



Final Report

On

Designing and Implementing Training Program for Increasing Women's Participation in the Cut Flower Sector in Bangladesh under Bangladesh Regional Connectivity Project-1

June 2021



Submitted to:

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May ALLAH let this for the good of the humanity to the fulfillment of the aspiration of all referred to here.



**Executive Director
Bandhan Society**

Abbreviations

AC	Air Conditioner
ADD	Additional Deputy Director
AEO	Agriculture Extension Officer
AGM	Assistant General Manager
AIS	Agricultural Information Services
BARI	Bangladesh Agricultural Research Institute
BFA	Bangladesh Flower Association
BRCP-1	Bangladesh Regional Connectivity Project-1
BWDB	Bangladesh Water Development Board
DAE	Department of Agricultural Extension
DAM	Directorate of Agricultural Marketing
DD	Deputy Director
DG	Director General
DMO	District Marketing Officer
DTO	District Training Officer
e-TIN	Electronic Taxpayer's Identification Number
FGD	Focus Group Discussion
FYM	Farm Yard Manure
GAP	Good Agricultural Practices
GDP	Gross Domestic Products
GoB	Government of Bangladesh
HS Code	Harmonized System Code
HTL	Host Team Leader
ICT	Information Communication Technology
IT	Information Technology
KII	Key Informant Interview

LGIs	Local Government Institutes
MBA	Master of Business Administration
MoA	Ministry of Agriculture
MoC	Ministry of Commerce
M.Sc.Ag	Master of Science in Agriculture
NBR	National Board of Revenue
NID	National Identity
PD	Project Director
PSO	Principal Scientific Officer
SAARC	South Asian Association for Regional Cooperation
SPSS	Statistical Package for the Social Sciences
TIN	Tax Identification Number
TNA	Training Need Assessment
ToR	Terms of Reference
ToT	Training of Trainer
UAO	Upazila Agriculture Officer
UNO	Upazila Nirbahi Officer
UP	Union Parishad
UV	Ultra Violet
VAT	Value-Added Tax
VC	Value Chain
WHO	World Health Organization
WTC	World Trade Center
WTO	World Trade Organization

GLOSSARY

TERMS AND WORD USED IN THE STUDY

<i>Al-Qur'an</i>	Al-Qur'an is the holy religious book of Islam i.e. Qur'an is the central religious text of Islam, believed by Muslims to be a revelation from Allah. The Quran is thought by Muslims to be not simply divinely inspired, but the literal word of Allah.
<i>Collective Action</i>	Collective action refers to action taken together by a group of people whose goal is to enhance their condition and achieve a common objective. Collective Action is becoming increasingly popular as a tool to help solve some of the more difficult and systemic aspects of business & marketing. It also plays an important role for peer companies keen to ensure a level playing field when acquiring new business.
<i>Cut Flower</i>	Cut flower is a flower or bud that is cut from its bearing plant. Cut flowers are mainly used for decorative purposes, typical uses are in vase displays, wreaths and garlands and florists enjoy the economic benefits of cut flowers. Since cut flowers are a global industry there are dedicated individuals or companies in various countries that focus on cut flower farming.
<i>Entrepreneur</i>	An entrepreneur is an individual who creates a new business, bearing most of the risks and enjoying most of the rewards. The process of setting up a business is known as entrepreneurship. The entrepreneur is commonly seen as an innovator, a source of new ideas, goods, services, and business/or procedures. Entrepreneurs play a key role in any economy, using the skills and initiative necessary to anticipate needs and bringing good new ideas to market.
<i>Faria</i>	"Faria" is a Bengali word means collector of agricultural produces from farmers in small quantity for trading at local level. In fact, the Faria aggregates small quantity of produces from different farmers and sale out to bigger traders in bulk.
<i>Focus Group Discussion (FGD)</i>	A Focus Group Discussion (FGD) is a discussion of a group of persons from similar backgrounds or experiences together to discuss a specific topic of interest guided by a facilitator, also called moderator, during which group members talk freely and spontaneously about a certain topic fixed in advance in a group environment. It is a form of qualitative research where questions

are asked about their perceptions attitudes, beliefs, opinion or ideas.

Good Agricultural Practices

Good agricultural practice is a certification system for agriculture, specifying procedures that must be implemented to create food for consumers or further processing that is safe and wholesome, using sustainable methods. Good Agricultural Practices (GAPs) are the basic environmental and operational conditions necessary for the production of safe, wholesome fruits, vegetables, flowers or any agricultural produces. The purpose of GAPs is to give logical guidance in implementing best management practices that will help to reduce the risks of microbial contamination of fruits and vegetables. Examples of GAPs include worker hygiene and health, manure use and water quality throughout the production and harvesting process.

Holy Geeta

The Shrimad Bhagavad Gita, often referred to as the Geeta, is a 700-verse Hindu scripture that is part of the epic Mahabharata, dated to the second half of the first millennium BCE and exemplary for the emerging Hindu synthesis. It is considered to be one of the holy scriptures for Hinduism.

HS Code

Harmonized System (HS) Codes are commonly used throughout the export process for goods. The Harmonized Commodity Description and Coding System, also known as the Harmonized System of tariff nomenclature is an internationally standardized system of names and numbers to classify traded products. “Harmonized System” or simply “HS” is a multipurpose international product nomenclature developed by the World Customs Organization (WCO). The HS Code contributes to the harmonization of Customs and trade procedures, and the non-documentary trade data interchange in connection with such procedures, thus reducing the costs related to international trade.

Intercultural Operation

All the lighter and finer operations carried out on the soil and plants, between sowing to harvesting are termed as intercultural operations. They include weeding, fertilizer application, mulching, etc. Without intercultural operation, no chance of quality and good yield of produces.

Key Informant

Within the context of survey research, key informant refers to the person with whom an interview about a particular organization, social program, problem, or interest group is conducted. In a sense, the key informant is a person who has particularly informed perspectives on an aspect of the program being

evaluated and he is a proxy for her or his associates at the organization or group

Market System

A market system is any systematic process enabling many market players to offer and demand: helping buyers and sellers interact and make deals. A market system is the network of buyers, sellers and other actors that come together to trade in a given product or service.

Paiker

“Paiker” is a Bengali word means a trader who sales or buys in bulk i.e. a “Paiker” receives large quantities of goods from a manufacturer/farmers and distributes them to stores, where they are sold to consumers. In theory, this enables the retailer to sell the good at a better price for the consumer.

Phytosanitary

Phytosanitary is relating to the health of plants, especially with respect to the requirements of international trade. Phytosanitary measures are quarantine and biosecurity measures which applied to protect plant life or health from risks arising from the introduction, establishment and spread of pests and diseases and from risks arising from additives, toxins and contaminants in feed and production measures.

Post-harvest Activities

Post-harvest activities include harvesting, handling, storage, processing, packaging, transportation and marketing. Losses of horticultural produces including cut flowers are a major problem in the post-harvest chain. They can be caused by a wide variety of factors, ranging from growing conditions to handling at retail level

Propagating Materials

Propagating material means any part of the plant that can be used to reproduce the protected variety. Propagating material means a seed, an entire plant or a vegetative part of a plant (grafts, stocks, shoots, parts of root-stocks, tubers, etc.) intended for the propagation of plants of a certain variety.

Questionnaire

A questionnaire is **a research instrument consisting of a series of questions for the purpose of gathering information from respondents**. Questionnaires can be thought of as a kind of written interview. They can be carried out face to face, by telephone, computer or post.

<i>Samity</i>	“Samity” is a Bengali word means association i.e. group of people organized for a joint purpose.
<i>Taka</i>	Taka is the currency of the People's Republic of Bangladesh. It is the basic monetary unit of Bangladesh, equal to 100 poisha.
<i>Union Parishad</i>	Union Parishad or Union councils are the smallest rural administrative and local government units in Bangladesh. Each Union is made up of nine Wards. Usually one village is designated as a ward. There are 4,554 unions in Bangladesh.
<i>Upazila</i>	'sub-district' pronounced Upazila, formerly called Thana, is an administrative region in Bangladesh. The Upazilas are the second lowest tier of regional administration in Bangladesh
<i>Value Addition</i>	<i>Value-added</i> is the additional features or economic <i>value</i> that a company adds to its products and services before offering them to customers. In economics, specifically macroeconomics, the term value added refers to the contribution of the factors of production (i.e. capital and labor) to raising the value of the product and increasing the income of those who own said factors. Outside of business and economics, value added refers to the economic enhancement that a company gives its products or services prior to offering them to the consumer, which justifies why companies are able to sell products for more than they cost the company to produce. Additionally, this enhancement also helps distinguish the company's products from those of its competitors.

Team Composition

SL #	Name of the Professionals	Position	Expertise
01	Dr. Gayanath Sarker	Team Leader	PhD in Agricultural Economics. Expertise in Project Management and Implementation; he has experiences in socioeconomic and rural development, agricultural development, training and monitoring, livelihood improvement and poverty reduction researches, studies and programs. He has also expertise in flower value chain, Baseline Survey on the Development of Database of Flower Farmers, Capacity Development for the Export Oriented Flower Farmers and Flower Businessmen, Farmer to Farmer Project for Floriculture Development, Flower farmers' groups formation and provide training to them on production and marketing. He has expertise on project management, financial management, staff management and report writing.
02	Dr. Shamim A. Yousuf	Lead Training Expert	PhD in Agriculture with major in Agroforestry. Expertise in the field of Agriculture, Agroforestry, Natural Resources Management; Homestead Gardening & Nutrition; Climate Change & Smart Agriculture; He got special expertise of imparting training on different skill development program. He has also expertise on preparation of training modules & training materials & conducting the training program as well as preparation of Project proposals. Besides, he has working experiences on Market & Marketing Channel of Agricultural Products; Business Development & Value Chain; Network development; Market linkage development and Collective Action.

03	Dr. AFM Jamal Uddin	Floriculture Expert	PhD & Post Doctoral degree in Agriculture with major in Horticulture. Expertise in teaching and training on horticultural crops with commercial flower. He has expertise in teaching aid and training materials development and report writing.
04	Dr. Zahidul Islam	Value Chain Expert	PhD in Agriculture with major in Agronomy. He has expertise on Organization and Business development, Market development, Agribusiness development, Facilitating & developing business plan, Value chain analysis & intervention identification. He worked on promoting corporate and institutional selling, demonstration and conduct field day of vegetables and crops with addressing climate change. He has expertise on imparting training, preparing training manual, module & training materials.
05	Muhammad Mamun-Ur-Rashid	Master Trainer	MBA. Experienced in organizing training, imparting training and developing training materials and report writing; He experiences in market development and network development and ICT apps usages.
06	Md. Khairuzzaman Khan	Master Trainer	MBA. Experienced in community mobilization, Group formation, organizing training, imparting training and developing training materials and report writing
07	Tarafder Muktadir Hossain	Master Trainer	M.Sc.Ag (Horticulture). Expert in community mobilization, organizing training, imparting training and developing training materials and training report.
08	Ridwan Nur	Master Trainer	M.Sc.Ag (Horticulture). Expert in community mobilization, Group formation and organizing training, imparting training and developing training materials and report writing.

Executive Summary

1. Introduction and Background:

Bangladesh is a small country with huge population and about half of the population are women. Most of the women are involved with domestic/household activities and very few of them are involved with direct economic activities. Bangladesh government has an intention to involve the women in the mainstream economic activities of Bangladesh. Therefore, under the gender and trade component of Regional Connectivity Project (P154580) in Bangladesh, a study was conducted on 'Increased Integration for Bangladeshi Women in Regional Trade' and identified numbers of sectors seem to be potential sectors where women's role can be scaled up and linked to regional trade. Among those, Cut Flower sector was identified one of the important sector where women participation can be increased.

In that context, in response, Bangladesh Regional Connectivity Project-1 under Ministry of Commerce has taken initiative to design and implement training program for increasing women's participation in the cut flower sector in Bangladesh. And Bandhan Society has been awarded the project to implement at different flower growing zone in Bangladesh.

Bandhan Society has implemented this project since 12 November 2019 just after signing the contract on 03 November 2019 to June 2021. The project beneficiaries were mostly women; specifically, the women cut flower entrepreneurs belongs to Cut Flower producing households (HHs) and communities. This Final Report has been prepared for submitting to the Project Director in accordance to the agreed Deed of Contract. The report has described the achievements of the project activities performed by the Bandhan Society. The report has also included implementation methodology, challenges faced during training implementation and some suggestion for further improvement of cut flower sub-sector.

2. Objectives of the Assignment

The objectives of the assignment are to assess & refinement of training need primarily identified by the Client then accordingly, develop a training curriculum & training materials and implement training on technical know-how including market knowledge to enhance women's role in the cut flower sub-sector and its export.

3. Target Groups

1000 training participants of which at least 75% are women representatives of cut flower sector and or women entrepreneurs who are directly involved in various stages of the cut flower value chain in Bangladesh.

4. Selection of the Project Area

Bandhan Society has selected some particular areas where the activities of the project, in particular, the training program would be implemented. The primarily selected areas were included from major flower producing districts like Jashore, Jhenaidah, Chuadanga, Natore and Dhaka. Before initiating the project activities, experts of this project and personnel from Bandhan Society had visited flower-growing areas of Bangladesh and primarily selected the areas where the training project would be implemented. Then, by the consent and suggestions of technical committee of BRCP-1, project areas have been finalized in 9 Upazila and 1 city area.

5. Project Duration

The original duration of the project was 15 months i.e. February 2019 to May 2020; as it was started since Mid-November 2019 and due to interrupted project activities by the COVID-19 infestation, BRCP-1 Management has considered and has extended the project tenure up to June 2021.

6. Project Components

The major project components are:

- Refinement of training need primarily identified by the Client
- Develop and design a training program or curriculum, including a robust monitoring and evaluation framework to assess progress or outcome
- Implementation of the training curriculum

6.1 Refinement of Training Need Primarily Identified by the Client

Therefore, prior to develop the training materials and training modules, the Consulting Firm (Bandhan Society) has collected & reviewed all existing training documents and its content, conducted survey, organized KII & FGDs, analyzed the primary data to identify/assess training gaps and needs by the people (both male & female) are involved in cut flowers sector. Hence, this report is covered the gaps & needs of the peoples involved with cut flower sector, refined and finalized training contents of the training program of the different actors of the cut flower value chain.

6.1.1 Methodology

Methodology is an indispensable and integrated part of any study. The reliability of a scientific research depends to a greater extent on the appropriate methodology. Therefore, Team of Bandhan Society has considered carefully the approach, method and procedure (s) they would adopt in collecting reliable data and analyzing those to arrive at a correct conclusions. A statistically valid and proved methodology was used for conducting this study to identify the knowledge/training gaps of cut flower concern people (farmers, post-harvest workers and businessmen).

6.1.1.1 Types of Participants under TNA

The participants / respondents for TNA were from mainly following three categories –

- i) Commercially flower cultivating farmers
- ii) Post-harvest & packaging workers of cut flowers
- iii) Cut flower business persons

6.1.1.2 Sample Size

All the flower-growing farmers, Post-harvest & packaging workers and cut flowers businesspersons of the selected 9 Upazilas & 1 city constituted the population of this study. The sampling sizes were determined purposely considering time, coverage and budget provisions allocated for the study. And to find out knowledge gaps and training needs of the cut flower farmers, packaging workers and business persons, total 10 FGD have been conducted at covering said 9 Upazilas and 1 city of which, 5 FGDs with cut flower farmers, 2 FGDs with post-harvest & packaging workers and 3 FGDs with cut flower business persons.

Besides this, Bandhan Society has performed individual interview of 65 persons from the said three categories people. To find out further knowledge gaps of cut flower involved persons and problems at different actors level of cut flower value chain, Bandhan Society talked with 10 experts, project personnel and cut-flower concern as Key Informant Interview. These Key Informants were also selected purposefully for the said activity.

6.1.1.3 Data Collection, Processing and Analyses

Mainly project personnel of Bandhan Society have collected data under the Training Need Refinement activities with the supports from senior person of the project. They finalized the data collection plan jointly through consultation with Client representative (PD of BRCP-1). Data were collected through face to face interview of farmers, Key Informants and organizing FGD sessions during January 01, 2020 to January 15, 2020. After the phase of data collection, the collected data were edited and then coded. The edited data were analyzed by using statistical tool, namely SPSS (Statistical Package for Social Science). Tabular analyses were adopted in the study. Besides this, a KII report and FGD report were prepared separately.

