatun	01764458881	Diyarbodgona, Sirajgonj	Sirajgonj
1014	Ruji	Sirajul	Merina	01965129315	Chakdatia, Shaghata, Gaibandha	Gaibandha
1015	Julekha	Abu Taleb	Nazma	01722805710	Alampur, Sirajgonj	Sirajgonj
1016	Nazma	Mojibur Rahma	Saleha Begum	01757635608	Achintapur, Birampur, Dinajpur	Dinajpur
1017	Hasan Ali	Nurul Islam	Hasina Begum	.	Bererbari, Dhunot, Bogra	Bogra
1018	Mahmudul Hasan	Masuda Rahman	Nasima Begum	01762882356	Kiyapara, Parbotipur, Dinajpur	Dinajpur
1019	Shahabul Islam	Abdul Kahar	Sakhera Khatun	01760955766	Chakbolia, Parbotipur, Dinajpur	Dinajpur
1020	Aleya	Asor Ali	Asma	.	Sibaloy,	Manikgonj

					Manikgonj	
1021	Parul	Shamjed	Hazerul	01727640070	Natore	Natore
1022	Alim	Abdus Salam	Aju Begun	01779640223	Moddho Bodor Ghat, Kamarkhanda, Sirajgonj	Sirajgonj
1023	Nasima	Hossain Mia	Dilu	01778668494	Dotkhola, B.Baria	B.Baria
1024	Kajoli	Abu Bakar	Rupia	01736747479	Gozaria, Sherpur, Bogra	Bogra
1025	Nasrin	Ashraful	Nilura Begum	.	Norpukur, Patoari, Panchagarh	Panchagarh
1026	Sabina	Nazrul Islam	Nonowara Abegum	.	Basudebpur, Chinirbandar, Dinajpur	Dinajpur
1027	Sohel Rana	Nazrul Islam	Rabeya Khatun	01784726089	Jajra, Sherpur, Bogra	Bogra
1028	Dilruba	Shabor	Fatema Khatun	01734132003	Birnagar, Panchbibi, Joypurhat	Joypurhat
1029	Rabiul Karim	Bholu Sarker	Rabirun Begum	01753686021	Dhunat, Bogra	Bogra
1030	Ramzan	Saban Uddin	Hanifa Khatun	01928063340	Veramara, Kshtia	Kushtia
1031	Sharmin	Shahjahan	Joshna	.	Ashulia, Dhaka	Dhaka
1032	Lucky Begum	Abul Hossen	Sayeda Begum	01763052409	Mkukdapur, Gaibandha	Gaibandha
1033	Forman Ali	Mujaffar Hossain	Arjana Khatun	01738402355	Uttar Polashbari, parbotipur, Dinajpur	Dinajpur
1034	Miraj Hossain	Azizul Haque	Shahanur Begum	01688668237	Daria, Borhan Uddin, Bhola	Bhola
1035	Jony Islam	Md. Jamin Morol	Mst. Anowara Begum	01857514806	Kashimpur, Keshobpur, Jessore	Jessore
1036	Khadiza	Siddik Mulla	Ayesha	01956087179	Satkhira	Satkhira
1037	Hosneara	Nurul Islam	Rasheda begum	.	Bilnagar, Panchbir, Bogra	Bogra
1038	Mithun	Dinesh	Sumigdha	01780877227	Mokrompur, Pirgacha, rangpur	Rangpur
1039	Khairul Islam	Rafikul Islam	Khaleda begum	01744910865	Rupnagar, Singra, Natore	Natore
1040	Abu Sayem	Sadikul Islam	Sayema Begum	01794671414	Borgor, Parbotipur, Dinajpur	Dinajpur
1041	Nasima	Abdul Mojid manik	Juhra Begum	.	Diyarpara, Rakirhat, Bagerhat	Bagerhat
1042	Rasel	Barik Hossain	Fulera Khatun	01767211246	Salea Danga, Kazipur, Sirajgonj	Sirajgonj
1043	Kobori	Md. Sairul	Noboni	.	Hatpur, Horipur, Thakurgaon	Thakurgaon
1044	Shuly	Abdul wahab	Suratnesa	01926504480	Chandchar, Roumari, Kurigram	Kurigram
1045	Bobita	Musa sheikh	Behula	01792915682	Char Kathali, Doulatpur, Manikgonj	Manikgonj

1046	Eti	Md. Elahi	Mursalina Begum	0198133456 6	Jadunathpur, Dhanbari, Tangail	Tangail
1047	Kaosar	Md. Sohrab Sarker	Rubi Begum	0191402672 9	Molladi Bajitpur, Rajoir, Madaripur	Madaripur
1048	Ferdous Ali	Saiyed Ali	Penciara	.	Joypur, Chili Bondar, Dinajpur	Dinajpur
1049	Tumpa	Rahman	Nasima Begum	0191655767 7	Ganarakati, Ashamoni, Satkhira	Satkhira
1050	Alamin	Md. Abed Ali	Nasrina Khatun	0178704924 6	Ranipukur, Birol, Dinajpur	Dinajpur
1051	Romi	Tajul Islam	Sajeda Begum	.	Chotosalgor, Debidar, Comilla	Comilla
1052	Mamun	Aftab	Anecha	0175519550 3	Dhanial, Gobindagonj, Gaibandha	Gaibandha
1053	Shilpi	Kamal Hossain	Rokeya Begum	0191605265 2	Horekrishna Muhammadpur , Magura	Magura
1054	Bisshojit Chakma	Jonika Chakma	Nilamba Bala	0182894095 6	Uttar Ultachari, Longadu, Rangamati	Rangamati
1055	Firoz	Abdur Razzak	Firoza	0193710640 8	Kalampur, Dhamrai, Dhaka	Dhaka
1056	Abu Bokkar	Moslem Uddin	Nargis	0178827209 7	Panisara, Sherpur, Bogra	Bogra
1057	Jahirul Islam	Md. Kayej ddin	Jahura Begum	0196150701 1	Ratikanmari, Sharishabari, Jamalpur	Jamalpur
1058	Alam Mia	Md. Golap Hossain	Mst. Aleya Begum	0194205667 0	Batikamari, Sharishabari, Jamalpur	Jamalpur
1059	Imran	Mirjaul	Momota	0192323274 2	Matbor Bari, Ashulia, Savar, Dhaka	Dhaka
1060	Shirina Akhter	Sirajul Haque	Hasina	0191742196 9	Kuraikathi, Paikgacha, Khulna	Khulna
1061	Runu Akter	Delowar	Rahima Islam	.	Doulat Khan, Bangla Bazar, Bhola	Bhola
1062	Laily Khatun	Fatik Morol	Moyna Begum	0177597287 6	Shorpo Kashimpur, Satkhira	Satkhira
1063	Farida	Intaz	Nasima Begum	.	Sorputua, Noldanga, Natore	Natore
1064	Sadekul Islam	Afil Uddin	Tashi Begum	0175072965 2	Gandigari, Thakurgaon	Thakurgaon
1065	Idris Ali	Lehaz Uddin	Sonabanu	0191513207 3	Kamarpara, Uttara, Dhaka	Dhaka
1066	Parveen	Joynal	Salma	.	Kalinagar, Jhinagathi, Sherpur	Sherpur
1067	Lucky Akhter	Naim Biswash	Rima Begum	.	Kazipara, Malanchi, Pabna	Pabna
1068	Rina	Amatullah	Samihi	.	Baliagaon, Jhenaigathi, Sherpur	Sherpur
1069	Sumi	Mokbul	Rahima	0194205667	Batikamari,	Jamalpur

		Hossen	Begum	0	Sharishabari, Jamalpur	
1070	Anis	Late Mojibur Rahman	Ahela Khatun	01792120909	Dangapara, Boda, Panchagarh	Panchagarh
1071	Sharif	Touhidul Islam	Mokseda Begum	01777338961	Koralipara, Boda, Panchagarh	Panchagarh
1072	Mizan	Md. Momin Mia	Mst. Mina begum	01951849866	Kherbari, Boda, Panchagarh	Panchagarh
1073	Mamun	Gaziur Rahman	parul Akhter	01926834089	Dubi, Nikli, Kishoregonj	Kishorgonj
1074	Selina Begum	Shekh Abbas Ali	Rabeya begum	01756098597	Alampur, Srinagar, Munshigonj	Munshigonj
1075	Imran	Md. Rais Ali Khan	Begum Joshna Akhter	01673142133	Paturi, Madhobpur, Moulavibazar	Moulavibazar
1076	Sumon	Hafizur Rahman	Rabeya Khatun	01960196994	Dilalpur, Nandail, Kishoregonj	Kishorgonj
1077	Kuddus	Mohrom Ali	Amena	.	Lakhipur, Nasirnagar, B-baria	B-Baria
1078	Shahida Alam	Shekh Abbas Ali	Rabeya Begum	01727256299	Alampur, Sreenagar, Munshigonj	Munshigonj
1079	Jahangir	Tabarak Ullah	Mahmuda Khatun	01822047036	Brainpur, Shyampur, Noakhali	Noakhali
1080	Lata	Alia	Hosne Ara	01765296890	Kaliakoir, Gazipur	Gazipur
1081	Nahid Robi	Faridul Islam	Monowara Begum	01917338102	Bilchara, Mohadebpur, Naogaon	Naogaon
1082	Latiful	Wahidul Alam	Laily Begum	01713735925	Chak Indahar, Gobindagonj, Gaibandha	Gaibandha
1083	Sohag	Md. Satter Mia	Rehana Becum	01729429548	Chakribari, Agoiljhora, Barisal	Barisal
1084	Pronob	Porimol	Mira	01855340370	Dhamrai, Savar, Dhaka	Dhaka
1085	Md. Anowar Hossain	Md. Golap Mia	Mst. Fatema Akhter	01933384828	Chandpur, Katiadi, Kishorgonj	Kishorgonj
1086	Kartik Paul	Jagadish Chandra Paul	Selin Rani pal	01766506868	Protepur, Sudharam, Noakhali	Noakhali
1087	Ripon Nawladar	Sanendranath Hawlader	Sefali Hawladar	01756080686	Poshim Sholgali, Kathalia, Jhalkathi	Jhalkhati
1088	Kadir	Mokbul Hossen	Fatema Khatun	01785500609	Patgaon, Bhaluka, Mymensingh	Mymensingh
1089	Mahadi Hasan	Md. Atahar Ali	Selina Begum	01681474140	Baniri Para, Barisal	Barisal
1090	Mizanur Rahman	Late Abdul Matin	Anowara Begum	01843542359	Chandina, Kushumpur, Comilla	Comilla
1091	Ramjan Ali	Mohammad Ali	Safia Khatun	01759132302	Charkadai, Shahjadpur, Sirajgonj	Sirajgonj
1092	Shafiqul	Abdul Gani	Mst.	01911235161	Ambari,	Dinajpur

