

Final Report

Evaluation of National Service Program (2nd, 3rd & 4th phase) of Department of Youth Development

SUBMITTED TO:

**Department of Youth Development (DYD)
Ministry of Youth and Sports
Government of the People's Republic of Bangladesh**

12 July 2020



Bangladesh Institute of Development Studies (BIDS)

E-17, Agargaon, Sher-e-Bangla Nagar

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Executive Summary

Background

Youth refers to a time of life that is neither childhood nor adulthood, but rather somewhere in-between. It is transitional period between childhood and adulthood that starts from onset of puberty. The most significant characteristic is the transition from childhood and dependence, to adulthood and independence, and the assumption of a more active and responsible role in the society. Youth is defined in terms of age which also varies from country to country. The Government of Bangladesh defines the population as youth in the age group of 18-35 years.

Youths are the backbone of any country. They are the most viable and potential human resource not only in population structure but also in social structure. Bangladesh has a population of about 160 million and the Youth constitute around one-third of the total population of the country. They are the most energetic and productive segment of the total population in Bangladesh. Therefore, the national development mostly depends on their working spirit and initiatives. The major problem of the youths is their inability to secure gainful employment. Such inability arises out of a number of factors viz. lack of employable skill and know-how, lack of knowledge about available job opportunities, lopsided development strategy and imperfections in the education system.

Development in Bangladesh depends upon proper utilization of her youths because they constitute about one-third (in the age group of 18-35 years) of total population. But the youths of this country suffer from various socioeconomic problems, such as unemployment, underemployment, lack of technical education, skill training, and financial crisis for self-employment.

Keeping this view, the Government of Bangladesh has formulated policy, plans and programs for youth welfare and is implementing different type of activities such as imparting training, providing microcredit, and other support services. The ultimate goal of these activities is to empower the youth economically as well as socially. The NSP is the most recent govt. programme targeted to providing employment to youth through skill training. The main purpose of the programme is to impart training and provide temporary employment to the interested unemployed youths in the age group of 24-35 years, who have successfully completed Higher Secondary level education (H.S.C) or above.

The government launched the National Service Programme (NSP) in 2009-2010 to fulfil its pre-election pledge of creating temporary employment for at least one educated member in each family. The NSP training lasts for three months and participation is on voluntary basis. After completion of training, the beneficiaries are provided with temporary employment for two years where they work with different agencies of the govt. at the local level.

Under the NSP, the selected youths are given three months' training on ten particular areas/modules. After completion of training they are given temporary employment in their locality for two years in different agencies of the Government at the local level. It is expected that after completion of training and temporary employment, the concerned youths would be able to engage themselves in self-employment or other income generating activities from the experience gathered during two years of temporary attachment with the programme. Department of Youth Development under the Ministry of Youth and Sports is responsible for implementation of the activities of NSP.

Under NSP, the government is trying to provide the unemployed youths with jobs as they can gain some experience and look for jobs themselves. They are getting training and experience at the same time. Important aspects of NSP are to impart skill development training on various vocational trades; to encourage the youth for self-employment through motivation, to provide microcredit and other necessary input support; to ensure participation of youth in decision making process; to ensure equal participation of women.

These youths get a handsome amount of money at the end of their service and be able to go into business like poultry, dairy and pisciculture, and they are also eligible to get easy-term loans so that they can carry out income-generating activities by utilising the knowledge and skill they acquired from training and working experience.

Objectives

The present evaluation has been designed to permit an assessment of the impact of the NSP on the trained beneficiaries. An attempt has been made to assess the impact of the NSP on the target beneficiaries in terms of skill development, income earning potential and self-employment opportunity. And what type of changes are needed to make the NSP more effective, including how the program can be further improved and strengthened.

Methodology

The sample frame for the present study includes NSP beneficiaries of 2nd phase from all the 8 upazilas in the 7 programme districts; beneficiaries of 3rd phase from the 17 upazilas in the 17 programme districts; and beneficiaries of 4th phase from the 20 upazilas in the 7 programme districts. Both quantitative and qualitative data has been utilized in the present study.

All the 45 intervention upazilas from 31 districts (under 2nd, 3rd, and 4th phase of NSP) have been covered. For quantitative data, information has been collected from 1801 program beneficiaries (896 males and 905 females) including 600 non-beneficiaries/control group (not covered by the programme) in the age group 24-35 years.

Qualitative data collection involved (i) in-depth interviews (KII) and consultative meetings with Youth Development Officers at Upazila and district level (DD/UYDO); (ii) FGD with

local level representatives, local administration, community leaders, local elite, NSP trainees, and concerned stakeholders, etc. and (iii) case studies with NSP beneficiaries.

Key Findings

According to the present study, NSP has made remarkable successes and contributed in increasing social, economic and familial awareness among beneficiaries: encouraging youth men and women to move out from their homes and engage themselves in income generating activities; improving financial condition and bringing positive changes in the lifestyle of beneficiaries and increasing their savings; increasing financial transaction and capital flow in the project area; encouraging beneficiaries to invest their forced savings and thus create self-employment.

Monthly income is considered to be an important indicator of economic condition of the household. The findings clearly show that there has been substantial improvement in the income levels of NSP beneficiaries after joining the program. A significant majority of beneficiary respondents have been able to increase their income after participation in the training program. The findings suggest that a significant majority of beneficiary respondents have been able to increase their income after participation in the training program. The income level of the male beneficiary respondents has gone up by 232.56 per cent after participation in the program (from Tk 3,526 to Tk. 8,200). Similarly, the income level of female beneficiary has increased by three times; it has gone up by 319 percent after participation in the program (from Tk 1,247 to Tk. 3,981).

Before joining NSP, around half of the male beneficiaries (46.31percent) and three-fourths (71.93 percent) of females did not have any income at all. Again, one-third of male (35.37 percent) and a quarter of female (26.29 percent) beneficiaries used to earn a monthly income not exceeding Tk. 5000, while 18.30 percent of males and only 1.76 percent of females had monthly income exceeding Tk. 5,000.

The corresponding income figure at the time of the survey significantly improved for both male and female beneficiaries after participation in NSP. The proportion having no income at all has reduced drastically for males- only 17.6 percent of males are presently without any income source compared to 46.31 percent before joining NSP. However, the corresponding reduction has been much less for females, 56.26 percent of females are without any income source now, compared to 71.93 percent before joining NSP.

On the other hand, only 18.30 percent of male and 1.76 percent of female beneficiary respondents had monthly income exceeding Tk. 5,000 before joining the training program. But this proportion has gone up significantly to 55.90 and 8.38 percent for males and females respectively after participation in the training program. Large number of male beneficiaries (15.71 percent) have monthly income exceeding Tk. 10,000, the corresponding figure for females is 1.54 percent. The impact of training program in enhancing income level of

beneficiaries is clearly reflected through the changes in incomes before and after participation which contributed to improvement in poverty situation of beneficiary households.

The income impact of training program is respectable. Average monthly income of the training program participants amounts to Tk. 6,080. However, there is considerable difference in monthly income by gender of beneficiary. Average monthly income of the male participants amounts to Tk.8,200 as against Tk. 3,981 for the females. Around one-sixth (15.71 percent) of the male trainees earn a monthly income of more than Tk. 10,000, while only 1.54 percent of females fall in this income bracket, who earn more than Tk. 10,000 per month.

According to the present study, NSP has made remarkable successes and contributed in increasing social, economic and familial awareness among beneficiaries. Evaluation results based on the perceptions of beneficiaries show that the program is an effective means for ensuring economic solvency and increasing household savings. In addition, there is evidence of program success in ensuring alternative income source for trainees, educational opportunities for children, and enhancing social status/empowerment of youth.

Around four-fifths (79 percent) of the beneficiaries maintain that their economic solvency has been increased significantly. Similarly, about one-half of the beneficiaries (51 percent) maintain that there has been substantial improvement in income-earning opportunities, while half (49 percent) of the beneficiaries are of the opinion that there has been reduction in household poverty situation. Similar improvements have taken place in other aspects leading to increased status in the family and society. Around a quarter of the respondents (26.38 percent) maintain that their empowerment has increased, while more than two-fifths (41.89 percent) are of the opinion that violence against women/eve-teasing has decreased.

The NSP has an important role in increasing awareness regarding some socially important issues. An important contribution to youth's empowerment is awareness regarding legal aspects and support services. In order to make an assessment of knowledge and awareness of respondents towards development related issues and legal aspects, the present survey asked questions like: awareness regarding marriage registration, anti-dowry law, minimum age at marriage for girls and boys, birth registration etc. The data shows that more than 90 percent (ranging between 88-98 percent) of respondents are aware about marriage registration, law against dowry, legal minimum age at marriage, polygamy, birth registration, share of brother/sister on parental property according to inheritance law, and share of wife on husband's property, etc. However, the corresponding proportion ranged from 69-88 percent before the training. There is some variation between responses of male and female respondents in both cases.

The importance of the NSP beneficiaries has increased in the family as reflected through their greater participation in family decision making process. The importance of respondents in the family was assessed in terms of their involvement in family decisions on selected issues that have important bearing. For example, expenditure on education of children and health care are

future investments without any immediate return. Sale of land/asset is important as it brings cash in the family, and if the sale proceeds are not properly used it would be a loss to the family.

After training, a considerable proportion of both male and female beneficiaries are participating in major household decision making process. Their participation in household decision making has increased significantly compared to the situation before joining NSP, a portrait of those issues in which beneficiaries are actively participating include: education of children (74.18 % vs. 43.03%), health care for household members (71.74 % vs. 39.70%), regarding marriage of household members (50.58 % vs. 26.60%), buying/selling of household asset (52.75 % vs. 25.49%), participation in NGO (55.75 % vs. 29.59%), taking loan (55.36% vs. 29.15%).

NSP plays a vital role for self-help development. The major objective of the NSP is to increase skill level of the unemployed youth and motivate them to initiate program or any income generating activities for their self-reliance. The study findings demonstrate that the NSP trainees by and large have used their training in launching some type economic activity. A large majority of the youth who received training have used their acquired skill in poultry/livestock rearing, tailoring/sewing/dress-making, fishing/fish culture, nursery, and small trading, etc.

The NSP has been successful in enhancing the spirit of patriotism, commitment and resilience in youths. and developing the positive characteristics of solidarity and unity among younger generation through good values. Through instilling a spirit of caring and volunteerism, and producing healthy, confident, and responsible youths, the NSP contributing to reaching the target of producing youths in line with the Goals of National Youth Policy. The participants underscored that with the training and employment support, some of the youth have abstained themselves from anti-social activities like drug addiction/alcohol and eve-teasing, and have become self-reliant by initiating different commercial/ agricultural projects.

Weaknesses of NSP

Despite these successes, the programme suffers from a number of weaknesses in programme planning and implementation. The training program was useful, but it failed to properly serve the needs of the large number of trainees. Major limitations of the training include the lack of sufficient space and essential tools, unavailability of skilled trainers, and insufficient time and resources allocated for technical issues.

Furthermore, the participants reiterated the importance of focusing more on technical training, specifically related to mobile phone, computer, and mobile banking. They often complained that the training curriculum allocated less time on learning the technical skills and hands-on training. This is the reason the key informants urged that the training should focus more on skill based and technical issues such as printing, dyeing, textile, driving, AC, refrigerator. The trainers should be able to have a proper venue to teach the training participants. Too often, they also suffer from the lack of necessary equipment. The number of trainers and instructors was too low to ensure the effective transfer of technical skills to the trainees. There are too many trainees to teach them with practical examples. The number of trainees per batch should not exceed 40; the number was, in some cases, nearly 100.

There have been allegations of biases in selecting the beneficiaries. Often the accusation was that many deserving candidates were excluded, while less deserving candidates were selected. The basis for final selection was sometimes not transparent. Local level officials and representatives were accused of being biased to the people who are perceived to be strong supporters and allies of the local influential/elite.

The Upazila coordination committee meetings are not always held regularly. The lack of regular supervision of the activities of the beneficiaries has contributed to the failure to reach some of the expected goals of the program.

The training included many sessions on non-technical issues. And for the technical sessions, often there was a lack of specialist trainers. More importantly, the experts/trainers sometimes failed to allocate the full time required to adequately explain the technical issues. While it is imperative to learn the technical skills, less time and attention has been given to the hands-on training. The trainers also lacked appropriate tools needed to practically impart the skill training.

Recommendations

There are several technical, organizational, programming, and institutional problems that limit the potential benefits of NSP as emerged from interviews with beneficiaries/control group respondents and with key informants. The following recommendations are made for effective implementation and efficiency of the NSP:

- (i) Training course/modules need to match the local demand. Training program needs to be designed in the context of existing and emerging demand of different trades, including:
 - More emphasis on technical aspects and hands-on training
 - Limited number of trainees in a batch (maximum 40)
 - Local experts in the expert committee to develop modules

- (ii) Implementing organizations especially at the upazila level, are inadequately staffed. The capacity within the upazila/ district office to ensure compliance with program standards appears to be weak. There is lack of proper monitoring. The ability to monitor program implementation and the capacity to oversee works under NSP training and temporary employment is also lacking mainly because of shortage of manpower.
 - Immediate steps should be taken to fill-up the existing vacant positions at the district and upazila level.

- DYD must be committed to providing adequate resources and training materials/ instruments for proper functioning of the NSP.
- (iii) The number of eligible unemployed youth is too large to fully accommodate in the NSP program. Many of them are left outside of the coverage because of the limit inherent in the design of the program. In view of the important role played by NSP,
- the programme should be gradually expanded to each and every upazila of the country.
 - The number of trainees in the selected upazilas also needs to be increased. Number of trainees per upazila should be at least 1,000.
 - Efforts should be made by the government to allocate more resources for extended coverage of NSP.
- (iv) The trainees who apply for loan from Karmasangsthan Bank, some of them have to pay bribe to the bank officials (2.2% of the total amount of any loan). This is really unfortunate and the educated unemployed youth felt disrespected and demoralized by such practices. All trainees who apply for loan should be given loan on easy terms after training/temporary employment through allocating more resources for the NSP beneficiaries.
- (v) The training allowance (currently Tk.100 per day) and allowance during temporary employment (currently Tk.200 per day) needs to be rationalized considering the fact that daily wage rate in many areas is Tk-400-500.
- The training allowance per day needs to be increased to Tk. 200 per day.
 - Similarly, daily allowance during temporary employment needs to be increased to Tk. 300.
- (vi) There have been allegations of biases in selection of beneficiaries. Often the accusation was that many deserving candidates were excluded, while less deserving candidates were selected. Selection process needs to be transparent and eligibility criteria should be strictly followed giving top priority to poverty situation. There are instances when more than one candidate has been selected from the same family. In such cases, the fairness of selection can be questioned.
- Only one trainee should be selected from one household.

- (vii) The lack of regular supervision of the activities related NSP implementation (manly due to lack of man power has contributed to the failure to reach some of the expected goals of the program. There is need for strengthening supervision and effective monitoring by DYD.

- (viii) The training included many technical sessions, and often there were a lack of specialist trainers. The trainers also lacked appropriate tools needed to practically demonstrate the skills. Emphasis needs to be given on:
 - Only subject-specific experts as master trainers
 - More subject-specific training
 - Modern classrooms, equipment such as multimedia
 - Extended training period

- (ix) The training included many sessions on non-technical issues. More importantly, inadequate time has been allocated to explain the technical issues. While it is imperative to learn the technical skills, less time and attention has been given to the hands-on training. In the future, the NSP should devote more time to provide the trainees with extensive hands-on training and practical experience.
 - The present system of providing 1.5 months training on compulsory courses should be reduced. It is recommended that period of training on compulsory courses should be reduced to 15 days
 - Duration of training on optional courses should be increased. In view of the importance of technical courses, duration of training on optional courses needs to be increased to 2.5 months.

 - The following specialized training may be included in the future :
 - ✓ Basics of computer applications,
 - ✓ Mobile servicing,
 - ✓ Food processing,
 - ✓ Paramedics,
 - ✓ Electronics,
 - ✓ Photoshop,
 - ✓ Graphic design,

- ✓ Printing,
- ✓ Block-batik
- ✓ Driving,
- ✓ Motor mechanic

Conclusion

The NSP came as a blessing for many unemployed youths in the rural areas, especially for the unemployed educated men and women. The program provided the youth with the necessary skills, financial support, motivation, and access to resource persons and supporting institutions. All beneficiaries of the program were able to contribute to the mandatory saving scheme. Many ended up with a decent amount of saving that they invested in profitable businesses. Those with higher education, landed property, and experience in running businesses reaped the highest benefit of the program.

Chapter 1

Introduction, Objectives and Methodology

1.1 Introduction and Overview

To most of us, youth as a term, vaguely means the coming of age of boys and girls. Being vague its interpretation depends on the orientation of the area and the context. It may mean attainment of certain mental and physical maturity. It may mean ability to do some gainful work or assumption of certain degree of responsibility. It may as well signify certain personality traits or a life style. The most significant characteristic is the transition from childhood and dependence to adulthood and independence, and the assumption of a more active and responsible role in the society. However, youth is not a homogeneous group; rather it is made up of young people of diverse socio-cultural and economic backgrounds such as, rich/poor, literate/illiterate, urban/rural, etc. Youth is defined in terms of age which also varies from country to country. In Bangladesh, youth has been identified as men and women falling in the age group 18 to 35 years.

The major problem of the youths is their inability to secure gainful employment. Such inability arises out of a number of factors viz. lack of employable skill and know-how, lack of knowledge about available job opportunities, lopsided development strategy and imperfections in the education system which tends to develop distorted values, false conceptions not consistent with the needs of the society.

Background of DYD

Youth are the future hope of our nation. According to National Youth Policy, the age group between 18-35 years are called 'Youth' in Bangladesh. Bangladesh has a population of about 160 million and the Youth constitute around one-third of the total population of the country (i.e. more than 50 million). They are the most energetic and productive segment of the total population in Bangladesh. Therefore, the national development mostly depends on their working spirit and initiatives.

In this backdrop, the Government of the People's Republic of Bangladesh created the Ministry of youth Development in 1978 and it was subsequently renamed as the Ministry of Youth & Sports. The Department of Youth Development (DYD) was created in December 1981 and has been given the responsibility of transforming the disorganized and unproductive youth into an organized, disciplined and productive workforce.

Vision of DYD

- To facilitate the unemployed youth for gainful employment/ self-employment providing vocational/ skill development training and micro-credit support.
- To involve the youth in the mainstream of national development process.

The government has shown concern about the disadvantaged position of unemployed youth and has adopted a number of policies to change those, not in response to public demand as such, but due to timely realization of the fact that “youth’s participation is of a central, rather than marginal importance in the total process of development”. To this end the Government of Bangladesh has the distinct credit of creating the full-fledged Department of Youth Development (DYD).

The DYD is often described as the lead agency in the Government of Bangladesh for matters related to youth development. As an attached department of the Ministry of Youth and Sports, the responsibility assigned to DYD is a broad sharing of responsibility for youth development across government agencies through mainstreaming the youth.

The DYD has a network of branches all over the country. The head office, 64 district branches and 491 Upazilla branches (including 10 metropolitan unit/thana branches) are implementing coordinated programs for youth development. The DYD has implemented many projects namely: (i) Skill development training program for the youth (ii) Self-employment program, (iii) Credit program, (iv) Public private partnership program, and (iv) poverty reduction program, etc.

The constitution of Bangladesh in its Article no 20 mentioned that “work is right, a duty and a matter of honor for every citizen capable of working and every one shall be paid for the work”. Similarly, Article 15 ensures provision of basic necessities, right to work and right to guarantee employment and social security. The Article 23 stated “everyone has the right to work, to free choice of employment, to just & favorable conditions of work and protection against non-employment. If youth are defined as those who belonged to the age group 15-35 years, they are more than one third of the total population (source: GOB).

A Chinese proverb says:

.....for your country

If you plan for a year, sow paddy

If you plan for a decade, plant trees

If you plan for the future, nurture youth.

The economy of Bangladesh is growing steadily benefiting from various reforms and increasing openness. However, it is recognized that to take economic growth to a higher trajectory, Bangladesh needs to convert its large working age population into productive human

resources through enhancing their skills level. Skill sets are critical for productivity, industrial growth, export diversification and producing high value products.

Skills development is also one of the key components of global development agenda of Sustainable Development Goals (SDG). SDG targets 4.3 and 4.4 put emphasis on providing quality, affordable, and accessible education with relevant skills including technical and vocational skills for employment of youth. In view of the above, the DYD has undertaken various activities to increase skills level of the unemployed youth.

1.2 National Service Programme (NSP) of DYD

As per electoral commitment of the present Government, National Service Programme (NSP) was launched with a view to providing temporary employment to the unemployed youths with education at least H.S.C.level, through their involvement in nation building activities. The 1st phase of the programme started in Financial Year 2009-2010 and continued up to Financial Year 2012-2013. During the 1st phase of the programme, three districts-Kurigram, Barguna and Gopalganj-were covered. The 2nd phase of the programme started in Financial Year 2011-2012 and was ended in February 2016. During the 2nd phase, seven districts and eight upazilas under Rangpur division have been covered - Rangpur district (upazila Pirgonj and Kawnia), Lalmonirhat (Hatibandha), Gaibandha (Fulchaari), Nilphamari (Dimla), Thakugaon (Haripur), and Panchagarh (SadarUpazila). A total of 14,515 male and female youths aged 24-35 years have received training during the 2nd phase and out of this, 14,467 youths (99.67%) have been provided with temporary employment.

The 3rd phase of NSP started in Financial Year 2013-2014 and 17 upazilas under 17 districts have been covered. A total of 12,547 male and female youths in the age group 24-35 years have received training during the 3rd phase and of them, 11,294 youths (90.01%) have been provided with temporary employment.

The 4th phase of NSP started in Financial Year 2017-2018 and 20 upazilas under 7 districts have been covered. A total of 16,866 male and female youths aged 24-35 years have been trained during the 4th phase and out of them 16,491 youths (97.78%) have been provided with temporary employment.

Under the NSP, the selected youths are given three months' training on ten particular areas/modules. After completion of training they are given temporary employment in their locality for two years in different agencies of the Government at the local level. It is expected that after completion of training and temporary employment, the concerned youths would be able to engage themselves in self-employment or other income generating activities from the experience gathered during two years of temporary attachment with the programme. Department of Youth Development under the Ministry of Youth and Sports is responsible for implementation of the activities of NSP.

The main objective of the programme is to impart training and provide temporary employment to the interested unemployed youths in the age group of 24-35 years, who have successfully completed Higher Secondary level education (H.S.C) or above.

Basic training covers 10 Modules:

The training module of the three months' training covers the following areas:

- i).Nation and character building training module,
- ii) Disaster Management and social service training module,
- iii) Basic computer training module,
- iv) Self-employment training module.
- v) Module on different service sectors of the Government,
- vi) Health and family planning service related training module,
- vii) Education and physical education related training module,
- viii) Agriculture, forestry and environment related training module,
- ix) Public security and law & order related module,
- x) Union Parishad and Upazila Parishad services related module.

These modules are not compulsory for all the participants. The modules fall under two categories: the modules listed under **i-iv** above, are compulsory for all and are covered during the first half of the (3 months) training-i.e. during the initial one and a half months of the training. The modules under **v-x** relate to different service sectors of the government and one and a half months' training is imparted to the youths who are interested in employment in the particular service sectors.

As per the programme document, the trained youths are provided temporary employment for a period of two years in different local organizations. Field of employment includes the following:

- a) Teaching at primary and secondary level schools;
- b) Appointment as a computer trainer in schools where computer course is in operation;
- c) Working as community police to assist law & order enforcing agencies in the areas of public security, maintenance of public property, implementation of traffic rules & fundamental/basic laws;

- d) Providing assistance to clients who visit hospitals and clinics for receiving health and family planning services;
- e) Providing guidance to farmers in getting agricultural loan and helping common people in securing loans offered by different agencies of the Government;
- f) Appointment of the trained youths at the Upazila and district level for monitoring and supervision work in order to protect adulteration of food in hotels and restaurants and other food distributing agencies;
- g) Helping the youths trained in livestock, poultry and fishery towards their self-employment;
- h) Appointing the youths trained in agriculture for communicating information between farmers and service sectors with respect to fertilizer, seed, diesel, and marketing of agricultural products;
- i) Work for awareness building regarding disaster, disseminate information assist local administration in post-disaster recovery and rehabilitation;
- j) Render assistance to schools for activities related to development of sports;
- k) Awareness building with respect to environment, and assist in activities related tonursery and gardening;
- l) Assist in the implementation of old-age allowance programme and other social security programmes;
- m) Assist in the supervision and maintenance of infrastructure works implemented by LGED.

Major Components and its Implementation Process

Three-layer coordination committee for effective implementation of the programme:

- Central Coordination Committee
- District Coordination Committee
- Upazila Coordination Committee

1) Central Coordination Committee

Central Coordination Committee consists of **23 members** with representatives from different ministries and agencies. The main purpose is to provide guidance and coordinate centrally for smooth implementation of the programme. The Honorable Minister, Ministry of Youth & Sports, is the Advisor to Central Coordination Committee. Secretary, Ministry of Youth &

Sports is the Chairperson of the committee. Director General, Department of Youth is the Member-Secretary of the committee. The committee sits once in every three months.

2) District Coordination Committee

The district level coordination committee is headed by the Deputy Commissioner of the concerned district and consists of **18 members**. Concerned Deputy Director, Department of Youth Development is the Member-Secretary of the committee. The committee sits once in a month and takes steps for effective implementation of the programme.

3) Upazila Coordination Committee

There are **17 members** in the Upazila Coordination Committee for smooth implementation of the programme at upazila level. The Honorable local Member of Parliament (MP), Upazila Parisad Chairman, and two Vice-chairmen are the Advisors. Upazila Nirbahi Officer is the chairman, while Upazila Youth Development Officer (UYDO) is the Member-Secretary of the committee. There are members from different departments/ministries in the committee. Upazila Coordination Committee plays the key role in implementing the programme at the Upazila level. The committee sits once in a month.