6.1.1.4 Findings of the Assessment

After analyzed the survey findings, incorporating the information from FGDs and Key Informants, capacities and gaps of knowledge of the persons involved with cut flower cultivation, post-harvest & packaging activities and cut flower business in Bangladesh have assessed and summarized categorically outcome of the Training Need Assessment of involved persons. Therefore, after analyze the outcome of the training needs obtained through different survey methods like individual interview, group discussion and key informant information along with reviewing of existing secondary data and project documents, the Team of Bandhan Society has come up with the consensus that the **training areas or Training Curriculum** (after refinement) for the increase of women involvement in the cut flower sector in Bangladesh would be as follows:

- i. Scope, importance and challenges of cut flowers in Bangladesh
- ii. Entrepreneurship development, marketing system, ICT Apps for marketing and value chain development, Orientation on flower processing and techniques of flower value addition
- iii. Production technologies of improved cut flower planting materials
- iv. Introduction of improved technologies for commercially production of flowers with improved techniques & technologies of intercultural operations for all feasible flowers
- v. Orientation on Phyto-sanitary and maintenance of Good Agricultural Practices (GAP)
- vi. Improved post-harvest activities of cut flower with management of cut flower quality during transportation, packing and storage
- vii. Gender and scope for women involvement at cut flower sub-sector in Bangladesh
- viii. Importance of networking, linkage development, collective actions for marketing, bargaining and negotiations techniques
- ix. Orientation on export market of cut flowers and governmental rules and regularities for exporting cut flowers

6.2 Develop and design a training program or curriculum, including a robust monitoring and evaluation framework to assess progress

On the basis of the refined training needs of the women of cut flower entrepreneurs and cut flower businesspersons, Bandhan Society has developed the training curriculum and course schedule involving the experienced & expert Training professionals. During preparing the curriculum, level of education of the targeted group, their needs and socioeconomic status were taken into consideration. The developed Curriculum was submitted to the project authority for necessary comments and suggestions. Later on, the draft Curriculum has been finalized after incorporating all necessary correction and suggestions of authority.

After draft finalization of the curriculum, experts of Bandhan Society has developed a training schedule. it was submitted to BRCP-1 management for approval. It was approved as draft and Bandhan Society was asked to develop training module, manual and other training materials. Considering the education level and socioeconomic condition of the women entrepreneurs, the training manual and module were prepared very easy words, elaborately and more pictorial than texts. Audio-visual training aids were also prepared to make the training more effective.

Based on the TNA report, the identification and listing of participants has been completed in this stage. Besides, the geographical location of the project were also finalized by discussing with Technical Committee of BRCP-1 along with consent from BRCP-1 authority, which are as follow

- Jashore flower region
- Jhenaidah flower region
- Chuadanga & Natore flower region
- Dhaka flower region

A feedback mechanism of the trainees was developed at this stage that was anonymous in nature. For that, “Liker Scale” type of questionnaire has been developed. Besides, there were some open-ended questions to collect qualitative feedback. To get the opinion/evaluation of the training by the trainees, an easy, understandable feedback tools were also developed and finalized at this stage by getting consent of BRCP-1 authority. Moreover, a monitoring and an evaluation plan and check-list were also developed with specific measurement indicators.

After conducting 2 batches pilot training through these training module, manual and schedule, and incorporating all suggestions and doing other corrections, these training materials have been finalized and have approved to organize the training for 40 batches.

6.3 Implementation of Skill Development Training Activities

Bandhan Society has developed a plan to organize training for the 1000 participants (Female -750 & male-250) who are involved in cut flower sector. As per BRCP-1 Management’s suggestion, Bandhan Society has organized the training of cut flower entrepreneurs by utilizing the developed training materials (Curriculum, Module, Manual, Poster, Flip Chart and Power Point Presentations etc.).

6.3.1 Training Methods and Activities

The training has been designed for the persons (male & female both) who are involved in the cut flower sector and participants were selected a bit earlier by visiting the flower growing areas as well as by consulting with concern stakeholders (DAE, DAM, BFA & Flower Production Groups etc.). Based on the developed Curriculum, a final Training Manual was developed and the 5-days training

was forwarded as per guide and instructions of the Training Module and Training Manual. The below methods were followed to conduct individual sessions of the training -

- Power Point Presentation
- Lecture with participatory discussions
- Group Discussion
- Group exercise and assignments
- Individual exercises
- Video Presentation
- Field Visit

6.3.1.1 ToT for the Master Trainers

At the very beginning of the training for the 40 batches of trainees, Bandhan Society has organized ToT for 8 persons on “Cut flower production and entrepreneurship development”. The ToT was organized for 4 days and it was conducted in the same way that the Master Trainers would impart the training in the fields. In the ToT session, the trainers were teach not only contents of each training session but also on training imparting techniques, word selection during lecture, body language of the trainers, techniques of participatory training, involvement of all participants in the discussion session and Group Work and finally, the way of review/recap of every session at the end of the training session.

After the ToT of 8 Master Trainers, Bandhan Society has selected best 4 trainers for this training program. Besides these Master Trainers, Bandhan Society has project experts to enhance training activities at field level. Beyond project experts, Bandhan Society has invited some guest trainers in different batches from local level who had relevant knowledge and experiences to enrich the training program.

6.3.2 Brief on Training Batches Organized at Four Flower Producing Regions

From November 2020 to April 2021, Bandhan Society could complete to organize all total 40 batches of training at different places of Jhenaidah, Chuadanga, Natore, Jashore and Dhaka districts.

The 5-days training of each batch was started at sharp 9:00 am and was continued until 5:00 pm daily. Local administration (UNO, Chairman, UPs) and DAE were well informed on this training program and somebody from them were present at each of the training batches as Chief Guest and or Special Guest. At every training venue, at a time, in a separate hall-room, Bandhan Society has organized two batches of training to complete the training activities in the stipulated time frame. It is observed from the training records that out of total 1000 trainees, 22.2 percent of trainees were belongs to farmers & traders section, 51.5 percent of trainees were from post-harvest & packaging section and 26.3 percent of trainees were belong to Paiker/Whole Seller of cut flower sector. And it is observed that final women participants in the training was 75.6 percent of total trainees.

6.3.3 Activities during the Training

Expectation of the Trainees: At the beginning of training of each batch, trainees were asked to express/inform their expectation from the proposed training program. Expectations of trainees of all 40 batches have been compiled and are found that they were keen to know about 36 types of issues from the training.

Pre & Post Test: Prior to the starting the training activities, the knowledge level of the participants were evaluated through a set of training content related questions. After imparting the training all through the 5 days, the knowledge level of the trainees were evaluated again with same set of questions. It is observed that lowest score in pre-training test was 3 whereas, in post-training test it was 17 and maximum score in pre-training test was 22 whereas, in post-training test it was 30 (Full number) again, average score in pre-test was about 11.3 and in post-test it was about 25.2. So, we can say that the training organized by Bandhan Society was very effective and successful.

Refresher ToT: After completion of 4 batches training, Dr. Shamim A. Yousuf, Lead Training Expert, Bandhan Society made a visit, observed full 2 days training by the Master Trainers then, has organized a refresher ToT for 4 persons at field level for 2 days on Friday & Saturday. During the refresher ToT, Dr. Shamim discussed on the training techniques, training delivery style and body-language of the Trainers should be. He tried to point out the issues that would help trainees conceive the training issues easily. For that, subsequent 3 days, as part of refresher ToT, he facilitated all sessions of skill development training of women entrepreneurs so that, the Master Trainers had a scope to observe the session conduction techniques and procedures. And it was observed that the refresher ToT has developed a confidence and skill among the Master Trainers to impart the sessions with more efficiently. For having more efficiency and refinement of training imparting techniques of the Master Trainers, another 2 refresher ToT were organized, of which one was after completion training of 15 batches and another one after completion of training of 25 batches.

Group Work: At the end of imparting some training sessions, the participants were involved to perform some group works. The main intention of the group work was to let them better understanding/conceive the training issues from each other of the group and to assess how much the participant had understand the training issues.

Practical Session: demonstration of preparing Bordeaux mixture for flower diseases control and bouquet for flower value addition, have been started and it will continue until last batch of the training.

Field Visit: This event was very important for the trainees to get practical knowledge as well as they would have scope to compare what they had learn in the class specially the production, pest management, post-harvest activities, flower market and marketing system, value addition of flowers etc. In every batch there was one-day mandatory provision for all trainees to visit flower farm, flower market and or flower shops by the guidance of trainers/experts.

Closing Ceremony: Closing of each of the training batch was an important event of the training. Second halves of the fifth day training was kept as closing session. In the closing session, persons from BRCP-1, local level DAE, local administration & LGIs and flower association were present as guests. During this session, post-training test for the trainees again, training and trainers evaluation by the trainees were organized. At the end of closing session, certificate and trainee's remuneration were distributed among the all trainees.

Selection of Potential Trainees: Bandhan Society has developed a special procedure to select potential trainees from each of the batch and has able to identify total 351 potential persons from 40 training batches. Individual particulars and plan including NID number of these 351 persons is given

in this report as annexure. Out of these 351 persons, 23 from Kaliganj Upazila & 18 from Moheshpur Upazila of Jhenaidah district, 21 persons from Jibannagar Upazila of Chuadanga district, 195 persons from Jhikargacha Upazila of Jashore district, 41 persons from Jhenaidah Sadar Upazila, 19 persons from Kotchandpur Upazila of Jhenaidah district, 13 persons from Lalpur Upazila of Natore district and 15 persons from Savar Upazila of Dhaka district. 6 persons were also selected as potential persons from Dhaka city areas. After having this training, now they all have some ambitions for the betterment of the cut flower sector as well to develop themselves as entrepreneurs of cut flowers.

Refresher Workshop After Receiving the Training: As per ToR of the project, Bandhan Society would have to organize one refresher training in the mode of workshop at each of the 4 flower growing region (Project location) after the completion of the trainings of regional level. Hence, this after training refresher workshop has organized at Kaliganj Upazila of Jhenaidah district, Jibannagar Upazila of Chuadanga district, Jashore town area and Mohammadpur, Dhaka city area.

From the after training refresher workshops, outcomes of each of the workshop were compiled and presented in the report. Besides, during imparting the skill development training for 40 batches of cut flower women entrepreneurs, the trainers of the project had some recommendations as well for the betterment of cut flower sub-sector, those were also compiled and presented in this report.

6.3.4 Workshop Outcome - Five Customized Actions Needed by the Trainees

All the needs & demands of flower sector identified by the participants in the workshop have been analyzed and compiled by the experts. Of these demands, most of the demand would need for government support to fulfil their plans but there were some demand, would need to take initiatives from existing entrepreneurs' side as well. The most feasible and planned activities that the groups would want to perform by the support from concern authorities for the development of cut flower sector were:

1. Establish quality propagating materials supply center/Nursery at local level
2. Production of export quality flowers of different varieties
3. Establish enterprises for flower processing including flower shop establishment
4. Group formation for doing flower business at domestic level
5. Flower business at Export level

6.3.5 Monitoring

Monitoring is a tool to keep program activities in right track. This training program also monitored in many folds by BRCP-1 Management as well as by Bandhan Society. Mr. Project Director, BRCP-1 has also monitored attendance and activities of the participants in most of the batches through Zoom Apps and he physically visited 3 batches to monitor training organizations. BRCP-1 Management appreciated the training organization and training imparting methods. They also appreciated Bandhan Society for distribution of nice & colorful Training Manual, bag, pen, notebook and other materials. Besides monitoring by the BRCP-1 Management, from Bandhan Society side, Ms. Sanzida Khanam, Executive Director, Md. Abu Bakar Siddique, Director have visited training site to monitor training activities and have made some suggestions to improve training quality.

6.3.6 Challenges Faced

It was emergency for Bandhan Society to organize the training at field level during CORONA situation. COVID-19 has slowed down and hindered many of the activities of this project. So, it was a challenge for Bandhan Society to complete the project activities in time.

Everyone involved with cut flower sector were wanting for having this training. Therefore, Bandhan Society was facing a pressure from different corners to include more participants. It was a big challenge for them to find out/select only 25 appropriate participants (for each batch) from huge interested farmers and businesspersons.

In our social context, female cut flower entrepreneurs having some experiences and a certain level of education, was a big challenge for Bandhan Society to select them for the training program.

In this training program, at every batch level, 75 percent of participants must be women. In our society, homesteads are the domain of the women and they have to involved many household activities of a family at homestead level. It was a big challenge for Bandhan Society to keep them in the training from 9:00 am to 5:00 pm for 5 days where, they were needed another one hour more for coming to the venue and one hour for going back to home.

In the winter season, at 5:00 pm is almost dark and trainees specially the women participants are facing problem to go back home. Moreover, they have many household activities to perform before sunset. So, during winter season, keeping women participant in the training room till 5:00 pm was a challenge for Bandhan Society.

6.3.7 Conclusion

In spite of many challenges, Bandhan Society could organize and implement the training program of all 40 batches very successfully. Participants were enjoyed the training activities. Some are found very keen to utilize the knowledge of the training and prepared further plan to expend their business. Cut flower sub-sector in Bangladesh is not very well organized as well as not very much well known sector to the DAE as well. As local level DAE Management were engaged in this training process, Bandhan Society expect more involvement of DAE with commercial flower production and improvement activities. In spite of many limitations, flower producers/entrepreneurs have conceived importance of this sector, their eyes have opened by this training. In the meantime, some of the participants have changed mode & style of operating their enterprises. Actually, this training was beginning to enhance capacity of the cut flower entrepreneurs specially the women entrepreneurs and Bandhan society is expecting that the concern authority will look after the problems identified and recommended by the workshop of the project to improve this sub-sector. Bandhan Society is very much grateful to BRCP-1 Management for being with them to support for implementing such a nice and important project. If there is scope, Bandhan Society will love to work with BRCP-1 for further improvement of this sub-sector along with women entrepreneurs.

Final Report
ON
Designing and Implementing Training Program
for Increasing Women's Participation in
the Cut Flower Sector in Bangladesh

1. Introduction and Background:

Floriculture is an international, multi-billion-dollar industry that includes the production of bedding and garden plants, foliage plants, potted flowering plants, cut flowers, cut cultivated greens and floriculture materials. Flower cultivation has been found as a profitable business, which assures higher potential to earn money compared to other crops. National GDP is largely influenced by flower sector. With the increasing demand for flowers and ornamental, the floriculture industry had been gaining popularity among the farmers as it gives 3-5 times and 1.5-2 times more profit from rice and vegetable production respectively. The Study reveals that the capital investment in flower business has been increasing. On the other hand, to satisfy the market demand, Bangladesh still *requires* importing flower and ornamental plants up to Tk. 2-3 million from abroad (www.thefinancialexpress-bd.com). This indicates that aesthetic sense of people is increasing as the standard of living is increasing. But the stage of commercial development is still at a very early stage specially in Bangladesh. There exist some serious problems such as poor extension and consultancy services, lack of knowledge and infrastructure of post-harvest management, lack of quality certification of flowers and government support is very limited. The flower cultivation had a potential market where government should come forward to solve the problems and provide the necessary support for flower and ornamental plants exporting.

Different documents say that Bangladesh is earning a good foreign currency by exporting flowers and foliage every year. But fact is no flower can export by the flower traders due to some policies as well as technical limitations. For flower exportation, there is no separate HS code rather, for flower and betel-leaf have same HS code. That is why, record says Bangladesh is exporting flower, which is not flower but betel-leaf. We need separate HS code for cut flower and foliage to enhance export activities.

South Asia is one of the most dynamic regions in the world, having the potential of being a rich economical region in the future. However, within the South Asian Association for Regional Cooperation (SAARC) family, the overall regional connectivity is poor which undermines the growth of the overall region but it remains one of the least economically integrated. Intra-regional trade accounts for less than 5 percent of total trade, and the movement of goods across borders are convoluted and costly. Bangladesh is averaging an annual growth of more than 6 percent over the past 5 years and the Bangladesh government aims to attain trade-to-GDP ratio of 50 percent by 2021 according to the current 7th Five-Year Plan. It is well known that regional connectivity has enabled countries to boost their economies. However, regional connectivity within South Asia is poor, which undermines the growth of the overall region, including Bangladesh. Therefore, under the gender and trade component of Regional Connectivity Project (P154580) in Bangladesh, a study was conducted on 'Increased Integration for Bangladeshi Women in Regional Trade' and identified numbers of sectors seem to be potential sectors where women's role can be scaled up and linked to regional trade. Among those, Cut Flower sector was identified one of the important sectors where women participation can be increased. So, the World Bank

has supported a study titled “**Diagnosis & Scoping Study on Increased Integration for Bangladeshi Women in Regional Trade**”. That study has an elaborate discussion about the context of women involvement in the cut flower sector and has identified some areas for further training. The areas of training of cut flower sector were identified are given below –

- i. Product development and productivity improvement
- ii. Value chain development
- iii. New technology introduction
- iv. Contract farming and group based marketing including introduction of Good Agricultural Practice (GAP)
- v. Improvements in sanitary and phyto-sanitary standards
- vi. Entrepreneurship development
- vii. Exploring diversification of the products
- viii. Post-harvest management including cold chain management
- ix. Improvements in the transportation, packing and storage facilities
- x. Exploring IT market and IT product development
- xi. Marketing of products in export markets
- xii. Networking, marketing, bargaining and negotiations

In that context, in response, Bangladesh Regional Connectivity Project-1 under Ministry of Commerce has taken initiative to design and implement training program for improvement of the sector as well as for increasing women's participation in the cut flower sector in Bangladesh. Therefore, the project invited qualified training management consultant to assist the Bangladesh Regional Connectivity Project-1 to implement the project successfully. The objectives of the consulting service are to develop training curriculum to implement training on technical know-how to enhance women's role in the cut flower sub-sector and its export. The scope of the assignment is three-fold namely Component 1 – Refinement of training needs primarily identified by the project, Component 2- Development/design of training curriculum and Component 3- Implementation of Training. And **Bandhan Society** (Consulting Firm) has been awarded the project to implement at different flower growing zone in Bangladesh.