		Pramanik	Tahmina	9	Parbotipur, Dinajpur	
1093	Aminul	Muntazur Rahman	Aliya Khatun	01955969472	Kamarpara, Sonatola, Bogra	Bogra
1094	Mina Khatun	Muntaz Pramanik	Saleka Banu	.	Selbarisha, Belkuchi, Sirajgonj	Sirajgonj
1095	Nargis	Surhab	Sajeda	01790402946	Mendarbech, Sharishabari, Jamalpur	Jamalpur
1096	Konika	Khogesh Chandra Sarkar	Lavli Rani Sarker	01923470036	Arichpur, Kutuali, Jessore	Jessore
1097	Habib	Dudu Dewan	Saleha Begum	01949746282	Telina, Mirzapur, Tangail	Tangail
2001	Nilufa	Delwar Hosain	Fatema Begum	.	Dhopachala	Not Specified
2002	Sharmin	Abdul Jalil	Jaheda Begum	01924239876	Gaibandha	Gaibandha
2003	Sharifa Begum	Azimuddin	Rohedda	01953527370	Rangpur	Rangpur
2004	Polash	Mokter Ali	Fatema Begum	01750996095	Keyarchala, Barek Market	Not Specified
2005	Rahima	Keshem	Kohinoor	.	Barisal	Barisal
2006	Asmani	Mustafa	Bannara	.	Pabna	Pabna
2007	Daizi	Mohammad Shamsul	Rani Begum	01952702618	Naogaon	Naogaon
2008	Md. Humayun Kabir	Abdul Razzak	Hamida Begum	01790352803	Mymensingh	Mymensingh
2009	Jakir Hossain	Abdul Jalil	Hahanara	01780048723	Polbaria, Mymensingh	Mymensingh
2010	Nasrin	Md. Nayeb Ali Khan	Amena	0179420721.	Manoshee, Tangail	Tangail
2011	Laily	Siraj Bepari	Hazera Begum	.	Hijaltali	Not Specified
2012	Sarjina	Suruj	Fuljan	.	Mymensingh	Mymensingh
2013	Sabina	Habibur Rahman	Anowara	.	Mymensingh	Mymensingh
2014	Mousumi	Hossain Ali	Rohima	.	Sandeshpur	Not Specified
2015	Sheema	Kalam	Fazila Begum	01786404451	Barisal	Barisal
2016	Lovely	Rezaul Karim	parul	01925909818	Malitia, Mymensingh	Mymensingh
2017	Jasmin	Jalil Uddin	Sufia Khatun	.	Mymensingh	Mymensingh
2018	Lima	Amir Porabari	Mst. Monika Begum	.	Bogra	Bogra
2019	Rokiya	Omor Ali	Ayesha	01952377954	Jessore	Jessore
2020	Moriom	Rocky	Selina Begum	.	Pabna	Pabna
2021	Parvin	Toslim	Beauty	01725704809	Gaibandha	Gaibandha
2022	Rasal	Nazrul Islam	Aklima Begum	01788007320	Baroipara	Not Specified
2023	Jhorna	Mohammad Jahangir Alam	Anowara Begum	.	Mirzapur, Tangail	Tangail
2024	Sharmin	Azgor Molla	Sufia Begum	01949386903	Baroipara	Not Specified
2025	Morzina	Hossain Ali	Antana Akter	01966001855	Ullusara	Not Specified

2026	Tanzila	Md. Shah Alam	Rebeka	01763209928	Joypurhat, Naogaon	Naogaon
2027	Nura Jannat	Ibrabim	parul Begum	01830187458	Apex Footwear	Gazipur
2028	Nasrin	Md. Nurul Islam	Anowara	01960739941	Chowdhurani, Rangpur	Rangpur
2029	Sabina	Sohor Ali	Jorina Begum	01751041965	Jamalpur	Jamalpur
2030	Kamal	Azgor Ali Mondol	Buri Khatun	01733078678	Doulotpur, Kushtia	Kushtia
2031	Roich	Lalmia	Majeda Begum	01741682301	Gaibandha	Gaibandha
2032	Sohag	Hasan Ali	Sajeda Khatun	01772404506	Mymensingh	Mymensingh
2033	Rumpa	Barun Sarker	Mina Sarker	01795724367	Sylhet	Sylhet
2034	Laila	Somsun	Aleda	01761148878	Rangpur	Rangpur
2035	Santona	Sattar	Kohinoor	01814344163	Gaibandha	Gaibandha
2036	Fatama	Md. Abdul Kuddus	Hamida	01768625303	Bogra	Bogra
2037	Khadija	Khalek	Jayeda	.	Mymensingh	Mymensingh
2038	Ashia	Md. Sultan Mia	Amena Begum	01781340357	Natore	Natore
2039	Jeli	Rabes	Joba	01784525529	Sunamgonj, Sylhet	Sylhet
2040	Minara	Bellal	Bhanu	01762734960	Natore	Natore
2041	Chameli	Bulbul Ahmed	Ashma Begum	.	Bogra	Bogra
2042	Kanchon	Kuddus	Nasima	01795919725	Dinajpur	Dinajpur
2043	Sabina	Md. Monsur Ali	Ma Marufa	01955951842	Todania, Sirajgonj	Sirajgonj
2044	Fency	Haydar Ali	Rejia Begum	01789819675	Rampura, Dhaka	Dhaka
2045	Amantahasta	Jiten Jagaria Hasta	Matilda Maharaogi	0172566884.	Natore	Natore
2046	Manik	Abul Kalam Hawladar	Sajeda Begum	01924561238	Barisal	Barisal
2047	Samsun Nahar	Abdul Jony	Morion Begum	.	Tangail	Tangail
2048	Mazeda	Md. Rustom Ali	Mst. Amena Begum	01962117902	Gaibandha	Gaibandha
2049	Shahidur	Amer Uddin	Nurjahan Begum	.	Gaibandha	Gaibandha
2050	Ilias	Md. Golam Mostafa	Rokeya Begum	01911049880	Kishorgonj	Kishorgonj
2051	Shamim Sharif	Dewan Mohammad Giusuddin	Piyara	.	Sofipur, Tangail	Tangail
2052	Rashed	Khalil	Tarabanu	01790656752	Tangail	Tangail
2053	Alamgir	Altaf Hossain	Layla Anjuman	01762891436	Dinajpur	Dinajpur
2054	Ranzu	Lutfor Rahman	Laily Begum	01953857193	Lalmonirhat	Lalmonirhat
2055	Sonia	Shahin Mia	Khadiza Begum	.	Tangail	Tangail
2056	Gogonath	Choritra	Sorosshoti	01795205333	Sylhet	Sylhet
2057	Ismoth Ara	Jahir Sarder	Kohinoor	01914767017	Gaibandha	Gaibandha
2058	Beauty	Joynal	Sabitri	0178537152	Abdullapur,	Gaibandha

				3	Gaibandha	
2059	Nurunnahar	Nasim	Halima	01785093470	Gaibandha	Gaibandha
2060	Tara banu	Abdul Karim	Samanta	.	Bhuapur, Tangail	Tangail
2061	Sumit Tara	Kalipod	Momota	01923579101	Paigacha, Khulna	Khulna
2062	Abu Ayub Ansari	Abu Saleh	Johra Begum	01724089979	Magura	Magura
2063	Radha moni	Sree Tola Robi Das	Sree Fulmoti	.	Kahalu, Bogra	Bogra
2064	Al-Amin	Khalil Hawladar	Google Begum	01790655425	Barisal	Barisal
2065	Humayun Kabir	Kanchon Mia	Akteri Begum	01855928169	Mohammadpur, Magura	Magura
2066	Pappu Morong	Sylvester Skv	Monoroma Morong	01827707917	Modhupur, Tangail	Tangail
2067	Somiron Chandra Das	Noni Gopal	Kanonbala	01749103941	Salna, Sunamgonj	Sunamgonj
2068	Aysha	Hossain Ali	Shefali	.	Mymensingh	Mymensingh
2069	Lipi	Joynal Abedin	Rashida Begum	.	Tangail	Tangail
2070	Lokman	Mokter	Rohima	01713661260	Komorpur	Not Specified
2071	Joynob	Joynal Abedin	Rashida Begum	0179028737.	Duai	Not Specified
2072	Aziz	Nurul Islam	Mst. Aziron Begum	01944914235	Jamalpur	Jamalpur
2073	Afroja	Aiub	Jahanara	01773075527	Kurigram	Kurigram
2074	Rabiul	Md. Mostafa	Josna	01963756415	Jamalpur	Jamalpur
2075	Papiya	Delowar Hossain	Saleha	019402761…	Noakhali	Noakhali
2076	Kamrunnahar	Manarul	Rahima	01748623656	Birampur, Dinajpur	Dinajpur
2077	Razia	Hurmus Ali	Sufura Begum	.	Jamalpur	Jamalpur
2078	Amena	Abed Ali	Nasima	.	Fulbaria, Mymensingh	Mymensingh
2079	Safiya	Saju	Hamirun	01939172264	Gaibandha	Gaibandha
2080	Sabina	Malek	Rabeya	.	Fulbaria, Mymensingh	Mymensingh
2081	Amena	Moklesur Rahman	Runia Begum	01792799532	Modhupur, Tangail	Tangail
2082	Arjuda	Abdul Malek	Monowara Begum	01941820300	Kaliakoir, Gazipur	Gazipur
2083	Nasrin	Anowar Hawladar	Anjuman	.	Banaripara, Pirojpur	Pirojpur
2084	Ziasmin	Jahor Ali	Sufia	.	Tangail	Tangail
2085	Mamata	Mohammad Ali	Anowara Begum	.	Fulbaria, Mymensingh	Mymensingh
2086	Akhi	Hasan Mia	Dujjan	01762164741	Gazipur	Gazipur
2087	Sohag	Jaker Hossain	Laily	017545969..	Kaliakoir, Gazipur	Gazipur
2088	Mst. Muktara Khatun	Md. Abul Hasem	Mst. Firoza Khatun	.	Fulbaria, Mymensingh	Mymensingh
2089	Mansura	Monsur Ali	Jahanara Begum	01763046438	Bochagonj, Dinajpur	Dinajpur
2090	Mst. Rokshana Khatun	Abul Kashem	Jhorna	01925100926	Ishwargonj, Mymensingh	Mymensingh
2091	Irin	Md. Abdul Ali	Amena	0198791028	Jurapark	Not

				4		Specified
2092	Jamal	Sobhan Ali	Jamirun	01743237623	Tangail	Tangail
2093	Khadiza	Suruj Ali	Fatema	.	Mymensingh	Mymensingh
2094	Hasina	Hasan Ali	Sokhina	.	Bikrompur, Dhaka	Dhaka
2095	Lota	Md. Jufur Sarker	Rowshan Ara Begum	01948461976	Pabna	Pabna
2096	Shorifa	Abdul Gofur	Rohima	.	Muktagacha, Mymensingh	Mymensingh
2097	Salma	Samad	Parul	01765469720	Muktagacha, Mymensingh	Mymensingh
2098	Ponob	Porimol	Mira	01855340370	Dhamrai, Dhaka	Dhaka
3001	Lipi Rani	Ghada Kanto	Hemol Rani	.	Bhannara Bazar	Gazipur
3002	Salma	Malek	Shabjan	01748627156	Kurchala	Not Specified
3003	Lipi Akter	Md. Abdul Khalek Talukdar	Sultana Razia Begum	01926198302	Kalaivita	Not Specified
3004	Sarmin	Md. Alam Mondol	Morium Bibi	.	Bogra, Joipurhat	Bogra
3005	Megla	Abdul Motaleb	Bina	.	Manikgonj	Manikgonj
3006	Rubi Begum	Abdul Latif Khan	Parul Begum	01923484148	Bhannara	Gazipur
3007	Laki Akter	Md. Abdul Kafi	Jenna Begum	.	Monoharpur, Polashbar, Gaibandha	Gaibandha
3008	Howa Khatun	Nurul Islam	Hazera Begum	01940655915	Sherpur	Sherpur
3009	Rimi Akter	Ahmed Ali	Rupi Begum	01760283240	Fookir Chala, Mouchak, Gazipur	Gazipur
3010	Lima Akter	Abdul Mazid	Sanowara Begum	01935655702	Doyrampur, Sathia, Pabna	Pabna
3011	Taslima Begum	Jalal Ahmed	Nurbegum	01982879015	Dighirpar, Dewan Gor, Jamalpur	Jamalpur
3012	Kajol Akter	Kader Hawlader	Farida Begum	01949401746	Sapania, Barisal	Barisal
3013	Mahmuda	Md. Mannan Mia	Mst. Amena Begum	.	Sundorgonj, Tangail	Tangail
3014	Runa Begum	Md. Badar Uddin	Mst. Khodeza	.	Fulbaria, Kaliakoir, Gazipur	Gazipur
3015	Hena Begum	Md. Gulbar Pramanik	Momtaz	01947193648	Charbhangura, Bhangura, Pabna	Pabna
3016	Tara Banu	Tobiruddin	Anowara Begum	01834496530	Madukhan, Barri, Mouchak, Gazipur	Gazipur
3017	Nilufa	Hamidul Islam	Sokina Begum	01955856534	Gaibandha	Gaibandha
3018	Khushi Akter	Thandu Mondol	Rowshan Ara Begum	01937686776	Nosidarpara, Saghata, Gaibandha	Gaibandha
3019	Helena	Md. Sukur Ali	Maleka Benu	01621527814	Moddho Para, Jamalpur	Jamalpur
3020	Abul Hossain	Nurul Islam	Mithiron Begum	01965281268	Shakhassor	Not Specified
3021	Md. Saad Pramanik	Late Abdur Samad Pr.	Mst. Sayadun	01837062283	Moimmo, Manda,	Naogaon