As per the programme design, the main deliverables are to impart training and provide temporary employment to the interested unemployed youths in the age group of 24-35 years who have passed Higher Secondary School Certificate (H.S.C) or above. Moreover, the youths are entitled to receive allowance at the rate of Tk.100 per day during training and Tk. 200 per day during their affiliation/temporary employment with local level govt. agencies. The present study has been designed for assessing the impact of the NSP on the trained youths, with regard to their skill development, involvement in income generating activities, including other social dimensions. Emphasis has been given in the present study to assess the effectiveness of NSP in enhancing the skill, confidence and income earning potential of the trained youths.

1.3. Objectives

1.3.1 Overall and Specific Objectives

The NSP activities are designed to increasing the skill level and improving the socio-economic conditions of trained youths. The Department of Youth Development, under the Ministry of Youth and Sports, Government of Bangladesh, intends to carry out an evaluation study about the impact of National Service Programme on the beneficiary/ trained youths.

The main purpose of the present evaluation is to assess the impact of the NSP intervention and to examine the impact of the program on the beneficiaries. The overall objective is:

- (i) To assess the extent to which the National Service Programme has achieved its stated objectives, and
- (ii) To evaluate the impact of the program on the target beneficiaries in terms of skill development, income earning potential and self-employment opportunity.

The specific objectives are:

i).To assess the impact of the NSP on the trained beneficiaries and compare their present situation with the situation before participation in the programme (followed by temporary employment of two years) with respect to:

- income/employment/earning opportunity
- Scope for utilizing the skill acquired during training
- Self-reliance/empowerment

ii) To examine how far the targets set out by DYD have been achieved and to establish the benefits accruing from NSP and use of skills by the trained youths in their practical life with respect to:

- type of employment after the training (i.e. scope for utilizing the skill);
- whether daily allowance received at the prescribed rates during temporary

Employment;

- amount of savings received after completion (i.e. at the end of two years).

iii) To analyse the extent of irregularity/lack of transparency in the implementation of NSP with regard to:

- targeting of beneficiaries,
- selection procedure followed (i.e. inviting application, beneficiary selection, carrying out the survey, etc.),
- budget allocation
- amount received
- amount spent, etc.

iv).To examine the appropriateness of the National Service Programme, i.e. whether the training courses/curriculum are practicable, adequate and useful for becoming self-reliant through involvement in income earning activities/self-employment;

v). To assess the relevance/effectiveness of the NSP in terms of:

- Training Module
- Designing course curriculum
- Selection of Master Trainer/trainer
- Venue selection
- Contract signing

vii). To explore beneficiary perceptions on the program with a view to drawing necessary policy conclusions.

viii). To discuss with implementing actors at the upazila and district level, to get their views on its successes, challenges, and scope for further improvements, and

ix).To identify problems in the implementation of the programme and suggest policy recommendations to overcome the problems including scope for further expansion.

1.3.2 Study Focus

The present evaluation has been designed to permit an assessment of the impact of the NSP on the trained beneficiaries. Information has been collected on income, employment, earning opportunities, and self-reliance of the trained beneficiaries. An attempt has been made to assess the effectiveness of NSP with regard to the following:

- (i) How far the NSP has been successful in increasing income, employment and self-reliance of the trained youths?
- (ii) To what extent the participation of youths in the programme and temporary employment for two years has been effective in ensuring self-employment/empowerment?
- (iii) What are the options, constraints and choices regarding earning opportunities for the beneficiaries? And
- (iv) What type of changes are needed to make the NSP more effective, including how the program can be further improved and strengthened.

1.3.3 Scope of the Study

- To provide a comprehensive analysis on different aspects of the NSP.
- To undertake an area survey to assess;
 - The impact of NSP at the beneficiary level;
 - the impact at the community level

- social perceptions on the program;
- To discuss with implementing actors at district and upazila level, to get their views on its successes, challenges and scope for further improvements of National Service Programme.

The following areas have been covered in the impact analysis:

General Areas

- Review of existing information on NSP;
- Explore perceptions of beneficiaries on the programme with a view to drawing necessary policy conclusions.
- Obtain views of implementing actors at Upazila and district levels on NSP's successes, challenges and scope for further improvements.

Specific Areas

1. Targeting and selection process of NSP;
 - Relevance/effectiveness of training in providing temporary employment;
 - Relevance of modules and course curriculum for NSP training;
 - Selection of master trainers, and training venues;
 - Type of employment of the trained youths after completion of training and temporary employment /assignment;
 - Roles of different committees (CCC, DCC, UCC) in the implementation of NSP;
 - Impact of the programme in improving the socio-economic conditions of the trained youth.

In order to determine the extent of changes in relevant indicators after participation in the training programme, comparison has been made with pre-training status/condition of the beneficiaries with after participation. Adequate emphasis has been given on: efficiency of programme management, including beneficiary selection, providing temporary employment; barriers faced in selection of beneficiaries; measures needed to improve transparency in targeting, budget allocation and expenditure, and ensuring affiliation of trained youths for temporary employment at the local level, and strengthening monitoring and supervision at different levels.

1.4. Methodology

1.4.1 Issues involved in the Evaluation Process

The literature on evaluation is extensive and varied. Despite subtle differences, most definitions of evaluation emphasize the need to verify the achievement of objectives, as well as the systematic, ongoing and comprehensive nature of the implementation processes. In short, evaluation is the systematic and objective assessment of an ongoing or completed project, program or policy, its design, implementation and results. The aim is to determine the relevance and fulfillment of objectives, and assessment of: efficiency, effectiveness, impact and sustainability. In the present context, the impact evaluation will reveal changes that can be attributed to the NSP intervention. Information generated by the present evaluation exercise will support the decision-making process which will help to adjust, extend, reduce or replace interventions.

‘Evaluation’ of a programme is the assessment of the actual achievement of the objectives or the desired goals of the programme. Evaluation analysis is useful for the implementing organization itself, so that it may guide itself through a comparison of achievements and targets, and also through a picture of changes taking place over a period of time.

Impact evaluation involves a number of steps, such as:

- a) Choice of the methodology.
- b) Choice of sample.
- c) Decision about the indicators of evaluation.

1.4.2 Establishing a Methodology for Evaluation

The usual methodology in this kind of evaluative study is “before-after” or “with-without” comparison. If benchmark data on key variables prior to the initiation of the project are available, these are compared with the same set of variables after the project starts operating. Since benchmark data are not available for the present evaluation, we will follow the “with-without” comparison. In order to evaluate the impact of the programme on the beneficiaries/trained youths, we need to have respondents from ‘control group’. Who are not covered by NSP. Comparison of beneficiaries/ program participants will be made with the control group (non-beneficiaries). For this purpose, the ‘control’ group will be selected in such a way that the non-beneficiaries belong to similar socio-economic category as that of the program beneficiaries, but are not covered by NSP.

1.4.3 Rationale for Control Group

The benefits of a programme on its participants may not be reflected accurately in a comparison of the relevant indicators of the trained beneficiaries at the initiation of the programme i.e.,

benchmark and at the completion of the programme due to some autonomous changes or various other interventions that may affect the beneficiaries. Hence, comparable non-participants in the programme – the “control group” will be selected.

The rationale for selecting “control group” during the impact survey is that it would better indicate the impact of the programme on the beneficiaries. This may be explained in Table-1.5 as follows:

Table-1.5: Initial and Terminal Value of Variables

Variables	0	t
Members of NSP Participants	XP_0	XP_t
Members of Non-Participants (non-beneficiaries)	$XNP_0 (\cong XP_0)$	XNP_t

The first column shows two variables-participant and non-participant respondents. The second column refers to the situation during time ‘0’ initial period (benchmark period). The third column depicts situation at the end of period ‘t’, or impact at the end. In the second and third columns, the top two boxes refer to members of “programme” / NSP participants and the lower two boxes refer to members of “control” group participants (i.e. non-beneficiaries). Now consider any variable X (say, income) on which the programme i.e. NSP is likely to have an impact. Assuming that control group participants are chosen in such a way that all (or at least major) initial conditions are similar to the members of programme as well as control group participants, we have

$$XP_0 \cong XNP_0 \quad \dots \quad \dots \quad \dots \quad (i)$$

On the programme participants/beneficiaries, there are actually two types of influences that are likely to occur on X, that of trend factor, symbolized by time t, and that due to the programme. But, on the control group participants, only the first type of influence applies (i.e. time trend). The combined impact on the programme beneficiaries will, therefore, be

$$(XP_t - XP_0) \quad \dots \quad \dots \quad \dots \quad (ii)$$

And, the change on control group participants will be

$$(XNP_t - XNP_0) \quad \dots \quad \dots \quad \dots \quad (iii)$$

Assuming that the programme participants in the absence of the programme would be similar to the control group participants, the change due to programme can be symbolized as:

$$(XP_t - XP_0) - (XNP_t - XNP_0) \quad \dots \quad \dots \quad (iv)$$

Or (ii) – (iii)

The above equation clearly shows that to isolate the effect of ‘time trend’ on the programme beneficiaries, and to get the actual impact of the programme the so-called “difference-in- differences” methodology has been employed.

If now the difference between equation (ii) and (iii) is greater than zero, depending on the indicator, it will indicate a positive impact of the programme, and the extent to which the goal of the programme has been achieved.

In order to determine the extent of changes in relevant indicators after participation in the programme, comparison will be made with pre-project status/condition of the targeted beneficiaries. However, the “control” group members should be selected in such a way that the socio-economic background and age-sex structure of the control group will be similar to those of the beneficiary group.

1.4.4 Estimation of sample size

The appropriate sample size for a population based survey is determined by three factors: estimated prevalence of variables of interest, desired level of confidence and acceptable margin of error.

For a survey design based on multistage, random cluster sampling, the required sample size can be estimated according to the following formula:

$$n = \frac{z^2 p(1-p)d(1-nr)}{e^2}$$

Where:

n = required sample size

z=confidence level at 95 percent (standard value of 1.96)

p=estimated prevalence of variable of interest

e=margin of error at 5 percent (standard value of 0.05)

d= design effect, and

nr= non-response or recording error (usually 5 percent of total sample)

The estimated result is rounded up to the closest number that matches well with the number of upazilas/clusters to be surveyed.

The total sample size for the present evaluation is estimated as:

$$n = 1.96^2 \times 0.4 \times 0.6 \times 1.5 \times 1.05 / 0.05^2 = 576 \Rightarrow 600$$

Where, z=1.96, p=0.4, q=1-p=0.6, d=1.5, e=0.05, and nr=0.05

On the basis of the above calculation, the minimum sample size required is around 576. However, we have covered 600 beneficiaries from each **phase**.

The sample frame for the present study includes beneficiaries of 2nd phase from all the 8 upazilas in the 7 programme districts; beneficiaries of 3rd phase from the 17 upazilas in the 17 programme districts; and beneficiaries of 4th phase from the 20 upazilas in the 7 programme districts.

According to the ToR, a total of 14,515 educated youths have been trained during the second phase of NSP (Financial Year 2011-2012), and out of this, 14,467 youths have been provided with the opportunity for temporary employment for two years in concerned departments/agencies of the government. Again, a total of 12,547 educated youths have been trained during the third phase of NSP (FY 2013-2014) and out of this, 11,294 youths have been provided with temporary employment for two years. Similarly, a total of 16,866 educated youths have been trained during the fourth phase of NSP (FY 2017-2018) and 16,491 of the trained youths have been provided with temporary employment for two years in the concerned departments/agencies of the government

The number of trained youths (aged 24-35 years) selected under each phase is shown in the tables below.

Table 1.6: Survey Locations (Districts and Upazilas) and No. of Respondents by Category: 2nd Phase

District	Upazila	Trained youths who were provided with temporary employment	No. of Respondents	
			Beneficiary/trained youths (24-35)	Non-beneficiary youths (24-35)
Rangpur	Pirgonj	3,277	136	45
	Kawnia	2,314	96	32
Lalmonirhat	Hatibandha	2,083	87	29
Gaibandha	Fullchari	655	27	9
Nilphamari	Dimla	2295	95	32
Thakurgaon	Haripur	922	38	13
Panchagarh	Sadar	1334	55	18
Dinajpur	Khansama	1587	66	22
07	08	14,467	600	200

Control group respondents have been selected from the neighbouring/same union where the beneficiary youths are located and they have been selected in such a way that the non-trained youths belong to similar socio-economic category as that of the program beneficiaries/trained youths, but having no involvement with the NSP. From each upazila the number of non-trained

youths selected was one-third of the trained youths (i.e. 33.33% of program participants). Thus, the control group sample from each upazila was 33.33% of the size of sample beneficiaries.

Table 1.7: Survey Locations (Districts and Upazilas) and No. of Respondents by Category: 3rd Phase

District	Upazila	Trained youths who were provided with temporary employment	No. of Respondents	
			Beneficiary/trained youths (24-35)	Non-beneficiary youths (24-35)
Mymensingh	Nandail	944	50	17
Jalpur	Dewangonj	1,718	91	30
Sherpur	Sherpursadar	983	51	17
Rajbari	Goalanda	598	32	11
Shariatpur	Goshairghat	319	17	6
Comilla	Monohargonj	387	20	7
Chandpur	Haimchar	157	10	3
Bandarban	Thanchi	59	10	3
Sirajgonj	Chouhali	389	20	7
Natore	Singra	987	51	17
khulna	Terkhada	371	20	7
Bagerhat	Chitalmari	891	46	15
Satkhira	Shaymnagar	893	46	15
Magura	Mohammadpur	554	29	10
Barisal	Mehedigonj	704	37	12
Pirojpur	kawkhali	449	24	8
Jhalakhati	Nalchiti	891	46	15
17	17	11294	600	200

Table 1.8: Survey Locations (Districts and Upazilas) and No. of Respondents by Category: 4th Phase

District	Upazila	Trained youths who were provided with temporary employment	No. of Respondents	
			Beneficiary/trained youths (24-35)	Non-beneficiary youths (24-35)
Barisal	Gouranadi	892	32	11
	Ujirpur	1,052	38	13
	Muladi	572	21	7
	Bakergonj	892	32	11
	Babugonj	546	20	7
	Hizla	571	21	7
	Agailjhara	999	36	12
	Banaripara	811	30	10
Pirojpur	Nazirpur	997	36	12
Rangpur	Gangachara	707	26	8
Shariatpur	Vedorgonj	386	14	5
Mymensingh	Sadar	997	36	12
	Tarakanda	1004	37	12
	Fulpur	976	36	12
	Ishwargonj	960	35	11
	Dhobaura	626	23	8
Jamalpur	Islampur	1000	36	12
	Madargonj	987	36	12
Sylhet	Kanaighat	526	19	6
	Goaighat	990	36	12
07	20	16491	600	200

It appears from Table 1.6, 1.7 and 1.8 that in the process of covering 45 intervention upazilas from 31 districts, we have collected information from 1800 program beneficiaries (600+600+600) and 600 non-beneficiary youth in the age group 24-35 years.

1.4.5 Study Approach /Methods of Data Collection

In the pursuit of satisfying the objectives, the study has employed a three-track methodology:

1.The first tract consisted of analysis of available statistics on program content, allocations and coverage. An indicative list of the sources of secondary data is given below:

- Government documents/reports;
- Project documents/reports;
- Reports of other agencies (if available);
- Seminar/workshop proceedings (if available).

2.The second track consisted of a household and community level survey to examine the impact of NSP at the beneficiary level and local perceptions on the program including how the program can be further improved and strengthened.

3.The third track consisted of In-depth Interview/Key Informant Interview (KII) with service providers and local level administration including District and upazila level officials of DYD (Deputy Director, Upazila Youth Development Officer) and other stakeholders to identify policy level gaps and linkages

Data Collection Methods

Both quantitative and qualitative data has been collected for the study. The study has employed a variety of data collection instruments such as questionnaire survey among the beneficiaries/non-beneficiaries, Key Informant interview with service providers/officials of DYD, and FGDs with community leaders, and case studies. Data collection has been carried out in two different phases. Phase-I involved conducting a survey among the NSP beneficiaries and non-beneficiaries in the sample upazilas. In the second phase, a number KIIs and FGDs has been conducted, and several case studies has been prepared.

Quantitative Data

- ❖ Face to Face interview using structured questionnaire-based on primary data collection and interviews of trained and non-trained youths in the sample upazila.

Qualitative Data

- ❖ Focus Group Discussion (FGD)

- ❖ In-depth Interview/KII
- ❖ Case Studies

KII **has been** conducted with different stakeholders, including:

- ❖ District level officials of DYD (Deputy Directors)
- ❖ Upazila level officials of DYD (UYDO)
- ❖ Representatives/Members of Central Coordination Committee
- ❖ Representatives/Members of District Coordination Committee
- ❖ Representatives/Members of Upazila Coordination Committee

Focus Group Discussion (FGD) with community groups, like:

- ❖ Local level representatives (UP chairman/member)
- ❖ Female UP members
- ❖ School Teachers
- ❖ Community leaders
- ❖ Religious leaders
- ❖ Women groups/NGO workers
- ❖ Youth in the age group 24-35 years

In order to meet the objectives of the study, two sets of structured questionnaires has been administered:

- i) In-depth interview of program managers, i.e. Headquarters/district/upazila level officials of DYD;
- ii) Interview of beneficiaries/trainees.
- iii) Interview with non-beneficiaries/control group.

For the questionnaire survey, a pre-tested structured questionnaire has been used. The questionnaire has been developed to obtain information on (i) socio-economic and demographic characteristics (age, gender, marital status, education, occupation, etc.); (ii) type of training/employment; (iii) perceptions of beneficiaries/trainees about various aspects of NSP has been obtained.

In addition to indepth survey of beneficiaries, information has been obtained through KII and FGD using Guideline/check-list. In-depth interview (KII) with service providers of DYD: Key Informant Interviews has been conducted with program managers/project personnel at different

levels. The emphasis has been given on the type of training offered, problems encountered with regard to human resources and logistics, etc.

1.4.6 Challenges and Limitations

A major limitation while covering different field areas was the fact that it took unusually lengthy time in getting the relevant information from some of the locations. There were some unexpected delays in initiating the field work. However, field work was completed by 1st week of March. But because of the Coronavirus pandemic, country wide lockdown was imposed on 26th March which continued up to 30th May 2020. Smooth conduct of study related activities was severely affected due to the unusual situation arising out of COVID 19, which were beyond the control of the study team. As a result, data processing, analysis and draft report preparation has taken much longer time than was originally planned.

However, the study team strongly believes that significant information relating to the critical issues of concern under the present evaluation has been gathered from the field level data collection through: survey of beneficiaries/non-beneficiaries, KIIs and FGDs. Information thus obtained is expected to bring out diverse views and useful pointers relating to the issues under evaluation of the NSP. Logistically, the study was managed excellently with whole hearted cooperation from the Department of Youth Development, and other relevant agencies and individual stakeholders. The Honorable Director General, DYD, and Director Planning of DYD, helped us in all possible ways for smooth conduct of the study related activities.

Chapter 2

Socio-economic Characteristics of Respondents

2. Socio-economic Characteristics

This chapter describes the socio-economic characteristics of the study population. In the present study, a total of 1801 NSP beneficiaries and 603 non-beneficiaries/ control group respondents were interviewed. Out of 1801 beneficiaries interviewed, 905 (i.e. 50.25 percent) were females and the rest 896 (49.75 percent) were males. Similarly, of the 603 non-beneficiaries interviewed, 289 (i.e. 47.93 percent) were males and the rest 314 (52.07 percent) were females. Table 2.1 summarizes the salient characteristics of beneficiary trainees of NSP.

Table 2.1: Salient Characteristics of Respondents: By Category

Characteristics	Beneficiary			Control/ non-beneficiary		
	Male	Female	Total	Male	Female	Total
Mean Age of Respondent (Years)	33.57	33.03	33.30	26.4	26.78	26.59
Mean family Size	5.18	4.74	4.96	4.90	4.93	4.91
Average Monthly income of the respondents (Tk.)	8200	3981	6080	7102	4355	6120
Mean Monthly Household Income(Tk.)	16,576	17,192	16,886	11188	12512	11853
Per capita monthly income (Tk.)	3,200	3,627	3,404	2,283	2,538	2,414
Land holding size (in decimals)	101.59	57.39	79.38	76.9	50.19	64.10

Data from Table 2.1 suggest that both the male and female beneficiary respondents have similar demographic characteristics in terms of age composition and household size. The average age of the male beneficiary respondents was 33.57 years compared with 33.03 years for the female beneficiaries. On the other hand, average age of the non-beneficiary males was 26.40 years compared to 26.78 years for the females. The mean family size was 5.18 for the male beneficiary respondents, compared with 4.74 for the female beneficiaries. The mean family size was 4.90 for non-beneficiary males, compared with 4.93 for the female non-beneficiaries. With regard to household income, the average monthly household income of female beneficiaries (Tk. 17,192) was slightly higher than male beneficiaries (Tk. 16,576). The mean per capita monthly income of female beneficiaries (Tk. 3,627) was 13 percent higher compared to their male counterparts (Tk. 3,200). Similarly, the mean per capita monthly income of control group/non-beneficiary females (Tk. 2,538) was 11 percent higher compared to their male counterparts (Tk. 2,283). The average household landholding size of male beneficiaries (101.59 decimals) was significantly higher compared to the size of landholdings of their female counterparts

(57.39 decimals). Similarly, the average household landholdings of non-beneficiary males (76.90 decimals) was higher compared to female non-beneficiaries (50.69 decimals).

Table 2.2: Distribution of Respondents by Gender: Beneficiaries and non- Beneficiaries

Gender	Beneficiary		Control	
	N	%	N	%
Male	896	49.75	314	52.07
Female	905	50.25	289	47.93
Total	1801	100.00	603	100.00

Table 2.2 gives gender wise distribution of beneficiaries of NSP. Almost an equal proportion of the respondents turn out to be females (). Out of the 1801 respondents, the proportion of females is 50.25 percent per cent—the remaining 49.75 percent are males. Though there is no clear cut guideline suggesting a target of minimum per cent for female participation, but one of the targeted population groups is young girls and women. The proportion of female beneficiaries in the sample seems to be at the desired level which is expected under the prevailing socio-economic condition of the country and the priority given by the government for empowerment of women (at least 50 percent of the beneficiaries should include women). The findings imply that DYD is following appropriate policy for inclusion of females in its training program under the NSP.

2.1 Age of Respondents

Table-2.3 provides distribution of the respondents by age. Among the NSP program beneficiaries interviewed, about one-sixth (16.49 percent) was aged less than 30 years, 45.6 percent belonged to 30-34 year age group, more than one-third (37.87 percent) were aged 35 years and above. By contrast, among the non-beneficiaries interviewed, about one-quarter (24 percent) was aged less than 25 years, 59.7 percent belonged to 25-29 year age group, about one-seventh (14.1 percent) were in the age group 30-34 years, while less than 2 percent were aged 35 years and above.

The distribution of respondents by gender does not show any major differences in the age pattern of beneficiaries by gender. For example, 63.64 percent of female beneficiaries came from age group not exceeding 35 years of age, the corresponding figure for male beneficiaries was 60.60 percent. Again, 39.4 percent of male beneficiaries belonged to age group 35 years and above, compared to 36.35 percent of female beneficiaries who were in the same age group. On the average, female beneficiaries were about one-half year younger than their male counterparts. The mean age of male beneficiaries was 33.57 years as against 33.03 years for female beneficiaries. On the contrary, female non-beneficiaries were somewhat older than their male counterparts. The mean age of male non-beneficiary females was 26.78 years as compared to 26.40 years for non- beneficiary females.

Table 2.3: Age Distribution of the Respondents: Beneficiaries and non- Beneficiaries

Age Group		Beneficiary			Control		
		Male	Female	Total	Male	Female	Total
19-24	n	0	0	0	92	55	147
	%	0	0	0	29.3	19.03	24
25-29	n	127	170	297	173	187	360
	%	14.17	18.78	16.49	55.1	64.71	59.7
30-34	n	416	406	822	43	42	85
	%	46.43	44.86	45.64	13.69	14.53	14.1
35 and above	n	353	329	682	6	5	11
	%	39.4	36.35	37.87	1.91	1.73	1.82
Total	N	896	905	1,801	314	289	603
	%	100	100	100	100	100	100
Mean Age		33.57	33.03	33.30	26.40	26.78	26.59

2.2 Marital Status

With regard to marital status, a vast majority of the respondents are married. Among male beneficiaries, 76.34 percent are married, 22.77 percent are unmarried, while less than 1 percent are either divorced/separated (0.66 percent) or widowed (0.22 percent). Similar pattern is also observed in case of female beneficiaries, where an overwhelming majority are currently married (77.02 percent), only 16.35 percent are unmarried, while 6.63 percent are either divorced/separated (3.76 percent) or widowed (2.87 percent). Among male beneficiaries, 76.34 percent are married, 22.77 percent are unmarried, while 6.63 less than 1 percent are either divorced/separated (0.66 percent) or widowed (0.22 percent). By contrast, among the control group respondents 42.29 percent are married, more than half (55.56 percent) are unmarried, and the rest are either divorced or separated, or widowed. From socio-cultural perspectives in Bangladesh, marital status of women is also an important factor that has vital influence on women's socio-economic and political life.