The Project Designing and Implementing Training Program for Increasing Women's Participation in the Cut Flower Sector in Bangladesh under Bangladesh Regional Connectivity Project-1 is being implemented by the service provider (Bandhan Society), covering all major flower producing districts of Bangladesh. Bandhan Society has implemented this project since 12 November 2019 just after signing the contract on 03 November 2019 to June 2021. The project beneficiaries were mostly women; specifically, the women cut flower entrepreneurs belong to Cut Flower producing households (HHs) and communities. This Draft Final Report has been prepared for submitting to the Project Director in accordance to the agreed Deed of Contract. The report has described the achievements of the project activities performed by the Bandhan Society. The report has also included implementation methodology, challenges faced during training implementation and some suggestions for further improvement of cut flower sub-sector.

2. Objectives of the Assignment

The objectives of the assignment are to assess & refinement of training need primarily identified by the Client then accordingly, develop a training curriculum & training materials and implement training on technical know-how including market knowledge to enhance women's role in the cut flower sub-sector and its export.

3. Expected Outputs

In order to achieve the immediate objectives of the Project the Service Provider (Firm) has produced the following outputs over the project period:

- Respective GoB Offices/officers in the flowers growing areas were cooperating, supporting in implementing Cut Flower Training Project activities
- Actor-wise a very specific and refined training need assessment report is available
- Cut flower entrepreneurs' capacity building & skill development training modules/curriculum and training materials are available
- List of 1000 trainees of which at least 75% are women are identified from various actor's level of cut flower value chain
- 1000 trained & skill persons/actors are available at different level of cut flower value chain sector
- List of 356 potential entrepreneurs of cut flower sub-sector are available for further skill development training
- The different actors of cut flower are functioning and playing their role properly in achieving the cut flower training activities as stipulated in the Project Document.

4. Target Groups

1000 training participants of which at least 75% are women representatives of cut flower sector and or women entrepreneurs who are directly involved in various stages of the cut flower value chain in Bangladesh.

5. Selection of the Project Area

Initially, Bandhan Society has selected some particular areas where the activities of the project, in particular, the training program would be implemented. The primarily selected areas were included from major flower producing districts like Jashore, Jhenaidah, Chuadanga, Natore and Dhaka. Before initiating the project activities, experts of this project and personnel from Bandhan Society had visited flower-growing areas of Bangladesh and primarily selected the areas where the training project would be implemented. Then, by the consent and suggestions of technical committee of BRCP-1, project areas have been finalized and are presented in the following table.

Table 01: Showing the Detail Working Areas of this Project

District	Upazila	Union
Jashore	Jhikargacha	Godkhali
Jashore	Jhikargacha	Nirbash Khola
Jashore	Jhikargacha	Navaron
Jashore	Jhikargacha	Panishara
Jashore	Sharsha	Sharsha Sadar
Jashore	Sharsha	Ulashi
Jhenaidah	Kaligonj	Kola
Jhenaidah	Kaligonj	Trilochanpur
Jhenaidah	Jhenaidah Sadar	Ganna
Jhenaidah	Kotchandpur	Kushna
Jhenaidah	Mohespur	Shyamkur
Jhenaidah	Mohespur	Nepa
Chuadanga	Jibannagar	Baka
Natore	Lalpur	Arbab
Natore	Lalpur	Beel Maria
Dhaka	Savar	Birulia
Dhaka	Dhaka City	Agargoan, Shahbag and Mirpur area
Total 5 districts	Total 9 Upazila & 1 City area	Total 16 Union 1 city area

6. Project Duration

The original duration of the project was 15 months i.e., November 2019 to January 2021; as it was started since first week of November 2019 and due to interrupted project activities by the COVID-19 infestation, BRCP-1 Management has considered and has extended the project tenure up to June 2021.

7. Project Components

The major project components are:

- Refinement of training need primarily identified by the Client
- Develop and design a training program or curriculum, including a robust monitoring and evaluation framework to assess progress or outcome
- Implementation of the training curriculum

Component-wise detailed performance of Bandhan Society is given in follows –

7.1 Refinement of Training Need Primarily Identified by the Client

Therefore, prior to develop the training materials and training modules, the Consulting Firm (Bandhan Society) has collected & reviewed all existing training documents and its content, conducted survey, organized KII & FGDs, analyzed the primary data to identify/assess training gaps and needs by the people (both male & female) are involved in cut flowers sector. Hence, this report has covered the gaps & needs of the people involved with cut flower sector, refined and finalized training contents of the training program of the different actors of the cut flower value chain.

7.1.1 Objectives of refinement of training needs

The overall objective of the study is to refinement of training needs and finalize the content of training of flower farmers, packaging workers and flower businessmen to increase women participation in this cut flower sector where, the specific objectives are –

- a. To identify level of knowledge of flower growers on pre-requisites (soil, climate, air water etc.) for quality flower production of the five major flower species;
- b. To identify level of knowledge of flower growers on plant nutrition, nutrient deficiency symptoms and dose and methods of application of manures and fertilizers for quality flower production of five flower species;
- c. To identify level of knowledge of flower growers on intercultural operations, post-harvest and packaging technology of five flower species;
- d. To identify level of knowledge of flower growers on insect pests & diseases and their control measures for the five flower species;
- e. To identify level of knowledge of flower growers on harvesting index/symptoms of the five major flower species;
- f. To identify level of knowledge of flower growers and other concerned persons of cut flowers on market development issues and value chain
- g. To identify the attitude and orientation of involved persons of cut flowers towards more involvement of women in this sub-sector
- h. To identify the major limitations/constraints of women not to involve in different level of cut flower sub-sector
- i. To identify the problems of flower business at domestic trade and foreign export.

7.1.2 Methodology

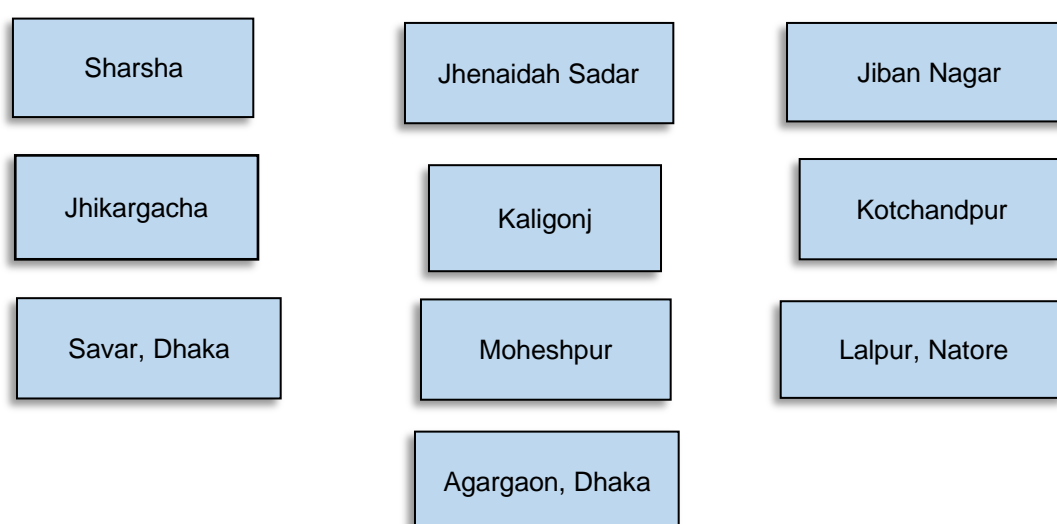
Methodology is an indispensable and integrated part of any study. The reliability of a scientific research depends to a greater extent on the appropriate methodology. Therefore, Team of Bandhan Society has considered carefully the approach, method and procedure (s) they would adopt in collecting reliable data and analyzing those to arrive at a correct conclusion. A chronological description of the methodology used for conducting this study to identify the knowledge/training gaps of cut flower concern people (farmers, post-harvest workers and businessmen) is presented below –

7.1.2.1 Selection of TNA Location

For selection of the TNA areas, the Bandhan Society Team has visited several major flowers growing Upazilas of Bangladesh as well as collected several secondary data/reports on cut flower production and business issues. They selected 1 city as well as selected 9 Upazilas out of 15 flowers growing Upazilas purposively based on following consideration

- Number of flowers growing farmers & geographical coverage,
- Having better accessibility
- Cooperation from respondents was expected to be high
- Possibility of getting reliable data and
- Involvement of all stakeholders

Figure 01: Selected 9 study Upazilas and 1 city are listed below



7.1.2.2 Types of Participants under TNA

The participants / respondents for TNA were from mainly following three categories –

- i) Commercially flower cultivating farmers
- ii) Post-harvest & packaging workers of cut flowers
- iii) Cut flower business persons

7.1.2.3 Sample Size Distribution

All the flower-growing farmers, post-harvest & packaging workers and cut flowers businesspersons of the selected 9 Upazilas & 1 city constituted the population of this study. The sampling sizes were determined purposively considering time, coverage and budget provisions allocated for the study. And to find out knowledge gaps and training needs of the cut flower farmers, packaging workers and business persons, total 10 FGD have been conducted at

covering said 9 Upazilas and 1 city of which 5 FGDs with cut flower farmers, 2 FGDs with post-harvest & packaging workers and 3 FGDs with cut flower business persons. List & location of Focus Group Discussion (FGD) are given below:

Table 02: List of FGDs

District	Upazila	Union	Particulars	Number of FGD
Jashore	Jhikargacha	Gothkhali	Cut Flower Post-Harvest /Packaging Workers	01
		Panishara	Cut Flower Farmers	01
	Sharsha	Sharsha Sadar	Cut Flower Businessman	01
Jhenaidah	Jhenaidah Sadar	Ganna	Cut Flower Post-Harvest /Packaging Workers	01
	Kaligonj	Trilochanpur	Cut Flower Businessmen	01
	Moheshpur	Nepa	Cut Flower Farmers	01
Chuadanga	Jibannagar	Baka	Cut Flower Farmers	01
Natore	Lalpur	Arbab & Beel Maria	Cut Flower Farmers	01
Dhaka	Savar	Birulia	Cut Flower Farmers	01
	Dhaka city	Agargaon area	Cut Flower Businessmen	01
Total FGD				10

Besides this, Bandhan Society has performed individual interview of 65 persons from the said three categories people. Details of individual interview are given in Table 03. below –

Table 03: Particulars of individual interview

Particulars	Sex	Quantity	Sample Size
Cut Flower Farmers	Male	21 persons	30 persons
	Female	9 persons	
Cut Flower Post-harvest /Packaging Workers	Male	6 persons	10 persons
	Female	4 persons	
Cut Flower Businessman	Male	10 persons	25 persons
	Female	15 persons	
Total Individual Interview			65 Persons

To find out further knowledge gaps of cut flower involved persons and problems at different actor's level of cut flower value chain, we talked with experts, project personnel and other Key Informants. We have selected the Key Informants purposively and listed below herewith:

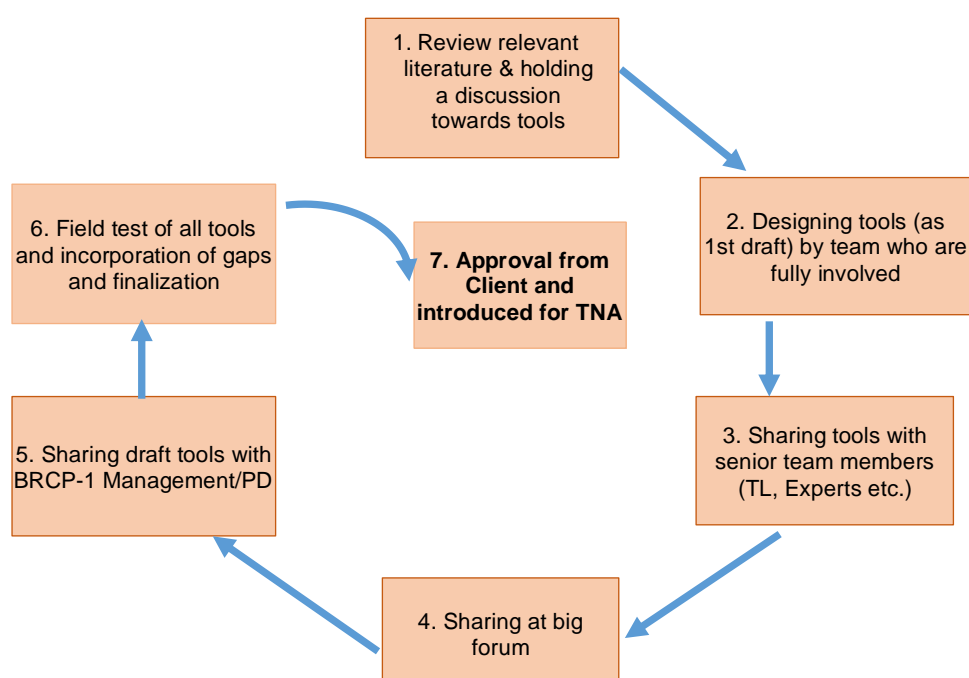
Table 04: List of persons as Key Informant

Sl.	Key Informant	Sample size
1	DD, DAE, Jashore	1 person
2	Upazila Agriculture Officer, Jhikargacha	1 person
3	AGM, Hortex Foundation	1 person
4	Project Director, Strengthening project of Flower Marketing by Constructing Market infrastructure, Storage and by Creating Transportation Facilities, Department of Agricultural Marketing.	1 person
5	Project Director, BRCP-1	1 person
6	Cut Flower Post-harvest/Packaging Workers' Leader	1 person
7	Leader, Cut Flower Business Persons	2 persons
8	Leader, Cut Flower Farmers	2 persons
Total =		10 Persons

7.1.2.4 Designed Tools for TNA

The below steps and processes followed in designing tools for TNA

Figure 02: Processes followed in designing tools



7.1.2.5 Data Collection

Mainly project personnel of Bandhan Society have collected data under the Training Need Refinement activities with the supports from senior person of the project. They finalized the data



Mr. Hemayet Uddin, PD, BRCP-1, and Additional Secretary, Ministry of Commerce, Management and Experts of Bandhan Society are present in the Staff Orientation and Training

collection plan jointly through consultation with Client representative (PD of BRCP-1). Data were collected through face to face interview of farmers, Key Informants and organizing FGD sessions during January 01, 2020 to January 15, 2020. To get valid and relevant information, the data/information collectors made all possible efforts to explain the purpose of the study to the respondents. The information was collected mainly through the household/garden survey method. However, a combination of survey and FGD method was followed as per plan.

While interviewing any respondent, the interviewers took all possible care for establishing rapport with them so that, the respondents feel free to furnish with appropriate response to the questions and statements as included in the schedule. Questions were asked in multiple ways so that, the respondents could easily understand the content of the questions. If any respondent was not clear about what was wanted from him, supplementary questions were asked for further clarification.

Prior to survey design and data collection activities, a 2-days staff orientation and training was organized at training room of Bandhan Society on 30-31 December 2019. All cut flower project staffs and all experts were present in the orientation and training session. Total project objectives and project activities, working strategy and role of individual experts as well as individual staffs were discussed in the session. Mr. Hemayet Uddin, then PD, BRCP-1, Ministry of Commerce were attended in the Staffs Orientation and Training session. He appreciated Bandhan Society for organizing timely that effective activity which he wished to help in completing all the activities of the project very successfully.

7.1.2.6 Duration of Data Collection

All planned survey data including FGDs and KII have been completed from January 01, 2020 to January 15, 2020.

7.1.2.7 Data Processing and Analyzing

After the phase of data collection, the collected data were edited and then coded. The edited data were analyzed by using statistical tool, namely SPSS (Statistical Package for Social Science). Tabular analyses were adopted in the study. Besides this, a KII report and FGD report were prepared separately.

7.1.2.8 Findings of the Assessment

After analyzed the survey findings, incorporating the information from FGDs and Key Informants, capacities and gaps of knowledge of the persons involved with cut flower cultivation, post-harvest & packaging activities and cut flower business in Bangladesh have assessed and discussed below:

7.1.2.8.1 Capacity and Training Needs Assessment of the Cut Flower Farmers

Present capacity of commercial flower cultivating farmers was assessed through holding group discussion in a structural fashion. Through such group discussion current opportunities, capacities and Gaps or challenges could detect. Besides this, individual interview and experts/Key Informants opinions and information were also kept in consideration to come up with the exercises presented below –

Table 05: Outcome of the Training Needs Assessment of Cut Flower Farmers

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Types of flowers cultivating	<ul style="list-style-type: none">Commercially 8 – 10 types of flowers are cultivated in BangladeshMaximum farmers (33%) are growing 3 types of flowers whereas, 30% farmers are growing only 1 type of flower and 20% farmers are growing 2 types of flowers	<ul style="list-style-type: none">Importance and profitability of all flowers are not known to farmers.Framers are growing flowers on the basis of own interest, experiences from neighboring farmers and availability of planting materials	<ul style="list-style-type: none">Knowledge of farmers on importance of cut flower should be increasedKnowledge of farmers on investment and profitability of growing individual flower of major cut flowers should be increasedKnowledge of farmers on modern cultivation technology should be increased.
Name of most popular flower	<ul style="list-style-type: none">Rose, Gerbera, Tuberose & Marigold at Jashore areas and Rose & Gladiolus at Dhaka areas.	<ul style="list-style-type: none">Most farmers are not aware on other feasible flowers and 87% of flower cultivating farmers are interested to grow new varieties.	<ul style="list-style-type: none">Knowledge of farmers on other commercially feasible flowers should be increased.
Name of most profitable flowers	<ul style="list-style-type: none">Gerbera, Gladiolus and Rose,	<ul style="list-style-type: none">Farmers have only assumption of profitability of flowers, have no real calculationFarmers have no data on cost of different activities of production for individual flower varieties.	<ul style="list-style-type: none">Knowledge of farmers on cost of production, profitability and risk of other commercially viable flowers should be increasedKnowledge of farmers on decision making process should be increased.