			Begum		Naogaon	
3022	Rita	Md. Edris	Lutfa Begum	.	Meghlal, Bhannra, Gazipur	Gazipur
3023	Laxmi Rani	Gonesh	Hiron Bala	01946340217	Sirajgonj	Sirajgonj
3024	Solaiman	Md. Shofikul Islam	Najma Begum	01773894234	Kapapasia, Chala, Kaliakoir, Gazipur	Gazipur
3025	Daloar Hossain	Habibur Rahman	Rahima Akter	01725704327	Kaliakoir, Gazipur	Gazipur
3026	Samim	Saheb Ali Khan	Halima Begum	01916644935	Papla, Kapasia, Gazipur	Gazipur
3027	Muslima	Moksedul Islam	Moriam Begum	01773471120	Kashipur, Dinajpur	Dinajpur
3028	Md. Abdl Baser	Abdul Kader	Majeda	01935715125	Tangail	Tangail
3029	Shipon	Dulal Mia	Sefali	01989800809	Gaibandha	Gaibandha
3030	Suvo Ahmed	Bashir Ahmed	Ruksana Begum	01778316621	Tangail	Tangail
3031	Robiul	Md. Abul Kalam Azad	Nazma Bibi	01746816072	Naogaon	Naogaon
3032	Nuresa	Azem Uddin	Guljan	01761049304	Rajshahi	Rajshahi
3033	Mukta	Mukti	Munjora Begum	01739163581	Sirajgonj	Sirajgonj
3034	Md. Rofikul Islam Bijoy	Md. Abdur Razzak	Sufia Begum	01786175443	Tangail	Tangail
3035	Morjina	Md. Akter Ali	Rokeya Begum	.	Mymensingh	Mymensingh
3036	Ruma	Md. Abbas Bhuiyan	Mst. Doli Begum	01791275353	Gaibandha	Gaibandha
3037	Ripa	Golam Robbani	Julekha Begum	01779916361	Kurigram	Kurigram
3038	Rakib	MD. Murad Bhuiyan	Mst. Rupali Begum	01775823945	Gopalgonj	Gopalgonj
3039	Shirina	Abdul Aemik	Ayesha	01962353417	Mymensingh	Mymensingh
3040	Doli	Farid Pramanik	Rokeya Begum	.	Naogaon	Naogaon
3041	Md. Jewel Islam	Md. Anowar Gazi	Rasheda Begum	01738829992	Jessore	Jessore
3042	Mamun	Abdul Moddin	Mst. Mollika	01768072952	Mymensingh	Mymensingh
3043	Nasima	Md. Nazrul Islam	Samedon	.	Rangpur	Rangpur
3044	Josna Khatun	Abdur Rahman	Sufia Khatun	.	Mymensingh	Mymensingh
3045	Md. Munnu	Md. Jashim	Momtaz	01793375198	Gaibandha	Gaibandha
3046	Amena	Fmet Sultan	Hasina	01739976926	Tangail	Tangail
3047	Jahid	Nazem Uddin	Doli	01837155680	Gaibandha	Gaibandha
3048	Yasin	Alek Mia	Eliza	01955664687	Gaibandha	Gaibandha
3049	Mahabub	Hasibur Rahman	Hasina	01985106737	Mymensingh	Mymensingh
3050	Mousumi	Nazmal	Doli	.	Gaibandha	Gaibandha
3051	Jakibul Islam	Md. Ismail Hossen	Md. Joyeda Katun	01762874294	Sirajgonj	Sirajgonj
3052	Renuka	Younus Ali	Anguri	0178189059	Sirajgonj	Sirajgonj

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3053	Md. Mohsin Molla	Shahajat Molla	Rohima Begum	0178635489 1	Gopalgonj	Gopalgonj
3054	Rikta	Joynal	Rokeya Begum	0176617153 0	Madaripur	Madaripur
3055	Taslima	Mohammad Ali Hawladar	Poribanu	0174236858 3	Jamalpur	Jamalpur
3056	Pintu Kanta Das	Pijush Kanta Das	Purnima Rani Das	0177914134 5	Sunamgonj, Sylhet	Sunamgonj
3057	Sahida	Safir Uddn	Rahima	.	Panchagarh	Panchagarh
3058	Mst. Aleya Begum	Ameruddin	Komola	0172774613 1	Boroibari	Not Specified
3059	Sazzad	Reyal	Khodefa	0178413609 6	Rajshahi	Rajshahi
3060	Mokhlesur Rahman	Hasmot Ali	Rahatun	0196377100 4	Natore	Natore
3061	Sharmin	Shamsur Sheikh	Rina	0178245230 4	Pabna	Pabna
3062	Sabina	Bablu	Minara	0179078385 6	Gaibandha	Gaibandha
3063	Morjina	Rahim	Rokeya Begum	.	Bogra	Bogra
3064	Rubi	Mahmud	Joygan	.	Jamalpur	Jamalpur
3065	Razia	Babu Sarker	Bolja Begum	0179669401 7	Bogra	Bogra
3066	Nilufa	Bujam	Moriom	0175260807 0	Bogra	Bogra
3067	Shahnaz Begum	Saheb Mondol	Hazra	.	Naogaon	Naogaon
3068	Mintu	Billal Hossain	Hazera Khatun	0198834995 1	Jamalpur	Jamalpur
3069	Khokon	Sree Bishu Ram	Sri Sumoti Rani	0179479940 2	Gaibandha	Gaibandha
3070	Sova	Bishwash sheikh	Bemila Begum	0186023831 1	Jamalpur	Jamalpur
3071	Hamida	Mosle Uddin	Firoza begum	0193371765 3	Mymensingh	Mymensingh
3072	Rina	Mojammel	Renu	.	Dinajpur	Dinajpur
3073	Rakib Hasan	Ainal Hoque	Asia Khatun	0178739209 3	Sirajgonj Sadar	Sirajgonj
3074	Taslima	Md. Sadek Ali	Hamida Khatun	0173328089 7	Mymensingh	Mymensingh
3075	Smriti	Sujit Acharja	Anima Rani	.	Mymensingh	Mymensingh
3076	Joni	Jamal Uddin	Sabiha Akter	0179388419 0	Gaibandha	Gaibandha
3077	Moushumi Akter	Mahbub Bishwash	Rebeka Sultana	0177352329 2	Dinajpur	Dinajpur
3078	Moni Rani	Aradhon Gun	Seturani Gun	.	Sylhet	Sylhet
3079	Emu Akhter	Ismail	Monowara	.	Tangail	Tangail
3080	Bina Akter	Alomgir Hawladar	Parvin Begum	0198600269 9	Barisal	Barisal
3081	Rumana	Abul Hossain	Josnara Begum	0178153089 5	Mymensingh	Mymensingh
3082	Sumona	Md. Malek	Saheda Begum	.	Bogra	Bogra
3083	Rumana	Abdl Baser	Asia	.	Gaibandha	Gaibandha
3084	Nurun Nabi	Md. Au Bokkar Siddiq	Mst. Nur Nahar Begum	0193244610 9	Gaibandha	Gaibandha
3085	Beauty Rani	Amullay	Chanbala Rani	0173628063 2	Lalmonirhat	Lalmonirhat
3086	Anika	Mohiroddin	Taohida	.	Kurigram	Kurigram
3087	Hasna	Amzad Hossain	Josna Begum	0176469915 4	Jamalpur	Jamalpur

3088	Afroza	Abu Zafar	Sajeda Begum	01749257334	Tangail	Tangail
3089	Fahima Begum	Md. Nur Islam	China	01717306381	Paikpara	Not Specified
3090	Sabina	Late Fazar Ali	Mst. Jorina	01786158660	Naogaon	Naogaon
3091	Mala	Abul Kashem	Khaleda	01752231020	Kushtia	Kushtia
3092	Fatema	Rustom Ali	Amena Begum	.	Bishpara	Not Specified
3093	Pritirani	Keshob Chandra Talukdar	Diba	.	Kishorgonj	Kishorgonj
3094	Zakia	Rachim Uddin	Hasena	.	Dinajpur	Dinajpur
3095	Sumi	Md. Helal	Reshmi	01737164513	Pabna	Pabna
3096	Mazeda	Abdul Malek	Shefali Begum	01923730892	Rangpur	Rangpur
3097	Shilpi	Md. Abdul Samad Ali	Monowara Begum	01779090024	Mymensingh	Mymensingh
3098	Nazma	Motiur Rahman	Nurjahan	.	Khulna	Khulna
3099	Taslima	Md. Sultan Uddin	Mst. Jahanara Akter	01942952823	Mymensingh	Mymensingh
3100	Rebeka Begum	Mohinoddin	Sajeda Begum	01758245476	Kaliakoir, Gazipur	Gazipur
3101	Debi	Birendranath Sikder	Alo	01982619464	Barisal	Barisal
3102	Kawsar	Abdul malek	Fatema Begum	01747749642	Gopalpur, Tangail	Tangail
3103	Jugen Biswash	Jotin Biswash	Mira Biswash	01728067097	Madaripur	Madaripur
3104	Lipi Akter	Md. Rahim Mia	Taharunnesa	01852782176	Jamalpur	Jamalpur
4001	Atiur Rahman	Md. Azizul Fakir	Mosa. Hira Khatun	01737861570	Sujanagar, Pabna	Pabna
4002	Alamgir Kabir	Abdus Sattar	Khadiza Khatun	01954459512	Dhunat, Bogra	Bogra
4003	Mostafizur Rahman	Md. Saokat Ali	Monowara Begum	01719266525	Bagharpara, Jessore	Jessore
4004	Obaidur Rahman	Abdul Jalil	Anowara Bgum	01855707944	Dhamrai, Dhaka	Dhaka
4005	Ziaur Rahman	Abdul Mozid	Rebeka Begum	01988232254	Bagharpara, Jessore	Jessore
4006	Shakil Hossain	Mohammad Ali	Fatema Khatun	01929775480	Fulbaria, Mymensingh	Mymensingh
4007	Shirina	Siraj Ali	Esha	.	Fulbaria, Mymensingh	Mymensingh
4008	Zahid	Kazem Uddin	Doli	01837155680	Gaibandha Sadar	Gaibandha
4009	Md. Rezaul Karim	Md. Hazrat Ali	Hazera Begum	.	Gopalpur, Tangail	Tangail
4010	Murshida	Mujaffar	Jahanara	01943589061	Dhanbari, Tangail	Tangail
4011	Sagor	Abdur rashid	Mosa. Akter Banu	01739823239	Fulbari, Dinajpur	Dinajpur
4012	Sodabanu	Md. Kangal	Golapi	.	Tangail Sadar	Tangail
4013	Mahbub	Sultan	Mahela	01962464221	Sirajgonj Sadar	Sirajgonj
4014	Akkas Ali	Selim Hawladar	Akhi	.	Barisal Sadar	Barisal
4015	Hawladar Faruk	Hawladar Ansar Ali	Beloka Begum	01736547169	Bagerhat	Bagerhat