Table 2.4: Marital Status of the Respondents: Beneficiaries and non-Beneficiaries

Marital Status		Beneficiary			Control		
		Male	Female	Total	Male	Female	Total
Currently Married	n	684	697	1,381	97	158	255
	%	76.34	77.02	76.68	30.89	54.67	42.29
Unmarried	n	204	148	352	217	112	329
	%	22.77	16.35	19.54	69.11	38.75	54.56
Divorced	n	3	23	26	0	6	6
	%	0.33	2.54	1.44	0	2.08	1
Separated/Abandoned	n	3	11	14	0	7	7
	%	0.33	1.22	0.78	0	2.42	1.16
Widowed	n	2	26	28	0	6	6
	%	0.22	2.87	1.55	0	2.08	1
Total	N	896	905	1801	314	289	603
	%	100	100	100	100	100	100

2.3 Education

With regard to distribution of the respondents by educational level. It appears from Table-2.5 that there is some differences in the literacy level of male and female beneficiaries. Around one-third (31.58 percent) of the male beneficiaries had education up to HSC level, the corresponding figure for females was more than two-fifths (42.65 per cent) who had completed HSC. Around a third of the males (32.92 percent) and one-quarter of females (27.51 percent) had degree level education (BA or equivalent degree). With regard to Masters level education, one-third of the males (34.49 percent) and one-quarter of females (28.51 percent) had education up to Masters degree (MA or equivalent degree). The data shows that in terms of education and literacy male respondents are in a slightly better position than females.

Table 2.5: Educational Status of the Respondents: Beneficiaries and non-Beneficiaries

Education Group		Beneficiary			Control		
		Male	Female	Total	Male	Female	Total
HSC completed	n	283	386	669	122	104	226
	%	31.58	42.65	37.15	42.21	33.12	37.48
Degree/Honors/Equivalent	n	295	249	544	110	129	239
	%	32.92	27.51	30.2	35.03	44.63	39.63
Masters/Equivalent	n	309	258	567	75	49	124
	%	34.49	28.51	31.48	23.89	16.96	20.56
Others	n	9	12	21	7	7	14
	%	1	1.33	1.17	2.23	2.42	2.32
Total	N	896	905	1801	289	314	603
	%	100	100	100	100	100	100

Chapter 3

Training and Temporary Employment of NSP Beneficiaries

Initially the National Service Program (NSP) provides three months basic training to the targeted beneficiaries. After successful completion of the training, they are temporarily appointed to different government departments and some other sectors in their areas for two years. These youths also get a handsome amount of money at the end of their service so that they become able to start business or to be self-employed. Since the deliverables of the programme are attractive, it becomes a huge demand from the unemployed youth for inclusion in the programme considering their age. The trained youths were engaged for temporary employment for a period of two years in different local departments/organizations. In this study, respondents were asked to give their opinion regarding following training and temporary employment issues.

3.1 Some Issues before Starting Training

Respondents were asked from whom/where they heard about NSP. About 67.68 % argued that they heard from “daily newspapers/ notice board” followed by “friends” (26.54%), “others” (17.38%) and “relatives”(14.05%). There are very insignificant differences between responses of male and female respondents.

Table 3.1: From whom/where beneficiaries heard about NSP (Multiple Responses)

Responses		Male (N=896)	Female (N=905)	Total (N=1801)
Daily Newspapers/ Notice Board	n	614	605	1219
	%	68.53	66.85	67.68
Friends	n	236	242	478
	%	26.34	26.74	26.54
Relatives	n	69	184	253
	%	7.7	20.33	14.05
Others	n	169	144	313
	%	18.86	15.91	17.38

Respondents were asked whether anyone helped to participate in training program or not. Almost more than three-fourth (76.79%) of the respondents mentioned that nobody helped them to participate in training program. There are also insignificant differences between responses of male and female respondents.

Table 3.2: Whether anyone helped to participate in training program

Whether anyone helped		Male	Female	Total
Yes	n	202	216	418
	%	22.54	23.87	23.21
No	n	694	689	1383
	%	77.46	76.13	76.79
Total	N	896	905	1801

Respondents who mentioned positive answer were also asked who helped to participate in training program. About 47.61 percent mentioned “relatives / friends” followed by “officers / employees of the Youth Development office” (38.04%), “union chairman / ward member” (16.27%) and “neighbor” (5.5%) etc. There are also insignificant differences between responses of male and female respondents.

Respondents were asked whether they gave money/bribe for participating in training program or not. Almost all respondents mentioned that they did not give money/bribe for participating in training program.

Table 3.3: Who helped to participate in training program (Multiple Responses)

Responses		Male (N=202)	Female (N=216)	Total (N=418)
Neighbor	n	8	15	23
	%	3.96	6.94	5.5
Relatives / friends	n	90	109	199
	%	44.55	50.46	47.61
Union chairman / ward member	n	29	39	68
	%	14.36	18.06	16.27
Those who have already trained	n	0	2	2
	%	0	0.93	0.48
Members of the selection committee	n	0	1	1
	%	0	0.46	0.24
Local influential people	n	0	1	1
	%	0	0.46	0.24
Officers / employees of the Youth development office	n	89	70	159
	%	44.06	32.41	38.04
Other	n	2	0	2
	%	0.99	0	0.48

Table 3.4: Whether beneficiaries had to give money/bribe for participating in training

Responses		Male	Female	Total
Yes	n	1	1	2
	%	0.11	0.11	0.12
No	n	895	904	1799
	%	99.89	99.89	99.88
Total	N	896	905	1801

Among the two respondents who answered in the affirmative, they were asked to whom they gave the money/bribe. Their responses included: local influential people , relatives / friends, union parishad chairman, and neighbor etc.

Table 3.5: To whom beneficiaries gave money/bribe (Multiple Responses)

Responses		Male (N=1)	Female (N=1)	Total (N=2)
Neighbor	n	1	0	1
	%	100	0	50
Union Chairman	n	0	1	1
	%	0	100	50
Relatives / friends	n	1	0	1
	%	100	0	50
Local Influential People	n	1	1	2
	%	100	100	100

3.2 Total Duration of Training and Participation

All respondents informed that the total duration of training is 90 days (45 days for Compulsory and 45 days for optional) and they participated every day.

All the respondents under NSP beneficiaries received training on different modules. These training modules were implemented for a period of three months on the following areas:

1. Nation and character building
2. Disaster management and social service
3. Basic computer
4. Self-employment
5. Module on idea of different service sectors of the Government
6. Health and family planning service
7. Education and physical education
8. Agriculture, forestry and environment
9. Social security, law and order
10. Union Parishad and Upazila Parishad service

These modules are not compulsory for all the participants. The modules from 1-4 were compulsory for all for the period of one and a half month and the remaining 5-10 modules also required one and a half month duration training for the youths who were interested in employment in service sectors. In case of compulsory modules, it was found in the survey that majority of the respondents (from 85% to 95.48%) received training on the respective modules.

Table 3.6: Distribution of respondents by participation in compulsory courses

Compulsory subject/courses		Male (N=896)	Female (N=905)	Total (N=1801)
Nation and character building	n	833	828	1661
	%	93.28	92.1	92.69
Disaster management and social service	n	830	817	1647
	%	92.95	90.88	91.91
Basic Computer Training	n	759	772	1531
	%	84.99	85.87	85.44
Self-employment Training Module	n	856	855	1711
	%	95.86	95.11	95.48

Table 3.7: Distribution of respondents by participation in optional courses

Optional subject/courses		Male (N=896)	Female (N=905)	Total (N=1801)
Module on different service sectors of the Government	n	197	194	391
	%	22.18	21.53	21.86
Health and Family Planning Service	n	299	418	717
	%	33.67	46.39	40.08
Education and Physical Education	n	373	518	891
	%	42.0	57.49	49.8
Agriculture, Forestry and Environment	n	346	292	638
	%	38.96	32.41	35.66
Public security, law and order	n	115	154	269
	%	12.95	17.09	15.04
Union Parishad and Upazila Parishad service	n	122	127	249
	%	13.74	14.1	13.92

In case of optional modules, about 49.8 % respondents received training in education and physical education module (57.49% females compared to 42.0% males) followed by health and family planning service module (40.08%), agriculture, forestry and environment module (35.66%), module on idea of different service sectors of the government (21.86%), social security, law and order module (15.04%) and union parishad and upazila parishad service module (13.92%). They participated in training to enhance their knowledge, skills and change attitude. In fact, training is supposed to increase their capacity to undertake suitable IGAs/business or outside employment, which may help improve the livelihood pattern of the beneficiaries by utilizing their acquired knowledge and skills.

3.3 Training Allowances

The youths are entitled to receive allowance at the rate of Tk. 100 per day during training. In NSP, the youths are entitled to receive allowance at the rate of Tk. 100 per day during training. From survey, it is found that all respondents informed that training allowance is Tk. 100 per day and they got the training allowance during training.

3.4 Temporary Job/employment

As previously discussed, after successful completion of the training, youths are temporarily appointed to different government departments and some other sectors in their areas for two years. It was found that Department of Youth and Sports had been able to attach all participants to different departments after completing their training. Department-wise attachment analysis shows that more than one-third (36.54%) of the respondents were attached to “teaching in primary/high school” followed by “health and family planning office” (18.43%) , “different government office”(17.88%),“local government office” (7.27%),“department of livestock”(5.89%), “department of fisheries”(4.5%) etc. A higher proportion of females are attached to “teaching in primary/high school” and “health and family planning office” compared to their male counterparts (65.08% vs 44.76%).

Table 3.8:Distribution of respondents by types of temporary Job/employment places

Temporary Job/Employment Places		Male	Female	Total
Teaching in Primary/High School	n	267	391	658
	%	29.8	43.2	36.54
Computer Trainer in School	n	4	1	5
	%	0.45	0.11	0.28
Health and Family Planning office	n	134	198	332
	%	14.96	21.88	18.43
Department of Livestock	n	69	37	106
	%	7.7	4.09	5.89
Department of Fisheries	n	57	24	81
	%	6.36	2.65	4.5
Department of Forestry	n	26	20	46
	%	2.9	2.21	2.55
Law and Order related Department	n	13	5	18
	%	1.45	0.55	1
Local Government Office	n	73	58	131
	%	8.15	6.41	7.27
LGED	n	14	10	24
	%	1.56	1.1	1.33
Department of Youth Development	n	43	32	75
	%	4.8	3.54	4.16
Awareness Build up to Protect Environment	n	2	1	3
	%	0.22	0.11	0.17
Other Government Office	n	194	128	322
	%	21.65	14.14	17.88
Total	N	896	905	1801
	%	100	100	100

3.5 Duration of temporary employment

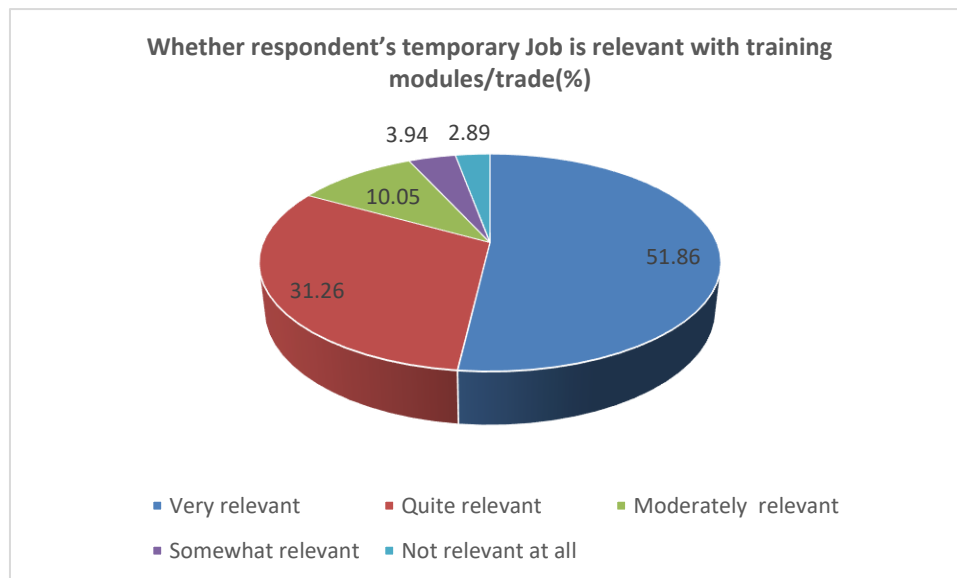
As already mentioned, youths are temporarily appointed to different government departments for 2 years. All the survey respondents informed that the duration of temporary Job/employment is 24 months (2 years). Respondents were asked whether temporary Job is relevant with training

modules/trade or not. About half of the respondents reported that it is very relevant. An insignificant portion (2.89%) of respondents indicated that it is relevant not at all. The scenario is shown in figure 1. There is no significant variation between responses of male and female respondents.

Table 3.9: Whether respondent’s temporary Job is relevant with training modules/trade

Responses		Male	Female	Total
Very relevant	n	462	472	934
	%	51.56	52.15	51.86
Quite relevant	n	267	296	563
	%	29.8	32.71	31.26
Moderately relevant	n	94	87	181
	%	10.49	9.61	10.05
Slightly relevant	n	39	32	71
	%	4.35	3.54	3.94
Not relevant at all	n	34	18	52
	%	3.79	1.99	2.89
Total	N	896	905	1801
	%	100	100	100

Figure 1: Whether respondent’s temporary Job is relevant with training modules/trade (%)



3.6 Allowances received during temporary employment

The respondents/youths also get Tk. 200 per day during their attachment or temporary service. All respondents informed that (on average) the job allowance is 200 Tk. per day during temporary Job/employment. Respondents were asked whether money is credited to respective bank account or not. Almost all respondents (98.61%) mentioned that their money is credited to respective bank account.

Table 3.10: Whether money was credited to bank account

Responses		Male	Female	Total
Yes	n	886	890	1776
	%	98.88	98.34	98.61
No	n	10	15	25
	%	1.12	1.66	1.39
Total	N	896	905	1801
	%	100	100	100

Respondents were asked whether they faced problem to withdraw/take money from bank. About 96.23 percent respondents stated that they did not face any problem to withdraw/take money from bank.

Table 3.11: Whether any problem faced to withdraw/receive money from bank

Responses		Male	Female	Total
Yes	n	46	21	67
	%	5.2	2.36	3.77
No	n	839	870	1709
	%	95	97.64	96.23
Total	N	885	891	1776
	%	100	100	100

3.7 Forced Savings

The respondents are bound to save Tk.2000 per month in their respective bank account which is not withdrawable before completion of two years temporary employment. They get these handsome amount of money at the end of their service so that they are able to start business or to be self-employed. Respondents were asked whether 2000 taka forced savings are saved in every month or not. About 95.72 percent respondents mentioned that savings are saved in every month. Beside these, on average, all respondents informed that they got their forced savings.

Table 3.12: Whether 2000 taka forced savings were deposited in every month

Responses		Male	Female	Total
Yes	n	882	896	1778
	%	98.44	99.01	98.72
No	n	14	9	23
	%	1.56	0.99	1.28
Total	N	896	905	1801
	%	100	100	100

Respondents were asked whether they faced problems to withdraw/take forced savings. About 99.44 percent respondents stated that they did not face any problem to withdraw/take money from bank.

Table 3.13: Whether any problem faced to withdraw/receive forced savings from the bank

Responses		Male	Female	Total
Yes	n	8	2	10
	%	0.91	0.22	0.56
No	n	874	894	1768
	%	99.09	99.78	99.44
Total	N	882	896	1778
	%	100	100	100

Among respondents who answered in the affirmative, were asked what type of problems they faced to withdraw forced savings. These problems include “giving less money”, “it takes time and needs to go several times”, “interest is not given” and “unfriendly behavior of bank officials” etc.

Table 3.14: Type of Problems faced to withdraw forced savings

Responses		Male	Female	Total
Giving less money	n	0	1	1
	%	0	50	10
It takes time and needs to go several times	n	5	0	5
	%	62.5	0	50
Problems faced to take savings	n	2	0	2
	%	25	0	20
Interest is not also given	n	1	0	1
	%	12.5	0	10
Unfriendly behavior of Bank officials	n	0	1	1
	%	0	50	10
Total	N	8	2	10
	%	100	100	100

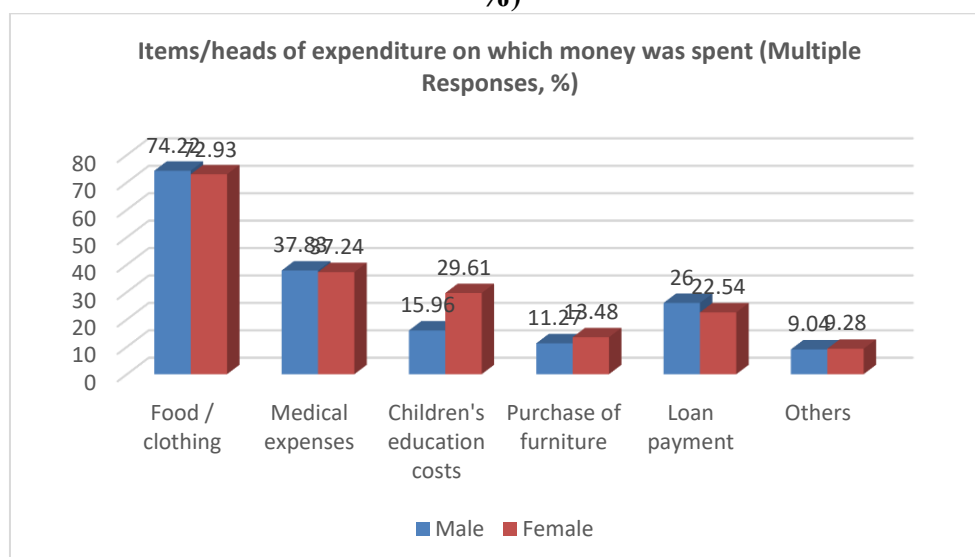
3.8 Expenditure pattern with allowances money

Respondents were asked about the items/sources on which they spent the money from job allowances. About three fourth (73.57%) of respondents informed that they expend it eating / wearing purpose. other responses include “medical expenses (37.53%)”, “children's education costs (22.82%)”, “purchase of furniture (12.38%)” and “loan payment (24.26%)” etc. The scenario is shown in figure 2. There is no significant variation between responses of male and female respondents.

Table 3.15: Items/heads of expenditure on which money was spent (Multiple Responses)

Items/heads		Male (N=896)	Female (N=905)	Total (N=1801)
Food / clothing	n	665	660	1325
	%	74.22	72.93	73.57
Medical expenses	n	339	337	676
	%	37.83	37.24	37.53
Children's education costs	n	143	268	411
	%	15.96	29.61	22.82
Purchase of furniture	n	101	122	223
	%	11.27	13.48	12.38
Loan payment	n	233	204	437
	%	26.0	22.54	24.26
Others	n	81	84	165
	%	9.04	9.28	9.16

Figure 2: Items/heads of expenditure on which money was spent (Multiple Responses, %)



3.9 Asset creation

The impact of the NSP programs should be reflected through creation/purchase of different assets by the beneficiaries. They are asked whether they could improve their economic position through creation/purchase of assets with the help of job allowances. The findings suggest that a large majority of the beneficiaries (69.74%) belonging to the programs could purchase household items or create assets for improving their economic condition.

Table 3.16: Whether any asset creation with the help of allowance money

Responses		Male	Female	Total
Yes	n	649	607	1256
	%	72.43	67.07	69.74
No	n	247	298	545
	%	27.57	32.93	30.26
Total	N	896	905	1801
	%	100	100	100

The following Table 3.17 summarizes the findings on asset creation by the beneficiaries. More than one-third (34.29%) proportion of respondents were able to increase their asset holding position through purchase of cows and goats. about 12.25 % of the beneficiaries have built their houses, and one-tenth (10.34%) proportion of beneficiaries have been able to open shops. Other responses include “purchase of furniture (7.72%)”, “purchase of land (7.32%)”, “education of children (5.25%)” etc. In case of “purchase of cows and goats and “opening shop”, male responses are more than that of female responses and in other responses, there is slightly variation between responses of male and female respondents.

Table 3.17: Type of asset created with the help of allowance money (Multiple Responses)

Responses		Male (N=649)	Female (N=607)	Total (N=1256)
Purchase of cows and goats	n	232	199	431
	%	35.75	32.78	34.32
Purchase of poultry	n	18	37	55
	%	2.77	6.1	4.38
Purchase of Tree	n	5	1	6
	%	0.77	0.16	0.48
Purchase of land	n	34	58	92
	%	5.24	9.56	7.32
Education of children	n	15	51	66
	%	2.31	8.4	5.25
Purchase of furniture	n	49	48	97
	%	7.55	7.91	7.72
Opening Shop/starting Business	n	71	59	130
	%	10.94	9.72	10.35
Building/repair of houses	n	82	72	154
	%	12.63	11.86	12.26
Other	n	216	204	420
	%	33.28	33.61	33.44

3.10 Importance of NSP in the lives of beneficiaries

Respondents were asked what they would have done if there was no opportunity for temporary job. More than three-fifths (63.19%) mentioned that they had to remain unemployed followed by “had to work with less wages (24.49%)”, “had to go to town/migrate to urban area for searching work (21.15%)”, “had to take loan/borrow money with high interest rate (19.1%)”, “had to sell /mortgage land/asset (9.83%)” etc. There is slightly variation between responses of male and female respondents.

Table 3.18: What would beneficiaries do if there was no opportunity for temporary job (Multiple Responses)

Responses		Male (N=896)	Female (N=905)	Total (N=1801)
Had to be unemployed	n	520	618	1138
	%	58.04	68.29	63.19
Had to work with less wages	n	267	174	441
	%	29.8	19.23	24.49
Had to take loan/borrow money with high interest rate	n	164	180	344
	%	18.3	19.89	19.1
Had to sell /mortgage land/asset	n	88	89	177
	%	9.82	9.83	9.83
Had to go to town/migrate to urban area for searching work	n	275	106	381
	%	30.69	11.71	21.15
Others	n	98	79	177
	%	10.94	8.73	9.83

Respondents were asked whether they faced problems to take training/job certificates after training/temporary job. Majority of the respondents (96.84) stated that they did not face problems to take training/job certificates after training/temporary job.

Table 3.19: Whether any problem faced in getting training/job certificate after training/temporary employment

Responses		Male	Female	Total
Yes	n	33	24	57
	%	3.68	2.65	3.16
No	n	863	881	1744
	%	96.32	97.35	96.84
Total	N	896	905	1801
	%	100	100	100

Among the respondents who faced problems to take training/job certificates after training/temporary job were again asked what types of problems they faced. About one-third

(33.33%) of the respondents mentioned “it takes time to provide”, followed by “original certificate was not provided (28.07%),“certificate was not yet ready (26.32%) etc.

Table 3.20: Type of Problems faced in getting training/job certificate after training/temporary employment

Responses		Male	Female	Total
Certificate was not yet ready	n	10	5	15
	%	30.3	20.83	26.32
Certificate is not yet taken	n	1	2	3
	%	3.03	8.33	5.26
I have not taken Certificate myself	n	1	0	1
	%	3.03	0	1.75
Experience Certificate was not yet provided	n	0	2	2
	%	0	8.33	3.51
Original Certificate is not provided	n	6	10	16
	%	18.18	41.67	28.07
It takes time to provide	n	14	5	19
	%	42.42	20.83	33.33
Could not get Certificate after coming three times	n	1	0	1
	%	3.03	0	1.75
Total	N	33	24	57
	%	100	100	100

Chapter 4

Present Employment Situation of the Beneficiaries

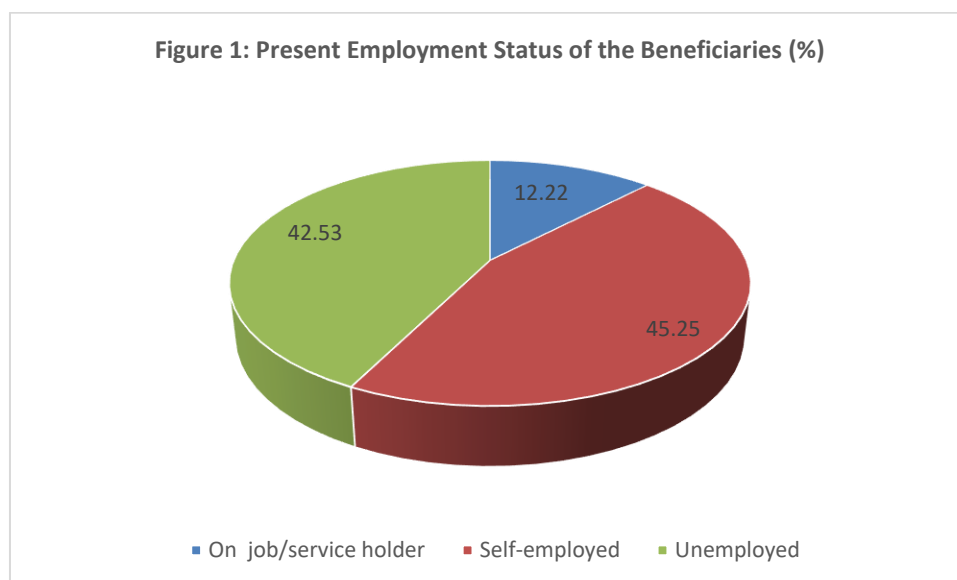
National Service Programme (NSP) was launched with a view to providing temporary employment to the unemployed youths through their involvement in nation building activities. The NSP activities are designed to increasing skills and improving the socio-economic conditions of trained youths. The main objective of NSP is to facilitate the unemployed youth for gainful employment/ self-employment providing vocational/ skill development training .Initially the programme provides three months basic training to the targeted beneficiaries.After completion of training, they were provided temporary employment in their locally for two years in different services of the Government offices, local government institutions/NGOs. These youths also get a handsome amount of money at the end of their service so that they become able to start business or to be self-employed. Since the deliverables of the programme are attractive, it becomes a huge demand from the unemployed youth for inclusion in the programme considering their age. It was expected that the youth would be able to engage themselves in employment/income generating activities in future from the experience gathered from temporary attachment in NSP. To assess the employment situation of the beneficiaries, information regarding various important issues is collected from respondents who have already completed the training program and temporary unemployment. Employment status of the beneficiaries at present (i.e. after completion of training program and temporary unemployment) is depicted in following Table 4.1.