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Capacity building training	<ul style="list-style-type: none"> Running farm production trading activities from experiences Have no formal training on organizational management, financial management, account keeping and communication skill. 	<ul style="list-style-type: none"> Without proper record, farm management analysis can't be possible and hence proper planning of farm running & implementation are absent. Could not possible to calculate profit-loss of the farm Lack of formal communication skill, could not able to expand business size. 	<ul style="list-style-type: none"> Entrepreneurship development training should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit-loss calculation etc.
Business development training	<ul style="list-style-type: none"> Doing their business with experience. No formal training on Business Development Doing business as part of short value chain 	<ul style="list-style-type: none"> Business territory is very small, doing business only at local level Many have potentiality but lack of formal training hindering expansion of their business. 	<ul style="list-style-type: none"> Knowledge of farmers on business development issue should be increased through organizing formal training.
Flower value chain and Marketing	<ul style="list-style-type: none"> Farmers have minimum idea about value chain Sometimes farmers have to surrendered to the Faria's syndicate for selling their flowers Farmers cannot differentiate market and marketing issues. 	<ul style="list-style-type: none"> So many actors at some level As farmers had no idea on VC, they have limited option to sale out their produces. Farmers are getting low prices of their products Very low marketing skill 	<ul style="list-style-type: none"> Knowledge of farmers on flower value chain should be increased through formal training Market related knowledge of the farmers should be increased through organizing formal training on Market & Marketing techniques.
Flower processing & Value addition	<ul style="list-style-type: none"> Farmers are selling their fresh flowers, No idea on flower processing Very limited knowledge on value addition 	<ul style="list-style-type: none"> Farmers are selling only fresh flowers They have no scope to process flower Have no technical knowledge to add value of a flowers 	<ul style="list-style-type: none"> Skill and knowledge of farmers on flower processing and value addition should be increased through organizing practical training for them.
Inputs & Planting materials	<ul style="list-style-type: none"> Maximum inputs and all planting materials have to collect from neighboring country Collecting planting materials and inputs from neighboring country through non-formal trade. Farmers are receiving planting materials from vendors of neighboring country without knowing quality. 	<ul style="list-style-type: none"> Farmers have limited source of planting materials in Bangladesh Farmers have no skill and knowledge to identify/select quality planting materials 	<ul style="list-style-type: none"> Develop capacity and skill of farmers to produce seeds and seedlings/plantings materials of flowers in Bangladesh through organizing in depth training. Capacity and skill of farmers should be increased to select & identify the quality inputs and flower planting materials

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Land preparation and fertilizer application	<ul style="list-style-type: none"> ▪ The way land is prepared for vegetable cultivation, in the same way farmers are preparing land for flower cultivation. ▪ No special techniques are following to prepare land for flower growing ▪ No systematic fertilizers dose are following 	<ul style="list-style-type: none"> ▪ Flower-wise BARI recommended land preparation methods are not following ▪ Farmers are not aware on importance of land preparation ▪ Farmers have not aware on importance of soil treatment and no idea how to treat soil for land preparation 	<ul style="list-style-type: none"> ▪ Knowledge and skill of farmers to prepare land perfectly for different flowers should be increased through practical training ▪ Knowledge of farmers for importance of land preparation and importance of fertilizers use should be increased. ▪ Skill and capacity of the farmers should be increased for using different methods of soil treatment.
Plantation/Sowing and Intercultural operation	<ul style="list-style-type: none"> ▪ 87% of cut flower farmers are cultivating flower without adequate technical knowledge ▪ Planting, sowing and intercultural operations are doing on the basis of farmers experiences and suggestions getting from suppliers of neighboring country 	<ul style="list-style-type: none"> ▪ Farmers are not following appropriate planting and sowing methods. ▪ Intercultural operations specially, time of training & pruning, critical time of irrigation, shading, mulching and buds thinning are not maintaining properly by the farmers 	<ul style="list-style-type: none"> ▪ Knowledge of farmers on importance and prospect of cut flower should be increased ▪ Enhance technical knowledge of farmers on planting & sowing methods, flower-wise intercultural operations through practical training
Diseases & pest management	<ul style="list-style-type: none"> ▪ Do not aware on diseases management and for pest management, taking advises from pesticide sellers. ▪ At needs, farmers are applying pesticides which are using in vegetables field 	<ul style="list-style-type: none"> ▪ About 89% of farmers have no idea on flower diseases and hence no diseases management are practiced. ▪ 93% farmers have reported that they are applying insecticides as per pesticide dealer's suggestions which are usually not functioning properly. 	<ul style="list-style-type: none"> ▪ Farmers' knowledge for diseases and insects identification and management should be increased. ▪ Farmers' knowledge for pesticides application techniques, times & doses should also be increased. ▪ Farmers should be aware and capacitated to use ICT based Apps for all sorts of suggestions including diseases & pest management issues.
Maturity symptom and harvesting Index.	<ul style="list-style-type: none"> ▪ Not aware on best time of harvest of flowers and limited knowledge of maturity symptoms & harvest Index. ▪ Doing harvesting of flowers on the basis of experiences. ▪ Harvesting flowers with no fixed length of twigs 	<ul style="list-style-type: none"> ▪ Farmers are harvesting different flowers as when needs ▪ Farmers are not following suggested harvesting techniques of flowers 	<ul style="list-style-type: none"> ▪ Farmers should be skilled to understand best time of harvesting of flowers ▪ Knowledge of farmers' should be increased to cut & harvest techniques of different flowers.

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Immediate post-harvest activities	<ul style="list-style-type: none"> ▪ Farmers do very few attention in post-harvest activities ▪ After harvesting they make bundle of flowers and sale out those. 	<ul style="list-style-type: none"> ▪ 83% of cut flower farmers are not doing post-harvest activities like sorting, grading, hardening, curing etc. ▪ 96% of the farmers are not using any tools, kits or not taking any prevention measures for safety. 	<ul style="list-style-type: none"> ▪ Knowledge and skills of farmers for importance of post-harvest activities and working techniques of post-harvest activities should be increase. ▪ Aware and enhance farmers skill for using different tools & kits during post-harvest activities
Phyto-sanitary/Bio-security measures	<ul style="list-style-type: none"> ▪ Farmers are cultivating flowers without maintaining any measure for phyto-sanitary aspects. ▪ Farmers are facing destruction of their crops by some unknown diseases. 	<ul style="list-style-type: none"> ▪ 70% of flower growing farmers have no idea on phyto-sanitary issues. ▪ 100% farmers are collecting planting materials and some inputs without checking whether, those are treated or not treated. ▪ Besides these, 96% farmers are allowing, visitors and labours with tools without taking any bio-security measures 	<ul style="list-style-type: none"> ▪ Knowledge of farmers for phyto-sanitary issues and measures for crops safety should be increased by organizing training.
Good agricultural practices (GAP)	<ul style="list-style-type: none"> ▪ 100% farmers are not aware on Good Agricultural Practices and 69% farmers are using excessive does of fertilizers and pesticides then the recommended dose. ▪ 76% farmers are using pesticides repeatedly without maintain grace period between 2 successive application ▪ Farmers are harvesting flower even next day of pesticide applied. 	<ul style="list-style-type: none"> ▪ Farmers have no idea on impact of excessive doses of fertilizers, pesticides & others chemicals on soil health, environment, flower quality and even on garden workers' health. 	<ul style="list-style-type: none"> ▪ Good agricultural practices (GAP) should be introduced to the farmers ▪ Capacity and skills of the farmers should be increased to addressing GAP issues
Collective action during selling and purchasing inputs	<ul style="list-style-type: none"> ▪ Farmers are selling their products and buying their inputs individually ▪ Farmers are selling their products at the price rate offered by the Faria. 	<ul style="list-style-type: none"> ▪ Farmers have no association or "Samity" to have any collective action. ▪ Farmers have no platform to bargain on offered market price of their produces 	<ul style="list-style-type: none"> ▪ Farmers' knowledge on marketing and market system should be increased. ▪ Capacity and skills of farmers for forming their groups and collective action should be increased.
Linkage development and networking	<ul style="list-style-type: none"> ▪ Farmers have very poor network with the buyers and other stakeholders 	<ul style="list-style-type: none"> ▪ Farmers have poor knowledge on different actors of value chain ▪ Farmers are not aware on importance of linkage development & networking for better profit. 	<ul style="list-style-type: none"> ▪ Knowledge and skill of farmers on flower value chain should be increased. ▪ Farmers' knowledge on market system and profitability should be increased.

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Involvement of women	<ul style="list-style-type: none"> Women are involved mainly in post-harvest and packaging activities of cut flowers In the field, women are involved in taking care of the flowers like watering, training /pruning, plucking/harvesting flowers 	<ul style="list-style-type: none"> Women involvement is influenced by male partner of family or by male social leaders. Women have the capacity to work at all stage of cut flower including business 	<ul style="list-style-type: none"> Attitude and orientation of male farmers toward female farmers/workers should be changed through organizing gender training. Knowledge and skills of female farmers for technical aspects of cut flowers should be increased.

7.1.2.8.2 Capacity and Training Needs Assessment of the Post-harvest & Packaging Workers of Cut Flowers

Table 05.1: Outcome of the Training Needs Assessment of the Post-harvest & Packaging Workers of Cut Flowers

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Types of flowers working with	<ul style="list-style-type: none"> Post-harvest workers are involved with total 8 types of flowers but individually one worker have experience for working with 1 – 3 types of flowers 	<ul style="list-style-type: none"> 80% farmers have no knowledge to handle post-harvest activities of more than 4 flowers Farmers should know the post-harvest activities of at least major 6 flowers of Bangladesh 	<ul style="list-style-type: none"> Capacity and skill of farmers should be increased to know and handle post-harvest activities of major flowers of Bangladesh
Other new types of flowers	<ul style="list-style-type: none"> Farmers are involving with packaging work on available flowers of that particular area. 	<ul style="list-style-type: none"> 100 farmers have interest to learn post-harvest techniques of others new varieties of flowers. 	<ul style="list-style-type: none"> Capacity and skill of farmers should be increased to know and handle post-harvest activities of major flowers of Bangladesh
Capacity building training	<ul style="list-style-type: none"> They are doing post-harvest and packaging activities from experiences Have no formal training on organizational management, financial management, account keeping and communication skill. 	<ul style="list-style-type: none"> Without proper record, farm management analysis can't be possible and hence proper planning of farm running & implementation are absent. Could not possible to calculate profit-loss of the farm Lack of formal communication skill, could not able to expand business size. 	<ul style="list-style-type: none"> Entrepreneurship development training for the post-harvest and packaging workers should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit –loss calculation etc.
Business development training	<ul style="list-style-type: none"> Doing their business with experience. No formal training on Business Development Doing business as part of short value chain 	<ul style="list-style-type: none"> Business territory is very small, doing business only at local level Many have potentiality but lack of formal training hindering quality packaging work. 	<ul style="list-style-type: none"> Knowledge of packaging workers on business development issue should be increased through organizing formal practical training.

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Flower value chain and Marketing	<ul style="list-style-type: none"> Post-harvest & packaging workers minimum idea about value chain They are selling their expertise in a limited area They have minimum idea on post-harvest activities and marketing facilities. 	<ul style="list-style-type: none"> So many actors at some level As they had no idea on VC, they have limited option to sale out their services. Farmers are getting low prices of their services Very low marketing skill 	<ul style="list-style-type: none"> Knowledge of post-harvest and packaging workers on flower value chain should be increased through formal training Market related knowledge of the them should be increased through organizing formal training on Market & Marketing techniques.
Tools & Kits using	<ul style="list-style-type: none"> Farmers are doing post-harvest and packaging works without any tools or kits. 	<ul style="list-style-type: none"> As no use of tools or kits in post-harvest and packaging work, quality and efficiency of farmers are poor. Most of the farmers are suffering from allergic or infection problems after post-harvest and packaging work. 	<ul style="list-style-type: none"> Knowledge and skill of farmers for importance of tools & kits use during post-harvest and packaging work should be increased. Capacity and skill of farmers for using different tools and kits during post-harvest and packaging work should be increased through practical training.
Inputs & Planting materials	<ul style="list-style-type: none"> Maximum inputs and all planting materials have to collect from neighboring country Collecting planting materials and inputs from neighboring country through non-formal trade. Farmers are receiving planting materials from vendors of neighboring country without knowing quality. 	<ul style="list-style-type: none"> Farmers have limited source of planting materials in Bangladesh Farmers have no skill and knowledge to identify/select quality planting materials 	<ul style="list-style-type: none"> Develop capacity and skill of farmers to produce seeds and seedlings/plantings materials of flowers in Bangladesh through organizing in depth training. Capacity and skill of farmers should be increased to select & identify the quality inputs and flower planting materials
Post-harvest activities	<ul style="list-style-type: none"> On the basis of flower variety, farmers are doing cleaning, watering, grading and bundling/garlanding /chaining of flowers. Farmers are doing post-harvest work on mat or plastic sack. 	<ul style="list-style-type: none"> 100% farmers are not following formal, systematic and specialized post-harvest activities of flowers. 98% farmers are not maintaining phyto-sanitary issues during post-harvest activities of flowers. Post-harvest workers are not aware on quality and presentation aspects relation with market prices 	<ul style="list-style-type: none"> Knowledge and capacity of post-harvest and packaging works for formal & systematic post-harvest works with usages of tools & kits for different flowers should be increased. Knowledge of post-harvest workers on importance of quality works and presentation techniques for better market price should be increased.

Aras / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Involvement of women	<ul style="list-style-type: none"> Mainly post-harvest and packaging activities of cut flowers are done by women (96%) 	<ul style="list-style-type: none"> Adequate environment like safe places, breast feeding facilities, toilet facilities are not organized for women 	<ul style="list-style-type: none"> Enhance knowledge and change of attitudes of concern persons of cut flower sector (specially male persons) towards women should be increased through gender training

7.1.2.8.3 Capacity and Training Needs Assessment of the Cut Flower Business persons

Table 05.2: Outcome of the Training Needs Assessment of the Cut Flower Business persons

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Types of flowers doing business with	<ul style="list-style-type: none"> Traders are dealing with 11 flower varieties of which 5 are produced and supplied more. 	<ul style="list-style-type: none"> Farmers are mainly producing flowers & sale out locally; they have no idea on qualities & varieties of flower demanded by the consumers (End actors of VC) Businessmen are doing trade on the basis of available flowers. 	<ul style="list-style-type: none"> Introduction of more feasible flower with production technology to the farmers Cut flower concerns are needed to orient on cut flower value chain and role of different actors Capacity and skill of Cut flower business personnel should be increased through
Problems in getting quality flowers	<ul style="list-style-type: none"> Flowers bring from fields/farms in a very rough way so that, after collection of flowers from wholesale market, about 35% to 40% of flowers are found damaged. Flowers are packed in bundles or sack and are transported to Dhaka on roof top of public buses. 	<ul style="list-style-type: none"> Post-harvest workers are not aware and skill in doing post-harvest activities for different flowers. Facilities and places for post-harvesting activities are not adequate to maintain quality of flowers. No adequate facilities for flowers transportation 	<ul style="list-style-type: none"> Knowledge and skill of post-harvest workers should be increased through practical training. Capacity and skill of post-harvest workers for usages of appropriate tools & kits during post-harvest & packaging work should be increased.
Capacity building training	<ul style="list-style-type: none"> Businessperson are doing flower trade activities from experiences Have no formal training on organizational management, financial management, account keeping and communication skill. 	<ul style="list-style-type: none"> Without proper record, business management analysis can't be possible and hence proper planning of business running & implementation are absent. Could not possible to calculate profit-loss of the firm Lack of formal communication skill, could not able to expand business size. 	<ul style="list-style-type: none"> Entrepreneurship development training for the flower businesspersons should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit –loss calculation etc.