	Hossain					
4016	Md. Belal Hossain	Md. Azizul Haque	Kulsum Begum	01737334706	Gaibandha Sadar	Gaibandha
4017	Tahmina Akter Nupur	Md. Nurul Islam	Rahima Islam	.	Tangail Sadar	Tangail
4018	Asaduzzama	Abdul Karim	Khodeza Begum	01945847119	Mymensingh	Mymensingh
4019	Maksudur Rahman	Md. Sheikh Farid	Momtaz Begum	01777042369	Bhola, Barisal	Barisal
4020	Ronzu Ahmed	Nazim Uddin Pramanik	Morsheda Begum	01936965945	Jamalpur	Jamalpur
4021	Kutubuddin	Golam Ajbar Molla	Nurun Nahar	01731176937	Magura	Magura
4022	Jashim Uddin Shamim	Abdul Jalil Muhuri	Rowsan Ara Bibi	01732604126	Bhola Sadar	Bhola
4023	Jhuma Akter	Sukkur Ali	Maksuda	.	Lal Moshjid, Shyampur, Dhaka	Dhaka
4024	Laizu Akhter	Sajahan Ghorami	Delowara Begum	01763272500	Barisal Sadar	Barisal
4025	Moushumi Akhter	Hazrat Mallik	Rashida Begum	.	Mehedi Gonj, Barisal	Barisal
4026	Tania Akhter	Md. Altaf Sikder	Most. Laili Begum	01945532894	Patuakhali Sadar	Patuakhali
4027	Airin Akter Dhali	Abul Kashem	Jahanara Begum	.	Kishorgonj	Kishorgonj
4028	Ruma Akter	Md. Sentu Talukder	Nasima Begum	01731204332	Amtali, Patuakhali	Patuakhali
4029	Rubina Akter	Ibrahim Thakur	Mosa. Azmoti Begum	.	Shariatpur	Shariatpur
4030	Morsheda Akter	Md. Jalal Hawladar	Jurjahan Begum	0192308249	Bakergonj, Barisal	Barisal
4031	Nipa Akter	Shah Alam	Sajeda	.	Nolchiti, Barisal	Barisal
4032	Md. Zahid	Md. Badsha Mia	Asma Begum	01861509023	Nshariatpur Sadar	Sariatpur
4033	Sumi Akter	Abdus Salam	Taslima Begum	.	Patuakhali Sadar	Patuakhali
4034	Rina	Nuruddin Basumia	Morjina Basumia	01733633098	Nilphamari	Nilphamari
4035	Rukshana	Abdul Barek	Kulsum Begum	01758309678	Thakurgaon	Thakurgaon
4036	Yousuf	Md. Nannu Kazi	Hafiza	01762005791	Gazipur	Gazipur
4037	Panna Akter	Abdul Razzak	Khuku Moni	.	Bagerhat	Bagerhat
4038	Farzana	Dulal	Rajia	01955953351	Gazipur	Gazipur
4039	Dipok	Ramlal	Maloti	01856539360	Gazipur	Gazipur
4040	Murshida	Billal Hossain	Fulbanu	01989740922	Mymensingh	Mymensingh
4041	Fatema	Moin Uddin	Sajani	.	Moulavibazar	Moulavibazar
4042	Salina	Md. Siddik Mia	Banu	01725026152	Tangail Sadar	Tangail
4043	Hafiza Akhter	Hamed Ali	Amarjan	.	Rangpur	Rangpur
4044	Sahanaj	Md. Siraj Uddin	Khaleka	01923123742	Bhawal, Mirzapur, Tangail	Tangail
4045	Chondra Banu	Samad	Maleka	.	Porabari, Gazipur	Gazipur
4046	Pakhi	Alamgir	Amena	.	Chandpur	Chandpur
4047	Rahana	Younus Ali	Eso	0198827757	Mymensingh	Mymensingh

	Akhter			4		
4048	Amena	Bahar Uddin	Hawa	.	Tangail Sadar	Tangail
4049	Taslima	Zulfikar	Kazali	.	Sherpur	Sherpur
4050	Saiful Islam	Shamsul Alam	Uzala Begum	01725026152	Tangail	Tangail
4051	Khairul	Ranzu	Khodeza	01951712189	Netrokona	Netrokona
4052	Sujana	Reaz Uddin	Lalema	.	Mymensingh	Mymensingh
4053	Sojina	Rahim	Rekha	01622003524	Jamalpur	Jamalpur
4054	Jarina	Ala Uddin	Morzina	01771183905	Mymensingh	Mymensingh
5001	Md. Mukter Hossain	Md. Mojibur Rahman	Mst. Nasima Begum	01988923924	Horikeshtopur, Dangapara, Hakimpur, Dinajpur	Dinajpur
5002	Bulbul	Md. Moslem	Tasira Begum	.	Rangamatia, Fulbaria, Mymensingh	Mymensingh
5003	Ripon Shah	Sawkat	Rebu Begum	01790787241	Rajarampur, Fulbari, Dinajpur	Dinajpur
5004	Saddam	Joynal sarker	Fulbanu Begum	01851157502	Hasanpur, Mehedigonj, Barisal	Barisal
5005	Mst. Ruma Khatun	Md. Abdul Razzak	Mst. Shahina Begum	.	Dariapur, Nalagram, Bogra	Bogra
5006	Mst. Jui Khatun	Md. Jahangir Alam	Mst. Nurmohol Khatun	01733929609	Chilgach, Nischantapur, Kazipur, Sirajgonj	Sirajgonj
5007	Kausar	Md. Malek	Mst. Fatema Begum	01757547662	Sayedpur, Gopalpur, Tangail	Tangail
5008	Md. Sohel Rana	Md. Shafukul Islam	Mst. Siddika Khatun	01751180257	Sukhan pukuri, Sukhanpur, Thakurgaon	Thakurgaon
5009	Shahin Mia	Amir Ali	Sahirun	01939866496	Monpura, Holudigram, Jihaighati, Sherpur	Sherpur
5010	Mahidul Islam	Md. A. Latif Mia	Mst. Testa Begum	.	Chulahal, Mithapukur, Rangpur	Rangpur
5011	Saidul Islam	Md. Azilul	Mst. Sabina	01945173231	Belkuchi, Sirajgonj	Sirajgonj
5012	Rubina Aher	Babul Hossain	Zarina Begum	01957510122	Chak Haridashpur, Birampur, Dinajpur	Dinajpur
5013	Md. Ronju Ahmed	Md. Abdul Sattar	Mst. Rjeya	.	Boroikandi, Kutubpur, Sariakandi, Bogra	Bogra
5014	Md. Rubel Ahmed	Late Shajh Jalal	Mst. Khadija Khatun	0175964073	Badalbari, Nagordala, Sahjadpur, Sirajgonj	Sirajgonj
5015	Md. Manik	Md. Azgor Mia	Rokeya Begum	01947860794	Varoipara, Kholahati, Gaibandha	Gaibandha
5016	Liton	Md. Shahabuddin	Nurjahan Begum	01746999340	Tirhati, Dhunot, Bogra	Bogra
5017	Milon	Alauddin	Mala Bibi	01774080453	Boro Maria, Kamarpara,	Rajshahi

					Bagmara, Rajshahi	
5018	Mst. Fatema Khatun	Md. Jalil Hawlader	Mst. Piyara Begum	0173560249 5	Uttar Nazirpur, Muladi, Barisal	Barisal
5019	Sazeda	Aziz	Maleka	0179578751 9	Bagda, Gouri Nagar, Gaibandha	Gaibandha
5020	Md. Samad	Md. Nowsher Ali	Mst. Rizia Begum	0195295303 3	Botagram, Parulia, Kashiani, Gopalgonj	Gopalgonj

Annexure - B: Details of Employers of Trainees after Participation in the Training

B) Details of employers of trainees after participation in the training

			Questionnaire ID	Name of Trainee	After Training Job Level	After Training Employer	After Training Employment Status
District	B-Baria	1	1077	Kuddus	Semi Skilled Worker	Park LR	Employed
		N	1	1	1	1	1
	B.Baria	1	1023	Nasima	Semi Skilled Worker	Picard	Employed
		N	1	1	1	1	1
	Bagerhat	1	1004	Sobuj	Semi Skilled Worker	Picard	Employed
		2	1041	Nasima	Semi Skilled Worker	Picard	Employed
		3	4015	Hawladar Faruk Hossain	Skilled	Apex Footwear Ltd.	Employed
		4	4037	Panna Akter	Skilled	Madina Shoe Co.	Employed
		N	4	4	4	4	4
	Barisal	1	1002	Laizu	Semi Skilled Worker	Picard	Employed
		2	1083	Sohag	Skilled	Apex	Employed
		3	1089	Mahadi Hasan	Skilled	Apex	Employed
		4	2005	Rahima	Semi Skilled Worker	Not answered	Employed
		5	2015	Sheema	Skilled	Not answered	Employed
		6	2046	Manik	Semi Skilled Worker	Not answered	Employed
		7	2064	Al-Amin	Semi Skilled Worker	Not answered	Employed
		8	3012	Kajol Akter	Semi Skilled Worker	Land Mark	Employed
		9	3080	Bina Akter	Semi Skilled Worker	Apex	Employed
		10	3101	Debi	Semi Skilled Worker	Not answered	Employed
		11	4014	Akkas Ali	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		12	4019	Maksudur Rahman	Semi Skilled Worker	Apex Footwear Ltd.	Employed

		13	4024	Laizu Akhter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		14	4025	Moushumi Akhter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		15	4030	Morsheda Akter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		16	4031	Nipa Akter	Skilled	Jennys Shoe Co.	Employed
		17	5018	Mst. Fatema Khatun	Skilled	Bay Footwear	Employed
		N	17	17	17	17	17
	Bhola	1	1034	Miraj Hossain	Semi Skilled Worker	Picard	Employed
		2	1061	Runu Akter	Semi Skilled Worker	Shoe Maker	Employed
		3	4022	Jashim Uddin Shamim	Skilled	Apex Footwear Ltd.	Employed
		N	3	3	3	3	3
	Bogra	1	1017	Hasan Ali	Semi Skilled Worker	Picard	Employed
		2	1024	Kajoli	Semi Skilled Worker	Picard	Employed
		3	1027	Sohel Rana	Semi Skilled Worker	Picard	Employed
		4	1029	Rabiul Karim	Semi Skilled Worker	Picard	Employed
		5	1037	Hosneara	Semi Skilled Worker	Picard	Employed
		6	1056	Abu Bokkar	Semi Skilled Worker	Shoe Maker	Employed
		7	1093	Aminul	Skilled	Apex	Employed
		8	2018	Lima	Semi Skilled Worker	Not answered	Employed
		9	2036	Fatama	Skilled	Not answered	Employed
		10	2041	Chameli	Semi Skilled Worker	Not answered	Employed
		11	2063	Radha moni	Semi Skilled Worker	Not answered	Employed
		12	3004	Sarmin	Semi Skilled Worker	Not answered	Employed
		13	3063	Morjina	Semi Skilled Worker	Not answered	Employed
		14	3066	Nilufa	Semi Skilled Worker	Not answered	Employed
		15	3082	Sumona	Semi Skilled Worker	Apex	Employed