Table 4.1: Present Employment Status of the Beneficiaries

Employment Status		Male	Female	Total
On job/service holder	n	130	90	220
	%	14.5	9.94	12.22
Self-employed	n	569	246	815
	%	63.5	27.18	45.25
Unemployed	n	197	569	766
	%	21.98	62.87	42.53
Total	N	896	905	1801
	%	100	100	100

From Table 4.1, it is found that at present (i.e. after completion of training program and temporary unemployment) about 12.22% of respondents are employed (service holder), almost half (45.25%) of the respondents are self-employed and rest of 42.53% respondents are unemployed (jobless).In case of employed, there is slightly variation between responses of male and female respondents but in case of unemployed and self-employed, there is significant variation between responses of male and female respondents.The scenario is shown in figure 3.

Figure 3: Present Employment Status of the Beneficiaries (%)



Following part describes various information of employed, self-employed and unemployed respondents regarding some important issues to assess/understand the impact of NSP.

4.1 Information of Respondents on Job/Service Holder

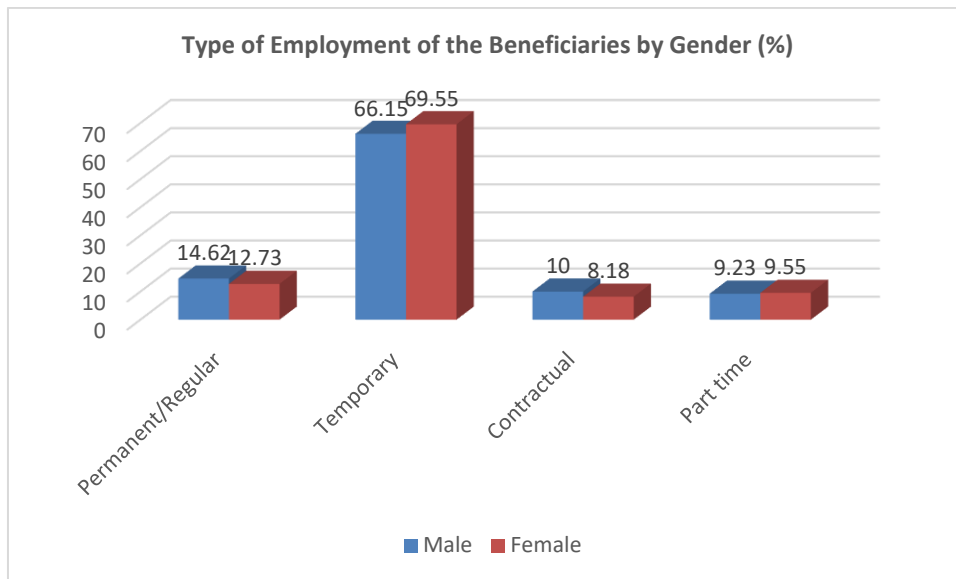
Respondents were asked about duration of time they have got service after completion of temporary job. The average time is 10 months (for male it is 10.5 months and for female 9.5 months). Respondents were also asked how long they are doing their service. The average time is 4.5 years and there is very slightly variation between male and female respondents.

Respondents were asked about the types/nature of their job. About more than three-fifth (69.55%) of the respondents are temporary service holder followed by permanent (12.73%), part time (9.55%) and contractual (8.18%), There is slightly variation between responses of male and female respondents. The scenario is shown in figure 4.

Table 4.2: Type of Employment of the Beneficiaries

Employment Type		Male	Female	Total
Permanent/Regular	n	19	9	28
	%	14.62	10	12.73
Temporary	n	86	67	153
	%	66.15	74.44	69.55
Contractual	n	13	5	18
	%	10.0	5.56	8.18
Part time	n	12	9	21
	%	9.23	10	9.55
Total	N	130	90	220
	%	100	100	100

Figure 4: Type of Employment of the Beneficiaries by Gender (%)



Respondents were asked about their present monthly income. Following Table 4.3 shows distribution of Income by gender. The average income is 8961 Tk. and income of male respondents is higher than that of female respondents. If we see the distribution, about half (49.09%) of the respondents belong to “less than 5000” group and female respondents are more in this group than male. In ‘5001-10000’ group, male respondents are three-times higher than female respondents. So, it is very clear that monthly income of male is higher than that of female respondents.

Table 4.3: Distribution of beneficiaries who are employed: by monthly income

Income group (Tk.)		Male	Female	Total
Less than 5000	n	40	68	108
	%	29.62	80.0	49.09
5001-10000	n	60	13	73
	%	44.44	15.29	33.18
10001-15000	n	22	3	25
	%	16.29	3.52	11.36
15001-20000	n	6	5	11
	%	4.61	5.55	5.0
20001-25000	n	1	1	2
	%	0.74	0.11	0.91
Above 25001	n	1	0	1
	%	0.74	0	0.45
Total	N	130	90	220
	%	100	100	100
Mean Income (Tk.)		10484	6623	8961

Table 4.4: Who helped them in getting the job

Who helped them in getting the job		Male	Female	Total
With the help of DyD	n	12	9	21
	%	9.23	10	9.55
Own initiative/effort	n	99	66	165
	%	76.15	73.33	75.00
With the help of friends /relative	n	18	13	31
	%	13.85	14.44	14.09
Others	n	1	2	3
	%	0.77	2.22	1.36
Total	N	130	90	220
	%	100	100	100

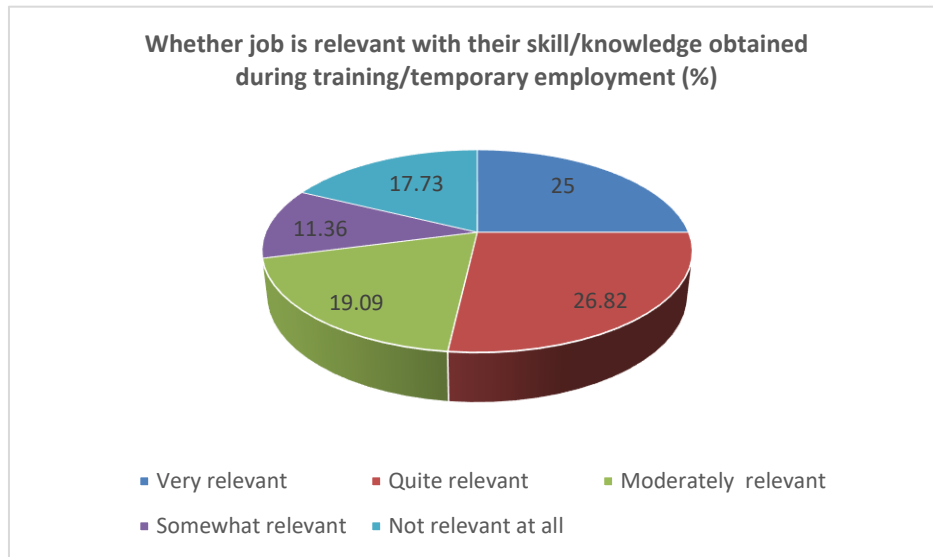
Respondents were asked how they got their job or whether they got job with the help of someone or not. About three-fourth (75%) of the respondents informed that they got their service by their own initiative/effort followed by ‘with the help of friends /relative(14.09%)’ and ‘with the help of DyD (9.55%)’. There are very insignificant differences between responses of male and female respondents.

Respondents were asked whether this job is relevant with their skill/knowledge obtained by training/temporary employment. About one-fourth of respondents argued “Quite relevant (26.82%)” and “very relevant (25%)” followed by “moderately relevant (19.09%)” and “not relevant at all (17.73%)”. The scenario is also shown in figure 5. There is slightly variation between responses of male and female respondents.

Table 4.5: Whether job is relevant with their skill/knowledge obtained during training/temporary employment

Responses		Male	Female	Total
Very relevant	n	28	27	55
	%	21.54	30	25.0
Quite relevant	n	38	21	59
	%	29.23	23.33	26.82
Moderately relevant	n	22	20	42
	%	16.92	22.22	19.09
Somewhat relevant	n	17	8	25
	%	13.08	8.89	11.36
Not relevant at all	n	25	14	39
	%	19.23	15.56	17.73
Total	N	130	90	220
	%	100	100	100

Figure 5: Whether job is relevant with their skill/knowledge obtained during training/temporary employment(%)



4.2 Information of Self-employed Respondents

As discussed earlier, after successful completion of the training, youths are temporarily appointed to different government departments and some other sectors in their areas for two years. These youths also get a handsome amount of money at the end of their service so that they become able to start business or to be self-employed. In our study, we got about half of the respondents are self-employed.

Table 4.6: Sector of Self-employment/business

Sector of Self - employment/business		Male	Female	Total
Cottage industry	n	4	32	36
	%	0.7	13.0	4.41
Restaurant / bakery /shop	n	60	5	65
	%	10.54	2.03	7.97
Livestock farming	n	186	62	248
	%	32.68	25.2	30.42
Automobile	n	11	0	11
	%	1.93	0	1.34
Mobile servicing and repairing	n	19	0	19
	%	3.33	0	2.33
Electrical and house wiring	n	30	0	30
	%	5.27	0	3.68
Fish farming /fisheries	n	159	59	218
	%	27.94	23.98	26.74
Tailoring/readymade garments	n	66	40	106
	%	11.59	16.26	13.0
Block Batik	n	6	36	42
	%	1.05	14.63	5.15
Others	n	28	12	40

	%	4.9	4.87	4.9
Total	N	569	246	815
	%	100	100	100

Respondents were asked about duration of time they can start their business after completion of temporary job. The average duration is 5 years 4 months and it is 5 years 2 months for male and 5 years 6 months for female respondents. Respondents were also asked about what types of self-employment/business they are involved in. Following Table 4.6 indicate the types of self-employment/business.

From Table 4.6, we can see that respondents are engaged different types of self-employment. About 30.42 percent of respondents stated livestock farming followed by fish farming /fisheries (26.74%), tailoring/readymade garments (13 %), restaurant / bakery /shop (7.97%), block batik (5.15%), cottage industry (4.41%), electrical and house wiring (3.68 %), mobile servicing and repairing (2.33%), automobile (1.34 %) and others (4.9 %) etc. There is slightly variation between responses of male and female respondents.

Respondents were asked how much capital was required to start business. The average amount of capital is 84000 Tk which is 94000 Tk for male and 52000 Tk for female respondents who have used capital to start business. Following Table 4.7 is also indicated the sources of capital.

Table 4.7: Sources of Capital (Multiple Responses)

Sources of Capital	Male (N=569)		Female (N=246)		Amount(Mean) in Tk.	
	n	%	n	%	Male	Female
Family savings	267	46.92	60	24.39	45952.86	19558.11
Forced savings	276	48.51	98	39.84	45585.97	43942.57
Microcredit From DYD	35	6.15	4	1.63	31105.77	8240
Loan From <i>Kormososthan Bank</i>	15	2.64	0	0.00	35941.18	0
Loan From other Bank	52	9.14	9	3.66	73268.66	11160.71
Loan From Relatives	72	12.65	11	4.47	54164.71	9323.333
Sale of Land/Asset	15	2.64	2	0.81	40352.94	2916.667
Loan From <i>Mohajon</i>	2	0.35	0	0.00	18181.82	0
Other Sources	44	7.73	7	2.85	59269.84	5821.429

From Table 4.7, we found that respondents have collected their capital from different sources like family savings, force savings, microcredit from DYD, loan from *kormososthan bank*, loan from other bank, loan from relatives, sale of land/asset and loan from mohajon etc. There is slightly variation between responses of male and female respondents except family and forced savings (47% vs 24% and 48% vs 39% for male/female respectively). From Table 4.7, we also can see that female respondents did not collect capital from *kormososthan bank* and *mohajon*.

Table 4.8: Type of problems faced to get microcredit/loan from bank (Multiple Responses)

Type of problems		Male (N=102)	Female (N=13)	Total (N=115)
Borrower has to pay security	n	21	2	23
	%	20.59	15.38	20.0
Long waiting time for getting loan	n	26	5	31
	%	25.49	38.46	26.96
Small amount of loan	n	22	7	29
	%	21.57	53.85	25.22
Have to pay bribe	n	20	5	25
	%	19.61	38.46	21.74
High interest rate	n	20	6	26
	%	19.61	46.15	22.61
No problem faced	n	30	5	35
	%	29.41	38.46	30.43
Others	n	10	2	12
	%	9.8	15.38	10.43

Respondents were asked whether they have faced problems to collect microcredit/loan from bank or not. About 30.43% respondents informed that they did not face any problem to collect loan. Those who faced problems stated responses like ‘long waiting time for getting loan (26.96%)’, ‘small amount of loan (25.22%)’, ‘high interest rate (22.61%)’, ‘have to pay bribe (21.74%)’ and ‘borrower has to pay security (20%)’ etc. There is slightly variation between responses of male and female respondents.

Table 4.9: Opinion regarding solving these problems (Multiple Responses)

Suggestions		Male (N=102)	Female (N=13)	Total (N=115)
Giving loan to the trainees with easy terms	n	57	11	68
	%	55.88	84.62	59.13
Reducing interest rate	n	58	10	68
	%	56.86	76.92	59.13
Giving loans for more profitable trade/business	n	19	9	28
	%	18.63	69.23	24.35
Reducing waiting time for obtaining loans	n	30	6	36
	%	29.41	46.15	31.3
Help from DYD in the marketing of products	n	23	4	27
	%	22.55	30.77	23.48
Others	n	10	1	11
	%	9.8	7.69	9.57

Respondents were also asked about their opinion how these problems can be solved. About three-fifth of respondents mentioned about ‘giving loan to the trainees with easy terms’ and ‘reducing interest rate’. The other responses include ‘reducing waiting time for obtaining loans’ (31.3%), ‘giving loans for more profitable trade/business (24.35%)’, ‘help from DyD in the marketing of products (23.48%)’ etc. There is also variation between responses of male and female respondents.

Table 4.10: Whether they had to give bribe to get loan/microcredit

Responses		Male	Female	Total
Yes	n	20	5	25
	%	19.6	38.46	21.73
No	n	82	8	90
	%	80.39	61.53	78.26
Total	N	102	13	115
	%	100	100	100

Respondents were asked whether they had to give bribe to get loan/microcredit or not. About 90 percent respondents mentioned negative responses. Among those who stated positive answer have to pay between 500 Tk to 4000 Tk. as bribe.

Table 4.11: To whom they had to give bribe

Responses		Male	Female	Total
Officer of the Department of Youth Development	n	1	0	1
	%	5.0	0	4.0
Bank Manager / Officer	n	11	5	16
	%	55	100	64.0
UP Chairman / Member	n	4	0	4
	%	20.0	0	16.0
Leader of Government Party	n	4	0	4
	%	20.0	0	16.0
Total	N	20	5	25
	%	100	100	100

Again respondents who gave bribe were again asked to whom they gave bribe . About 64 percent of respondents informed Bank Manager / Officer followed by UP Chairman / Member (16.0%) , Leader of Government Party (16.0%) and Officer of the Department of Youth Development (4%).

Respondents were asked about their present monthly income from business. Following Table 4.12 shows distribution of Income by gender. The average income is 8074 Tk. and income of male respondents is higher than that of female respondents. If we see the distribution, more than half (51.53%) of the respondents belong to “less than 5000” group and male respondents are more in this group than female. In ‘10001-15000’ group, male respondents are eleven-times

higher than female respondents. So, it is very clear that monthly income of male is higher than that of female respondents.

Table 4.12: Distribution of self-employed beneficiaries: by present monthly income

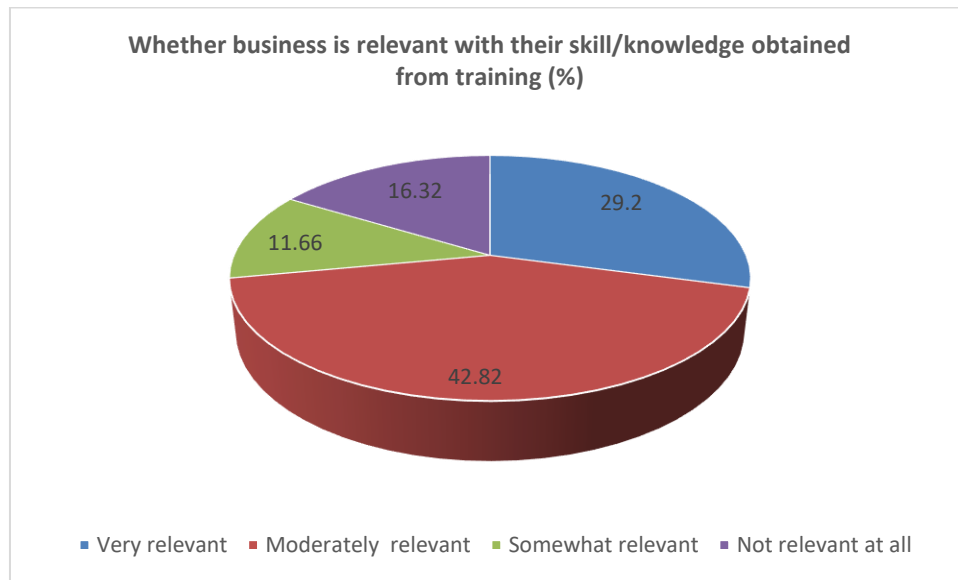
Income group		Male	Female	Total
Less than 5000	n	213	207	420
	%	37.77	82.47	51.53
5001-10000	n	266	33	299
	%	47.16	13.15	36.69
10001-15000	n	57	5	62
	%	10.11	1.99	7.61
15001-20000	n	15	0	15
	%	2.63	0	1.84
20001-25000	n	6	0	6
	%	1.06	0	0.74
Above 25001	n	12	1	13
	%	2.13	0.4	1.6
Total	N	569	246	815
	%	100	100	100
Mean Income (Tk.)		9383	5133	8074

Respondents were asked whether this business is relevant with their skill/knowledge obtained by training. About 42.82% of respondents argued moderately relevant followed by ‘very relevant’ (29.2 %), not relevant at all (16.32%) and “Somewhat relevant” (11.66). The scenario is also shown in figure 6. There is variation between responses of male and female respondents.

Table 4.13: Whether business is relevant with their skill/knowledge obtained from training

Responses		Male	Female	Total
Very relevant	n	155	83	238
	%	27.48	33.07	29.2
Moderately relevant	n	238	111	349
	%	42.2	44.22	42.82
Somewhat relevant	n	75	20	95
	%	13.3	7.97	11.66
Not relevant at all	n	101	32	133
	%	17.75	13.0	16.32
Total	N	569	246	815
	%	100	100	100

Figure 6: Whether business is relevant with their skill/knowledge obtained from training (%)



4.3 Information of Unemployed/Jobless Respondents

As previously stated, 42.53% (N=766) respondents are unemployed (jobless). Respondents were asked how long they are unemployed after temporary unemployment. The average time is 33 months and this 30 months for male and 35 months for female respondents.

Table 4.14: Whether they tried to search for a job

Responses		Male	Female	Total
Yes	n	184	430	614
	%	93.4	75.57	80.16
No	n	13	139	152
	%	6.6	24.43	19.84
Total	N	197	569	766
	%	100	100	100

Respondents were also asked whether they tried to search for a job or not. About 80.16 percent of respondents informed that they tried to search a job. Respondents were also asked about media of job searching.

Table 4.15: Job searching mechanism/media (Multiple Responses)

Media		Male (N=184)	Female (N=430)	Total (N=614)
Daily newspaper advertisement	n	179	390	569
	%	97.28	90.7	92.67
Department of Youth Development	n	8	19	27
	%	4.3	4.42	4.4

Contacting directly with different organizations	n	24	46	70
	%	13.0	10.7	11.4
Job fair	n	0	2	2
	%	0	0.47	0.33
Internet	n	84	120	204
	%	45.65	27.91	33.22
Friends / relatives	n	53	174	227
	%	28.8	40.47	36.97
Others	n	3	8	11
	%	1.63	1.86	1.79

From table, we can see that about 92.67 percent respondents mentioned Daily newspaper advertisement followed by friends / relatives (36.97%), internet (33.22%), contacting directly with different organizations (11.4%), ‘Department of Youth Development’(4.4%) etc. There is slightly variation between responses of male and female respondents.

Respondents were asked what type of help/co-operation received from Department of Youth Development. About 97 percent of respondents informed that they did not receive any help/co-operation from DYD. Some responses include career counseling, career seminar, job fair, assistance from training authority and help to contact recruitment agency directly. There is no significant variation between responses of male and female respondents.

Table 4.16: Type of help received from DYD (Multiple Responses)

Types of help		Male (N=184)	Female (N=430)	Total (N=614)
	Career Counseling	n	6	9
%		3.26	2.09	2.44
Career Seminar	n	4	12	16
	%	2.17	2.79	2.61
Job Fair	n	0	2	2
	%	0	0.47	0.33
Assistance from Training Authority	n	2	6	8
	%	1.09	1.4	1.3
Help to Contact recruitment agency directly	n	4	2	6
	%	2.17	0.47	0.98
No help received	n	170	425	595
	%	92.39	98.84	96.91
Others	n	4	9	13
	%	2.17	2.09	2.12

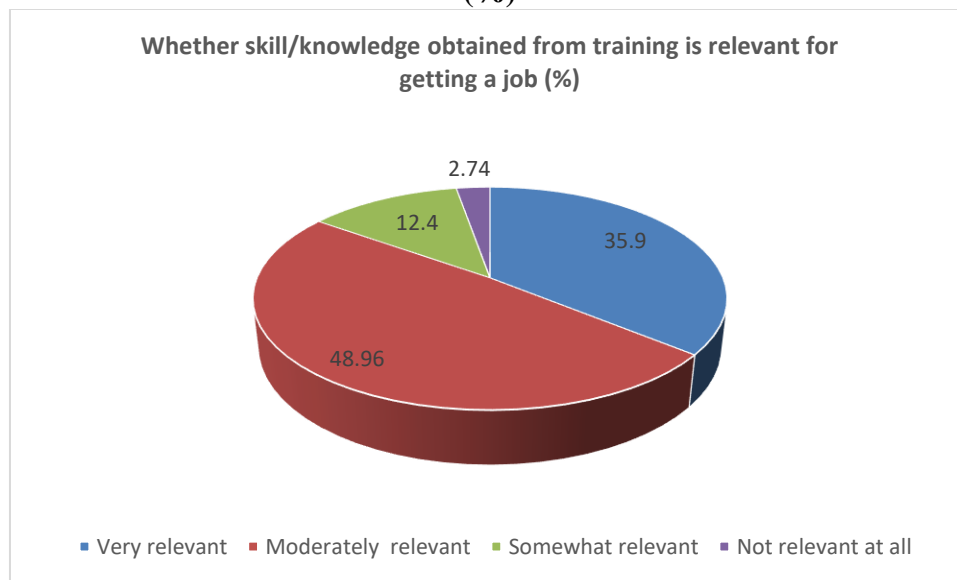
Respondents were asked whether skill/knowledge obtained by training is relevant for getting a job. About 48.96% of respondents argued moderately relevant followed by ‘very relevant’ (35.9

%), “Somewhat relevant” (12.4) and not at all (2.74%). The scenario is also shown in figure 7. There is slightly variation between responses of male and female respondents.

Table 4.17: Whether skill/knowledge obtained from training is relevant for getting a job

Responses		Male	Female	Total
Very relevant	n	79	196	275
	%	40.1	34.45	35.9
Moderately relevant	n	86	289	375
	%	43.65	50.79	48.96
Somewhat relevant	n	26	69	95
	%	13.2	12.13	12.4
Not at all	n	6	15	21
	%	3.05	2.64	2.74
Total	N	197	569	766
	%	100	100	100

Figure 7: Whether skill/knowledge obtained from training is relevant for getting a job (%)



Respondents were asked how many applications they submitted for a job and how many interviews they appeared for job. The average number of applications is 2(two) for both male and female. The average number of interviews is 11 which is 19 for male and 7 for female.

Table 4.18: Whether they got any job offer

Responses		Male	Female	Total
Yes	n	10	13	23
	%	5.08	2.28	3
No	n	187	556	743
	%	94.92	97.72	97
Total	N	197	569	766
	%	100	100	100

Respondents were asked whether they got any job offer or not. About 97 percent of respondents informed that they did not get any job offer. The scenario is also shown in figure 8. There is no significant variation between responses of male and female respondents.

Figure 8: Whether they got any job offer (%)

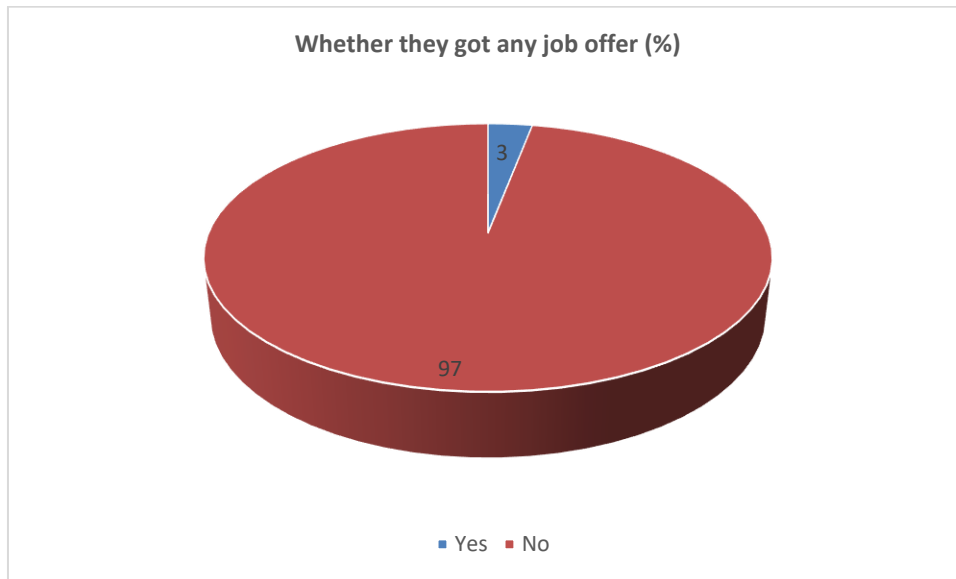


Table 4.19: Whether they joined the job

Responses		Male	Female	Total
Yes	n	4	3	7
	%	40	23.08	30.43
No	n	6	10	16
	%	60	76.92	69.57
Total	N	10	13	23
	%	100	100	100

Respondents who got a job were asked whether they joined the job or not. About 69.57 percent of respondents informed that they did not join the job. The scenario is also shown in figure 9. There is slightly variation between responses of male and female respondents.