Areas / Issues	Current capacity / practices	Identified gaps in capacity / practices	Issues need to be addressed
Business development training	<ul style="list-style-type: none"> Doing their business with experience. No formal training on Business Development Doing business as part of short value chain 	<ul style="list-style-type: none"> Business territory is very small, doing business only at local level Many have potentiality but lack of formal training hindering expansion of their business. 	<ul style="list-style-type: none"> Knowledge of businesspersons on business development issue should be increased through organizing formal & practical training.
Flower value chain and Marketing	<ul style="list-style-type: none"> Traders have minimum idea about value chain Sometimes traders have to surrendered to the Faria's syndicate for selling their flowers Traders cannot differentiate market and marketing issues. 	<ul style="list-style-type: none"> So many actors at some level As traders had no idea on VC, they have limited option to sale out their produces. Traders are getting low prices of their products Very low marketing skill 	<ul style="list-style-type: none"> Knowledge of Traders on flower value chain should be increased through formal training Market related knowledge of the traders should be increased through organizing formal training on Market & Marketing techniques.
Flower processing & Value addition	<ul style="list-style-type: none"> Traders are doing business only with fresh flowers, No idea on flower processing Very limited knowledge on value addition 	<ul style="list-style-type: none"> Flower traders are selling only fresh flowers They have no scope to process flower Have no technical knowledge to add value of a flowers 	<ul style="list-style-type: none"> Skill and knowledge of traders should be increased through organizing practical training for them on flower processing and value addition.
Problems in doing cut flowers trade	<ul style="list-style-type: none"> No formal training/ experiences for doing business on cut flowers, Without appropriate business plan, 63% are doing trade on cut flowers. Inadequate market places and improper govt. policies & facilities for cut flower export trading. Flower transportation and packaging are big problems to get quality flowers from the fields 	<ul style="list-style-type: none"> 99% of cut flowers traders have no formal education and training on principles of business and marketing, No permanent/fixed market place for cut flowers business, 87% of traders are not aware on rules and pre-requisites of government authority for export trade of cut flowers. No cooling van or govt. support to carry flowers from fields 	<ul style="list-style-type: none"> Capacity and skill of cut flower traders on business plan and marketing should be increased. Knowledge and capacity of traders on rules & regulations for cut flowers export trading should be increased. Govt. support for flower transportation should be increased to enhance flower business.

7.1.2.8.4 Summarize Outcome of the Training Need Assessment

After analyzing and getting outputs of Training Needs investigation for different stakeholders of cut flower sectors, actor-wise compilation of training needs/recommendations are given below –

For Cut Flower Producer Groups/Farmers:

- Knowledge of farmers on importance of cut flower should be increased
- Knowledge of farmers on investment and profitability of growing individual flower of major cut flowers should be increased
- Knowledge of farmers on modern cultivation technology should be increased
- Knowledge of farmers on other commercially feasible flowers should be increased
- Entrepreneurship development training should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit –loss calculation etc.
- Knowledge of farmers on business development issue should be increased through organizing formal training.
- Knowledge of farmers on flower value chain should be increased through formal training
- Market related knowledge of the farmers should be increased through organizing formal training on Market & Marketing techniques.
- Skill and knowledge of farmers on flower processing and value addition should be increased through organizing practical training for them.
- Knowledge of farmers on cost of production, profitability and risk of other commercially viable flowers should be increased
- Knowledge of farmers on decision making process should be increased.
- Develop capacity and skill of farmers to produce seeds and seedlings/plantings materials of flowers in Bangladesh through organizing in depth training.
- Capacity and skill of farmers should be increased to select & identify the quality inputs and flower planting materials
- Knowledge and skill of farmers to prepare land perfectly for different flowers should be increased through practical training
- Knowledge of farmers for importance of land preparation and importance of fertilizers use should be increased.
- Skill and capacity of the farmers should be increased for using different methods of soil treatment.
- Knowledge of farmers on importance and prospect of cut flower should be increased
- Enhance technical knowledge of farmers on planting & sowing methods, flower-wise intercultural operations through practical training
- Farmers' knowledge for diseases and insect's identification and management should be increased.
- Farmers' knowledge for pesticides application techniques, times & doses should also be increased.

- Farmers should be aware and capacitated to use ICT based Apps for all sorts of suggestions including diseases & pest management issues.
- Farmers should be skilled to understand best time of harvesting of flowers
- Knowledge of farmers should be increased to cut & harvest techniques of different flowers.
- Knowledge and skills of farmers for importance of post-harvest activities and working techniques of post-harvest activities should be increase.
- Aware and enhance farmer's skill for using different tools & kits during post-harvest activities
- Knowledge of farmers for phyto-sanitary issues and measures for crops safety should be increased by organizing training
- Good agricultural practices (GAP) should be introduced to the farmers
- Capacity and skills of the farmers should be increased to addressing GAP issues
- Farmers' knowledge on marketing and market system should be increased.
- Capacity and skills of farmers for forming their groups and collective action should be increased.
- Knowledge and skill of farmers on flower value chain should be increased.
- Farmers' knowledge on market system and profitability should be increased.
- Attitude and orientation of male farmers toward female farmers/workers should be changed through organizing gender training.
- Knowledge and skills of female farmers for technical aspects of cut flowers should be increased.

For Cut Flower Post-harvest & Packaging Groups

- Capacity and skill of post-harvest & packaging groups should be increased to know and handle post-harvest activities of major flowers of Bangladesh
- Capacity and skill of post-harvest & packaging groups on usages of different tools and kits during post-harvest and packaging work should be increased through practical training.
- Knowledge and capacity of post-harvest and packaging works for formal & systematic post-harvest works with usages of tools & kits for different flowers should be increased.
- Knowledge of post-harvest workers on importance of quality works and presentation techniques for better market price should be increased.
- Knowledge and capacity of post-harvest and packaging works on improved packaging materials & packaging techniques should be increased
- Entrepreneurship development training for the post-harvest and packaging workers should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit –loss calculation etc.
- Knowledge of packaging workers on business development issue should be increased through organizing formal practical training

- Knowledge of post-harvest and packaging workers on flower value chain should be increased through formal training
- Market related knowledge of the them should be increased through organizing formal training on Market & Marketing techniques
- Knowledge and capacity of post-harvest and packaging works on factor affecting vase life of the cut flowers should be increased
- Enhance knowledge and change of attitudes of concern persons of cut flower sector (specially male persons) towards women should be increased through gender training

For Cut Flower Traders/Business Groups:

- Introduction of more feasible flower to the cut flower traders with business plan, market & profitability
- Cut flower concerns are needed to orient on cut flower value chain and role of different actors
- Capacity and skill of Cut flower business personnel should be increased on organizational management, leadership, accounts, bookkeeping and bank operation
- Entrepreneurship development training for the flower businesspersons should be organized covering the issue of organizational management, financial management, account keeping and communication skill, profit –loss calculation etc.
- Knowledge of businesspersons on business development issue should be increased through organizing formal & practical training
- Knowledge of Traders on flower value chain should be increased through formal training
- Market related knowledge of the traders should be increased through organizing formal training on Market & Marketing techniques
- Knowledge of Traders on flower value chain should be increased through formal training
- Market related knowledge of the traders should be increased through organizing formal training on Market & Marketing techniques
- Capacity and skill of cut flower traders on linkage development, networking and ICT apps use for enhancing their business and marketing should be increased
- Knowledge and capacity of traders on rules & regulations and process for cut flowers export trading should be increased
- Capacity and skill of Cut flower business personnel should be increased on flower processing, value addition and resource mobilization.

7.1.3 Conclusion on Training Need Assessment

Earlier the BRCP-1 project authority has identified some of the areas of training needs to increase women participation in the cut flower sector; through this current study, almost all area of identified training needs has been validated except part of one training area i.e. “Exploring IT market and IT product development”. From the current study, it is revealed that no one has expressed or felt need for training on said **IT product development** rather, the outcome of the study reveals need of 3 new training areas are given below –

- i. Improved production technologies of planting materials/propagating materials
- ii. Improved techniques and technologies of intercultural operations for production of quality cut flowers
- iii. Gender and scope for women involvement at cut flower sub-sector

Therefore, after analyzing the outcome of the training needs obtained through different survey methods like individual interview, group discussion and key informant information along with reviewing of existing secondary data and project documents, the Team of Bandhan Society has come up with the consensus that the **training areas or Training Curriculum** (after refinement) for the increase of women involvement in the cut flower sector in Bangladesh would be as follows:

- i. Scope, importance and challenges of cut flowers in Bangladesh
- ii. Entrepreneurship development, marketing system, ICT Apps for marketing and value chain development, Orientation on flower processing and techniques of flower value addition
- iii. Production technologies of improved cut flower planting materials
- iv. Introduction of improved technologies for commercially production of flowers with improved techniques & technologies of intercultural operations for all feasible flowers
- v. Orientation on Phyto-sanitary and maintenance of Good Agricultural Practices (GAP)
- vi. Improved post-harvest activities of cut flower with management of cut flower quality during transportation, packing and storage
- vii. Gender and scope for women involvement at cut flower sub-sector in Bangladesh
- viii. Importance of networking, linkage development, collective actions for marketing, bargaining and negotiations techniques
- ix. Orientation on export market of cut flowers and governmental rules and regularities for exporting cut flowers

7.2 Develop and design a training program or curriculum, including a robust monitoring and evaluation framework to assess progress

On the basis of the refined training needs of the women of cut flower entrepreneurs and cut flower businesspersons, Bandhan Society has developed the training curriculum and course schedule involving the experienced & expert Training professionals. During preparing the curriculum, level of education of the targeted group, their needs and socioeconomic status were taken into consideration. The developed Curriculum was submitted to the project authority for necessary comments and suggestions. Later on, the draft Curriculum has been finalized after incorporating all necessary correction and suggestions of authority. Then, submitted final Curriculum to the BRCP-1 Management for approval. The approved curriculum is given below –

Table 06: Final and Approved Curriculum of Skill Development Training of flower growers and traders

Training Curriculum					
Type of Training: Skill development of flower growers and traders					
#	Topic	Description	Objectives	Length	Medium/Method
1.0	Flower cultivation in Bangladesh	<ul style="list-style-type: none"> Importance of cut flower, scope, potentialities and challenges Introduction to cut flowers commercially grown in Bangladesh 	<ul style="list-style-type: none"> To aware the participants about importance, potentialities and challenges of cut flowers in Bangladesh To inform the participants about the cut flowers commercially grown in Bangladesh 	1.0 hours	Lecture, participatory discussion and group exercise
2.0	Development of women entrepreneurs in cut flower sector	<ul style="list-style-type: none"> What is the meaning of Entrepreneur? What are the areas for women entrepreneurs in cut flower sector? The qualities and task of a successful entrepreneur. What would be the pre-requisite of an entrepreneur Company Registration Steps for business planning Bank Transaction, Bank Loan, Accounting, Rules of keeping income and expenditure accounts. Soft skills: Leadership, Time management, Communication, Bargaining and negotiation, Customer Relationship 	<ul style="list-style-type: none"> To build capacity of women entrepreneurs to run their enterprises better and profitable way. To aware women entrepreneurs on office management, financial management and dealings with buyers. To develop leadership qualities among the women entrepreneurs. 	3.0 hours	Lecture, Power Point Presentation, Group discussion

3.0	Orientation on flower export market	<ul style="list-style-type: none"> • Orientation about cut flower export • Requisites of vendor for export trading of cut flower • Govt. rules & regulations for export • Understanding & maintenance of foreign production compliance 	<ul style="list-style-type: none"> • To aware and to orient the participants about present expert scenario of cut flowers, govt. rules & regulations for exporting flowers and requisites of vendor for export trading of cut flower • To inform the participants about the compliance issues of exporting cut flowers. 	1.0 hour	Lecture, participatory discussion and group exercise
4.0	Orientation on flower value chain	<ul style="list-style-type: none"> • Function of market system • Actors involved in flower business • Role of backward and forward market actors in value chain? 	<ul style="list-style-type: none"> ▪ To educate and to aware the participants on flower value chain, core function of market system and role of different actors of flower value chain. 	1.5 hours	Lecture, participatory discussion and group exercise
5.0	Flower market, market linkage development & networking	<ul style="list-style-type: none"> • What is market and marketing and risk of flower business • Orientation on business plan • Importance of group & "Collective Action" for better market • Linkage development & networking • Use of ICT Apps for having better services 	<ul style="list-style-type: none"> ▪ To educate the participants on market and marketing system and to make them aware on preparing a business plan. ▪ To educate the participants on importance of group action, importance of linkage development & networking in business ▪ To orient the participants on using different Apps for better marketing. 	2.0 hours	Lecture, participatory discussion and group exercise
6.0	Profit loss calculation	<ul style="list-style-type: none"> • Cost of production & profitability in commercial flower business 	<ul style="list-style-type: none"> ▪ To make familiar with cost of production, profit and loss calculation ▪ To aware the participants in decision making process. 	1.0 hours	Lecture, participatory discussion and group exercise.

7.0	Post-harvest management and value addition	<ul style="list-style-type: none"> • What are the post-harvest activities (sorting, cleaning, grading, bunching, pulsing, packaging etc.) & its importance • Factors that affect the post-harvest life of different flowers • What is value addition & its importance • Packaging system & materials for local & distance market • Use of different tools & kits during post-harvest activities 	<ul style="list-style-type: none"> ▪ To educate the participants about the post-harvest activities of different flowers and its importance to mitigate the post-harvest loss & factors involved for affecting the postharvest life ▪ To make the participants familiar with value addition & its importance for getting higher prices ▪ To educate the participants about techniques of packaging of different flowers ▪ To aware the participants for using different tools & kits during post-harvest activities 	2.0 hours	Lecture, participatory discussion and group exercise.
8.0	Flower production technologies (Rose, Tuberose, Marigold, Gerbera, Gladiolus and Lilium)				
8.1	Climate, Soil, varieties and land preparation	<ul style="list-style-type: none"> • Climatic requirements • Site selection • Soil types & land preparation for different flowers • Suitable varieties for specific flowers 	<ul style="list-style-type: none"> • To update the participants about climatic requirements, site selection, soil types and land preparation techniques for production of different flowers. ▪ To notify the participants about the varieties can be grown for specific flowers 	1.0 hours	Lecture, participatory discussion and group exercise practically in field.
8.2	Propagation and production of quality planting materials	<ul style="list-style-type: none"> • What is propagation & types of propagation • Criteria & identifications of quality planting materials • Techniques & process of producing quality planting materials of different flowers 	<ul style="list-style-type: none"> ▪ To inform the participants about plant propagation, types of propagation & production of quality planting materials by seedling raising, cutting, budding, grafting, various management practices etc. ▪ To increase knowledge of participants for identifying the quality planting materials and treating the planting materials 	1.5 hours	Lecture, participatory discussion and group exercise practically in field

8.3	Seed, bulb, corm sowing/ transplanting and its trading	<ul style="list-style-type: none"> • Seeds/planting materials selection • Treatments of seeds /planting materials • Sowing time and planting method of propagating materials • Gap filling • How one can start trading with propagating materials 	<ul style="list-style-type: none"> ▪ To inform the participants about sowing time and planting method of propagating materials ▪ To notify the participants about the optimum time for gap filling of planting materials 	1.0 hour	Lecture, participatory discussion and group practical exercise.
8.4	Plant nutrients and fertilizers	<ul style="list-style-type: none"> • Plant nutrition & its importance • Types & function of fertilizers and its deficiency symptoms • Fertilizer doses, time and application techniques • Top dressing of fertilizers 	<ul style="list-style-type: none"> ▪ To enlighten the participants about the plant nutrition, function of different fertilizers, deficiency symptoms, its doses and application techniques and also the application of top dressing 	1.0 hour	Lecture, participatory discussion and group exercise practically in field
8.5	Intercultural operation	<ul style="list-style-type: none"> • What is intercultural operations & its importance • Water management (irrigation & drainage) • Mulching & Sunlight management • Weeding & Staking etc. • Importance of training & pruning • Techniques of training & pruning • Pinching, dis-budding, dead heading, de-suckering, deleafing etc. • Off-season production 	<ul style="list-style-type: none"> ▪ To educate the participants on intercultural operations for different flowers and to make the participants skill in doing those activities ▪ To enlighten the participants on training, pruning & some other intercultural operations for quality flower production ▪ To aware the participants about the off-season flower production for getting higher prices. 	1.5 hours	Lecture, participatory discussion and group exercise practically in field
8.6	Diseases Management	<ul style="list-style-type: none"> • Importance of disease control & management • Identification & symptoms of different diseases of flowers • Prevention & control of diseases • Usages of fungicide/pesticides, doses & precaution measures 	<ul style="list-style-type: none"> ▪ To aware the participants about the importance of diseases management ▪ To teach the participants about the symptoms of different diseases and accordingly to take measures for prevention & control ▪ To notify the participants on doses & time of pesticides and the precautions to be needed 	1.0 hours	Lecture, participatory discussion and group exercise & role-play

8.7	Insects & other pest (animal, bird etc.) management	<ul style="list-style-type: none"> • Identifications & symptoms of different harmful insects • Integrated pest management (IPM) • Chemical control of insects • Time & doses of insecticides of different flowers • Control for other pests 	<ul style="list-style-type: none"> ▪ To aware the participants about the importance of insect management & also to discuss the symptoms of different insect infestation and to take measures for prevention & control accordingly ▪ To inform about IPM & chemical control (doses & time of insecticides application) ▪ To notify about other pests like animal, birds etc. & their protection 	1.5 hours	Lecture, participatory discussion and practical exercise in field
8.8	Harvesting a. Flower	<ul style="list-style-type: none"> • Importance of harvesting index • What are the harvesting Index of different flowers • Best time for harvesting • Use of harvesting tools & techniques 	<ul style="list-style-type: none"> ▪ To inform the participants about harvesting index i.e. optimum stage for harvesting, its importance and best harvesting time of a particular flower. ▪ To aware about harvesting tools, techniques. 	0.5 hour	Lecture, participatory discussion and group works.
	b. Propagating materials	<ul style="list-style-type: none"> • Harvesting of seeds /planting materials • What measures should be taken before collecting & lifting of seeds /planting materials • Storing of seeds/planting materials 	<ul style="list-style-type: none"> ▪ To inform the participants about the optimum stage, time & method for harvesting of seeds/planting materials ▪ To teach about the yield & storing of seeds/planting materials 	0.5 hour	Lecture, participatory discussion and group works.
9.0	Good Agricultural Practices (GAP)	<ul style="list-style-type: none"> • Introduction & importance of Good Agricultural Practices (GAP) • Phyto-sanitary & quarantine measures • Impact of excessive use of fertilizers & pesticides 	<ul style="list-style-type: none"> ▪ To orient and aware the participants on Good Agricultural Practices (GAP) and Phyto-sanitary issues; its importance & how to maintain these? ▪ To aware the participants on environmental hazards due to excessive use of fertilizers & pesticides 	1.0 hour	Lecture, participatory discussion and group works.
10.0	Importance of men & women relation in cut flower trading	<ul style="list-style-type: none"> • Role of women & men in developing cut flower sector • Discussion on equality & equity. 	<ul style="list-style-type: none"> • To educate the participants about gender and sex, equality & equity, women role in cut flower sector and scope and potentiality of 	1.0 hour	Lecture, participatory discussion and group exercise