		16	4002		Alamgir Kabir	Skilled	Apex Footwear Ltd.	Employed
		N	16		16	16	16	16
	Chandpur	1	4046		Pakhi	Skilled	Apex Madina	Employed
		N	1		1	1	1	1
	Comilla	1	1051		Romi	Semi Skilled Worker	Picard	Employed
		2	1090		Mizanur Rahman	Skilled	Apex	Employed
		N	2		2	2	2	2
	Dhaka	1	1031		Sharmin	Semi Skilled Worker	Picard	Employed
		2	1055		Firoz	Semi Skilled Worker	Picard	Employed
		3	1059		Imran	Semi Skilled Worker	Shoe Maker	Employed
		4	1065		Idris Ali	Semi Skilled Worker	Shoe Maker	Employed
		5	1084		Pronob	Skilled	Apex	Employed
		6	2044		Fency	Semi Skilled Worker	Not answered	Employed
		7	2094		Hasina	Semi Skilled Worker	Not answered	Employed
		8	2098		Ponob	Skilled	Not answered	Employed
		9	4004		Obaidur Rahman	Skilled	Apex Footwear Ltd.	Employed
		10	4023		Jhuma Akter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		N	10		10	10	10	10
	Dinajpur	1	1016		Nazma	Semi Skilled Worker	Picard	Employed
		2	1018		Mahmudul Hasan	Semi Skilled Worker	Picard	Employed
		3	1019		Shahabul Islam	Semi Skilled Worker	Picard	Employed
		4	1026		Sabina	Semi Skilled Worker	Picard	Employed
		5	1033		Forman Ali	Semi Skilled Worker	Picard	Employed
		6	1040		Abu Sayem	Semi Skilled Worker	Picard	Employed
		7	1048		Ferdous Ali	Semi Skilled Worker	Picard	Employed
		8	1050		Alamin	Semi Skilled Worker	Picard	Employed
		9	1092		Shafiqul	Skilled	Apex	Employed

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		10	2042	Kanchon	Semi Skilled Worker	Not answered	Employed
		11	2053	Alamgir	Semi Skilled Worker	Not answered	Employed
		12	2076	Kamrunnahar	Semi Skilled Worker	Not answered	Employed
		13	2089	Mansura	Semi Skilled Worker	Not answered	Employed
		14	3027	Muslima	Semi Skilled Worker	Not answered	Employed
		15	3072	Rina	Semi Skilled Worker	Not answered	Employed
		16	3077	Moushumi Akter	Semi Skilled Worker	Not answered	Employed
		17	3094	Zakia	Semi Skilled Worker	Not answered	Employed
		18	4011	Sagor	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		N	18	18	18	18	18
	Gaibandha	1	1001	Arif Hasan	Semi Skilled Worker	Picard	Employed
		2	1014	Ruji	Semi Skilled Worker	Picard	Employed
		3	1032	Lucky Begum	Semi Skilled Worker	Picard	Employed
		4	1052	Mamun	Semi Skilled Worker	Picard	Employed
		5	1082	Latiful	Semi Skilled Worker	Apex	Employed
		6	2002	Sharmin	Semi Skilled Worker	Not answered	Employed
		7	2021	Parvin	Skilled	Not answered	Employed
		8	2031	Roich	Semi Skilled Worker	Not answered	Employed
		9	2035	Santona	Skilled	Not answered	Employed
		10	2048	Mazeda	Semi Skilled Worker	Not answered	Employed
		11	2049	Shahidur	Semi Skilled Worker	Not answered	Employed
		12	2057	Ismoth Ara	Semi Skilled Worker	Not answered	Employed
		13	2058	Beauty	Semi Skilled Worker	Not answered	Employed
		14	2059	Nurunnahar	Semi	Not	Employed

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				Skilled Worker	answered	
	15	2079	Safiya	Semi Skilled Worker	Not answered	Employed
	16	3007	Laki Akter	Semi Skilled Worker	Not answered	Employed
	17	3017	Nilufa	Semi Skilled Worker	Land Mark	Employed
	18	3018	Khushi Akter	Semi Skilled Worker	Land Mark	Employed
	19	3029	Shipon	Semi Skilled Worker	Not answered	Employed
	20	3036	Ruma	Semi Skilled Worker	Not answered	Employed
	21	3045	Md. Munnu	Semi Skilled Worker	Not answered	Employed
	22	3047	Jahid	Semi Skilled Worker	Not answered	Employed
	23	3048	Yasin	Semi Skilled Worker	Not answered	Employed
	24	3050	Mousumi	Semi Skilled Worker	Not answered	Employed
	25	3062	Sabina	Semi Skilled Worker	Not answered	Employed
	26	3076	Joni	Semi Skilled Worker	Apex	Employed
	27	3083	Rumana	Semi Skilled Worker	Not answered	Employed
	28	3084	Nurun Nabi	Semi Skilled Worker	Apex	Employed
	29	4008	Zahid	Semi Skilled Worker	Apex Footwear Ltd.	Employed
	30	4016	Md. Belal Hossain	Skilled	Apex Footwear Ltd.	Employed
	N	30	30	30	30	30
Gazipur	1	1080	Lata	Skilled	Apex	Employed
	2	2027	Nura Jannat	Semi Skilled Worker	Not answered	Employed
	3	2082	Arjuda	Semi Skilled Worker	Not answered	Employed
	4	2086	Akhi	Semi Skilled Worker	Not answered	Employed
	5	2087	Sohag	Semi Skilled Worker	Not answered	Employed
	6	3001	Lipi Rani	Semi Skilled	Not answered	Employed

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					Worker	
	7	3006	Rubi Begum	Semi Skilled Worker	Not answered	Employed
	8	3009	Rimi Akter	Semi Skilled Worker	Not answered	Employed
	9	3014	Runa Begum	Semi Skilled Worker	Land Mark	Employed
	10	3016	Tara Banu	Semi Skilled Worker	Not answered	Employed
	11	3022	Rita	Semi Skilled Worker	Not answered	Employed
	12	3024	Solaiman	Semi Skilled Worker	Not answered	Employed
	13	3025	Daloar Hossain	Skilled	Not answered	Employed
	14	3026	Samim	Skilled	Apex	Employed
	15	4036	Yousuf	Skilled	Madina Shoe Co.	Employed
	16	4038	Farzana	Skilled	Madina Shoe Co.	Employed
	17	4039	Dipok	Semi Skilled Worker	Madina Shoe Co.	Employed
	18	4045	Chondra Banu	Semi Skilled Worker	Apex Madina	Employed
	N	18	18	18	18	18
Gopalgonj	1	3038	Rakib	Semi Skilled Worker	Not answered	Employed
	2	3053	Md. Mohsin Molla	Semi Skilled Worker	Not answered	Employed
	3	5020	Md. Samad	Not Answered	Bay Footwear	Employed
	N	3	3	2	3	3
Jamalpur	1	1005	Sultan	Semi Skilled Worker	Picard	Employed
	2	1057	Jahirul Islam	Semi Skilled Worker	Shoe Maker	Employed
	3	1058	Alam Mia	Semi Skilled Worker	Shoe Maker	Employed
	4	1069	Sumi	Semi Skilled Worker	Shoe Maker	Employed
	5	1095	Nargis	Skilled	Apex	Employed
	6	2029	Sabina	Semi Skilled Worker	Not answered	Employed
	7	2072	Aziz	Semi Skilled Worker	Not answered	Employed
	8	2074	Rabiul	Semi Skilled Worker	Not answered	Employed
	9	2077	Razia	Semi Skilled	Not answered	Employed

					Worker		
		10	3011	Taslima Begum	Semi Skilled Worker	Not answered	Employed
		11	3019	Helena	Semi Skilled Worker	Not answered	Employed
		12	3055	Taslima	Semi Skilled Worker	Not answered	Employed
		13	3064	Rubi	Skilled	Not answered	Employed
		14	3068	Mintu	Semi Skilled Worker	Not answered	Employed
		15	3070	Sova	Semi Skilled Worker	Not answered	Employed
		16	3087	Hasna	Semi Skilled Worker	Not answered	Employed
		17	3104	Lipi Akter	Skilled	Not answered	Employed
		18	4020	Ronzu Ahmed	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		19	4053	Sojina	Semi Skilled Worker	Apex Madina	Employed
		N	19	19	19	19	19
	Jessore	1	1035	Jony Islam	Semi Skilled Worker	Picard	Employed
		2	1096	Konika	Semi Skilled Worker	Apex	Employed
		3	2019	Rokiya	Semi Skilled Worker	Not answered	Employed
		4	3041	Md. Jewel Islam	Semi Skilled Worker	Not answered	Employed
		5	4003	Mostafizur Rahman	Skilled	Apex Footwear Ltd.	Employed
		6	4005	Ziaur Rahman	Skilled	Apex Footwear Ltd.	Employed
		N	6	6	6	6	6
	Jhalkhati	1	1087	Ripon Nawladar	Semi Skilled Worker	Apex	Employed
		N	1	1	1	1	1
	Joypurhat	1	1010	Milon	Semi Skilled Worker	Picard	Employed
		2	1028	Dilruba	Semi Skilled Worker	Picard	Employed
		N	2	2	2	2	2
	Khulna	1	1060	Shirina Akhter	Semi Skilled Worker	Shoe Maker	Employed
		2	2061	Sumit Tara	Semi Skilled Worker	Not answered	Employed

		3	3098	Nazma	Semi Skilled Worker	Apex	Employed
		N	3	3	3	3	3
	Kishorgonj	1	1073	Mamun	Semi Skilled Worker	Bag Maker	Employed
		2	1076	Sumon	Semi Skilled Worker	Sassy	Employed
		3	1085	Md. Anowar Hossain	Semi Skilled Worker	Apex	Employed
		4	2050	Ilias	Skilled	Apex	Employed
		5	3093	Pritirani	Skilled	Not answered	Employed
		6	4027	Airin Akter Dhali	Semi Skilled Worker	Jennys Shoe Co.	Employed
		N	6	6	6	6	6
	Kurigram	1	1044	Shuly	Semi Skilled Worker	Picard	Employed
		2	2073	Afroja	Semi Skilled Worker	Not answered	Employed
		3	3037	Ripa	Semi Skilled Worker	Not answered	Employed
		4	3086	Anika	Semi Skilled Worker	Apex	Employed
		N	4	4	4	4	4
	Kushtia	1	1030	Ramzan	Semi Skilled Worker	Picard	Employed
		2	2030	Kamal	Semi Skilled Worker	Not answered	Employed
		3	3091	Mala	Semi Skilled Worker	Apex	Employed
		N	3	3	3	3	3
	Lalmonirhat	1	1007	Anisur	Semi Skilled Worker	Picard	Employed
		2	1012	Md. Nur Hossain	Semi Skilled Worker	Picard	Employed
		3	2054	Ranzu	Semi Skilled Worker	Not answered	Employed
		4	3085	Beauty Rani	Semi Skilled Worker	Not answered	Employed
		N	4	4	4	4	4
	Madaripur	1	1047	Kaosar	Semi Skilled Worker	Picard	Employed
		2	3054	Rikta	Skilled	Not answered	Employed
		3	3103	Jugen Biswash	Skilled	Apex	Employed
		N	3	3	3	3	3
	Magura	1	1053	Shilpi	Semi Skilled	Picard	Employed