Figure 9: Whether they joined the job (%)

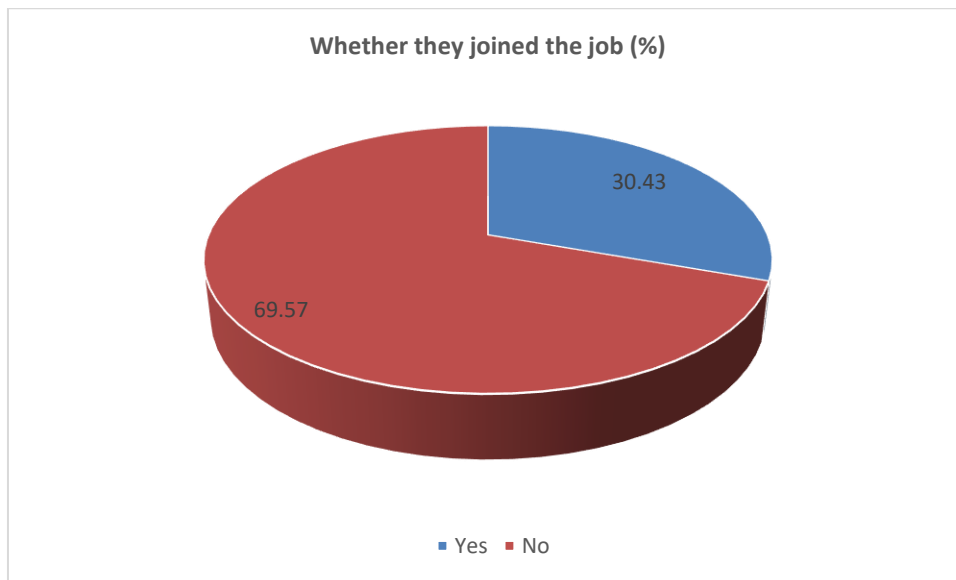


Table 4.20: Reasons for not joining the job (Multiple Responses)

Reasons		Male (N=6)	Female (N=10)	Total (N=16)
Low payment	n	4	5	9
	%	66.67	50.0	56.25
Workplace away from home	n	2	3	5
	%	33.33	30.0	31.25
Not compatible with training	n	1	4	5
	%	16.67	40.0	31.25
Work environment is not good	n	2	2	4
	%	33.33	20.0	25.0
Not well-known /well-established organization	n	3	1	4
	%	50.0	10.0	25.0
Family-restrictions	n	1	1	2
	%	16.67	10.0	12.5
Temporary nature of job	n	2	4	6
	%	33.33	40.0	37.5
Others	n	2	0	2
	%	33.33	0	12.5

Respondents who did not join the job were again asked about the reasons for not joining the job. More than half of the respondents (56.25%) informed about ‘low payment’ followed by ‘temporary nature of job’ (37.5%), ‘workplace away from home’ (31.25%), ‘not compatible with training’ (31.25%), ‘work environment is not good (25.0%)’, ‘not well-known /well-established organization’(25.0%) and ‘Family-restrictions’ (12.5%)’. The scenario is also shown in figure 10. There is slightly variation between responses of male and female respondents.

Figure 10: Reasons for not joining the job (Multiple Responses, %)

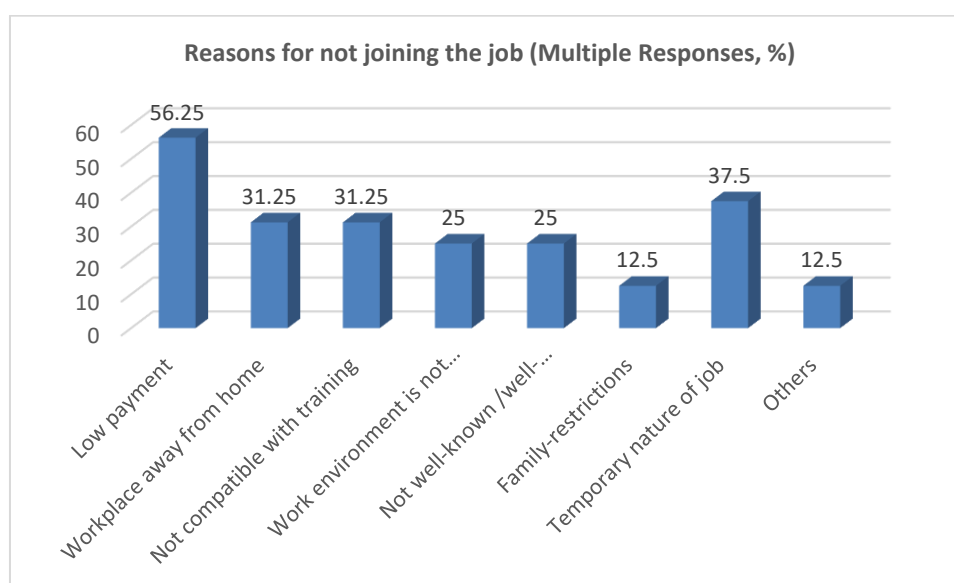


Table 4.21: Opinion for not getting/joining job (Multiple Responses)

Opinion		Male (N=197)	Female (N=569)	Total (N=766)
Training module is not relevant to market demand	n	26	104	130
	%	13.20	18.28	16.97
Not having good job opportunities in the area	n	71	274	345
	%	36.06	48.15	45.04
Trying to go abroad	n	8	5	13
	%	4.06	0.88	1.70
Skills obtained from training are not suitable for job	n	35	73	108
	%	17.77	12.83	14.10
The job offers /opportunities are not attractive	n	45	112	157
	%	22.84	19.68	20.50
Trying to do business instead of getting job	n	94	224	318
	%	47.72	39.37	41.51
Others	n	7	6	13
	%	3.55	1.05	1.7

Respondents were asked about their opinion for not getting/joining job. About half of the respondents (45.04%) informed opinion like ‘not having good job opportunities in the area’ followed by ‘the job offers /opportunities are not attractive’(20.5%), ‘training module is not relevant to market demand’(16.97%), ‘skills obtained from training are not suitable for job’(14.10%) etc. In some cases, there is significant variation between responses of male and female respondents.

Chapter 5

Impact of NSP on the Beneficiaries

5.1 Background

Skills development is critical to unlocking the employment potential of growth, yet skills shortages are becoming an obstacle in realizing this potential in Bangladesh. Different agencies of the government including DYD and private enterprises already have skill development system. The overall aim of the NSP being implemented by DYD to reduce poverty by enabling more people to acquire employable skills through wage-earning jobs and self-employment.

Through the provision of skill training (and temporary employment) to unemployed youth, increases in income of the youth or increases in earning opportunities is the key element for employment creation and poverty reduction. In this section, we have made an attempt to see the impact of the NSP on the income earning potential of beneficiary respondents.

5.2 Impact on Beneficiary Income

The respondents were asked about their monthly income both pre- and post-condition. Data are presented in Table-5.1. The findings suggest that a significant majority of beneficiary respondents have been able to increase their income after participation in the training program. From Tables 3.1 it is evident that the income level of the male beneficiary respondents has gone up by 232.56 per cent after participation in the program (from Tk 3,526 to Tk. 8,200). Similarly, the income level of female beneficiary respondents has increased by three times; it has gone up by 319percent after participation in the program (from Tk 1,247 to Tk. 3,981).

Monthly income is considered to be an important indicator of economic condition of the household. Our findings (Table 3.1) suggest that a significant majority of beneficiary respondents have been able to increase their income after participation in the training program. It appears that around half of the male beneficiaries (46.31percent) and three-fourths (71.93 percent) of females did not have any income at all before joining NSP. Around one-third (35.37 percent) of male and a quarter of female beneficiaries used to earn a monthly income not exceeding Tk. 5000 before joining the training program, while 18.30 percent of males and only 1.76 percent of females had monthly income exceeding Tk. 5,000.

The corresponding income figure at the time of the survey significantly improved for both male and female beneficiaries. The proportion having no income at all has reduced drastically for males- only 17.6 percent for males are without any income source compared to 46.31 percent before joining NSP. However, the percent reduction has been much less for females, 56.26 percent without any income source now, compared to 71.93 percent before joining NSP.

On the other hand, only 18.30 percent of male and 1.76percent of female beneficiary respondents had monthly income exceeding Tk. 5,000 before joining the training program. But

this proportion has gone up significantly to 55.90 and 8.38 percent for males and females respectively after participation in the training program. Large number of male beneficiaries (15.71 percent) have monthly income exceeding Tk. 10,000, the corresponding figure for females is 1.54 percent. The impact of training program in enhancing income level of beneficiaries is clearly reflected through the changes in incomes before and after participation which contributed to improvement in poverty situation of beneficiary households.

It is difficult to estimate rural incomes accurately because most households are self-employed and very few keep records. Many households are also engaged in expenditure-saving activities, such as producing fruits and vegetables in kitchen gardens, rearing poultry and livestock, manufacturing and handicrafts, etc. Respondents often under report their incomes from such self-employed activities, because of not considering expenditure-savings as income. Only detailed recording of consumption and expenditures can accurately capture income from these sources. However, despite these limitations our findings clearly show that there has been substantial improvement in the income levels of NSP beneficiaries after joining the program.

The income impact of training program is respectable. Average monthly income of the training program participants amounts to Tk. 6,080. However, there is considerable difference in monthly income by gender of beneficiary. Average monthly income of the male training program participants amounts to Tk. 8,200 as against Tk. 3,981 for the females. The data in table 3.1 shows that as high as 15.71 percent of the male trainees earn a monthly income of more than Tk. 10,000, while only 1.54 percent of females fall in this income bracket, who earn more than Tk. 10,000 per month.

The gap between male and female earning is attributable to two core set of factors: **The first** set of factors relate to the difference between the skill sets of men and women, particularly differences in educational qualifications, formal and informal nature of training received, and labour market experience in both full-time and part-time work. **The second** set of factors underlying the gender earning gap are labour market rigidities, which mean that labour is not allocated to its most efficient use. These rigidities take the form of: (i) labour market discrimination; (ii) labour market segmentation in terms of part-time versus full-time work, occupational segregation, and segregation by sector; (iii) interruptions to women's work due to family or caring responsibilities or to unemployment; and (iv) social, economic and family environment. Most of the female NSP participants are currently unemployed or working on part-time basis e.g. very few women are involved in full time/high-paying occupations e.g. selling medicine/pharmacist, cattle rearing, pisciculture, doing agri-business, etc. (the usual notion is that these are not suitable for females). Due to the gender division of work, women have to work in inferior jobs, and also they do not have effective bargaining power in the labour market. Besides, there are considerable differences in the hours worked by gender of respondents-with higher proportion of women working on part-time while higher proportion of men working on full-time basis (as emerged during field survey and FGDs). As mentioned earlier, 46.32 percent of male beneficiaries were not involved in income earning activities before joining NSP, but now a vast majority of four-fifths of them (82.36%) are involved in some kind of income generating activities (either as service holders or self-

employed), However, 17.63 percent of male NSP participants do not have an income source of their own.

By contrast, an overwhelming majority of 71.93 percent of female beneficiaries were not engaged in any income earning activities before joining NSP. The situation has improved after joining NSP, and a sizeable proportion of them (43.74 percent) are either engaged as service holders or are self-employed. But still majority of the female NSP participants (56.26%) are not involved in any type of income generating activities.

Table 5.1: Distribution of the Beneficiary Respondents by Monthly Income: Before and After Training

Income Group (Taka Monthly)		After Training			Before Training		
		Male (N=896)	Female (N=905)	Total (N=1801)	Male (N=896)	Female (N=905)	Total (N=1801)
No Income	n	158	509	667	415	651	1066
	%	17.6	56.26	37.03	46.31	71.93	59.81
Less than 5000	n	238	320	558	317	238	555
	%	26.5	34.59	30.98	35.37	26.29	30.81
5001-10000	n	359	54	413	133	12	145
	%	40.06	5.96	22.93	14.84	1.32	8.05
10001-15000	n	104	10	114	22	4	26
	%	11.6	1.1	6.32	2.45	0.44	1.44
15001-20000	n	22	8	30	3	0	3
	%	2.45	0.88	1.66	0.33	0	0.16
20001-25000	n	6	0	6	3	0	3
	%	0.66	0	0.33	0.33	0	0.16
Above 25001	n	9	4	13	3	0	3
	%	1	0.44	0.72	0.33	0	0.16
Mean		8200	3981	6080	3526	1247	2381

It also emerged from FGDs that most of the beneficiaries who participated in the training program did not have adequate income or had very limited scope of being involved in income generating activities before joining the NSP. As a result, they were vulnerable and subject to humiliation in the family as well as in the society, simply because they had to live on others' income. The problem was more severe for respondents belonging to poor households. They had no self-esteem. Also some of the youth were engaged in socially undesirable activities and followed idiosyncratic behavior. But once they received training (and temporary employment), they have got a chance to earn satisfactory income and live with self-esteem and dignity. Our findings suggest that a significant majority of NSP participants have been able to increase their economic and social position compared to their situation in the past.

5.3 Beneficiaries' Perceptions about the Impact of Training (NSP)

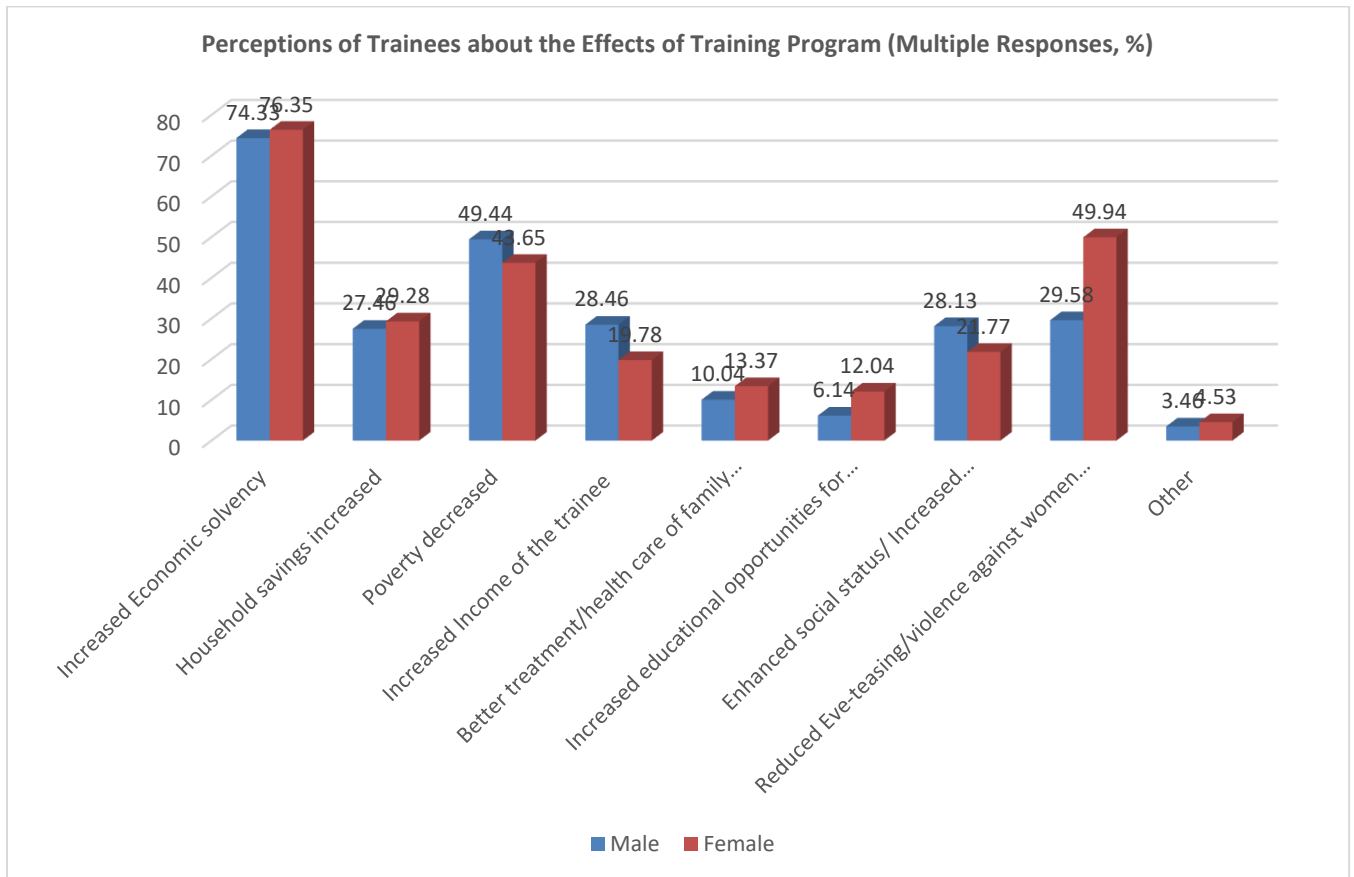
In contrast to many developmental programs, beneficiaries of this program agreed on fairly solid evidence of program impact on their livelihood security. Evaluation results based on their perceptions show that (Table 5.2) the program is an effective means for ensuring economic solvency and increasing household savings. In addition, there is evidence of program success in ensuring income and educational opportunities for children and enhancing social status.

Around three-fourths (75 percent) of the beneficiaries maintain that their economic solvency has been improved significantly. Similarly, about one-fourth of the beneficiaries (24 percent) maintain that there has been substantial improvement in their income, while about half (46 percent) of the beneficiaries are of the opinion that their poverty situations have been decreased. Similar improvements have taken place in other aspects leading to increased status in the family and society. There is no significant variation between responses of male and female respondents. The scenario is also shown in figure 11.

Table 5.2 : Perceptions of Trainees about the Effects of Training Program: by Gender (Multiple Responses)

Perceptions about the Effects of Training Program		Male (N=896)	Female (N=905)	Total (N=1801)
Increased Economic solvency	n	666	691	1357
	%	74.33	76.35	75.35
Household savings increased	n	246	265	511
	%	27.46	29.28	28.37
Poverty decreased	n	443	395	838
	%	49.44	43.65	46.53
Increased Income of the trainee	n	255	179	434
	%	28.46	19.78	24.1
Better treatment/health care of family members	n	90	121	211
	%	10.04	13.37	11.72
Increased educational opportunities for children	n	55	109	164
	%	6.14	12.04	9.11
Enhanced social status/ Increased empowerment	n	252	197	449
	%	28.13	21.77	24.93
Reduced Eve-teasing/violence against women (VAW)	n	265	452	717
	%	29.58	49.94	39.81
Other	n	31	41	72
	%	3.46	4.53	4.0

Figure 11 : Perceptions of Trainees about the Effects of Training Program (Multiple Responses,%)



Increased Awareness regarding Socially Important Issues

The shift in development thinking and practice towards people-centered programs and the participation of people and communities in decisions concerning their own lives is creating new opportunities for social change and the empowerment of youth in rural areas. Nevertheless, it is vital to stimulate their awareness, involvement and capabilities further. Different methods of communication can give a voice to youth, thus enabling them to articulate their own development agenda. Similarly, by fostering the exchange of knowledge and information, communication can stimulate youth's awareness and motivation, allowing them to take informed decisions on the crucial issues affecting their lives.

Communication can promote changes in attitudes and social behavior and help communities to identify sustainable opportunities and development solutions that are within their reach.

An important contribution to youth's empowerment is awareness regarding legal aspects and support services. In order to make an assessment of knowledge and awareness of respondents

towards development related issues and legal aspects, the present survey asked questions like: awareness regarding marriage registration, anti-dowry law, minimum age at marriage for girls and boys, birth registration etc. To have an idea about the role of training and capture the contribution of NSP, respondents were asked about their opinion regarding the extent to which their awareness level/knowledge of above-mentioned issues increased due to joining the program. If we consider before-after comparison of these issues, table 5.3 shows that now (after training) more than 90 percent of respondents are aware about marriage registration, law against dowry, legal minimum age at marriage, polygamy, birth registration, share of parental property according to inheritance law etc. which is vary from 70 to 88 percent in case of before training. There is slightly variation between responses of male and female respondents in both cases. So we can conclude that the training has an important role to increase awareness regarding some socially important issues.

Table 5.3 : Beneficiary Respondents’ Knowledge and Awareness regarding Different Issues /Aspects

Issues		Respondents having knowledge (N=1801)					
		After Training			Before Training		
		Male	Female	Total	Male	Female	Total
Marriage Registration	n	886	887	1773	794	747	1541
	%	98.88	98.01	98.45	88.62	82.54	85.56
Law against Dowry	n	890	888	1778	813	787	1600
	%	99.33	98.12	98.72	90.74	86.96	88.84
Legal minimum age at marriage (girls)	n	887	884	1771	844	798	1642
	%	99	97.68	98.33	94.2	88.18	91.17
Legal minimum age at marriage (boys)	n	860	829	1689	792	740	1532
	%	95.98	91.6	93.78	88.39	81.77	85.06
Polygamy/ multiple marriage	n	837	816	1653	684	627	1311
	%	93.42	90.17	91.78	76.34	69.28	72.79
Divorce related law	n	832	808	1640	664	585	1249
	%	92.86	89.28	91.06	74.11	64.64	69.35
Birth registration	n	871	836	1707	781	704	1485
	%	97.21	92.38	94.78	87.17	77.79	82.45
Share of parental property according to Inheritance Law	n	859	795	1654	756	639	1395
	%	95.87	87.85	91.84	84.38	70.61	77.46
Share of husband’s property according to Inheritance Law	n	815	772	1587	676	588	1264
	%	90.96	85.3	88.12	75.45	64.97	70.18

Moreover, if we consider comparison between responses of beneficiary and control respondents of these issues, table 5.4 shows that in case of beneficiaries, more than 90 percent of respondents are aware about marriage registration, law against dowry, legal minimum age at marriage, polygamy, birth registration, share of parental property according to inheritance law etc. which is vary from 70 to 97 percent in case of before training. There is slightly variation between responses of male and female respondents in both cases. Again, we can conclude that the training has an important role to increase awareness regarding some socially important issues.

Table 5.4 : Respondents’ Knowledge and Awareness regarding Different Issues /Aspects (Beneficiary-Control Comparison)

Issues		Respondents having knowledge					
		Beneficiary (N=1801)			Control (N=603)		
		Male	Female	Total	Male	Female	Total
Marriage Registration	n	886	887	1773	298	274	572
	%	98.88	98.01	98.45	94.9	94.81	94.86
Law against Dowry	n	890	888	1778	302	285	587
	%	99.33	98.12	98.72	96.18	98.62	97.35
Legal minimum age at marriage (girls)	n	887	884	1771	306	281	587
	%	99	97.68	98.33	97.45	97.23	97.35
Legal minimum age at marriage (boys)	n	860	829	1689	301	253	554
	%	95.98	91.6	93.78	95.86	87.54	91.87
Polygamy/ multiple marriage	n	837	816	1653	255	239	494
	%	93.42	90.17	91.78	81.21	82.7	81.92
Divorce related law	n	832	808	1640	254	238	492
	%	92.86	89.28	91.06	80.89	82.35	81.59
Birth registration	n	871	836	1707	290	261	551
	%	97.21	92.38	94.78	92.36	90.31	91.38
Share of parental property according to Inheritance Law	n	859	795	1654	257	232	489
	%	95.87	87.85	91.84	81.85	80.28	81.09
Share of husband’s property according to Inheritance Law	n	815	772	1587	213	210	423
	%	90.96	85.3	88.12	67.83	72.66	70.15

Respondents' Participation in Household Decision Making Process

The ways in which decisions are taken in the family in the implementation of these decisions to an extent indicate their importance in the family. Thus, the importance of respondents in the family was assessed in terms of their involvement in the decisions taken on selected issues that had important bearing. For example, expenditure on education of children and health care are future investments without any immediate return. Sale of land is important as it brings cash in the family, and if the sale proceeds are not properly used it would be a loss to the family.