		<ul style="list-style-type: none"> • Presently women role in cut flower sub-sector • Scope and potentiality of women to involve with cut flower sub-sector • Some sorts of recommendations for ensuring women involvement in cut flower sub-sector. 	women to involve with cut flower sector.		
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7.2.1 Development of Training Schedule, Module, Manual & Other Training Materials

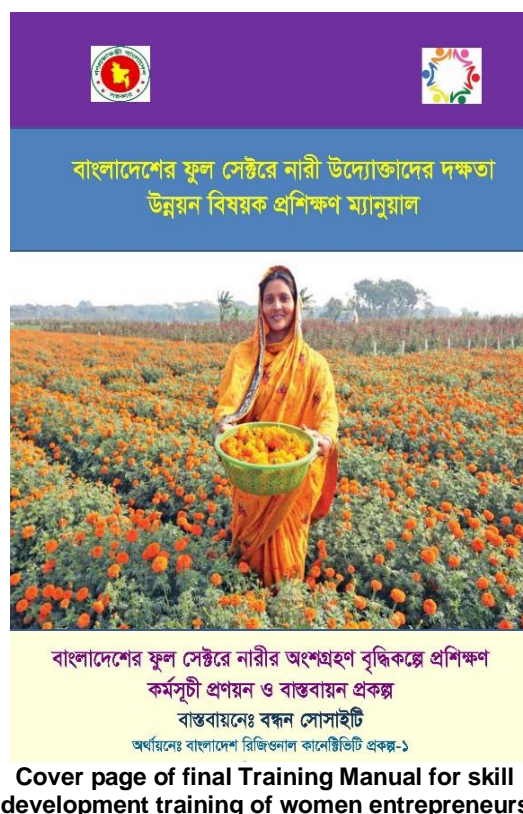
After draft finalization of the curriculum, experts of Bandhan Society have developed a training schedule. During preparing the training schedule, experts have tried to cover all contents mentioned in curriculum. Education level, experiences and socioeconomic condition of the women entrepreneurs (Both farmers & businesspersons) would be, were also important consideration to prepare content's depth of a particular topic. After completing development of the training schedule, it was submitted to BRCP-1 management for approval. It was approved as draft and Bandhan Society was asked to develop training module, manual and other training materials. Getting assistance and direct involvement of Dr. Farjana Nasrin Khan, Principle Scientific Officer, Floriculture Department, BARI and along with all cut flower project experts of Bandhan Society have developed training module, manual and other necessary training materials. Considering the education level and socioeconomic condition of the women entrepreneurs, the training manual and module were prepared very easy words, elaborately and more pictorial than texts. Audio-visual training aids were also prepared to make the training more effective.

Based on the TNA report, the identification and listing of participants have been completed in this stage. Besides, the geographical location of the project was also finalized by discussing with Technical Committee of BRCP-1 along with consent from BRCP-1 authority, which are as follow

- Jashore flower region
- Jhenaidah flower region
- Chuadanga & Natore flower region
- Dhaka flower region

A feedback mechanism of the trainees was

developed at this stage that was anonymous in nature. For that, "Liker Scale" type of questionnaire



has been developed and the types of questions that were included, such as, the objectives of the



Cover page of final Training Module for skill development training of women entrepreneurs

training were met, the trainers were well equipped, the presentation materials were relevant, the content of the course was organized and easy to follow, the trainers were well prepared and able to answer any questions, the course length was appropriate, the pace of the course was appropriate to the content and attendees, the exercises/role plays were helpful and relevant, the venue was appropriate for the event etc. Besides, there were some open-ended questions to collect qualitative feedback. To get the opinion/evaluation of the training by the trainees, an easy, understandable feedback tools were also developed and finalized at this stage by getting consent of BRCP-1 authority. Moreover, a monitoring and an evaluation plan and check-list were also developed with specific measurement indicators.

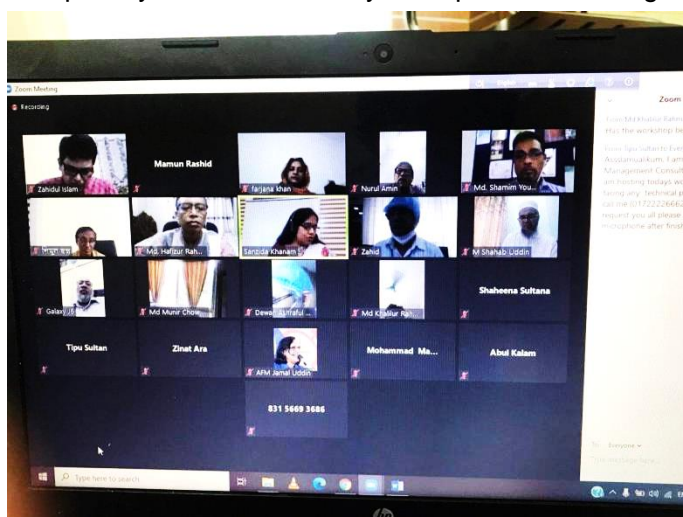
Then, On behalf of Bandhan Society (BS), the Management of **Bangladesh Regional Connectivity Project-1** has communicated and organized an online workshop to review, discuss and to recommend suggestions for finalizing the Training Materials (Training Module & Training Manual and training plan) already have developed by Bandhan Society to implement training activities of the project Designing and Implementing Training Program for Increasing Women's Participation in the Cut Flower Sector in Bangladesh under Bangladesh Regional Connectivity Project-1.

Date of the workshop: 13 June, 2020

Chief Guest: Mr. Hafizur Rahman, DG, WTO Cell, MoC.

President: Zinat Ara PD, BRCP-1 and Joint Secretary, Ministry of Commerce

List of online workshop participants is given below:



Screen shot of the online workshop for Training Module, Training Manual and Training Plan finalization

Mr. Munir Chowdhury, National Trade Expert (Ex Additional Secretary), BRCP-1, MoC.

Dr. M. Shahab Uddin, Director, AIS, MoA, Khamarbari.

Mr. Mohammad Mahbubur Rahman Patwary, Director-3 (Deputy Secretary), WTO Cell, MoC
Mr. Md. Khalilur Rahman, Deputy Director-3, WTO Cell, MoF
Mr. Dewan Ashraful Hossain, Deputy Director, DAM, Khamarbari.
Mr. Shah Md. Akramul Hoque, Additional Director, DAE, Khamarbari
Mr. Md. Nurul Amin, Vice-President, Bangladesh Flower Grower & Exports Association
Mr. Mirja Abul Fazal Md. Touhidur Rahman, Research Officer, Bangladesh Tariff Commission,
Mr. Abul Kalam, Manager (Accounts & finance), Bangladesh Women Chamber of Commerce & Industry
Project Manager, BRCP-1, MoC,
Mr. Saheena Sultana, Gender Specialist, BRCP-1, MoC,
Mr. Sanzida Khanam, Executive Director, Bandhan Society,
Dr. Md. Shamim A. Yousuf, Lead Training Expert & Consultant, Bandhan Society
Dr. AFM Jamal Uddin, Floriculture Expert & Professor, Sher-e- Bangla Agricultural University
Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur
Dr. Zahidul Islam, Freelance Consultant & Value Chain Expert, Bandhan Society.
Md. Abu Bakar Siddique, Director, Bandhan Society

In that workshop, Bandhan Society has discussed elaborately the Training Manual, Training Schedule as well as Training Plan. Some of the participants have made comments and suggestions instantly in the workshop and some have sent written suggestions later on through BRCP-1 Management to Bandhan Society. Earlier, Training schedule was prepared on 18 sessions and in the Training Manual and Training Module were also developed accordingly. However, after incorporating all suggestions and feedback from that online workshop, Bandhan Society has blended some production related topics, elaborated some market and business related topics and developed revised Training Schedule of total 14 Sessions and accordingly revised Training Module and Training Manual and other training materials as well.

All these training materials were again sent to the Management of BRCP-1 and they gave their consent to organize 2 Pilot Training batches to understand the efficacy and effectiveness of the training materials developed as well as to fine tune these training materials (if needed) prior to final approval.

After conducting pilot training through the training module, manual and schedule and incorporating all suggestions and doing other corrections, these training materials have been finalized and have approved to organize the training for 40 batches. Approved final training schedule is enclosed in this report as **Annexure-01**.

7.2.2 Pilot Training

After getting consent from BRCP-1 Management on the developed training materials, Bandhan Society has organized 2 Pilot Training to test the training materials (Module, Manual & Audio-visual materials) developed by Bandhan Society for the skill development training of the cut flower

women entrepreneurs. Bandhan Society organized first Pilot Training from 11th October, 2020 to 15th October, 2020 at Jashore and second one was from 18th October, 2020 to 22nd October, 2020 at Jhenaidah district.

The feedback from the pilot training as well as suggestions from other concerns, the training schedule, Module, Manual & Audio-visual materials were adjusted and finalized to implement full-scale training activities.

7.2.2.1 Objective of the Pilot Training

The broad objective of the Pilot Training was to understand whether the training manual and module are appropriate for the targeted participants. However, some specific objectives of the Pilot Training were

- To test the practicality and efficiency of the developed training Manual & Module
- To find out gaps & laps of the training Manual & Module prior to approval by the BRCP-1
- To judge the capability of the trainers in imparting the training
- To judge the capacity of the training firm on organization, time management and logistics support for smooth running of the training activities.
- To fill the laps & gaps and finalize the training Manual & Module

7.2.2.2 Pilot Training Organization

In the inauguration session of the Jashore Pilot training, Honorable Project Director of Bangladesh Regional Connectivity Project-1 Mr. Mijanur Rahman, Joint Secretary, Ministry of Commerce was present as Chief Guest. Mr. Badal Chandra Biswas, Deputy Director, Department of Agriculture Extension, Jashore; Mr. Arafat Rahman, Upazila Nirbahi Officer, Jhikargacha, and Mr. Abdur Rahim, President, Bangladesh Flower Society were present in the inauguration session as Special Guest. This session was chaired by Ms. Sanzida Khanam, Executive Director, Bandhan Society.



Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce, is talking in the 1st Pilot Training as Chief Guest

After inaugural session, the full swing training was imparted for 5 days. All sessions were conducted using training manual, module and other training materials already developed by Bandhan Society. At the very beginning of the training, all the participants received a bag with notebook, pen, one copy of training manual and other training notes.

At the end of 5th day training, a closing session was organized where, feedback from the trainees



Ms. Subarna Rani Saha, UNO, Kaligonj, Jhenaidah, is distributing certificate among the trainees of 2nd Pilot Training as Chief Guest of closing Session.

as well as from the guests on all aspects of training i.e. training organization, venue, time management, trainer's preparation & capacity, training methods, scope of interaction among the trainees and finally, effectiveness of the training module, manual and other training materials were received and recorded. Before the closing of 5-days training, certificate was provided to the all trainees for successful completion of the training.

7.2.2.3 Suggestions/Recommendations to adjust Training Curriculum

Bandhan Society had intended to organize the training effectively and efficiently and its reflection has observed through the increased knowledge of the trainees (from pre & post training test) as well as their evaluation of the training activities. They were satisfied on training organization, management, logistics supplied and on training contents. However, from the 2 Pilot Training, there were some recommendations for further improvement of the Training Manual, schedule and other training materials. Their suggestions are described in the next pages –

7.2.2.3.1 Suggestions/Recommendations from Trainees

- In some sessions, time duration was not enough, needs to reconsider the time duration for different sessions
- Need to include more video presentations on preparing different bouquets, packaging techniques and other ornamental use of flowers
- Through the training, should inform the trainees about the sources of quality planting materials and other flower growing inputs
- Video presentation on compost, FYM preparation with preparation of organic pesticides
- More video presentation on harmful insects
- Information on insects repeated in some sessions, are needed to revise
- Propagating materials issues have been repeated, need to revise
- Where & how one can get VAT certificate and eTIN certificate, need to discuss in training
- This training should be organized for 2 weeks.

7.2.2.3.2 Suggestions/Recommendations from BRCP-1

- **Flower cultivation in Bangladesh topics** was too long about 90 minutes, it should be shorter, 30 minutes could be enough for giving an overview on this topic.
- **Regarding the flower production technologies** - All these sessions are relevant for majority of participants but the moderator should welcome particular questions/challenges that the participants face specific to that area/cluster. If the trainer does not have the answers ready for those questions, he/she should collect the information and go back with the answer(s) the next day. 14.75 hours have been dedicated to this session, which should be wisely managed according to the profile of the batches. Consider re-arranging the hours to the next sections (3 & 4) by incorporating practical/audio-visual demonstrations.



Ms. Shaheena Sultana, Gender Specialist and Mr. Tipu Sultan, IT Expert, BRCP-1, were present in the Pilot Training to monitor and to observe training activities.

- **Good Agricultural Practices (GAP)** - Highly relevant and appreciated by the participants but audio-visual demonstration must be incorporated. 1 hour has been allocated to this session, which should have more focus and a demonstrative part must be included in this session.
- **Post-harvest management and value addition** - The most significant, relevant and heavily demanded session but needs more practical demonstration (use of audio-visual is imperative). 2 hours have been given to this session which is far less than the expectations of the trainees. This section must be elaborated with more information, demonstration and practical exercises, if possible. This section will add value to the skills of the trainees who like to expand their markets, minimize wastage and increase sales & profit.
- **Flower market, market linkage development & networking** - This session is also very important part of the training where the participants are provided with a good introduction of how to prepare for national and international markets. 1.5 hours may not be enough for all 40 batches; hence, moderator should rearrange the hours according to the demand of the participants.
- **Addressing gender issues in cut-flower sector** - 1 hour has been good enough to discuss and compile the suggestions from the participants. The session must be participatory and the moderator must be a good communicator and highly respectful to the participants.

- **Orientation on flower value chain** - Once the value chain is explained a physical (human) chain provided a good understanding of the chain where actors are adding value in each step. 1.25 hours has been adequate to explain this session.
- **Orientation on flower export market** - This session has aroused the interest of many participants who aspire to export their products. 1 hour may not be enough if audio-visual is included in this session, also, the BRCP Trade Portal and ITC Export Potential Map websites
- **Quality of moderators** - Not all moderators have the same quality, some of them have less management capacity while participants are being less active, un-attentive or even dominating at times. Moderators should be little more in control of the classroom/sessions.
- **Time management:** So far time management was good for the pilot batches, however, sessions should be moderated as per the profile of the trainees. Some batches may require more time on cultivation process sessions but other may want to know more on post-harvesting handling or market access. This should always be kept on mind while running the sessions.
- **Although the module and manual of cut-flower training** have a session on income & expenditure calculation for different flowers, more time should be dedicated to this session to enrich participants' understanding and skill as entrepreneurs. Practical 'try-out' sessions on book keepings, requirements for bank loans, financial planning must be incorporated in this session.

7.2.2.3.3 Observation by the Monitoring Team of Bandhan Society

Bandhan Society had also keen interest to understand the effectiveness and acceptances of the Training Manual as well as to understand the capacity of the trainers to impart the training. Therefore, they have also some observations to review to make the Training Manual final. The observations are as follows-

- One trainer could not perform well in imparting the training and he must be replaced
- Income and expenditure of cultivating different cut flowers session was seemed as less important, instead of this, accounts & bookkeeping may include in the entrepreneur development session.
- Time allocation for different sessions was needed to revise
- Trainees have enjoyed as well as have learned more from the video presentation, therefore, as much as there are scope, video presentation should be included.
- Flower market, market linkage development & networking session is a bit harder to the trainees. For more explanation and clarity, time of this session may be increased.

- Some issues have been repeated in 2 sessions, these should be considered during finalization of the Manual
- On the basis of importance and time required, session sequence can be rearranged

This monitoring team also acknowledge the issues/recommendations raised/provided by the trainees as well as by the BRCP-1.

Therefore, all the training materials including module, manual, schedule including training curriculum have been corrected/refined and submitted again to the BRCP-1 Management for approval as final. After having green signal from BRCP-1, Bandhan Society has printed & multiply all training materials as well as organized all logistics to get start implementing training of the cut flower women entrepreneurs.