					Worker	
		2	2062	Abu Ayub Ansari	Skilled	add	Employed
		3	2065	Humayun Kabir	Skilled	Not answered	Employed
		4	4021	Kutubuddin	Skilled	Apex Footwear Ltd.	Employed
		N	4	4	4	4	4
Manikgonj	1	1020	Aleya	Semi Skilled Worker	Picard	Employed
	2	1045	Bobita	Semi Skilled Worker	Picard	Employed
	N	2	2	2	2	2
Moulavibazar	1	1075	Imran	Semi Skilled Worker	Sassy	Employed
	2	4041	Fatema	Semi Skilled Worker	Apex Madina	Employed
	N	2	2	2	2	2
Munshigonj	1	1074	Selina Begum	Skilled	Bag Maker	Employed
	2	1078	Shahida Alam	Semi Skilled Worker	Bag maker	Employed
	N	2	2	2	2	2
Mymensingh	1	1008	Md. rAsel	Semi Skilled Worker	Picard	Employed
	2	1088	Kadir	Skilled	Apex	Employed
	3	2008	Md. Humayun Kabir	Skilled	arif	Employed
	4	2009	Jakir Hossain	Semi Skilled Worker	Not answered	Employed
	5	2012	Sarjina	Skilled	Not answered	Employed
	6	2013	Sabina	Skilled	Not answered	Employed
	7	2016	Lovely	Skilled	Not answered	Employed
	8	2017	Jasmin	Semi Skilled Worker	Not answered	Employed
	9	2032	Sohag	Skilled	Not answered	Employed
	10	2037	Khadija	Skilled	Not answered	Employed
	11	2068	Aysha	Semi Skilled Worker	Not answered	Employed
	12	2078	Amena	Semi Skilled Worker	Not answered	Employed
	13	2080	Sabina	Semi Skilled Worker	Not answered	Employed
	14	2085	Mamata	Semi Skilled Worker	Not answered	Employed
	15	2088	Mst. Muktara Khatun	Semi Skilled Worker	Not answered	Employed

		16	2090	Mst. Rokshana Khatun	Semi Skilled Worker	Not answered	Employed
		17	2093	Khadiza	Semi Skilled Worker	Not answered	Employed
		18	2096	Shorifa	Semi Skilled Worker	Not answered	Employed
		19	2097	Salma	Semi Skilled Worker	Not answered	Employed
		20	3035	Morjina	Semi Skilled Worker	Apex	Employed
		21	3039	Shirina	Semi Skilled Worker	Not answered	Employed
		22	3042	Mamun	Semi Skilled Worker	Not answered	Employed
		23	3044	Josna Khatun	Semi Skilled Worker	Not answered	Employed
		24	3049	Mahabub	Skilled	Not answered	Employed
		25	3071	Hamida	Semi Skilled Worker	Not answered	Employed
		26	3074	Taslima	Semi Skilled Worker	Not answered	Employed
		27	3075	Smriti	Semi Skilled Worker	Not answered	Employed
		28	3081	Rumana	Semi Skilled Worker	Apex	Employed
		29	3097	Shilpi	Semi Skilled Worker	Not answered	Employed
		30	3099	Taslima	Semi Skilled Worker	Not answered	Employed
		31	4006	Shakil Hossain	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		32	4007	Shirina	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		33	4018	Asaduzzama	Skilled	Apex Footwear Ltd.	Employed
		34	4040	Murshida	Semi Skilled Worker	Apex Madina	Employed
		35	4047	Rahana Akhter	Skilled	Apex Madina	Employed
		36	4052	Sujana	Skilled	Apex Madina	Employed
		37	4054	Jarina	Skilled	Apex Madina	Employed
		N	37	37	37	37	37
	Naogaon	1	1081	Nahid Robi	Skilled	Apex	Employed
		2	2007	Daizi	Semi Skilled	Not answered	Employed

					Worker	
	3	2026	Tanzila	Semi Skilled Worker	Not answered	Employed
	4	3021	Md. Saad Pramanik	Semi Skilled Worker	qc	Employed
	5	3031	Robiul	Semi Skilled Worker	Apex	Employed
	6	3040	Doli	Semi Skilled Worker	Apex	Employed
	7	3067	Shahnaz Begum	Semi Skilled Worker	Not answered	Employed
	8	3090	Sabina	Semi Skilled Worker	Not answered	Employed
	N	8	8	8	8	8
Natore	1	1021	Parul	Semi Skilled Worker	Picard	Employed
	2	1039	Khairul Islam	Semi Skilled Worker	Picard	Employed
	3	1063	Farida	Semi Skilled Worker	Shoe Maker	Employed
	4	2038	Ashia	Skilled	Not answered	Employed
	5	2040	Minara	Semi Skilled Worker	Not answered	Employed
	6	2045	Amantahasta	Semi Skilled Worker	Not answered	Employed
	7	3060	Mokhlesur Rahman	Skilled	Not answered	Employed
	N	7	7	7	7	7
Netrokona	1	4051	Khairul	Skilled	Apex Madina	Employed
	N	1	1	1	1	1
Nilphamari	1	4034	Rina	Skilled	Madina Shoe Co.	Employed
	N	1	1	1	1	1
Noakhali	1	1079	Jahangir	Semi Skilled Worker	Bag maker	Employed
	2	1086	Kartik Paul	Skilled	Apex	Employed
	3	2075	Papiya	Semi Skilled Worker	Not answered	Employed
	N	3	3	3	3	3
Not Specified	1	2001	Nilufa	Semi Skilled Worker	Not answered	Employed
	2	2004	Polash	Semi Skilled Worker	Not answered	Employed
	3	2011	Laily	Semi Skilled Worker	Not answered	Employed
	4	2014	Mousumi	Semi Skilled Worker	Not answered	Employed

		5	2022	Rasal	Semi Skilled Worker	Not answered	Employed
		6	2024	Sharmin	Semi Skilled Worker	Not answered	Employed
		7	2025	Morzina	Semi Skilled Worker	Not answered	Employed
		8	2070	Lokman	Semi Skilled Worker	Not answered	Employed
		9	2071	Joynob	Semi Skilled Worker	Not answered	Employed
		10	2091	Irin	Skilled	Not answered	Employed
		11	3002	Salma	Skilled	Not answered	Employed
		12	3003	Lipi Akter	Semi Skilled Worker	Land Mark	Employed
		13	3020	Abul Hossain	Semi Skilled Worker	Not answered	Employed
		14	3058	Mst. Aleya Begum	Skilled	Not answered	Employed
		15	3089	Fahima Begum	Semi Skilled Worker	Not answered	Employed
		16	3092	Fatema	Skilled	Not answered	Employed
		N	16	16	16	16	16
	Pabna	1	1067	Lucky Akhter	Semi Skilled Worker	Shoe Maker	Employed
		2	2006	Asmani	Semi Skilled Worker	Not answered	Employed
		3	2020	Moriom	Semi Skilled Worker	Not answered	Employed
		4	2095	Lota	Semi Skilled Worker	Not answered	Employed
		5	3015	Hena Begum	Semi Skilled Worker	Hena	Employed
		6	3061	Sharmin	Semi Skilled Worker	Not answered	Employed
		7	3095	Sumi	Semi Skilled Worker	Not answered	Employed
		8	4001	Atiur Rahman	Skilled	Apex Footwear Ltd.	Employed
		N	8	8	8	8	8
	Panchagarh	1	1025	Nasrin	Semi Skilled Worker	Picard	Employed
		2	1070	Anis	Semi Skilled Worker	JH Footware	Employed
		3	1071	Sharif	Semi Skilled	JH Footware	Employed

					Worker	
		4	1072	Mizan	Semi Skilled Worker	JH Footware	Employed
		5	3057	Sahida	Semi Skilled Worker	Not answered	Employed
		N	5	5	5	5	5
	Patuakhali	1	4026	Tania Akhter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		2	4028	Ruma Akter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		3	4033	Sumi Akter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		N	3	3	3	3	3
	Pirojpur	1	2083	Nasrin	Semi Skilled Worker	Not answered	Employed
		N	1	1	1	1	1
	Rajshahi	1	3032	Nuresa	Semi Skilled Worker	Apex	Employed
		N	1	1	1	1	1
	Rangamati	1	1054	Bisshojit Chakma	Semi Skilled Worker	Picard	Employed
		N	1	1	1	1	1
	Rangpur	1	1009	Khadiza	Semi Skilled Worker	Picard	Employed
		2	1038	Mithun	Semi Skilled Worker	Picard	Employed
		3	2003	Sharifa Begum	Semi Skilled Worker	Not answered	Employed
		4	2028	Nasrin	Semi Skilled Worker	Not answered	Employed
		5	2034	Laila	Skilled	Not answered	Employed
		6	3043	Nasima	Semi Skilled Worker	Not answered	Employed
		7	3096	Mazeda	Semi Skilled Worker	Not answered	Employed
		8	4043	Hafiza Akhter	Skilled	Apex Madina	Employed
		N	8	8	8	8	8
	Sariatpur	1	4032	Md. Zahid	Semi Skilled Worker	Jennys Shoe Co.	Employed
		N	1	1	1	1	1
	Satkhira	1	1036	Khadiza	Semi Skilled Worker	Picard	Employed
		2	1049	Tumpa	Semi Skilled Worker	Picard	Employed
		3	1062	Laily Khatun	Semi Skilled Worker	Shoe Maker	Employed

		N	3	3	3	3	3
	Shariatpur	1	4029	Rubina Akter	Semi Skilled Worker	Jennys Shoe Co.	Employed
		N	1	1	1	1	1
	Sherpur	1	1066	Parveen	Semi Skilled Worker	Shoe Maker	Employed
		2	1068	Rina	Skilled	Shoe Maker	Employed
		3	3008	Howa Khatun	Semi Skilled Worker	Not answered	Employed
		4	4049	Taslima	Skilled	Apex Madina	Employed
		N	4	4	4	4	4
	Sirajgonj	1	1006	Asadul	Semi Skilled Worker	Picard	Employed
		2	1013	Beli Khatun	Semi Skilled Worker	Picard	Employed
		3	1015	Julekha	Semi Skilled Worker	Picard	Employed
		4	1022	Alim	Semi Skilled Worker	Picard	Employed
		5	1042	Rasel	Semi Skilled Worker	Picard	Employed
		6	1091	Ramjan Ali	Skilled	Not answered	Employed
		7	1094	Mina Khatun	Skilled	Apex	Employed
		8	2043	Sabina	Semi Skilled Worker	Not answered	Employed
		9	3023	Laxmi Rani	Semi Skilled Worker	Not answered	Employed
		10	3033	Mukta	Semi Skilled Worker	Apex	Employed
		11	3051	Jakibul Islam	Skilled	Not answered	Employed
		12	3052	Renuka	Semi Skilled Worker	Not answered	Employed
		13	3073	Rakib Hasan	Semi Skilled Worker	Not answered	Employed
		14	4013	Mahbub	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		N	14	14	14	14	14
	Sunamgonj	1	2067	Somiron Chandra Das	Semi Skilled Worker	Not answered	Employed
		2	3056	Pintu Kanta Das	Skilled	Not answered	Employed
		N	2	2	2	2	2
	Sylhet	1	1011	Al-Hossin	Semi Skilled Worker	Picard	Employed
		2	2033	Rumpa	Skilled	Not answered	Employed