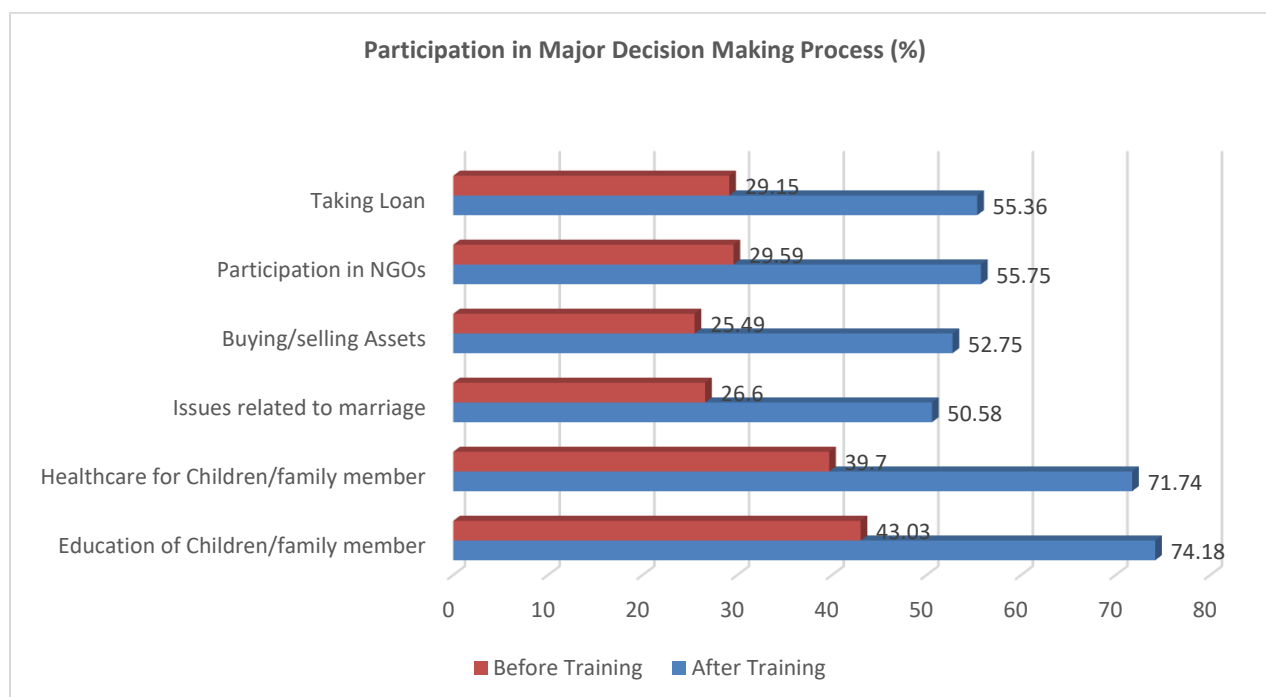
NSP program intends to raise awareness among its beneficiaries into different development programs so that they can come out of traditional role and responsibilities and get an opportunity to empower themselves both within and outside the household. This study has attempted to draw a portrait of those issues in which beneficiaries are actively participating. Respondents (before-after for beneficiary and also control) were asked regarding the role in decision making process.

If we consider before-after comparison of these issues, table 5.5 shows that a considerable proportion of the respondents' important participation in all major decision making issues have been increased after training. The scenario is also shown in figure 12.

Table 5.5 : Beneficiary Respondents' Participation in Major Household Decision Making Process

Issues	Participation in Major Decision Making Process (N=1801)			
	After Training		Before Training	
	n	%	n	%
Education of Children/family member	1336	74.18	775	43.03
Healthcare for Children/family member	1292	71.74	715	39.7
Issues related to marriage	911	50.58	479	26.6
Buying/selling Assets	950	52.75	459	25.49
Participation in NGOs	1004	55.75	533	29.59
Taking Loan	997	55.36	525	29.15

Figure 12 : Beneficiary Respondents' Participation in Major Household Decision Making Process (%)

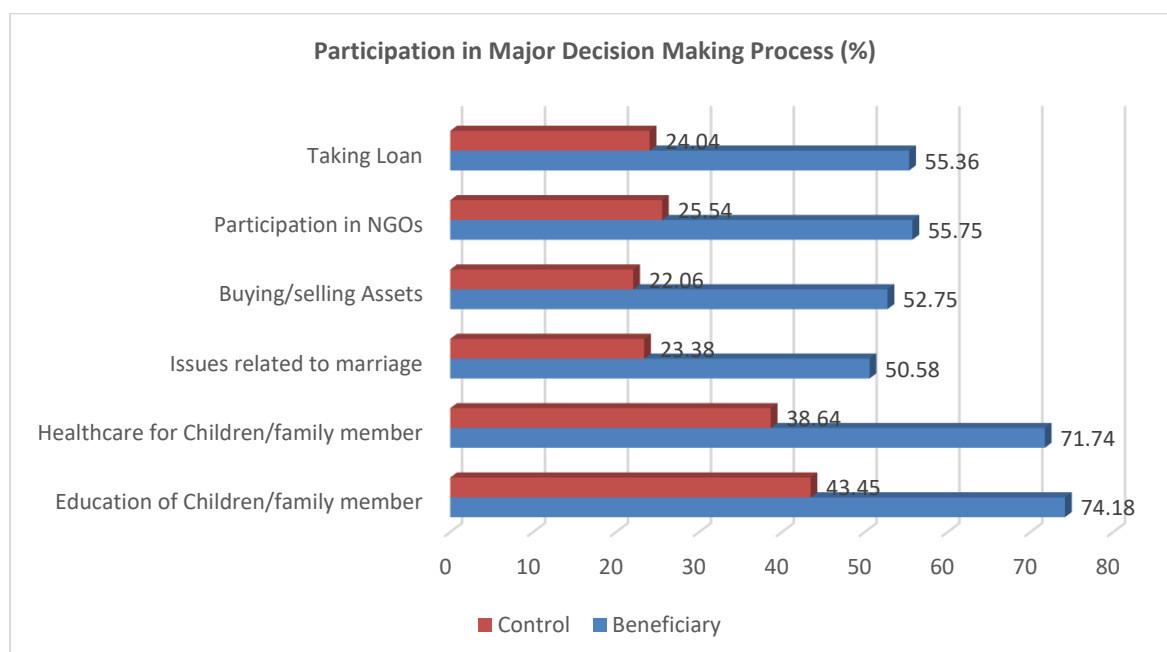


If we also consider beneficiary-control comparison of these issues, table 5.6 shows that a significant proportion of the beneficiary respondents' participation is higher than that of control part for all major decision making issues. The picture is much encouraging for beneficiary respondents and we can easily conclude that the training has an important role in this regard. The scenario is also shown in figure 13.

Table 5.6 : Respondents' Participation in Major Household Decision Making Process (Beneficiary-Control Comparison)

Issues	Participation in Major Decision Making Process			
	Beneficiary (N=1801)		Control (N=603)	
	n	%	n	%
Education of Children/family member	1336	74.18	262	43.45
Healthcare for Children/family member	1292	71.74	233	38.64
Issues related to marriage	911	50.58	141	23.38
Buying/selling Assets	950	52.75	133	22.06
Participation in NGOs	1004	55.75	154	25.54
Taking Loan	997	55.36	145	24.04

Figure 13 : Respondents' Participation in Major Household Decision Making Process (%) Beneficiary vs Control

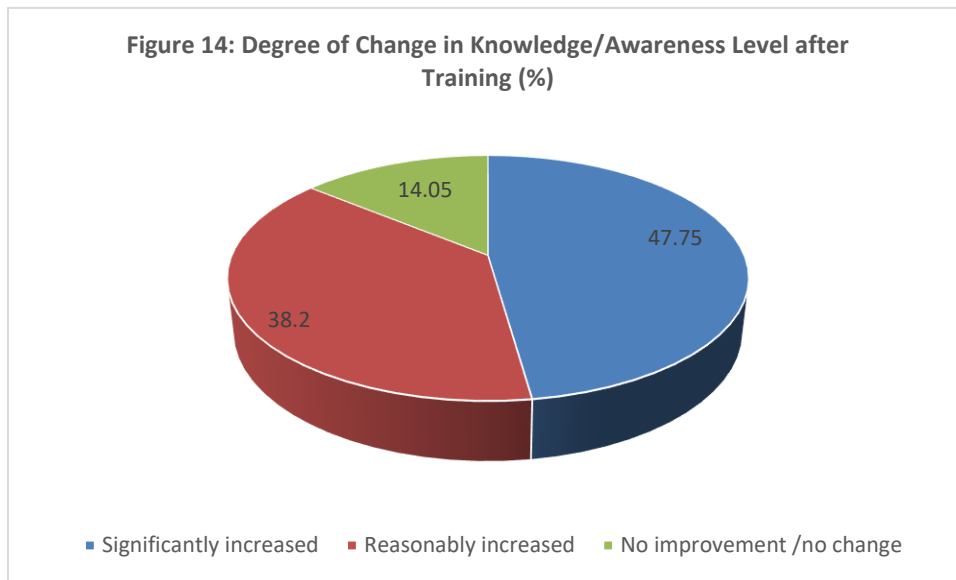


To have an idea about the role of training program and capture the contribution of training program, respondents were asked about their opinion regarding the extent to which their awareness level/knowledge of above-mentioned issues increased due to joining the program. Table 5.7 shows that about half of the respondents (male: 49%, females: 46.52%) are of the opinion that their awareness regarding important issues has increased significantly due to their participation, while another more than one-third respondents (male: 34.04%, female: 42.32%) think that there has been reasonable increase in awareness regarding important aspects after joining the program. The scenario is also shown in figure 14.

Table 5.7: Degree of Change in Knowledge/Awareness Level after Training

Degree of change	Male		Female		Total	
	N	%	N	%	N	%
Significantly increased	439	49	421	46.52	860	47.75
Reasonably increased	305	34.04	383	42.32	688	38.2
No improvement /no change	152	16.96	101	11.16	253	14.05
Total	896	100	905	100	1801	100

Figure 14: Degree of Change in Knowledge/Awareness Level after Training (%)



5.4 Findings of Qualitative Data


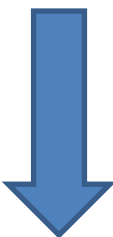
The qualitative component of the study investigated the process in which the beneficiaries of the NSP perceive the effectiveness of the program. The qualitative inquiry focused on understanding how the stakeholders, specifically, trainees and relevant officials played their respective roles in implementing the goals of the program. The findings show that, despite some limitations, the NSP made significant contributions in creating employment opportunities for many educated young men and women. This report first describes the beneficiaries' perception of the success of the program, followed by their appraisal of the quality of training and assistance for finding jobs and creating a new business or expanding an existing one. Subsequently, the report analyzes both the stories of success and failure to identify the key factors that contributed to the result.

What It Has Achieved

The beneficiaries of the program emphasized three major improvements in their lives: Creating new employment opportunities, enhanced awareness about existing facilities for helping the youth, and notable progress in empowering women, especially the educated unemployed. The young educated men and women, often with a Bachelor or Master degree, benefited immensely from the NSP. The program has changed the way people in general think about what highly educated youth should (and could) do. It also radically changed the aspirations of the educated youth: The educated youth in the rural areas are now starting to believe that self-employment is both a feasible and profitable option. The capacity enhancing programs like the NSP has been a boon for them. The youth with BA and MA degrees have started to value the existing public and private resources that encourage and enable the educated youth to participate in the traditionally neglected but profitable sources of employment. The youth utilized the lessons to run commercial projects in various sectors, such as, aquaculture, agri-business, live-stock,

poultry, and nursery. They also found jobs at school, pharmacy, and dental clinic. Furthermore, some of them invested their savings to run “computer shop” and “flexi-load many of the young beneficiaries of the program managed to find income-earning opportunities, the rate of unemployment among those groups of people have decreased. The newly employed youth at times hired other people for their enterprises. However, the number of employee at their farms is not many. In many cases, there are no more than two-three people. The beneficiaries also pointed out the drop in the prevalence of poverty, rate of early marriage, practices of dowry-- in some cases, and deviant activities among the youth such as eve-teasing in their respective areas.

Table 5.8 : Perceived Accomplishments of the NSP

Increased		Decreased
Employment opportunities of young men and women		Unemployment
Number of entrepreneurs		Financial dependency on the family
Self-sufficiency of the youth		Perceived rate of poverty
Standard of living		Early marriage and dowry
Awareness of the public benefits and opportunities for the poor		Deviant activities such as eve teasing
Willingness to work hard		Drug use among the youth
Empowerment and leadership qualities of the women and girls		Discrimination against girls and women
		

A young man with a BSS degree in Rangpur was unemployed; with the skills gained by participating at the NSP training he began a veterinary business in his area (Case E1). He elaborated how the new employment opportunities have changed his life in the desired direction:

Previously I have to seek money from my father, take loan from other people but now I have my own income; no need to ask for loan from anyone. Now, I do charity, lend money to other people.

With a secured job, regular income, and a decent job, a 24-year-old man with a Master degree started enjoying the respect he deserved.

Previously, in my area, only a few people knew me. Since joining the NSP, many in Kaunia Upazial have come to know me [--]. People have come to know

what I do; I have developed friendship with many people. Many officials at the Jubo Unnayan Office have come to know that a man named [--] have participated at the youth development training program. [--] Now people know me as a teacher. (Case 5)

The educated youth needed support to successfully create income-earning opportunities for themselves; they were willing and desperate but lacked proper training and skills. The NSP has made that possible. Not all of them are successful; many are. Those who failed did not do it always because of their own limitations. They failed mostly because of the unforeseen circumstances, adverse natural conditions.

Table 5.9 : Instances of Successful Cases

1. Well-trained veterinary doctor
2. Teaching job at college and primary school
3. Fisheries project
4. IT assistant at the office of the Deputy Collector
5. Owner of agro farm, poultry farm, and dairy farm
6. Owner of poultry, livestock, and agro food shop
7. Livestock development project
8. Pharmacy to sell medicine

Training

The training program was generally useful, but it failed to properly serve the needs of the large number of trainees. Major limitations of the training include the lack of sufficient space and essential tools, unavailability of skilled trainers, and insufficient time and resources allocated for technical issues. Despite the shortcomings, many of the trainees found the lessons helpful to create new income generating sources or expand the available ones. A participant of FGD in Dimla, Nilphamary elaborated (FGD-8):

For example, my mother did not have a very good idea about agriculture. We used to get 20-25 maunds of corn from the land. After getting trained, I came to know how much fertilizer we need to apply. [Now] I know, so I went to the field and told them the amount of fertilizer needed. If they did not have money, I would pay them from my salary to buy fertilizer. I told them if you could do it, you would get the proper benefit from it. Since then we get 40 mounds of yield. Isn't it a great benefit for me?

With the additional knowledge, the trainees learned to have better yield. The training helped them become more confident (FGD 5) and capitalize on the available skills to make a living.

With the training in education, I have become self-reliant. [Now I know] how to teach, how to have self-employment in case of having no jobs, I managed to have my own income – I can stay home and teach students (tution) to earn money. (FGD 5)

However, the participants of the program often complained that the training curriculum allocated less time on learning the technical skills and hands-on training. This is a reason the key informants urged that the training should focus more on skill based and technical issues such as printing, dyeing, textile, driving, fixing AC, refrigerator (K-19). The trainers should be able to have a proper venue to teach the participants. They also too often suffer from the lack of necessary equipment (K-11). The number of trainers and instructors was too low to ensure the effective transfer of technical skills to the trainees. There were too many trainees in a batch to teach them with practical examples. The number of trainee per batch should not exceed 30; the number was in some cases nearly 100. Furthermore, the training allowance—currently Tk-100—needs to be rationalized considering the fact that daily wage rate in many areas is Tk-400-500 (K-1). Furthermore, the participants reiterated the importance of focusing more on technical training, specifically related to mobile phone, computer, and mobile banking. Recognizing the importance of being aware of and familiar with the necessary public and private departments (K-4), the trainees requested the officials to help them find low-interest loan (K-5). The participants underscored that with the training and support, some of the youth have abstained themselves from alcohol and become self-reliant by initiating different commercial agricultural projects.

Table 5.10: Recommended Measures to Improve the Quality of Training

- More emphasis on technical aspects and hands-on training
- Limited number of trainee in a batch (maximum 30, recommended 10-20)
- Only area-specific experts as master trainers
- Local experts in the expert committee to develop modules
- More subject-specific training
- Modern classrooms, equipment such as multimedia
- Increased allowance for training
- Extended training period (preferably 6 months)

Assistance for Seeking Job and Running Business

The trainees were given various types of assistance in finding employment opportunities for themselves. There was no commitment to employ them in any public or private organizations; but the trainees were given informal support/counseling to help them find a job or run a business. Although it was not officially required, the trainees were sometimes prioritized in selecting as beneficiaries of different (in)formal employment opportunities. The public officials

related to the program tried to connect the trainees with prospective employers. Sometimes, they circulated the announcements of new job opportunities on social media, notice boards, and via personal communications. The trainees also were regularly informed about any opening in the host Upazila and District.

Besides the job opportunities, the local officials tried to introduce the trainees with potential lenders, including banks. They were suggested to seek loan with low interest from *Karmosongsthan* Bank and Janata Bank and other financial institutions. The young unemployed youth were also encouraged to run potentially profitable projects utilizing the available financial resources. To successfully run the projects, the trainees were suggested to take part in appropriate training programs. When needed, the officials encouraged their family members to assist the youth with necessary finance and psychological support.

5.5 Stories of Successful Cases

NSP created much needed opportunities for the educated unemployed, women, poor, and socially disadvantaged people. The beneficiaries who successfully created new employment opportunities and generated sources of income include people who were hired by local NGOs and schools; who opened new businesses such as pharmacy or started agro-farming by raising cattle; and who started or expanded the ongoing business of veterinary medicine, agri-farming, pigeon farming, and Gher-aquaculture.

As part of the training, the 30-year-old female from Rangpur(B-1) was attached to a local NGO named Family Welfare Center (FWC). Her experience in working for the organization helped her learn the important health-related skills. Just after two months of completing the NSP training, she got a job at a local NGO named NDP. In 2018, she had to go to Dhaka for the job interview. She has been paid TK-15,000 a month. She is now well-known in her village as a family-health expert and people, especially poor women, seek help from her almost on a regular basis.

A 40-year old man from Thakurgaon (B5) was attached to a local school as part of the training. The Principal of that school found the man with a BA degree efficient enough to teach at his institution; so, the Principal offered him to stay at “his school.” That’s how he got a teaching job. Besides, he is raising a cow that he bought with the mandatory savings. He bought the cow for TK-23,000 and it is now worth about TK-70,000-80,000. With a decent job and a supplementary source of income from the cattle, he and his family are enjoying a better life.

A 33-year-old man from Fulchori, Gaibandha (Interview10) completed MSS degree but was unemployed. As part of the NSP training, he was sent to work for the Upazila Health Complex. He learned valuable skills while working there for two years. Later in 2017, he got a job at a local pharmaceutical company. With that job and regular income, he is leading a decent and comfortable life with his family members. Similarly another 39-year-old man from Dinajpur benefitted a lot from the NSP training; he used to work as a “village-doctor.” With additional training from a well-known public-health institution, he is now earning more and enjoying better reputation as a physician.

Another man with a BA degree from Dinajpur earned more reputation as a community clinician as he participated in an official training program organized by the local Department of Health (I6). Another person with a BA degree in Dimla, Nilphamary started a pharmacy; the NSP training helped him come up with the idea and learn the necessary skills. Another 34-year-old man in Thakurgaon with a BA degree was unemployed; after the NSP training, he successfully expanded his ongoing veterinary business.

A 36-year-old man from Kaunia, Rangpur was an educated unemployed. With the NSP training and the mandatory saving, he continued to work for his original aquaculture business and successfully expanded that enterprise (Interview 7). A 27-year-old man in Najorpur, Pirojpur was frustrated as he completed a Master degree in Political Science but remained unemployed. With the skills learned from the NSP training, the man decided to start an agri-business. People around him reportedly laughed at him, but he remained confident. Now he is earning on average TK-50,000 per month. A woman from Lalmonirhat (I-9) capitalized on her prior experience in aquaculture to revamp the business. She reportedly earns about four thousand taka per month. Similarly, with the mandatory savings, a 34-year-old man from Banaripara, Barishal started a fishing gher on his father's land. He now earns about TK-8000-9000 per month. A 34-year-old woman, with a Master degree, was unemployed and desperately searching for a job. The lady from Hijla, Barishal used the mandatory savings to start raising pigeons; with that she manages to have a regular income. A man from Hatibandha, Lalmonirhat spent TK-50,000 (from the mandatory savings) to buy a cow and raised it. In 2015, he sold that cow for TK-200,000. Another man with an Alim degree from Peerganj, Rangpur participated in the NSP training and did the hard work to learn the skills needed to vaccinate the cattle. With that training he is now better trained and earning more money and reputation as a trained veterinary doctor (Case 6).

Not Quite Successful Cases

Those who failed to successfully find an employment opportunity for them did so mainly because of the unforeseen circumstances. Many of them became victims of the adverse natural conditions, such as disease and natural disaster. Failing to reach the desired destination surely made them frustrated and disappointed; but they are not in need of hope and aspiration.

A woman from Pirojpur, Najairpur was able to accumulate TK-48,000 as part of the mandatory saving program (Case 12). But immediate after completion of the program, she was diagnosed with a lever disease. She also reportedly suffered from the lack of sufficient amount of hemoglobin in her blood. She completed a Master degree yet ended up having no job or income-earning opportunities. She spent about TK-30,000 for the treatment. She had to travel to Barishal 3-4 times to see a doctor. Despite having a Master degree, she is unemployed. She decried:

Being unemployed is like the worst form of curse! There is no end to the psychological sufferings for the educated unemployed.

The disease shattered her dream of having a regular source of income and ending the curse of being an educated unemployed.

A 39-year-old mother in Haripur, Thakurgaon was diagnosed with liver cancer in 2014. She had to spend the money from the mandatory savings to pay for the treatment. This is the main reason she could not begin a new business or generate a regular source of income. Similarly, a 40-year-old poor man from a religious minority group in Dinajpur had to spend the savings to pay for his daughter's medical treatment (Case 1). He also had to use the saved money to pay for the family members' essential needs. His family members—six of them in total—regularly suffer from the lack of food. If anyone in his family gets sick, it becomes difficult to pay for their treatment. With help of the NSP, the man learned the important skills. But he has not been able to create a regular source of income mainly because of the persistent extreme poverty. For the same reason, he has not been considered eligible to get a loan from traditional financial institutions.

A female beneficiary and a mother in Banaripara, Barisal saved TK-40,000 as part of the program. Unfortunately she had to spend most of the amount to pay the doctor for the treatment. She was pregnant and, due to complications, the doctor had to perform a C-section. Before joining the NSP, she completed a Master degree and worked at a KG school. In 2016, she was attached to a secondary school as a beneficiary of NSP. While she was hoping to finally overcome the hardship with the help of NSP, she became ill and had to miss the rare opportunity to overcome the sufferings. She did nothing wrong; she did no deliberate mistake. Yet she had to suffer.

A young man from Muladi, Barishal was doing fine with the NSP training and mandatory savings; but a natural disaster shattered his dream and caused unexpected financial loss (F 36). After successfully completing the training, he spent TK-40,000 from his mandatory savings (Tk-70,000) to lease a gher. He started aquaculture business in the village. But in 2019, cyclone Bulbul damaged the gher and caused huge financial loss. He is currently trying to fight back and restart the business.

Upon successful completion of the training, another woman from Mymensing Sadar, collected the mandatory saving worth Tk-48,000. But she had to spend the money to pay for her sister's study; her sister at that time was a 2nd year student of BSC in Nursing. Their father unfortunately died some years ago; so she had to pay for her sister's education. The young woman beneficiary has been struggling and working hard. Despite the hardships and challenges, she is not frustrated. Instead, she is full of optimism. She already completed a training course on sewing and is currently working as a volunteer for World Vision. The young woman and her family need temporary support so that both of the sisters can become financially stable and socially secured.

Keys to Success

Analyses of the successful cases show that successful beneficiaries had better endowment at the time of joining the program. The initial endowments that created key differences include educational status; ownership of property, specifically, land; and experience in running a business or farm.

It may surprise many to learn that most of the successful beneficiaries are highly educated. Interviewee 1 completed a Master degree but was unemployed before joining the NSP program. Upon completing the program, she was hired by a local NGO. Interviewee 2 is a woman who completed a Master degree; she made good use of her knowledge and skills to profitably run a cattle farm. Interviewee 4 has a BA Degree. During the training he decided to focus on learning the skills needed to be a teacher. He ended up getting a teaching job. Interviewee 7 completed a Master degree before being a beneficiary of NSP. Interviewee 10 also holds a Master degree that helped him learn the basics of pharmaceuticals and get a job in that sector. Case 5 earned a Master in Social Sciences degree prior to joining the NSP; with that degree, he found a teaching job at a local college.

Besides the educational qualifications, the successful beneficiaries had relevant skills, key resources such as land, and the experience needed for running an enterprise. Interviewee 7 started an aquaculture business using a piece of land owned by the family. The man with a Master degree owned the piece of land; but, prior to joining he program, he did not have the skills needed to run the business. The 35-year-old man in Barishal (S-4) started a fishing gher on a piece of land owned by his family and cultivated vegetables on the edges of the gher. Given that his family owned a piece of land suitable for gher, the man was able to profitably use his technical skills. Similarly, another man utilized his prior experience in aquaculture and expanded the business to make sufficient profit to pay for the regular expenditure of his family (S2). The woman in Bakerganj, Barishal dug a pond in a small piece of land owned by their family and started three things: Aquaculture, raising ducks, and growing vegetables (M1). The she had the privilege to use the piece of land owned by her family; that land played an important role in making her capable of earning money and contributing to the wellbeing of the family. Similarly, the man with an Alim degree used to practice veterinary medicine but did not have adequate training. The NSP emerged as the much needed respite for him; it provided him the opportunity to learn the important veterinary skills from the recognized experts. With the proper training and enhanced capability, he is now earning more money and performing his duties with more confidence.

Recommended Areas of Training

- Mobile servicing
- Freelancing
- Food processing
- Paramedics

- Electronics
- Photoshop, graphic designing
- Dying
- Printing
- Beautification (make-up) and beauty parlor
- Block-batik works
- Driving
- Motor mechanic
- Making candle and mosquito coil
- Measuring blood pressure and diabetics
- Pottery

Limitations

There have been allegations of biases in selecting the beneficiaries. Often the accusation was that many deserving candidates were excluded. The basis for final selection was sometimes unclear. Local officials and representatives were accused of being unfair to the people who are not perceived to be strong supporters and allies of the incumbent officials.