7.3 Implementation of Skill Development Training Activities

Due to COVID-19 infestation worldwide including Bangladesh, activities of Bandhan Society have been slowed down a bit, which was monitored by BRCP-1 very closely. However, after a bit improvement of CORONA situation and having consent from BECP-1, Bandhan Society has developed a plan to organize training for the 1000 participants (Female – 750 & male – 250) who are involved in cut flower sector. As per BRCP-1 Management's suggestion, Bandhan Society has insisted by utilizing the developed training materials (Curriculum, Module, Manual, Poster, Flip Chart and Power Point Presentations etc.) for the training program.

7.3.1 Objectives of the Training Implementation

Though the ultimate objectives of the training are increase women participation in the cut flower sector, come up women as an entrepreneur of cut flower with flower exporting activities in near future. There are some specific objectives the training, which are described below –

- a. To aware & make participants more skill on modern technologies of cultivating Rose, Tuberose, Marigold, Gerbera, Gladiolus and Lilium flowers, GAP and phyto-sanitary measures;
- b. To aware and to educate the trainees on market, marketing, market & linkage development, networking, flower value chain and value addition and usages of ICT apps for marketing;
- c. To aware and to make skill the trainees on importance of post-harvest activities of different flowers, post-harvest handling and packaging to increase vase-life of different flowers;
- d. To aware and to educate the trainees on entrepreneur and enterprise, business, flower business plan, customers dealings, leadership, financial management – accounting, bookkeeping & record keeping and
- e. To aware trainees on different procedures & formalities for export market and to educate trainees on procedure of getting Trade license, TIN Registration, Phyto-sanitary certificate, Bank loan and opening a Bank account.

7.3.2 Training Methods and Activities

The training has been designed for the persons (male & female both) who are involved in the cut flower sector and participants were selected a bit earlier by visiting the flower growing areas as well as by consulting with concern stakeholders (DAE, DAM, BFA & Flower Production Groups etc.). Based on the developed Curriculum, a final Training Manual was developed and the 5-days training was forwarded as per guide and instructions of the Training Module and Training Manual. The below methods were followed to conduct individual sessions of the training -

- Power Point Presentation
- Lecture with participatory discussions
- Group Discussion
- Group exercise and assignments

- Individual exercises
- Video Presentation
- Field Visit

7.3.2.1 ToT for the Master Trainers

At the very beginning of the training for the 40 batches of training, Bandhan Society has organized ToT for 8 persons on “Women entrepreneurship development in cut flower sector”. The ToT was organized for 4 days and it was conducted in the same way that the Master Trainers would impart the training in the fields. All experts of cut flower project of Bandhan Society along with guest facilitator Dr Farjana Nasrin Khan, PSO, Floriculture Department, BARI were present in the ToT of the Master Trainers and conducted the different sessions. From the BRCP-1 side, Ms. Shaheena Sultana, gender Specialist and Mr. Tipu Sultan, IT Consultant were present several days to monitor ToT activities imparted.



ToT of the Master Trainer at the beginning of training activities at Bandhan Society's Training Room

In the ToT session, the trainers were teaching not only contents of each training session but also on training imparting techniques, word selection during lecture, body language of the trainers, techniques of participatory training, involvement of all participants in the discussion session and Group Work and finally, the way of

review/recap of every session at the end of the training session. All the observers and persons monitored the ToT activities, pinioned that ToT was performed very effectively by the Bandhan Society. They hoped for best success for all the Master Trainers.

After the ToT of 8 Master Trainers, Bandhan Society has selected best 4 trainers for this training program. The selected Master Trainers are qualified and experienced in facilitating training activities in agriculture and agricultural production, flower cultivation, finance & accounting, marketing and networking; they are:

- Muhammad Mamun-Ur-Rashid, M.B.A, Master Trainer, Bandhan Society
- Md. Khairuzzaman Khan, M.B.A, Master Trainer, Bandhan Society
- Tarafder Muktadir Hossain, M. Sc. Ag (Horticulture), Master Trainer, Bandhan Society
- Ridwan Nur, M.Sc. Ag (Horticulture), Master Trainer, Bandhan Society

Besides these Master Trainers, Bandhan Society has other project experts to enhance training activities at field level. Bandhan Society has planned in a way that at least one from the project experts would present at each and every batch of the training. It was appreciated by the BRCP-1 Management and Bandhan Society has strictly maintained the plan. The Project Experts are

- a. Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society
- b. Dr. Shamim Ahamed Yousuf, Lead Training Expert, Cut Flower Project, Bandhan Society and Agricultural Expert, Blue Gold Program, BWDB
- c. Dr. Jamal Uddin, Cut Flower Expert, Cut Flower Project, Bandhan Society and Prof. Department of Horticulture, Sher-e-Bangla Agricultural University
- e. Dr. Zahidul Islam, Value Chain Expert, Cut Flower Project, Bandhan Society and
- f. Dr. Farjana Nasrin Khan, Principle Scientific Officer, Floriculture Department, BARI was in the team as special floriculture expert to enhance training activities.

Keeping in mind the adult learning system, the training was imparted participatory way with enough power point presentation, video documents screening, group work & presentation, flower farm/market or shop visit and practical demonstration, citing example from participants' real life so that, the participants can learn with fun and enjoyment. Beyond project experts, Bandhan Society has invited some guest trainers in different batches from local level who had relevant knowledge and experiences to enrich the training program. Some of those trainers are



ED, Bandhan Society, Ms. Shaheena Sultan, Gender Specialist, BRCP-1 and Dr. Farjana Nasrin Khan, PSO, BARI were in the ToT of Master Trainers

- Mr. Md. Ali Hasan, DD, DAE, Chuadanga
- Mr. Badal Chandra Biswas, DD, DAE, Jashore
- Mr. Kripanshu Shekhor Biswas, DD, DAE, Jhenaidah
- Mr. Bijoy Krishna Haldar, DTO, DAE, Jhenaidah
- Mr. Mohsin Ali, UAO, Kortchandpur, DAE, Jhenaidah
- Md. Masud Hossain Palash, UAO, Jhikargacha, DAE, Jashore
- Mr. Sotham Kumar Shil, UAO, Sharsha, DAE, Jashore
- Mr. Rafiqul Islam, Upazila Agriculture Officer, Lalpur, DAE, Natore
- Mr. Sajjad Hosain Khan, DMO, DAM, Jashore
- Md. Nazmul Hasan, AEO, Sharsha, DAE, Jashore

7.3.3 Brief on Training Batches Organized at Four Flower Producing Regions

During the month of November 2020, Bandhan Society could organize total eight batches of training at different places of Jhenaidah district whereas, in the month of December 2020, they could organize total six batches of training at different places of Jhenaidah district and Chuadanga district areas. Then, in the month of January 2021, Bandhan Society could organize total 9 batches of training at Jhikargacha Upazila of Jashore district and Jibannagar Upazila of Chuadanga district areas.

During the month of February 2021, Bandhan Society could organize total 6 batches of training at Lalpur Upazila of Natore district and Jhikargacha Upazila of Jashore district areas. In the month of March 2021, Bandhan Society could organize total eight batches of training at different places of Jhikargacha Upazila of Jashore district. Then, again due to second wave of COVID-19 in Bangladesh, due to suggestions from BRCP-1, all training activities of Bandhan Society have to delay for a while and recommence again in April 2021 and Bandhan Society could organize rest three batches of training of which 2 batches at Savar and one batch Dhaka city area of Dhaka district. Training batches have organized at different Upazala are given in below table –

Table 07: Upazila-wise Number of Batches Organized for Training

SI #	District	Name of Upazila	No, of batches organized
01	Jhenaidah	Jhenaidah Sadar	2
02		Kaligonj	4
03		Kotchandpur	4
04		Moheshpur	2
05	Chuadanga	Jibannagar	3
06	Natore	Lalpur	2
07	Jashore	Jhikargacha	18
		Sharsha	2
08	Dhaka	Saver	2
09		Dhaka city	1
	5 Districts	9 Upazilas & 1 City	40

Source: Skill development training by BS, N = 1000

The 5-days training of each batch was started at sharp 9:00 am and was continued until 5:00 pm daily. Participants were so interested & keen to attend the training that Bandhan Society was able to start the training with presence of 100 percent trainees at 9:00 am daily. Local administration (UNO, Chairman, UPs) and DAE were well informed on this training program and somebody from them were present at each of the training batch as Chief Guest and or Special Guest. At every training venue, at a time, in a separate hall-room, Bandhan Society has organized two batches of training to complete the training activities in the stipulated time frame. At least one expert from Bandhan Society was present in every batch of the training to monitor training quality as well as facilitate some of the sessions.



Dr. Farjana Nasrin Khan, PSO, BARI is imparting training session

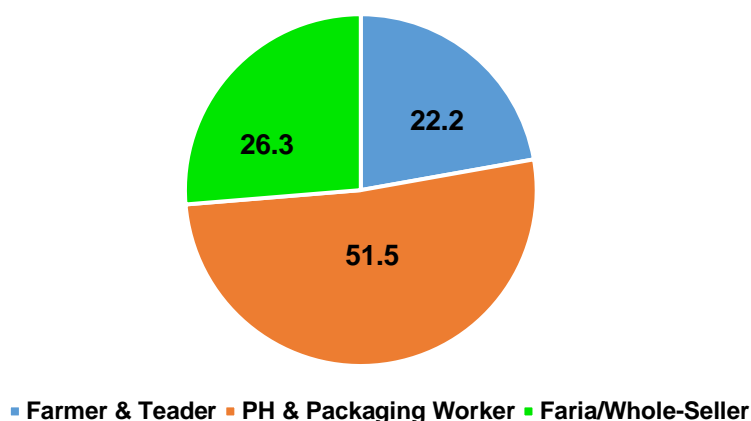
Table 7.1 Upazila-wise distribution of male and female trainees

SI #	Upazila/City	Trainees		
		Male	Female	Total
01	Jhenaidah Sadar	12	38	50
02	Kaligonj	26	74	100
03	Kotchandpur	22	78	100
04	Moheshpur	13	37	50
05	Jibannagar	19	56	75
06	Lalpur	12	38	50
07	Jhikargacha	112	338	450
08	Sharsha	13	37	50
09	Saver	12	38	50
10	Dhaka city	3	22	25
	Total	244	756	1000

Source: Documents of Skill development training by BS

As due to CORONA problems, all school/educational institutes were closed, which led scope to Bandhan Society to arrange the training batches at schools' hall room near to trainee's residences and in some sessions Head Master of concern schools were present as guest. It is observed from the Fig. 11 that out of total 1000 trainees, 22.2 percent of trainees were belong to farmers & traders section, 51.5 percent of trainees were from post-harvest & packaging section and 26.3 percent of trainees were belong to Paiker/Whole Seller of cut flower sector. And it is observed from the Table 7.1 those final women participants in the training were 75.6 percent of total trainees.

Fig.11: Percentage of Categories of Trainees



7.3.4 COVID-19 Measures during the Training

The whole world including Bangladesh is suffering from pandemic COVID-19 problem. As it is very infectious virus, government has restricted gatherings and many of the normal activities of everyday life. However, for emergency work, government has announced WHO's safety guideline for all like maintaining of social distancing (One meter distance) from one to another, frequent hand sanitization by appropriate sanitizers, use of mask



Hand sanitizing of participants and mask distribution before entering training venue



Hand wash activity by soap by following WHO guideline prior to enter at training venue.

continuously when staying at outside home, wash hands with soap continuously for 20 seconds prior entrance to home or coming to a meeting from outside etc. This said training is a time bound activities for Bandhan Society; so, it was emergency for them to organize the training at field level. That was why; Bandhan Society has to follow all the measures mentioned in the COVID-19 protection guideline.

Every day before starting the training session, the training hall has to sterilize by spraying appropriate sanitizers. Hand wash materials have been installed outside training hall and all participants have to wash their hands with soap prior to enter to the training hall, these are mandatory for every day of the training. Besides, every participant will have a mask along with other training materials. Keeping in mind the social distancing issue, seat of the trainees has been kept 1 meter apart at every batch. Hand sanitizers is kept available always in the training hall for frequent usages.



Maintained social distancing in the training hall

7.3.5 Expectation of the Trainees from the Training Program

At the beginning of training of each batch, trainees were asked to express/inform their expectation from the proposed training program. These were collected through small group work and it was important identify and observe so that, trainers could incorporate all interested issues of the trainees in the training schedule to make the training more interesting. Expectations of trainees of all 40 batches have been compiled and are mentioned here below -

Expectations of the trainees -

1. What are modern technologies of flower cultivation
2. Want to learn how to control/manage insects of Marigold
3. How to control/manage different diseases of flowers specially tuberose
4. Measures against allergies in hand during handling, preparing garland of Marigold & flowers packaging of
5. What are the reasons of partial blossoms of flower?
6. Why plants do not response on fertilizers application as past?
7. Want to know from where we will have quality propagating materials
8. How can we grow seedlings of Marigold?
9. How to apply fertilizers in flowers or fertilizers management of flower farm
10. How we can increase flower yield?
11. Want to know about communication development techniques for getting better price
12. Want to learn about techniques of flower business
13. Want to learn about market system and marketing techniques
14. Production technology of chrysanthemum

15. How to control nematode problems in tuberose
16. How to control corm rot in Gladiolus
17. What are the prerequisites for doing business?
18. Intercultural practices for different flowers
19. Technologies for cultivating new flower varieties,
20. Want to know the symptoms of flower diseases
21. Get knowledge on soil treatment
22. Want to know about diseases and insects of chrysanthemum.
23. Techniques of producing quality flowers
24. How to improve quality of post-harvested flowers
25. Prevention of allergic problems during flower cultivation
26. Techniques of handling & caring of post-harvested flowers
27. Certificates and papers that are needed to start a business
28. How can increase vase-life of flowers
29. What are the Causes for more vegetative growth and less/no flower bearing habit
30. Causes of buds dry problem in marigold
31. Causes of deform buds & flowers in marigold
32. Knowledge on market management
33. Want to learn bouquet preparation
34. How can we increase our flower business?
35. Want to learn about by-product and value addition of flowers
36. Sources of improved flower varieties and quality propagating materials

7.3.6 Pre and Post Training Test

Prior to the starting the training activities, the knowledge level of the participants was evaluated through a set of training content related questions. English version set of questions for the pre and post training test is enclosed in this report as **annexure – 02**.

After imparting the training all through the 5 days on different issues covering the Training Manual, the knowledge level of the trainees was evaluated again with same set of questions. The training was imparted following the adult learning techniques and trainees have conceived a reasonable level of knowledge to be a good flower entrepreneur. Knowledge increment of the trainees by the training program can easily be understood from the results of pre and post training test. From the Table 08, it is revealed that out of 30, highest score and lowest score at pre-training test is 22 and 3 respectively with average 11.3 scores whereas, at post-training test, highest and lowest score is 30 and 17 respectively with an average of 25.2 scores.



Ms. Sharifa Khan, Additional Secretary (Dev.), Ministry of Commerce is talking with trainees during her visit the training at Jhikargacha

In the pre-training test, it is also observed that highest 38.6 percent trainees are belongs to score range of 6 – 10. Highest score (22) which is 73 percent of total score has achieved by only 6 trainees.

However, in the post training test, it is observed that highest 38 percent trainees are belongs to score range of 23 – 25 (i.e. 77% to 83% of total score) and maximum 180 trainees have acquired score 23 (which is 77% of total score). Highest score (30) which is 100 percent of total score has achieved by 12 trainees.

Reviewing the above facts, it is clear that lowest score in pre-training test was 3 whereas, in post-training test it was 17 and maximum score in pre-training test was 22 whereas, in post-training test it was 30 (Full number) again, average score in pre-test was about 11.3 and in post-test it was about 25.2. So, we can say that the training organized by Bandhan Society was very effective and successful.

Table 08: Score Range of the Trainees for Pre & Post Training Test

Pre-test				Post-test			
Score Range	Frequency	Percentage of Trainees	Mean	Score Range	Frequency	Percentage of Trainees	Mean
0 - 5	168	16.8	11.3	17 - 19	70	7	25.2
6 - 10	386	38.6		20 - 22	241	24.1	
11 - 15	324	32.4		23 - 25	380	38	
16 - 20	106	10.6		26 - 28	282	28.2	
21 - 22	16	1.6		29 -30	27	2.7	
Lowest score was 3 and highest was 22				Lowest score was 17 and highest was 30			

N = 1000, Total score = 30

7.3.7 Imparting Training Sessions

Engagement of quality trainers for conduction of a training program is a big issue. Without trained & skilled trainers, desirable result from the training cannot be achieved. For this training program, Bandhan Society has deployed four regular trainers, those are:

- a. Muhammad Mamun-Ur-Rashid, M.B.A, Master Trainer, Bandhan Society
- b. Md. Khairuzzaman Khan, MBA, Master Trainer, Bandhan Society
- c. Tarafder Muktedir Hossain, M. Sc. Ag (Horticulture), Master Trainer, Bandhan Society
- d. Ridwan Nur, M.Sc. Ag (Horticulture), Master Trainer, Bandhan Society



Dr. Zahidul Islam, VC Expert is imparting training session

All these trainers were qualified and experienced in facilitating training activities in agriculture and agricultural production, flower cultivation, finance & accounting, marketing and networking.