		3	2039	Jeli	Semi Skilled Worker	Not answered	Employed
		4	2056	Gogonath	Semi Skilled Worker	Not answered	Employed
		5	3078	Moni Rani	Semi Skilled Worker	Apex	Employed
		N	5	5	5	5	5
	Tangail	1	1046	Eti	Semi Skilled Worker	Picard	Employed
		2	1097	Habib	Skilled	Apex	Employed
		3	2010	Nasrin	Semi Skilled Worker	Not answered	Employed
		4	2023	Jhorna	Semi Skilled Worker	Not answered	Employed
		5	2047	Samsun Nahar	Semi Skilled Worker	Not answered	Employed
		6	2051	Shamim Sharif	Skilled	Not answered	Employed
		7	2052	Rashed	Semi Skilled Worker	Not answered	Employed
		8	2055	Sonia	Semi Skilled Worker	Not answered	Employed
		9	2060	Tara banu	Semi Skilled Worker	Not answered	Employed
		10	2066	Pappu Morong	Skilled	Not answered	Employed
		11	2069	Lipi	Semi Skilled Worker	Not answered	Employed
		12	2081	Amena	Semi Skilled Worker	Not answered	Employed
		13	2084	Ziasmin	Semi Skilled Worker	Not answered	Employed
		14	2092	Jamal	Semi Skilled Worker	Not answered	Employed
		15	3013	Mahmuda	Semi Skilled Worker	Not answered	Employed
		16	3028	Md. Abdl Baser	Semi Skilled Worker	Not answered	Employed
		17	3030	Suvo Ahmed	Semi Skilled Worker	Not answered	Employed
		18	3034	Md. Rofikul Islam Bijoy	Semi Skilled Worker	Not answered	Employed
		19	3046	Amena	Semi Skilled Worker	Not answered	Employed
		20	3079	Emu Akhter	Semi Skilled Worker	Not answered	Employed

		21	3088	Afroza	Semi Skilled Worker	Not answered	Employed
		22	3102	Kawsar	Semi Skilled Worker	Not answered	Employed
		23	4009	Md. Rezaul Karim	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		24	4010	Murshida	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		25	4012	Sodabanu	Semi Skilled Worker	Apex Footwear Ltd.	Employed
		26	4017	Tahmina Akter Nupur	Skilled	Apex Footwear Ltd.	Employed
		27	4042	Salina	Semi Skilled Worker	Apex Madina	Employed
		28	4044	Sahanaj	Semi Skilled Worker	Apex Madina	Employed
		29	4048	Amena	Skilled	Apex Madina	Employed
		30	4050	Saiful Islam	Semi Skilled Worker	Apex Madina	Employed
		N	30	30	30	30	30
	Thakurgaon	1	1003	Mustakima	Semi Skilled Worker	Picard	Employed
		2	1043	Kobori	Semi Skilled Worker	Picard	Employed
		3	1064	Sadekul Islam	Semi Skilled Worker	Shoe Maker	Employed
		4	4035	Rukshana	Skilled	Madina Shoe Co.	Employed
		N	4	4	4	4	4
		N	349	349	348	349	349

Annexure - C: Graduates' Opinion on the Usefullness of the Training Topics

C.1) Graduates opinion on the most useful part of the training				
		Name of the Training received		
		Machine Operator	Floor Supervisor Development	Machine Maintenance Technician
		Count	Count	Count
Comments on most useful part of the training	Not answered	64	1	0
	Assembling	1	0	0
	Assembling bag part, pasting	1	0	0
	Assembling, cutting, Inspection	1	0	0
	Assembling, Folding	1	0	0
	Assembling, safety	1	0	0
	Attentive, M/c driving, blocking	1	0	0
	Bag, Cleaning	1	0	0
	Behavior	1	0	0
	Behaviour, On hand training	0	1	0
	Behaviour, Rules, Manner, Cooperation	47	3	0
	Belt making, cleaning	1	0	0
	CC Setting, Cutting	1	0	0
	Cleaning, assembling	1	0	0
	Cleaning, discipline	1	0	0
	Cleaning, Pasting	1	0	0
	cleaning, safety	1	0	0
	Cleaning, Safety	2	0	0
	Cleaning, Total table work	1	0	0
	Cleanliness	1	0	0
	Cleanliness, professional safety	1	0	0
	Colouring, Machine driving	1	0	0
	Confidence	2	0	0
	Confidence, Behavior	0	1	0
	Confidence, finishing, pasting, cleaning	1	0	0
	Control, Feedback of work	0	1	0
	Controlling disk shape	1	0	0
	CPD, Manner	0	1	0
	Cutting safety, M/c parts	1	0	0
	Cutting, Inspection	1	0	0
	Cutting, Marking	1	0	0
	Cutting, safety	1	0	0
	cutting,Finising	1	0	0
	Direct job	0	1	0
	Discipline, Assembling, Folding	1	0	0

	Discipline, Behaviour	1	0	0
	Discipline, CC setting	1	0	0
	Discipline, CD setting	1	0	0
	Discipline, Efficiency	0	1	0
	Discipline, folding	1	0	0
	Discipline, Manner	35	1	0
	Discipline, MC Driving	6	2	0
	Discipline, Safety	1	0	0
	Discipline, Safety cutting	1	0	0
	Discipline, Working Environment	4	0	0
	Discipline, Working Environment, Behaviour	4	0	0
	Disciplined, Knowing M/C parts	1	0	0
	Everything is good	1	0	0
	Finding problem and solution	1	0	0
	Finishing	1	0	0
	Finishing, assembling	1	0	0
	Finishing, cleaning	2	0	0
	Fitting, Cutting	1	0	0
	Flap making, cc pocket	1	0	0
	Folding (cc)	1	0	0
	Folding tap, hammering	1	0	0
	Folding, Safety	1	0	0
	House keeping, inspection	1	0	0
	Inspeation, Behaviour	1	0	0
	Iron, Shoe Brush	1	0	0
	Job Related,	0	1	0
	Know leather, quality product making	1	0	0
	Knowing M/C parts, Cleaning and Safety	1	0	0
	Knowing M/C, Behavior	1	0	0
	Knowing shoe, manner	1	0	0
	Learned Leather sector	0	1	0
	Learning machine efficiency	1	0	0
	Learning sewing	3	0	0
	Line understanding, Shoe parts	1	0	0
	LR Cut, Pasting	1	0	0
	M/C driving	1	0	0
	M/C Parts, cleaning & safety	1	0	0
	M/C parts, manner	1	0	0
	Machine driving, cutting	1	0	0
	Machine Driving, Rules & Regulation	21	0	0
	Machine operation	17	0	0
	Machine operation, behaviour, discipline	0	0	1
	Machine operation, Cleanliness	4	0	0
	ration, Manner	1	0	0
	Machine operation, Training	1	0	0
	Machine training	1	0	0
	Making bag belt, ring loop	1	0	0

	Manner	1	1	0
	Manner, Bag finishing	1	0	0
	Manner, Environmental	0	1	0
	Manner, Luck	0	0	1
	Manner, New Idea	1	0	0
	Manner,Working procedure	0	1	0
	MC Driving	1	0	0
	Mc driving, Behavior	1	0	0
	MC Operation	0	1	0
	Mechanical Training, Electric repairing	0	0	1
	Membership	0	1	0
	Net cut, loop	1	0	0
	New work, teaching cutting	1	0	0
	On hand training	0	0	1
	Pasting	1	0	0
	Pasting, assembling	1	0	0
	Pasting, assembling & fitting	1	0	0
	Pasting, confidence	1	0	0
	Pasting, Folding	1	0	0
	Pasting, joint, fitting	1	0	0
	Pasting, sewing, folding	1	0	0
	Pesting, Folding	1	0	0
	Practical	0	1	0
	Practical knowledge	0	0	1
	Practical learning	1	0	0
	Practical training, behavior	0	1	0
	Practical, knowing sub-station, behavior	0	1	1
	Quality, Folding, Manner	1	0	0
	Quick learning, all kinds of work	1	0	0
	Rules & resulatons	6	2	0
	Rules &Regulation,Well manner	24	0	0
	Running machine	1	0	0
	Safety cleaning	1	0	0
	Safety things, mesh checking, folding	1	0	0
	Safety, Parting	1	0	0
	Sample making, pasting	1	0	0
	Scope, Assembling	1	0	0
	Sewing, rules	1	0	0
	Shoe finishing, upper lasting	1	0	0
	Skiving M/C, Cleaning, Safety	1	0	0
	Skiving machine, manner	1	0	0
	Skiving, Inspection	1	0	0
	Swing, cleaning	1	0	0
	Swing, safety	1	0	0
	Swing, Safety	1	0	0
	Teaching method, observation	0	0	1
	Theoretical knowledge, behaviour	0	1	0

C.2) Graduates comment on the least useful part of the training

		Name of the Training received		
		Machine Operator	Floor Supervisor Development	Machine Maintenance Technician
		Count	Count	Count
Comments on least useful part of the training	Not answered	324	25	7
	Didn't trained	1	0	0
	Machine Name, Machine Use	4	0	0
	Machine Name, Machine Use, Work Procedure	4	0	0
	Searching bobbin case	0	1	0

C.3) Graduates opinion about the parts that should be changed / added in the training

		Name of the Training received		
		Machine Operator	Floor Supervisor Development	Machine Maintenance Technician
		Count	Count	Count
Comments on the part should be added/changed	Ever Thing ok	179	8	0
	More class	0	1	0
	Not answered	127	7	4
	Adding Uniform	1	0	0
	Additional learning	1	0	0
	All not employed	0	1	0
	All process of bag	1	0	0
	Bag making	1	0	0
	Bag making, process	1	0	0
	Certificate	0	1	0
	Conflict btwn COEL and Apex	0	1	0
	Dies, CC	1	0	0
	Different machine driving	1	0	0
	Diversified machines	0	1	0
	Electricity problem	1	0	0
	Enhance salary during training	0	0	1
	Fairness in Job	0	1	0
	Folding round	1	0	0
	Increase practical	0	1	0
	Increase stipend	0	0	1
	Increase time	0	1	0
	Learn all work	1	0	0
	Line fitting	1	0	0
	Load Shading	1	0	0

MC Maintenance	1	0	0
More machine required	2	0	0
More practical	1	0	0
More Practical	0	1	0
More practical required	0	0	1
More practice	1	0	0
More training	1	0	0
New work	1	0	0
Q.C.	1	0	0
Salary enhance during training	0	1	0
Supervisor	2	0	0
Swing table	1	0	0
Swing, cutting	1	0	0
Swing, embush	1	0	0
Swing, Lasting	1	0	0
Table	1	0	0
Training should be more realistic	0	1	0

Annexure - D: Details of the Graduates' Employment Status, Income, Skill Level and Social Status before and after Training

D) Details of the graduates who were employed (wage employment) before training and presently are employed (wage employment) after training							
		Questionnaire ID	Name of Trainee	Before Training Job Level	After Training Job Level	Income before Training at COEL	Income after 1 year or at present	Due to present job how much change in sociel life
	1	1003	Mustakima	Not Answered	Semi Skilled Worker	2,400.00	7,500.00	Somewhat improved
	2	1010	Milon	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
	3	1014	Ruji	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	4	1015	Julekha	Helper	Semi Skilled Worker	2,500.00	7,500.00	Somewhat improved