The training sessions consisted of too many participants in one batch. Without sufficient tools and sitting arrangements for the participants, the attendees failed to have a good grasp of the practical lessons. For example, the participants of the training session on computer did not have access to a machine to work with.

The training included many sessions on non-technical issues. And for the technical sessions, often there were a lack of specialist trainers. More importantly, the experts sometimes failed to allocate the full time required to adequately explain the technical issues. While it is imperative to learn the technical skills, less time and attention has been given to the hands-on training. The trainees also lacked appropriate tools needed to practically learn the skills.

The training sessions were too long—four hours long without any break, in some cases.

Some of the attendees had to travel up to 25km to attend the training sessions (KII-3).

There were many drop-outs of training program, reportedly 24% in some areas (KII-18).

The trainees allegedly had to pay the officials of financial institutions, e.g., *Karmasangsthan* Bank. They were forced to pay 2.2% of the total amount of any loan (FGD 1). The educated unemployed felt disrespected and demoralized by such practices.

The Upazila coordination committee meetings were also not always held regularly. The lack of regular supervision of the activities of the beneficiaries has contributed to the failure to reach some of the expected goals of the program.

The number of eligible young people is too large to fully accommodate in the NSP program. Many of them either are not well aware of the program or left outside of the coverage because

of the limit inherent in the design of the program. Submitting an application for being a beneficiary also was not always hassle-free. Particularly, those who live far from the public offices fail to frequently meet the officials and enjoy the full benefit of the programs. This is one reason some participants recommended the application to be available and accepted online. Finally, the unfortunate victims of natural disasters or diseases, who are otherwise quite successful in finding profitable and feasible employment opportunities for themselves, deserve the support needed to recover and restart the income-generating activities.

The NSP came as a blessing for many unemployed youth in the rural areas, especially for the educated men and women. The program provided the youth with the necessary skills, financial support, motivation, and access to resource persons and supporting institutions. All beneficiaries of the program were able to contribute to the mandatory saving scheme. Many ended up with a decent amount of saving that they invested in profitable businesses. Those with higher education, landed property, and experience in running businesses reaped the highest benefit of the program. On the other hand, the unfortunate ones who suffered from severe health conditions, sudden illness, and natural disasters like cyclone failed to overcome the miseries. However, with the necessary support to overcome the unexpected disasters, the young minds are committed to getting back on track: Restarting and renewing the business or project. In the future, similar programs should include more young people and provide them extensive hands-on training and practical experience. The youth, especially the educated ones, already started to change themselves radically. They have started to realize that self-employment in conventionally less appreciated areas, such as agri-business and fisheries is one of the most plausible ways of securing a dignified life and living in contemporary Bangladesh.

Transcripts/Summaries of Selected In-Depth Interviews, FGDs, KIIs, and Case Studies

*Actual identities of the respondents are not disclosed to ensure confidentiality.

In-Depth Interview 1

In June 2016, IDI-1, in Gangachar, Rangpur, received training on health and planning under the National Service Program. Trainings were also provided on other issues such as live-stocks, fisheries, agriculture, education, public service activities, forestry and environment, of which the most important ones were health, agriculture, live-stocks and fisheries. The people from the villages lived on agriculture; so these trainings were very important to them. It is noted that poor people in the villages do not like to go to doctors generally for primary treatment. Again, most of them do not know where they should go if they become severely ill. IDI-1 received training on health so that IDI-1 could provide primary treatment to the poor people of the village. After receiving training from National Service Program, IDI-1 worked for Family Welfare Centre (FWC) for two years. IDI-1 thinks that at that time if IDI-1 could not get a job in the National Service Program, she would be unemployed. Her skill increased as she has been

in services after receiving the training. She thinks that if there are arrangements for training on freelancing, computer and mobile servicing, electrical works, and beautification course under National Service Program in future, it will create employment opportunities for the trainees. There are many people who cannot receive trainings due to the shortage of money. Before receiving training in the National Service Program, IDI-1 had no sources of income at all. After receiving training under the National Service Program, she joined an office for two years' temporary contract. During this period, her skill increased gradually. She got a job in an NGO after the completion of the training under National Service Program.

Now IDI-1 is working for an NGO as a health officer because of the experience of the training from National Health Service. She thinks it requires working skill both in GOB and non-government services. While working in the national services, she has a good communication with various departments of different government offices. So she comes to know and apply whenever any advertisement is declared. Experienced people get priority in any services. Her courage and confidence increase because of the training and services received from National Service Program. As she has a good knowledge of the strategies of business and self-employment, there is less risk for her to run the business. When she goes to the youth development centre at Upazilla for jobs, business and self-employment, she is provided with good advice and she gets loan facilities for business and self-employment. For this reason, the National Health Service makes her a linked with different banks. As she was engaged in different government organizations, she knew all the official activities of the organizations and she knew all the field activities too. As the human resources of those institutions are very inadequate, the National Service Program has recruited many people to increase manpower. As the government officers, the people of the NSP are recruited permanently where there were vacancies, that will be good, she thinks. She could not make any wealth with the savings money, but she bore the family expenditure and tuition fees of the kids. She thinks that it is necessary to monitor the selection procedures, training and engagement of the National services. It is needed to select the trainees through examination. If a residential training centre may be arranged, it will have no additional problems and the trainees will pay extra attention to the training.

In-Depth Interview 2

In September-November, 2016 IDI-2, in Gangachar, Rangpur, received training on live-stocks under National Service Program. Her training venue was in Gangachora Girls School. Out of

90 days training the first 45 days were on the Computer Basic Training and Disaster Management to build nation and to prepare oneself for self-employment. The rest 45 days she received training on live-stocks of her own choice. She thinks if she does not get a job, she will live by farming. Besides, there were options for important trainings on health, child and public safety and disciplines in the National Service program.

IDI-2 was unemployed before she took training from National Service Program. She could not buy clothes, cosmetics, jewelry on her own choice as she had no money of her own. She felt sad as she could not buy things of her own choice. After receiving training on farming from the NSP, her financial crisis was over. Now she is the owner of a dairy farm. In addition to dairy farm, IDI-2 has a poultry farm of her own. She has recruited a person in both her dairy and poultry farm. After receiving training on the live-stocks, she took money from her husband and her father gave her a cow. She started a farm with Tk-2,40,000. With that money, she set up a dairy farm in September 2017. She made the shed of the farm with 5,00,000 TK and bought the cows with 2,40,000 Tk. She started the farm with 8,00,000 Tk. Thereafter, she sold cows for TK-2,40,000. She sold milk for 3000 Tk a month. At present there are cows worth of 3,00,000 Tk in her farm. She buys dairy food products by selling milk. She needs to spend about TK-6000 for food per month.

She thinks that there are demands for Mobile Servicing, Refrigeration, Automobiles and Outsourcing in her area. There should be training programs on these issues. It needs capital for these to keep continuing for self-employment. IDI-2 was unemployed before receiving the training from National Service Program. She said that many would graze the cows before taking training from the National Service. They are now farming well after receiving the training. Subsequently, IDI-2 had never grazed the cows before receiving training from the National Service Program but she started farming after receiving the training. She had got somewhat advantages after receiving the training because it needed experienced people. The duration of the training was short. If the diploma courses were extended to one year-two years, there will have more demand in the job market. After receiving training organized by the governmental offices, she has a good communication with many people, she gets benefits. She gets loan for business. The loan can be taken from the youth development center. The *Karmosangthan* Bank and Janata Bank provide loan. The youth development center makes a linkage with these banks. In different government offices such as animal resources and agriculture department, people can be recruited easily.

IDI-2 had also deposited her money into the bank from salary provided by the National Service Program per month. The compulsory savings worth 48000 Tk and 96000 Tk from salary and with her own savings she started a poultry farm in January 2020. Yet today, she has not earned any money from her poultry farm. But she is hopeful that she will earn in future. At present she is a successful woman entrepreneur. She thinks that the training allowance is very meagre and it needs to increase 500. There is no specific training center. It needs to go to different school and colleges to receive training. There is no fans and toilet. She goes to the Upazila veterinary doctors if any animal of her farm falls sick. But there has not been any epidemic in her farm. She buys agro- food with the money she gets from selling milk.

Case Study-1

Case-1 is a resident of Birgor village, Haripur Upazilla. He was seeking a job after completing his graduation but did not get one. In Haripur Upazilla, a circular was declared for training on National Service Program and he applied for receiving training and was recruited. A 3-month-long training was held under National Service Program. The training was divided into two phases. In the first phase the issues/trades of the training were on basic issues for 45 days. The training includes, in the first phase, how to behave and lead a life, how to work in the office, how to face disaster and the basic computer training. The next 45 days, he received training on animal resources. He gathered knowledge on how to graze the live-stocks and to treat the live-stocks. At the end of the training he continued the job for two years in the department of animals section temporarily. His skill increased more while he was in service.

Case-1 started a veterinary shop with the capital of TK-7000 in 2012. He was very much interested and encouraged by receiving the training on animal resources under National Service Program. He invested 4000 taka per month in this business when he was in the department of animal resources under National Service Program. He got 48,000 Tk at the end of services of two years. Towards the end of 2015, he started his veterinary shop with the savings of 48,000 Tk from the NSP, his own savings 50000 Tk and 200000 Tk as loan from Grameen Bank. Thereafter he also borrowed 4,00,000 Tk from BRAC bank and invested in the business. Now his all loans have been repaid. He had got opportunity to borrow loan as he had received training from the National Service Program and become skilled.

When he started his business with 7000 Tk, his shop rent was 500Tk and electricity bill was 100 Tk. There was no staff in the shop. The income from the shop was very little. Economic transition has taken place when he had done business on veterinary. When he completed his

education and did not get a job, he started a business with little capital which has been transformed into a big business now with the patronization of the National Service Program. At present, he had recruited a staff in his shop and he paid 2000 Tk per month as salary. Now the rent of the shop is 1000 Tk and he has to pay the electricity bill—300 Tk. He has bought land from the money of the business and built a house and bought a motorbike. At present, he earns 40000 Tk from this shop per month. He says, “I borrowed money from my father, from people. Now I earn by myself and I do not need to [ask for money] from anyone. I now contribute and lend money to others.”

Case 1 has also a dairy farm apart from the veterinary business from receiving training under the National Service. He started the dairy farm with three cows in 2019. At present, the total number of cows is 10 in his farm, whose current market value is 7-8 lakh Taka. He has been selling milk for the last 6 months. He sells milk worth of 3 thousand taka per month. He and his family members take milk worth 50-60 Tk apart from selling milk in the market. He says, their need for nutrition is fulfilled from the cow’s milk. It needs 5000 Tk for dairy food every month. He buys this food from selling milk. He treats the cows if they fall sick. He goes to Upazilla animal hospitals if the cows are infected with complicated diseases. He also treated the diseases of the live-stocks belonging to others in the village. He also earns money from treatment. He also suggested others to go to the Upazilla animals hospitals if any animals of other people in the village are infected with complicated diseases. The people from the villages seek his advice to treat the animals.

Case-1 has used the cow-dung in his dairy farm as compost fertilizer and he has earned 5000 Tk by selling this fertilizer. He along with his wife works in the dairy farm and he has no staff. He has also learnt from the training under NSP program to build a dairy farm and strategies of the business. Subsequently he will also tell others to take this training because the people can be self-reliant and also hire other people. For example, there is a staff in his veterinary shop whose salary is TK-2000. The national service program has brought him social identity along with financial solvency. For this reason he thanks the national service program. In 2012, he has given 25000 Tk as collateral for taking the shop. Every two years, the new agreement was made with 25000 Tk. Thereafter in 2018, he made an agreement with the shop by giving 1 lakh Tk.

Chapter 6

Selection Process and Perception of Beneficiaries about NSP

6.1 Fairness of Selection Process

In selecting EGPP beneficiaries, biases can arise in two different forms. **Firstly**, this may be in the form of selection bias towards the non-poor and non-eligible—a non-eligible household may be included in the program targeted exclusively for the vulnerable and destitute households. **Secondly**, an eligible household may not be included in the EGPP program because of nepotism or corruption of selection committee.

Respondents were asked to give their opinion on: (i) whether all the beneficiaries are eligible for being selected, and (ii) if not, what are the reasons for selecting non-eligible persons as NSP beneficiaries. **Table 6.1** presents the distribution of respondents according to whether all or some of the beneficiaries were eligible, as reported by the respondents.

The picture that emerges from the data is that four-fifths of the NSP beneficiaries (80.51%) are of the opinion that selection was fair enough and all the NSP beneficiaries are eligible, while about one-eighth (12.99%) maintain that selection was fair for some of the beneficiaries only. By contrast, only one-fifth (20.07%) of the non-beneficiaries are of the opinion that selection was fair for all of the beneficiaries while one-third (32.83%) of the non-beneficiaries maintain that only some of the beneficiaries are from eligible category. However, more than one-third (37.82%) of the non-beneficiaries maintain that none of the NSP beneficiaries were eligible for selection, while around one-tenth (9.29%) replied that they are uncertain/don't know about the exact proportion of non-eligible beneficiaries.

The above analysis suggests that the non-beneficiaries are considerably more likely to be unhappy about the selection process. Since the control group respondents belong to similar socio-economic categories like the beneficiary respondents but are not included in the program, thus there are valid reasons on the part of the control group respondents to be unhappy about the selection process. A sizeable proportion of non-beneficiaries have low incomes with required level of education and are eligible to participate in the NSP as per the eligibility criteria. The number of beneficiaries under NSP needs to be increased.

Respondents were asked to give their opinion about the reasons for selecting non-eligible persons as NSP beneficiaries. The responses are summarized in **Table 6.2**. The main reasons given by respondents include: nepotism (mentioned by 31.52% of beneficiaries and 35.11% of non-beneficiaries/control), help of chairman/member/ local elite/influential persons (reported by 34.03% and 29.78%, respectively), bias of selection committee (mentioned by 15.5% and 17.33% respectively), voting purpose (15.24% and 14.0% respectively), and other reasons (reported by 3.72% and 3.78% respectively).

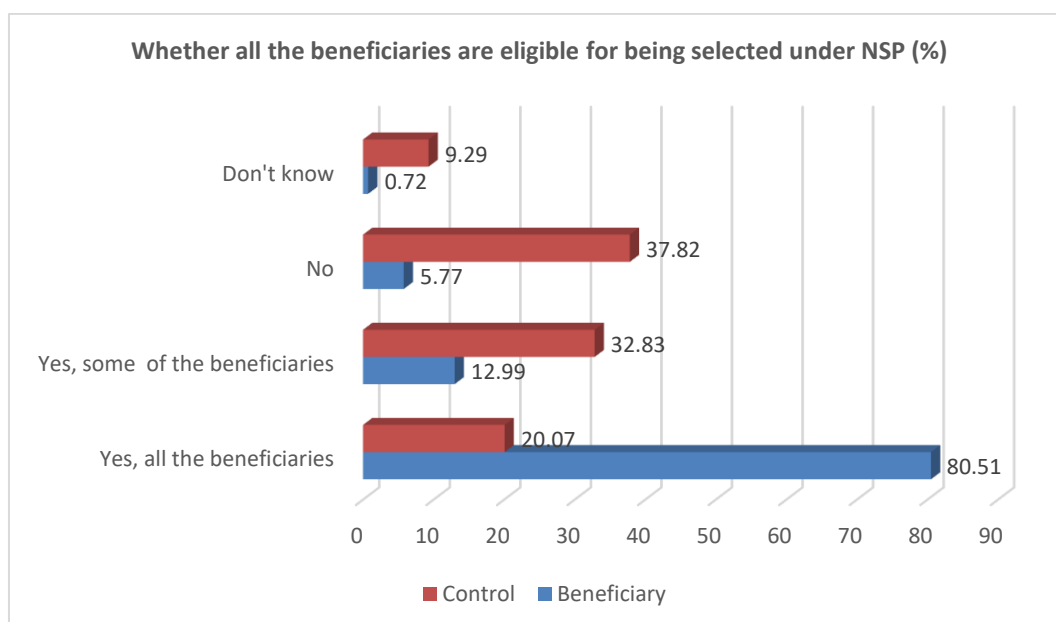
In order to have an idea about the extent of coverage of NSP, respondents were asked to give their opinion on: (i) whether all the people in the union/ward who are eligible for getting benefits have been selected by NSP, and (ii) if not, to what extent the number of NSP beneficiaries need to be increased. **Table 6.3** presents the distribution of respondents according to what proportion of the eligible households has been covered by the NSP.

The data shows that only one-third of beneficiaries (35.87%) and around one quarter of non-beneficiaries (22.89%) maintain that all the deserving households in the union/ward have been covered under NSP. However, a vast majority of more than half of the beneficiaries (57.97%) and non-beneficiaries (63.18%) are of the opinion that all eligible households have not been covered by NSP.

Table 6.1: Whether all the beneficiaries are eligible for being selected under NSP

Whether all the beneficiaries are eligible	Category of Respondent			
	Beneficiary		Control	
	N	%	N	%
Yes, all the beneficiaries	1450	80.51	121	20.07
Yes, some of the beneficiaries	234	12.99	198	32.83
No	104	5.77	228	37.82
Don't know	13	0.72	56	9.29
Total	1801	100	603	100

Figure 15 : Whether all the beneficiaries are eligible for being selected under NSP (%)



In reply to the question to what extent the number of beneficiaries needs to be increased to cover all eligible households in the locality, around one-fourth of the beneficiaries (29.12%) and more than one-third of non-beneficiaries (37.8%) opined that the number of beneficiaries should be increased by more than 50 percent. Almost one-third of the beneficiaries (35.15%) and non-beneficiaries (32.02%) are of the opinion that an increase ranging between 25-50 percent of beneficiaries will be needed, while around one-third of the beneficiaries (32.76%) and a quarter of non-beneficiaries (28.08%) think that less than 25 percent increase in the number of beneficiaries will be enough to cover all eligible households.

Table 6.2: Percentage of NSP beneficiaries not eligible to participate under NSP

Responses	Category of Respondent			
	Beneficiary		Control	
	N	%	N	%
More than 50%	12	11.54	64	28.07
25%-50%	27	25.96	92	40.35
Less than 25%	65	62.5	72	31.58
Total	104	100	228	100

Figure 16: Percentage of NSP beneficiaries not eligible to participate under NSP (%)

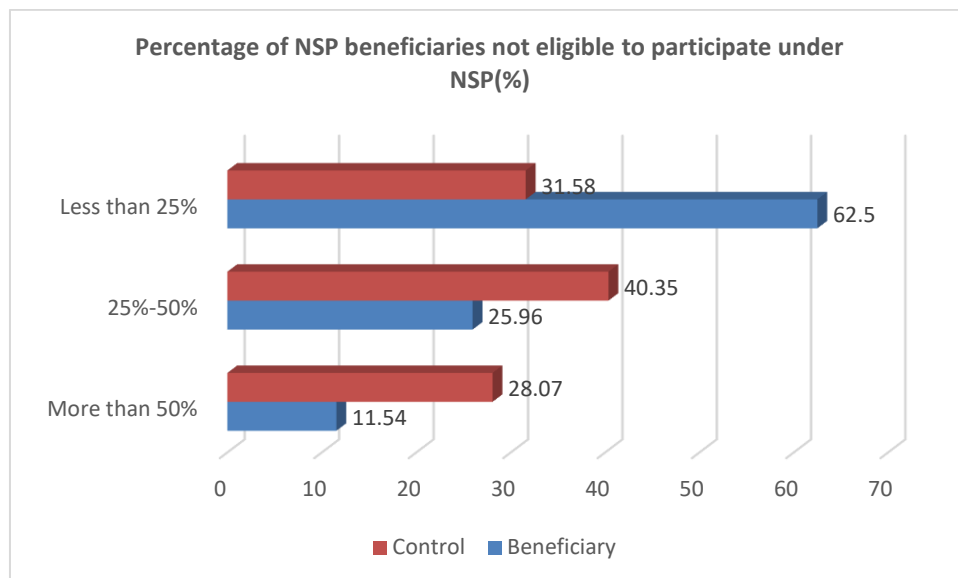


Table 6.3: Reasons for non-eligible persons being selected

Reasons	Category of Respondent			
	Beneficiary		Control	
	N	%	N	%
Nepotism/favoritism	364	31.52	158	35.11
With the help of Members /Chairman /local Elite	393	34.03	134	29.78
Bias of selection Committee	179	15.5	78	17.33
Political reasons/Voting purpose	176	15.24	63	14
Others	43	3.72	17	3.78
Total	1155	100	450	100

Figure 17: Reasons for non-eligible persons being selected (%)

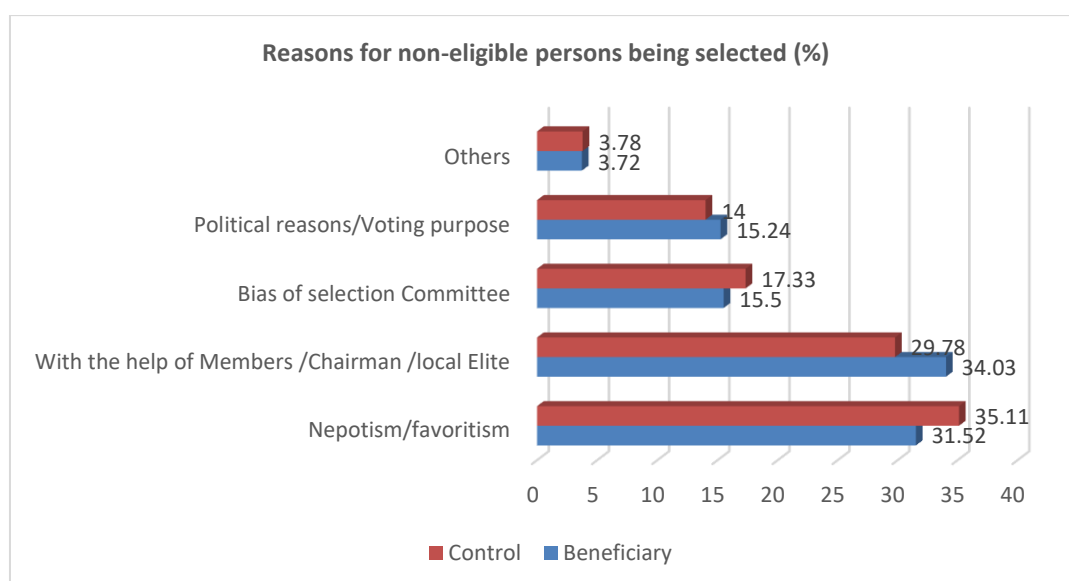


Table 6.4: Whether all eligible households have been selected under NSP in the union/ward

Whether all eligible households selected	Category of Respondent			
	Beneficiary		Control	
	N	%	N	%
Yes	646	35.87	138	22.89
No	1044	57.97	381	63.18
Don't know	111	6.16	84	13.93
Total	1801	100	603	100

Figure 18: Whether all eligible households have been selected under NSP in the union (%)

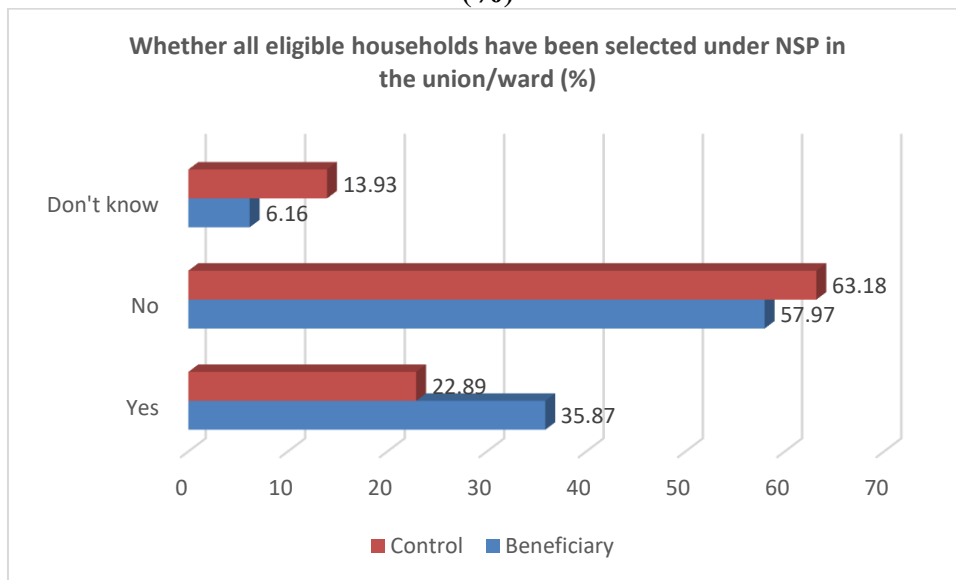
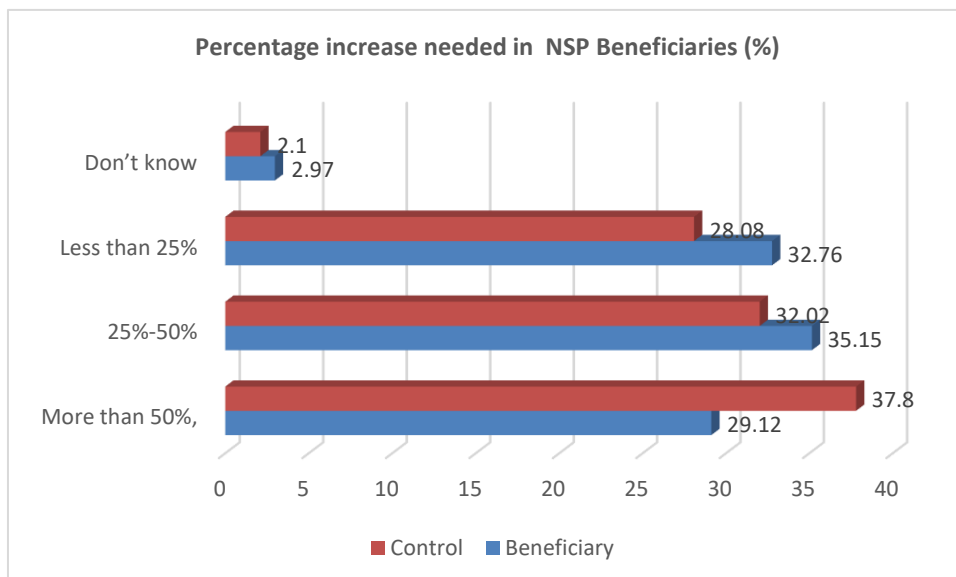


Table 6.5: Percentage increase needed in NSP Beneficiaries to cover all eligible households

Percentage increase	Category of Respondent			
	Beneficiary		Control	
	N	%	N	%
More than 50%,	304	29.12	144	37.8
25%-50%	367	35.15	122	32.02
Less than 25%	342	32.76	107	28.08
Don't know	31	2.97	8	2.1
Total	1044	100	381	100

Figure 19: Percentage increase needed in NSP Beneficiaries (%)



Respondents were asked to give their suggestions for solving the problems related beneficiary selection under NSP and other related issues. The responses are summarized in Table 3.5. The major suggestions provided by respondents include: “Giving priority to destitute/ helpless households” (mentioned by 50.25% of the beneficiaries and 60.53% of non-beneficiaries), “Selecting the most deserving/eligible person for the Program” (mentioned by 60.63% and 77.61% respectively);“Preparing the list giving priority to poverty level”(46.53% and 46.77% respectively);“Formation of Ward/village level Committee for Beneficiary Selection”(38.97% VS.48.92%), “Discuss the names in open meeting before finalising the list” (18.04% VS.15.75%).

Table 6.6: Suggestions given by respondents for Solution of Problems related to Beneficiary Selection

Suggestions	Beneficiary		Control group	
	N	%	N	%
Selection of most deserving households following selection criteria	1092	60.63	468	77.61
Priority given to destitute/vulnerable households	905	50.25	365	60.53
Preparing the list giving priority to poverty level	838	46.53	282	46.77
Formation of selection committee at the union level	702	38.97	295	48.92
Discuss the list of beneficiaries in open meeting before finalization of the list	495	27.48	172	28.52
Display name of selected beneficiaries in the UP notice board	325	18.04	95	15.75
Increase or decrease the number of beneficiaries based on area	461	25.60	141	23.38
Selection of trade for training based on local demand	249	13.82	88	14.59
Others	169	9.38	79	13.10

Figure 20 : Suggestions given by respondents for Solution of Problems related to Beneficiary Selection (%)

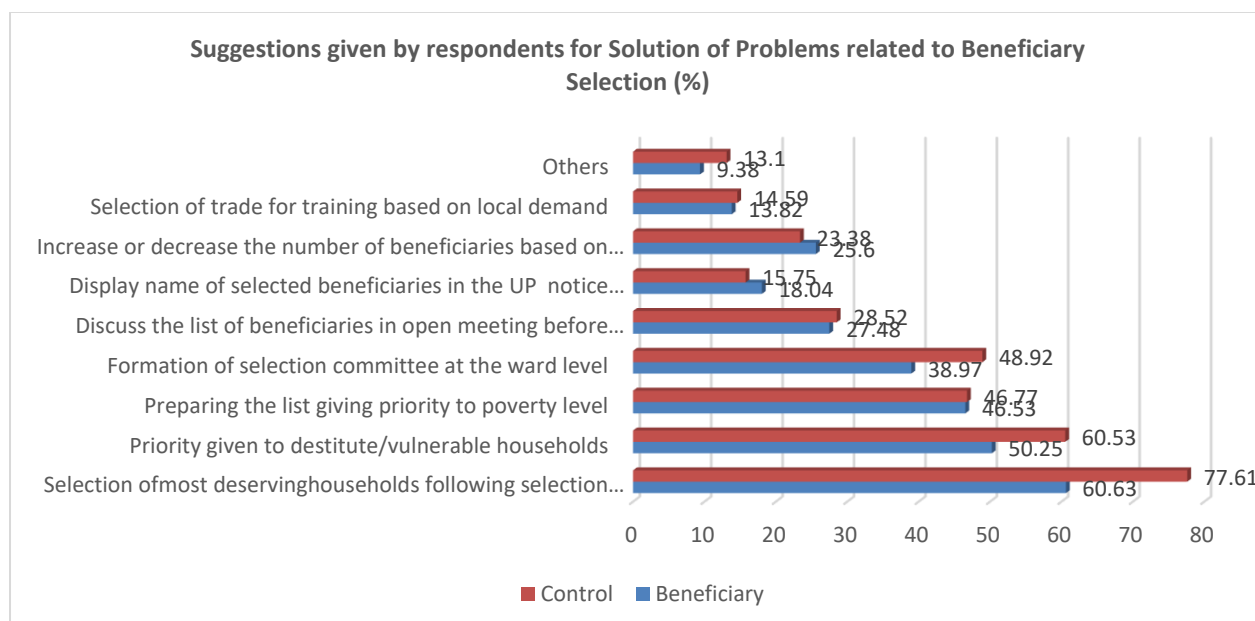


Table 6.7: Positive aspects of NSP: Perception of control group respondents

Positive aspects	N (603)	%
Skill training for the unemployed	419	69.48
Scope for temporary employment under different govt. agencies at the local level	232	38.47
Scope for self-employment utilizing the skill acquired during training	286	47.42
Job opportunity due to skill training	237	39.30
Opportunity for skill development training free of cost including allowance money	211	34.99
Increased income of beneficiary household because of training	168	27.86
Opportunity for participation in nation building for unemployed youth	167	27.69
Reduction in eve teasing/violence against women	52	8.62
Decrease in drug addiction among youths	52	8.62
Youth empowerment	172	28.52
Others	5	0.83

Chapter 7

Discussion on Major Issues, Summary Findings and Recommendations

7.1 The National Service Programme of DYD

A person, in general, is considered as youth who has attained puberty. It is concerned with timeframe and physical as well as psychological development. Youth refers to a time of life that is neither childhood nor adulthood, but rather somewhere in-between. It is transitional period between childhood and adulthood that starts from onset of puberty. However, youth is not a homogeneous group; rather it is made up of young people of diverse socio-cultural and economic backgrounds such as, rich/poor, literate/illiterate, urban/rural, etc. Youth is defined in terms of age which also varies from country to country. In Bangladesh, youth has been identified as men and women falling in the age group 18 to 35 years.

Youth in a country is the most viable and potential human resource not only in population structure but also in social structure. Without proper and integrated bio-social development of the youth a nation cannot achieve her human goals intended. Youths are the backbone of any country because her proper development mostly depends upon the integrated development of them. Development in Bangladesh depends upon proper utilization of her youths because they constitute about one-third (in the age group of 18-35 years) of total population. But the youths of this country suffer from various socio-economic problems, such as unemployment, underemployment, lack of technical education, skill and training, and financial crisis for self-employment.

In order to accelerate development process, the youth must be included in mainstream of development activities. Keeping this view, the Government of Bangladesh (GOB) has adopted youth policy emphasizing on youth participation in all stages of development activities. The Government has formulated policy, plans and programs for youth welfare and has been implementing different type of activities such as imparting training, providing microcredit, and other support services. The ultimate goal of these activities is to empower the youth economically as well as socially. **The NSP** is the most recent govt. programme targeted to providing employment to youth through skill training.

The government of Bangladesh launched the National service programme (NSP) in 2009-2010 to fulfil its pre-election pledge of creating temporary employment for at least one educated member in each family. The National Service programme lasts three months and participation is on voluntary basis. After completion of training, the beneficiaries are provided with temporary employment for two years where they work with different agencies of the govt. at the local level.

Under NSP, the government is trying to provide the unemployed youths with jobs as they can gain some experience and look for jobs themselves. They are getting training and experience at the same time. Important aspects of NSP are to impart skill development training on various vocational trades; to encourage the youth for self-employment through motivation, to provide microcredit and other necessary input support; to ensure participation of youth in decision making process; to ensure equal participation of women and men.

These youths get a handsome amount of money at the end of their service and are able to go into business like poultry, dairy and pisciculture. They are also eligible to get easy-term loans so that they can carry out income-generating activities by utilising the skill/knowledge they acquired from training and working experience.

7.2 Impact of NSP

According to the present study, NSP has made remarkable successes and contributed in increasing social, economic and familial awareness among beneficiaries; encouraging youth men and women to move out from their homes and engage themselves in income generating activities; improving financial condition and bringing positive changes in the lifestyle of beneficiaries and increasing their savings; increasing financial transaction and capital flow in the project area; encouraging beneficiaries to invest their forced savings and thus create self-employment.

NSP plays a vital role for self-help development. The major objective of the NSP is to increase skill level of the unemployed youth and motivate them to initiate any income generating activities for their self-reliance. The study findings demonstrate that the NSP trainees by and large have used their training in launching some type economic activity. A large majority of the youth who received training have used their acquired skill in poultry/livestock rearing, tailoring/sewing/dress-making, fishing/fish culture, and small trading etc.

Monthly income is considered to be an important indicator of economic condition of the household. The findings clearly show that there has been substantial improvement in the income levels of NSP beneficiaries after joining the program. A significant majority of beneficiary respondents have been able to increase their income after participation in the training program. The findings suggest that a significant majority of beneficiary respondents have been able to increase their income after participation in the training program. The income level of the male beneficiary respondents has gone up by 232.56 per cent after participation in the program (from Tk 3,526 to Tk. 8,200). Similarly, the income level of female beneficiary has increased by three times; it has gone up by 319 percent after participation in the program (from Tk 1,247 to Tk. 3,981).

Before joining NSP, around half of the male beneficiaries (46.31percent) and three-fourths (71.93 percent) of females did not have any income at all. Again, one-third of male (35.37 percent) and a quarter of female (26.29 percent) beneficiaries used to earn a monthly income

not exceeding Tk. 5000, while 18.30 percent of males and only 1.76 percent of females had monthly income exceeding Tk. 5,000.

The corresponding income figure at the time of the survey significantly improved for both male and female beneficiaries after participation in NSP. The proportion having no income at all has reduced drastically for males- only 17.6 percent of males are presently without any income source compared to 46.31 percent before joining NSP. However, the corresponding reduction has been much less for females, 56.26 percent of females are without any income source now, compared to 71.93 percent before joining NSP.

On the other hand, only 18.30 percent of male and 1.76 percent of female beneficiary respondents had monthly income exceeding Tk. 5,000 before joining the training program. But this proportion has gone up significantly to 55.90 and 8.38 percent for males and females respectively after participation in the training program. Large number of male beneficiaries (15.71 percent) have monthly income exceeding Tk. 10,000, the corresponding figure for females is 1.54 percent. The impact of training program in enhancing income level of beneficiaries is clearly reflected through the changes in incomes before and after participation which contributed to improvement in poverty situation of beneficiary households.

The income impact of training program is respectable. Average monthly income of the training program participants amounts to Tk. 6,080. However, there is considerable difference in monthly income by gender of beneficiary. Average monthly income of the male participants amounts to Tk.8,200 as against Tk. 3,981 for the females. Around one-sixth (15.71 percent) of the male trainees earn a monthly income of more than Tk. 10,000, while only 1.54 percent of females fall in this income bracket, who earn more than Tk. 10,000 per month.

According to the present study, NSP has made remarkable successes and contributed in increasing social, economic and familial awareness among beneficiaries. Evaluation results based on the perceptions of beneficiaries show that the program is an effective means for ensuring economic solvency and increasing household savings. In addition, there is evidence of program success in ensuring alternative income source for trainees, educational opportunities for children, and enhancing social status/empowerment of youth.

Around four-fifths (79 percent) of the beneficiaries maintain that their economic solvency has been increased significantly. Similarly, about one-half of the beneficiaries (51 percent) maintain that there has been substantial improvement in income-earning opportunities, while half (49 percent) of the beneficiaries are of the opinion that there has been reduction in household poverty situation. Similar improvements have taken place in other aspects leading to increased status in the family and society. Around a quarter of the respondents (26.38 percent) maintain that their empowerment has increased, while more than two-fifths (41.89 percent) are of the opinion that violence against women/eve-teasing has decreased.

The NSP has an important role in increasing awareness regarding some socially important issues. An important contribution to youth's empowerment is awareness regarding legal

aspects and support services. In order to make an assessment of knowledge and awareness of respondents towards development related issues and legal aspects, the present survey asked questions like: awareness regarding marriage registration, anti-dowry law, minimum age at marriage for girls and boys, birth registration etc. The data shows that more than 90 percent (ranging between 88-98 percent) of respondents are aware about marriage registration, law against dowry, legal minimum age at marriage, polygamy, birth registration, share of brother/sister on parental property according to inheritance law, and share of wife on husband's property, etc. However, the corresponding proportion ranged from 69-88 percent before the training. There is some variation between responses of male and female respondents in both cases.

The importance of the NSP beneficiaries has increased at the family level as reflected through their greater participation in family decision making process. The importance of respondents in the family was assessed in terms of their involvement in family decisions on selected issues that have important bearing. For example, expenditure on education of children and health care are future investments without any immediate return. Sale of land/asset is important as it brings cash in the family, and if the sale proceeds are not properly used it would be a loss to the family.

After training, a considerable proportion of both male and female beneficiaries are participating in major household decision making process. Their participation in household decision making has increased significantly compared to the situation before joining NSP, a portrait of those issues in which beneficiaries are actively participating include: education of children (74.18 % vs. 43.03%), health care for household members (71.74 % vs. 39.70%), regarding marriage of household members (50.58 % vs. 26.60%), buying/selling of household asset (52.75 % vs. 25.49%), participation in NGO (55.75 % vs. 29.59%), taking loan (55.36% vs. 29.15%).

NSP plays a vital role for self-help development. The major objective of the NSP is to increase skill level of the unemployed youth and motivate them to initiate program or any income generating activities for their self-reliance. The study findings demonstrate that the NSP trainees by and large have used their training in launching some type economic activity. A large majority of the youth who received training have used their acquired skill in poultry/livestock rearing, tailoring/sewing/dress-making, fishing/fish culture, nursery, and small trading, etc.

The NSP has been successful in enhancing the spirit of patriotism, commitment and resilience in youths. and developing the positive characteristics of solidarity and unity among younger generation through good values. Through instilling a spirit of caring and volunteerism, and producing healthy, confident, and responsible youths, the NSP contributing to reaching the target of producing youths in line with the Goals of National Youth Policy. The participants underscored that with the training and employment support, some of the youth have abstained themselves from anti-social activities like drug addiction/alcohol and eve-teasing, and have become self-reliant by initiating different commercial/ agricultural projects.

Weaknesses of NSP

Despite these successes, the programme suffers from a number of weaknesses in programme planning and implementation. The training program was useful, but it failed to properly serve the needs of the large number of trainees. Major limitations of the training include the lack of sufficient space and essential tools, unavailability of skilled trainers, and insufficient time and resources allocated for technical issues.

Furthermore, the participants reiterated the importance of focusing more on technical training, specifically related to mobile phone, computer, and mobile banking. They often complained that the training curriculum allocated less time on learning the technical skills and hands-on training. This is the reason the key informants urged that the training should focus more on skill based and technical issues such as printing, dyeing, textile, driving, AC, refrigerator. The trainers should be able to have a proper venue to teach the training participants. Too often, they also suffer from the lack of necessary equipment. The number of trainers and instructors was too low to ensure the effective transfer of technical skills to the trainees. There are too many trainees to teach them with practical examples. The number of trainees per batch should not exceed 40; the number was, in some cases, nearly 100.

There have been allegations of biases in selecting the beneficiaries. Often the accusation was that many deserving candidates were excluded, while less deserving candidates were selected. The basis for final selection was sometimes not transparent. Local level officials and representatives were accused of being biased to the people who are perceived to be strong supporters and allies of the local influential/elite.

The Upazila coordination committee meetings are not always held regularly. The lack of regular supervision of the activities of the beneficiaries has contributed to the failure to reach some of the expected goals of the program.

The training included many sessions on non-technical issues. And for the technical sessions, often there was a lack of specialist trainers. More importantly, the experts/trainers sometimes failed to allocate the full time required to adequately explain the technical issues. While it is imperative to learn the technical skills, less time and attention has been given to the hands-on training. The trainers also lacked appropriate tools needed to practically impart the skill training.

7.3 Major Changes induced by NSP

The immediate changes in young man's/woman's life induced by participation in the training program is that he/she has to come out of his/her home to participate in a completely different type of network. He/she has to participate in training to improve his/her skill and also he/she needs access to finance/credit. So, it can be said that the purpose of DYD training program has been realized in terms of utilization of training in income generating activities.

Results based on the perceptions of the beneficiaries shows that the NSP is an effective means for ensuring economic solvency, and increasing self-reliance/ ensuring alternative income source. In addition, there is evidence of program success in increasing school enrollment rate of children, access to health care, and reducing violence against women. Economic solvency, earning opportunities, and self-reliance have increased significantly.

It has been found that the Participation in NSP has significantly empowered the beneficiaries in terms of increased earning and financial authority as well as enhancing social status. It has been observed that women's decision- making power within their family spheres has dramatically increased after their involvement in NSP.

The changes (positive) brought about by NSP training program in the lives of participating women/men can be categorised at three different levels. **Firstly**, the changes induced by program participation at the family level leading to poverty reduction. **Secondly**, the changes in men/women themselves as a result of their increased participation in income earning activities leading to increased self-reliance. **Lastly**, the interaction of men/women with world beyond their home and the relationship of women with outside world and society at large resulting in empowerment of women.

Empowerment of Women

The immediate changes in a woman's life induced by participation in the training program is that she needs to come out of her home to participate in a completely different type of network. In the process of utilizing her skill training in income earning activities she also needs access to finance/credit. All these have given her exposure to the outside world, increased her self-reliance leading to empowerment of women.

Participation of women in income generating activities has increased after their participation in NSP and consequently their status has improved tremendously both within the household and in the society. Women have been able to diversify their income earning activities. Consequently, their income, employment, savings, and investment have increased. This has led to substantial reduction in their dependence on men.

Although some women members are still dependent on their husband/male guardian and do not have full control over the income benefits that they gain, such dependence appears to have been significantly reduced with the enhanced economic roles. They now have greater participation in the process of decision making in the family and the society. More importantly, violence against women in the family has gone down significantly as a result of empowerment of women.

Defining Empowerment

On the whole, the NSP training has been reasonably successful in increasing income earning potential of women, helping them to become self-reliant with greater role in family decision making process, and increased empowerment.

The term empowerment as theoretical concept refers to a process of “achieving reasonable control over one’s destiny, learning to cope constructively with debilitating forces in society, and acquiring the competence to initiate change at the individual and systems levels” (Pinderhughes 1995, 136). It is such a process by which “people acquire the ability to make choices about their lives (Kabeer 2001, 18 & 2005, 13)”.

Whitemore (1988, 13) defines empowerment as “an interactive process through which people experience personal and social change, enabling them to take action to achieve influence over the organizations and institutions which affect their lives and the communities in which they live.” The World Bank has explained the term elaborately, most easily associated ideas to empowerment are “self-strength, self-control, self-power, self-reliance, own choice, life of dignity in accordance with one’s values, capacity to fight for one’s rights, independence and own decision making (The World Bank 2002)”.

In tune with above-mentioned definitions, trained women have become empowered through ‘acquiring the ability to make choices about their lives due to the enhanced skill, competence, and productivity. NSP training followed by temporary employment provides women with the skill and earning power to become socially, economically, and cognitively competent to meet the challenges.

7.4 Findings from Focus Group Discussion

Major points as emerged from the discussion are summarized below.

(i).Participation in the training program provides the youth with the skill and opportunity to generate income. This reduces poverty, their dependence on others, increases family income and thus raises youth’s status in the family.

(ii) Participation in NSP and access to finance (with the money from forced savings) are instrumental in increasing youth’s income and status. According to FGD Participants, many youths join NSP because of inbuilt component of temporary employment for two years.

(iii) Men and women involved in NSP are generally valued more in the family and the society because they are able to contribute to the maintenance of the family. NSP trainees are proud of the fact that it has given them honour and status in the family and prestige in the society.

(iv) All the participants during the FGDs maintain that as a result of youth’s participation in training program and income generating activities, there is substantial income generated at the household level. An encouraging aspect is that for women trainees who are involved in gainful activities, at least a portion of the income is controlled by the women. More importantly, they use the income primarily on their children’s well-being. Finally, their position in the family has improved significantly since they are being perceived to be income-earners and contributors to family sustenance. The women beneficiaries are now valued more and men care more for their

contribution. In general, the beneficiary trainees are valued in the family for earning money and contributing to family welfare.

(v). Both the trained beneficiaries and local elite/community leaders consider increased mobility of women to be the most striking and remarkable among the changes that women have undergone. According to the FGD participants, to join NSP activities implies a great change in the life of a woman. To start with NSP, a woman has to come out of her home, participate in training program. This is her first step towards increased mobility and empowerment.

(vi)The male and female beneficiaries maintain that when they go out, they get to know different people and share experiences with them. They consider that mobility helps to make youth confident and self-assured in dealing with different types of people. Most of the participants think that it also develops one's sense of independence and self-esteem. Experience sharing and interaction with different types of people is highly valued by the youth, because it broadens their mental horizons and they are exposed to the larger society.

However, despite these successes, the programme suffers from a number of limitations in programme planning and implementation, selection of beneficiaries and training programme.

7.5 Recommendations

There are several technical, organizational, programming, and institutional problems that limit the potential benefits of NSP as emerged from interviews with beneficiaries/control group respondents and with key informants. The following recommendations are made for effective implementation and efficiency of the NSP:

- (x) Training course/modules need to match the local demand. Training program needs to be designed in the context of existing and emerging demand of different trades, including:
 - More emphasis on technical aspects and hands-on training
 - Limited number of trainees in a batch (maximum 40)
 - Local experts in the expert committee to develop modules

- (xi) Implementing organizations especially at the upazila level, are inadequately staffed. The capacity within the upazila/ district office to ensure compliance with program standards appears to be weak. There is lack of proper monitoring. The ability to monitor program implementation and the capacity to oversee works under NSP training and temporary employment is also lacking mainly because of shortage of manpower.
 - Immediate steps should be taken to fill-up the existing vacant positions at the district and upazila level.
 - DYD must be committed to providing adequate resources and training materials/ instruments for proper functioning of the NSP.

- (xii) The number of eligible unemployed youth is too large to fully accommodate in the NSP program. Many of them are left outside of the coverage because of the limit inherent in the design of the program. In view of the important role played by NSP,
 - the programme should be gradually expanded to each and every upazila of the country.
 - The number of trainees in the selected upazilas also needs to be increased. Number of trainees per upazila should be at least 1,000.
 - Efforts should be made by the government to allocate more resources for extended coverage of NSP.

- (xiii) The trainees who apply for loan from *Karmasangsthan* Bank, some of them have to pay bribe to the bank officials (2.2% of the total amount of any loan). This is really unfortunate and the educated unemployed youth felt disrespected and demoralized by such practices. All trainees who apply for loan should be given loan on easy terms after training/temporary employment through allocating more resources for the NSP beneficiaries.

- (xiv) The training allowance (currently Tk.100 per day) and allowance during temporary employment (currently Tk.200 per day) needs to be rationalized considering the fact that daily wage rate in many areas is Tk-400-500.
 - The training allowance per day needs to be increased to Tk. 200 per day.
 - Similarly, daily allowance during temporary employment needs to be increased to Tk. 300.

- (xv) There have been allegations of biases in selection of beneficiaries. Often the accusation was that many deserving candidates were excluded, while less deserving candidates were selected. Selection process needs to be transparent and eligibility criteria should be strictly followed giving top priority to poverty situation. There are instances when more than one candidate has been selected from the same family. In such cases, the fairness of selection can be questioned.
 - Only one trainee should be selected from one household.

- (xvi) The lack of regular supervision of the activities related NSP implementation (manly due to lack of man power has contributed to the failure to reach some of the expected goals of the program. There is need for strengthening supervision and effective monitoring by DYD.

- (xvii) The training included many technical sessions, and often there were a lack of specialist trainers. The trainers also lacked appropriate tools needed to practically demonstrate the skills. Emphasis needs to be given on:
 - Only subject-specific experts as master trainers
 - More subject-specific training
 - Modern classrooms, equipment such as multimedia
 - Extended training period

- (xviii) The training included many sessions on non-technical issues. More importantly, inadequate time has been allocated to explain the technical issues. While it is imperative to learn the technical skills, less time and attention has been given to the hands-on training. In the future, the NSP should devote more time to provide the trainees with extensive hands-on training and practical experience.
- The present system of providing 1.5 months training on compulsory courses should be reduced. It is recommended that period of training on compulsory courses should be reduced to 15 days
 - Duration of training on optional courses should be increased. In view of the importance of technical courses, duration of training on optional courses needs to be increased to 2.5 months.
 - The following specialized training may be included in the future :
 - ✓ Basics of computer applications,
 - ✓ Mobile servicing,
 - ✓ Food processing,
 - ✓ Paramedics,
 - ✓ Electronics,
 - ✓ Photoshop,
 - ✓ Graphic design,
 - ✓ Printing,
 - ✓ Block-batik
 - ✓ Driving,
 - ✓ Motor mechanic

Conclusion

The NSP came as a blessing for many unemployed youths in the rural areas, especially for the unemployed educated men and women. The program provided the youth with the necessary skills, financial support, motivation, and access to resource persons and supporting institutions. All beneficiaries of the program were able to contribute to the mandatory saving scheme. Many ended up with a decent amount of saving that they invested in profitable businesses. Those with higher education, landed property, and experience in running businesses reaped the highest benefit of the program.