	5	1027	Sohel Rana	Not Answered	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	6	1030	Ramzan	Helper	Semi Skilled Worker	2,400.00	6,800.00	Somewhat improved
	7	1034	Miraj Hossain	Helper	Semi Skilled Worker	3,000.00	7,500.00	Little improved
	8	1040	Abu Sayem	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	9	1048	Ferdous Ali	Not Answered	Semi Skilled Worker	2,000.00	6,800.00	Somewhat improved
	10	1049	Tumpa	Helper	Semi Skilled Worker	3,000.00	8,500.00	Much improved
	11	1052	Mamun	Helper	Semi Skilled Worker	2,800.00	7,500.00	Somewhat improved
	12	1053	Shilpi	Not Answered	Semi Skilled Worker	2,000.00	6,800.00	Somewhat improved
	13	1057	Jahirul Islam	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	14	1058	Alam Mia	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	15	1063	Farida	Not Answered	Semi Skilled Worker	2,800.00	8,500.00	Somewhat improved
	16	1064	Sadekul Islam	Not Answered	Semi Skilled Worker	2,000.00	6,800.00	Somewhat improved
	17	1065	Idris Ali	Helper	Semi Skilled Worker	2,500.00	7,500.00	Somewhat improved
	18	1069	Sumi	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	19	1070	Anis	Not Answered	Semi Skilled Worker	2,800.00	8,500.00	Little improved
	20	1071	Sharif	Not Answered	Semi Skilled Worker	3,200.00	8,500.00	Somewhat improved
	21	1072	Mizan	Not Answered	Semi Skilled Worker	2,800.00	7,500.00	Somewhat improved
	22	1073	Mamun	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved

23	1074	Selina Begum	Not Answered	Skilled	0.00	8,500.00	Somewhat improved
24	1075	Imran	Helper	Semi Skilled Worker	3,500.00	8,500.00	Much improved
25	1076	Sumon	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
26	1077	Kuddus	Helper	Semi Skilled Worker	3,500.00	8,500.00	Much improved
27	1078	Shahida Alam	Helper	Semi Skilled Worker	3,200.00	7,500.00	Little improved
28	1079	Jahangir	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
29	1082	Latiful	Helper	Semi Skilled Worker	3,500.00	12,800.00	Much improved
30	1083	Sohag	Helper	Skilled	3,000.00	12,000.00	Much improved
31	1084	Pronob	Not Answered	Skilled	2,500.00	7,500.00	Somewhat improved
32	1085	Md. Anowar Hossain	Helper	Semi Skilled Worker	3,500.00	8,500.00	Little improved
33	1087	Ripon Nawladar	Helper	Semi Skilled Worker	3,300.00	12,800.00	Somewhat improved
34	1090	Mizanur Rahman	Not Answered	Skilled	0.00	12,000.00	Somewhat improved
35	1091	Ramjan Ali	Not Answered	Skilled	3,500.00	12,800.00	Not answered
36	1095	Nargis	Helper	Skilled	2,400.00	7,500.00	Somewhat improved
37	2001	Nilufa	Helper	Semi Skilled Worker	2,800.00	6,800.00	Somewhat improved
38	2002	Sharmin	Helper	Semi Skilled Worker	3,200.00	6,800.00	Little improved
39	2003	Sharifa Begum	Helper	Semi Skilled Worker	3,000.00	7,500.00	Much improved
40	2004	Polash	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
41	2005	Rahima	Helper	Semi	2,800.0	6,800.00	Somewh

				Skilled Worker	0		at improved
42	2006	Asmani	Helper	Semi Skilled Worker	3,500.00	8,500.00	Little improved
43	2007	Daizi	Helper	Semi Skilled Worker	3,300.00	7,500.00	Much improved
44	2010	Nasrin	Helper	Semi Skilled Worker	2,400.00	6,800.00	Somewhat improved
45	2011	Laily	Helper	Semi Skilled Worker	3,500.00	8,500.00	Little improved
46	2017	Jasmin	Helper	Semi Skilled Worker	3,300.00	7,500.00	Somewhat improved
47	2022	Rasal	Helper	Semi Skilled Worker	3,000.00	8,500.00	Somewhat improved
48	2023	Jhorna	Helper	Semi Skilled Worker	3,200.00	6,800.00	Much improved
49	2024	Sharmin	Helper	Semi Skilled Worker	3,000.00	7,500.00	Much improved
50	2025	Morzina	Helper	Semi Skilled Worker	2,400.00	6,800.00	Somewhat improved
51	2026	Tanzila	Helper	Semi Skilled Worker	3,300.00	7,500.00	Somewhat improved
52	2027	Nura Jannat	Helper	Semi Skilled Worker	3,000.00	8,500.00	Somewhat improved
53	2028	Nasrin	Helper	Semi Skilled Worker	3,000.00	8,500.00	Little improved
54	2043	Sabina	Helper	Semi Skilled Worker	3,000.00	7,500.00	Much improved
55	2046	Manik	Helper	Semi Skilled Worker	3,000.00	7,500.00	Not answered
56	2049	Shahidur	Helper	Semi Skilled Worker	2,000.00	6,800.00	Somewhat improved
57	2050	Ilias	Helper	Skilled	3,500.00	12,800.00	Somewhat improved
58	2051	Shamim Sharif	Helper	Skilled	3,500.00	12,800.00	Much improved
59	2056	Gogonath	Not Answere	Semi Skilled	3,500.00	8,500.00	Somewhat

			d	Worker			improved
60	2059	Nurunnahar	Helper	Semi Skilled Worker	3,200.00	8,500.00	Little improved
61	2062	Abu Ayub Ansari	Helper	Skilled	3,000.00	12,000.00	Somewhat improved
62	2063	Radha moni	Helper	Semi Skilled Worker	2,800.00	7,500.00	Somewhat improved
63	2065	Humayun Kabir	Helper	Skilled	2,900.00	12,800.00	Little improved
64	2066	Pappu Morong	Helper	Skilled	2,900.00	12,800.00	Little improved
65	2074	Rabiul	Helper	Semi Skilled Worker	2,900.00	7,500.00	Little improved
66	2075	Papiya	Helper	Semi Skilled Worker	2,900.00	7,500.00	Somewhat improved
67	2087	Sohag	Helper	Semi Skilled Worker	2,000.00	7,500.00	Somewhat improved
68	2091	Irin	Not Answered	Skilled	3,200.00	7,500.00	Somewhat improved
69	2092	Jamal	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
70	2098	Ponob	Helper	Skilled	2,500.00	7,500.00	Somewhat improved
71	3001	Lipi Rani	Helper	Semi Skilled Worker	3,200.00	6,800.00	Little improved
72	3002	Salma	Not Answered	Skilled	3,500.00	8,500.00	Much improved
73	3003	Lipi Akter	Not Answered	Semi Skilled Worker	2,000.00	7,500.00	Somewhat improved
74	3006	Rubi Begum	Not Answered	Semi Skilled Worker	2,400.00	7,500.00	Much improved
75	3007	Laki Akter	Helper	Semi Skilled Worker	2,800.00	6,800.00	Much improved
76	3008	Howa Khatun	Helper	Semi Skilled Worker	2,800.00	7,500.00	Somewhat improved
77	3009	Rimi Akter	Helper	Semi Skilled Worker	2,800.00	6,800.00	Much improved
78	3012	Kajol Akter	Helper	Semi	2,800.00	6,800.00	No

				Skilled Worker	0		change
79	3013	Mahmuda	Helper	Semi Skilled Worker	3,000.00	7,500.00	Little improved
80	3016	Tara Banu	Helper	Semi Skilled Worker	2,000.00	6,800.00	Much improved
81	3017	Nilufa	Helper	Semi Skilled Worker	2,500.00	7,500.00	Much improved
82	3018	Khushi Akter	Helper	Semi Skilled Worker	2,800.00	6,800.00	Much improved
83	3021	Md. Saad Pramanik	Not Answered	Semi Skilled Worker	0.00	12,800.00	Much improved
84	3022	Rita	Helper	Semi Skilled Worker	2,800.00	6,800.00	Somewhat improved
85	3027	Muslima	Helper	Semi Skilled Worker	3,500.00	8,500.00	Much improved
86	3031	Robiul	Not Answered	Semi Skilled Worker	2,500.00	7,500.00	Much improved
87	3032	Nuresa	Not Answered	Semi Skilled Worker	2,500.00	7,500.00	Somewhat improved
88	3040	Doli	Not Answered	Semi Skilled Worker	2,500.00	7,500.00	Not answered
89	3055	Taslima	Not Answered	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
90	3060	Mokhlesur Rahman	Not Answered	Skilled	3,500.00	12,800.00	Much improved
91	3061	Sharmin	Helper	Semi Skilled Worker	3,200.00	6,800.00	Somewhat improved
92	3072	Rina	Not Answered	Semi Skilled Worker	3,500.00	8,500.00	Much improved
93	3082	Sumona	Not Answered	Semi Skilled Worker	3,000.00	7,500.00	Much improved
94	3084	Nurun Nabi	Helper	Semi Skilled Worker	2,500.00	7,500.00	Somewhat improved
95	3086	Anika	Helper	Semi Skilled Worker	3,000.00	8,500.00	Little improved
96	3096	Mazeda	Not	Semi	2,500.00	7,500.00	Much

			Answered	Skilled Worker	0		improved
97	3098	Nazma	Not Answered	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
98	3101	Debi	Helper	Semi Skilled Worker	3,000.00	7,500.00	Much improved
99	4013	Mahbub	Not Answered	Semi Skilled Worker	3,000.00	7,500.00	Little improved
100	4015	Hawladar Faruk Hossain	Not Answered	Skilled	3,500.00	12,800.00	Somewhat improved
101	4016	Md. Belal Hossain	Helper	Skilled	2,900.00	11,000.00	Little improved
102	4018	Asaduzzama ma	Helper	Skilled	2,900.00	12,800.00	No change
103	4022	Jashim Uddin Shamim	Others	Skilled	3,000.00	7,000.00	Somewhat improved
104	4023	Jhuma Akter	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
105	4025	Moushumi Akhter	Helper	Semi Skilled Worker	2,000.00	6,800.00	Somewhat improved
106	4026	Tania Akhter	Helper	Semi Skilled Worker	3,200.00	6,800.00	Little improved
107	4030	Morsheda Akter	Helper	Semi Skilled Worker	3,200.00	6,800.00	No change
108	4032	Md. Zahid	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
109	4033	Sumi Akter	Helper	Semi Skilled Worker	3,000.00	8,500.00	Little improved
110	4039	Dipok	Helper	Semi Skilled Worker	2,000.00	6,800.00	Little improved
111	4040	Murshida	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
112	4041	Fatema	Helper	Semi Skilled Worker	2,000.00	6,800.00	Little improved
113	4042	Salina	Helper	Semi Skilled Worker	3,500.00	8,500.00	Little improved
114	4044	Sahanaj	Helper	Semi Skilled Worker	2,800.00	6,800.00	Somewhat improved

	115	4050	Saiful Islam	Helper	Semi Skilled Worker	3,000.00	7,500.00	Somewhat improved
	116	4053	Sojina	Helper	Semi Skilled Worker	3,500.00	8,500.00	Somewhat improved
Total	N	116	116	86	116	116	116	113

D.2) Details of the graduates who were self employed before training and presently are employed (self and wage employment) after training					
		Questionnaire ID	Name of Trainee	Present Employment Status	Income after 1 year or at present
	1	1047	Kaosar	Employed	7,500.00
	2	2030	Kamal	Employed	6,800.00
	3	2045	Amantahasta	Employed	6,800.00
	4	2072	Aziz	Employed	7,500.00
	5	4021	Kutubuddin	Employed	12,800.00
Total	N	5	5	5	5