At the beginning of each training day, the Hosting Team Leader (HTL) used to hang the daily



Dr. Goyanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society is imparting training session



Practical work to learn Value Chain during training session

training schedule with time, subject, contains and trainer so that, all the trainees have a mental preparation on training issues. This HTL system also helped the participant to give-up shyness



Dr. Shamim Ahamed Yousuf, Lead Training Expert, Bandhan Society is imparting training session



Dr. Jamal Uddin, Floriculture Expert, Bandhan Society and Prof. Sher-e-Bangla AU is conducting training session

and mental inertia to be a leader. As maximum trainees were female and worked at remote rural level, the HTL system of training has developed leadership quality among some of the trainees at each batch.

The training was imparted participatory way with enough power point presentation, video documents screening, group work & presentation, flower farm/market or shop visit and practical demonstration, citing example from participants' real life so that, the participants can learn with fun and enjoyment.

7.3.7.1 Refresher ToT

After completion of 4 batches training, Dr. Shamim A. Yousuf, Lead Training Expert, Bandhan Society made a visit, observed full 2 days training by the Master Trainers then, has organized a refresher ToT for 4 persons on “Cut flower production and entrepreneurship development” at field level for 2 days on Friday & Saturday. During the refresher ToT, Dr. Shamim discussed on the training techniques, training delivery style and body-language of the Trainers had during the training session and what was really should be. He tried to point out the issues that would help trainees conceive the training issues easily. For that, subsequent 3 days, as part of refresher ToT, he facilitated all sessions of skill development training of women entrepreneurs so that, the Master Trainers had a scope to observe the session conduction techniques and procedures. And it was observed that the refresher ToT has developed a confidence and skill among the Master Trainers to impart the sessions of the training efficiently. For having more efficiency and refinement of training imparting techniques of the Master Trainers, another 2 refresher ToT were organized, of which one was after completion training of 15 batches and another one after completion of training of 25 batches. This initiative of refresher ToT has highly appreciated by the Management of BRCP-1.



Dr. Shamim A. Yousuf, Lead Training Expert, Bandhan Society is imparting refresher ToT to the Master Trainers at field level.

7.3.7.2 Group Work during Training Session

At the end of imparting some training sessions, the participants were involved to perform some group works. The main intension of the group work was to let them better understanding/conceive the training issues from each other of the group and to assess how much the participant had understood the training issues. In the earlier training batches, Bandhan Society has split the batch into 3 groups to perform session based group work. But, later on, after the suggestion from Project Manager, BRCP-1, from 5th batch and onward, each batch has split into 5 small groups to perform Group Works. The issues or topics of group works of different sessions are compiled and given below –

- Describe climate and soil for Lilium cultivation. What are the propagation materials of Lilium?
- Write about intercultural operation of Lilium.
- Write about intercultural operation of Marigold.
- Write about intercultural operation of Gladiolus and Gerbera.
- Write about intercultural operation of Rose.



One of the Master Trainer is observing Group Work activities during training session

- Write about irrigation system of Gladiolus and Gerbera.
- What about different varieties of Tuberose.
- Describe propagation of Marigold through seeds.
- Describe climate and soil for Marigold cultivation.
- Write about pinching, deadheading and pruning of Rose.
- How we can increase vase-life of flowers?
- What are the role of transportation in Post-harvest management of flowers?
- As a trader, what would be dealings with buyers?
- What are the problems in flower farming & business?
- What are the risks in flower farming & business?

- For flower marketing, what are the different ways of informing and disseminating to the customers?
- Mention importance ICT Apps for flower business with importance.
- Explain, what flower value chain is.



Trainees are presenting Group Work outputs to the house

- Do entry the income & expenditure (Will supply by the trainer) in the Cash & Ledger Books
- What are the qualities of a good leader?
- Describe the procedure and documents are needed to get loan from a Bank.

It was observed from the outcome of the group works that more than 95% of questions were answered correctly and that was why sometimes the trainers had to discuss further on some issues after the presentation of the group works.

7.3.7.3 Training Refinement

The suggestions provided by the monitoring team of BRCP-1, have been incorporated in the



Trainers are demonstrating preparation of Bordeaux mixture in the training session.



Facilitator is showing the finish work of preparing a bouquet

training program since batch - 7. After the suggestions from Dr. M. Shahab Uddin, Project Manager, BRCP-1, from training batch-7, demonstration of preparing Bordeaux mixture for flower diseases control and bouquet for flower value addition, have been started and it will continue until last batch of the training. Besides these, other recommendations like daily HTL selection, for group work, split the batch into 5 small groups have also been incorporated in the training schedule.

7.3.7.4 Field and Flower Shop Visit by the Trainees

Field visit means here, the visit of flower farms, flower market and or visit at flower shops by the trainees. This event was very important for the trainees to get practical knowledge as well as they would have scope to compare what they had learn in the class specially the production, pest management, post-harvest activities,



Practical training session at flower shop



Visited Gerbera farm to learn production & intercultural operations practically

flower market and marketing system, value addition of flowers etc. In every batch there was one-day mandatory provision for all trainees to visit flower farm, flower market and or flower shops by the guidance of trainers/experts.

They observed, talked with owner and persons

who are involved in taking care of whole things of production/market management / by-product or value addition aspect etc. It was really very interesting and effective event of the training. Trainees have learned a lot through the field visit as well as they have enjoyed the learning process. During the field visit, every trainee made some note on his or her observation.

After coming back from the field visit, there was a discussion and feedback session where, the trainees had scope to ask questions to the trainers on their observation – further queries or on some confusions. Here, for any question, trainer tried to get answer first from the participants to build the confidence among the trainees then, he concluded the answer.



Trainees are visited Tuberose farm to learn production & intercultural operations practically



Participants are observing packaging and market system at Ganna flower market, Jhenaidah

7.3.7.5 Closing Ceremony of training Batches

Closing of each of the training batch was an important event of the training. Second halves of the fifth day training was kept as closing session. In the closing session, persons from BRCP-1, local level DAE, local administration & LGIs and flower association were present as guests. During this session, post-training test for the trainees again, training and trainer's evaluation by the trainees were organized.



Mr. Mijanur Rahman, PD, BRCP-1 is distributing certificate among the trainees in closing session of one of the training batch

In the plenary session all guest appreciated the training and content of training and opinioned that this is our right time to think about cut flower sectors. DD, DAE, Jashore during one closing session, expressed his heartiest thanks to



Ms. Sharifa Khan, Then Additional Secretary (Dev.), Ministry of Commerce attended closing session of one training batch and distributed certificate among the trainees.

BRCP-1 as well as to Bandhan Society for implementing this important and time demanding training. In one training batch, observing the training, talking with trainees, Ms. Sharifa Khan, Then Additional Secretary (Dev.), Ministry of Commerce, was so impressed that in the closing session she urged to the participants and flower leaders to inform their demand for the betterment of this sector and she assured that she would look after their demand. Finally, she attended in certificate distribution event of closing session.



Mr. Badal Chandra Bishwas, DD, DAE, Jeshore is distributing certificate among the trainees in closing session of one of the training batch

7.3.8 Selection Procedure of Potential Participants for Future Training

As per project demand, Bandhan Society has identified some of the potential and progressive farmers and businesspersons from each of the training batch so that, if, BRCP-1 will want to organize any upgraded training for the cut flower entrepreneurs, they will have scope to identify easily the desirable persons. List of selected potential and progressive farmers and businesspersons from 40 batches of training is attached in this report. The methodology of the selection process of the Potential participant is described in below –

7.3.8.1 Methodology for Selecting Potential Participant

After the completion of this skill development training of women entrepreneurs of cut flower sector, all the participants of individual batch were asked to answer 5 questions. Those are –

- I. What are the jobs presently you are doing in the cut flower sector?
- II. After receiving this entrepreneurship development training, which are 5 actions of cut flower sector you may have planned to perform immediately?
- III. What are the inputs/services/supports you would be needed to fulfil/implement your plans?
- IV. What further training you may need in future to enhance your activities in cut flower sector?
- V. What are the resources/potentialities do you have to be an entrepreneur of cut flower sector?

To make easier to the trainees, each of the question had ready answer of multiple types; trainees would just tick on the issue appropriate to him/her. To find out appropriate and potential person for further training, Bandhan Society gave emphasis on the answer of question number V. For question no. V, there were 20 types of probable answers by the trainees. Those apparent answers were as –

- a. I have education of Level.
- b. I have farm size of decimals and have scope to expand up to decimals
- c. I have working experience in cut flower sector for Years

- d. I have receivedno. training on flower production
- e. I have received No. training on marketing & business management
- f. I have appreciation certificates from no. organizations
- g. I have trade license to work for cut flower sector
- h. I have TIN registration
- i. I have bank account of my business name
- j. I have good amount of capital to invest
- k. I have a dream to be a successful entrepreneur of cut flower sector
- l. I have own vehicle for flower transportation – van/Bi-cycle/Rickshaw
- m. I am maintaining books of account of my business
- n. I have an office of my business
- o. I have flower shop/sale centre
- p. I have skill persons to work for me
- q. I have good linkage with service provides and concern authorities
- r. I have good linkage with cut flower value-chain actors
- s. I know how to operate smart phone with internet browsing
- t. I have experience to use diff. ICT apps for having services in cut flower production/ business

Then, Bandhan Society has put score 5 for each of the answer and calculated total score from question no. V for each of the trainees. Then, the acquired score turned in to 50% score. Again, Master Trainers of Bandhan Society had assessed individual trainee of each batch through structured format of 10(Ten) issues. Each issue had 10 points. All Master Trainers were involved in the trainees' assessment process. Then, total acquired score of a trainee has turned into 40% score. Then, a score sheet was prepared by adding 10% score from post-training test plus 40% score from Trainers' assessment plus 50% score from the answer of question no. V. Then, all Master Trainers will sit together and analyse the score sheet along with the answers of the other 4 questions as well as some unseen/non-measurable issues. Those who had obtained 60 and above score, were selected and listed as potential participant from each of the batch. The list was compiled monthly and has sent to the Management of BRCP-1 along with monthly progress report. In this process, Bandhan Society has selected total 356 potential trainees for further training by the BRCP-1. However, the list of the potential trainees is enclosed herewith this report as **annexure-03**.

Issues through which Master Trainers will assess the trainees are –

- i. Education
- ii. Age and smartness
- iii. Length of experiences in cut flower sector

- iv. Scope for expansion his/her business
- v. Interest & responses in the training class
- vi. Interest & intension towards GAP and Phyto-sanitary issues
- vii. Knowledge on basic accounting
- viii. Basic knowledge on market system/value chain
- ix. Leadership quality
- x. Willingness to be an entrepreneur

Design of Trainee Assessment Format by the Master Trainers

Sl. #	Name of trainees	Obtained score on assessment issues										Total Score	40% of Score
		i	ii	iii	iv	v	vi	vii	viii	ix	x		

7.3.8.2 Detailed of Selected Potential Trainees

So, through the above mentioned process, Bandhan Society has identified total 356 potential persons from 42 training batches (Including 2 Pilot Training batches). Individual particulars and plan including NID number of these 356 persons are given in this report as annexurs. Out of these 356 persons, 41 persons from Jhenaidah Sadar Upazila, 19 persons from Kotchandpur Upazila, 24 persons from KaligonjUpazila and 18 persons from Moheshpur Upazila of Jhenaidah district; 21 persons from Jibannagar Upazila of Chuadanga district, 11 persons from Lalpur Upazila of Natore district, 201 persons from Jhikargacha Upazila of Jashore district and 15 persons from Savar Upazila of Dhaka district and 6 persons were also selected as potential persons from Dhaka city areas. After having this training, now they all have some ambitions for the betterment of the cut flower sector as well to develop themselves as entrepreneurs of cut flowers.

From the Table 08.1 it is observed that selected 356 persons have planned to perform 7 types of major jobs of cut flower sector. If, we compile same types of work in one bundle, then the planned/customized work would be as:

1. Planned to perform on Value Addition, Processing and establish flower shop by 169 persons
2. Flower business at domestic level (Combining Flower business, Business with new variety, Expand business size, work as Faria, Retailer & Whole Sellers) by 37 persons
3. Export trading by 47 persons
4. Production of quality flower (Combining New flower producers) by 69 persons and
5. Establishment of flower nursery/propagating materials center and other flower inputs trading by 34 persons

Table 08.1: Location-wise Plan of Customize Action by the Selected Potential Trainees

Sl	Name of Upazila	Value Addition & Flower shop		Extent Business	Start flower trading as Faria	Export			By-Product Production						Planned for new flower Variety				Input Business	Fower Whole Seller	Propagating Materials Development	Total
		As sale outlet	For Trade			With own flowers	With own & collected	Trading with collected	Perfume from Tuberos	Perfume from Rose	Fertilizer from Marigold	Cosmetic from Marigold	Dry Flower Production	Rose water Production	Gerbera	Marigold	Dutch rose	Rose				
1	Jhenaidah Sadar	1	14	0	2	1	0	2	4	0	6	3	0	0	4	0	0	0	4	0	0	41
2	Kotchandpur	1	3	0	1	1	1	0	5	0	2	1	0	0	0	0	1	0	1	1	1	19
3	Kaligonj	4	1	0	2	1	0	0	2	0	5	2	0	0	3	2	0	1	1	0	0	24
4	Moheshpur	1	0	0	2	0	2	0	0	0	2	0	1	0	0	9	0	1	0	0	0	18
5	Jibannagar	0	0	0	0	0	3	0	2	0	3	1	1	0	0	4	0	3	1	0	3	21
6	Lalpur	0	3	0	0	0	3	1	0	2	0	0	0	1	0	1	0	0	0	0	0	11
7	Jhikargacha	5	51	0	26	3	15	14	0	11	1	2	7	10	31	2	1	0	10	0	12	201
8	Savar	2	0	0	0	0	0	0	0	1	1	0	2	3	6	0	0	0	0	0	0	15
9	Dhaka City	0	0	2	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	0	6
Total		14	72	2	33	6	24	17	13	15	20	9	12	14	44	18	2	5	18	2	16	356

7.3.8.2.1 Particulars of Selected Potential Persons of Kaligonj Upazila

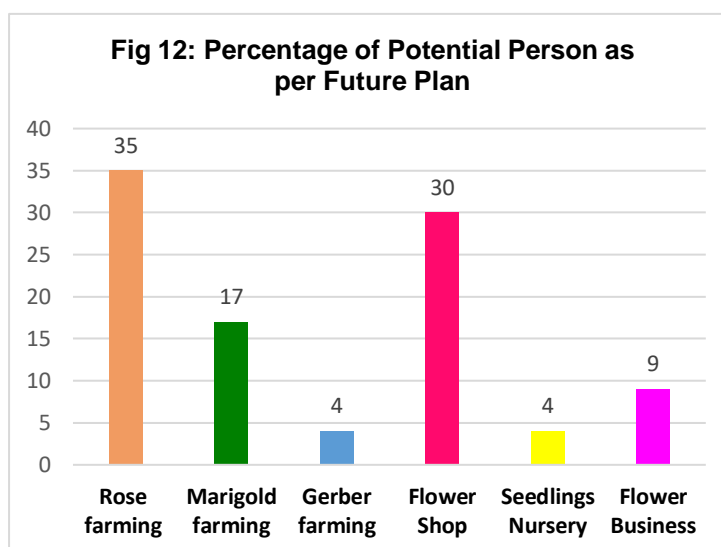
Kaligonj Upazila of Jhenaidah district is mainly known as marigold growing area, however, some farmers are growing both marigold & tuberose in this area as well. Most of the selected potential persons of this Upazila are involved with marigold & tuberose production and marketing issues. The present involvement and after this training, plan of these potential persons are given in following table.

Table 09: Particulars of Selected Potential Persons of Kaligonj Upazila

SI.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Involved with post-harvest and packaging work of marigold and tuberose flowers	Wish to be a rose farmer along with establishment of flower Nursery for different seedlings.	1	Rose farming & Propagating Materials Seller.
02	Involved with post-harvest and packaging work of marigold and tuberose flowers	Want to be a rose farmer & trader by setting a farm	2	Rose farming
03	Involved with post-harvest and packaging work of marigold and tuberose flowers	Want to be a Gerbera farmer & trader by setting a farm	1	Gerbera farming
04	Marigold and tuberose farming and trading	Include Rose farming as a new variety for trading	3	Rose farming
05	Marigold and tuberose farming and trading	Wish to be a trader at upper level of flower value chain	2	Flower Business

06	Marigold Wholesaler	Want to establish flower shop along with present role.	5	Flower shop
07	Marigold and tuberose farming and trading	Want to establish flower shop along with present role	2	Flower shop
08	Marigold farming & trading	Want to be a rose farmer & trader by setting a farm	3	Rose farming
09	Involved with post-harvest and packaging work of marigold flower	Want to be a Marigold farmer & trader by setting a farm	4	Marigold farming

So, it is observed from above table and Fig 12, that the potential participants Bandhan Society has selected for future training are involved in 5 types of activities of cut flower sector and after having this training, they have planned for 6 types of activities to be an entrepreneur of cut flower sector. It is also observed from the Fig 12, 56 percent of potential persons of KaligonjUpazila wish for growing flowers of new varieties (Rose & Gerbera) including 17 percent of selected persons who were involved as post-harvest activities now, have planned for Marigold farming & trading. 30 percent of potential persons who were mainly involved as wholesaler of flowers, have planned for establishing flower shop along with their existing activities.



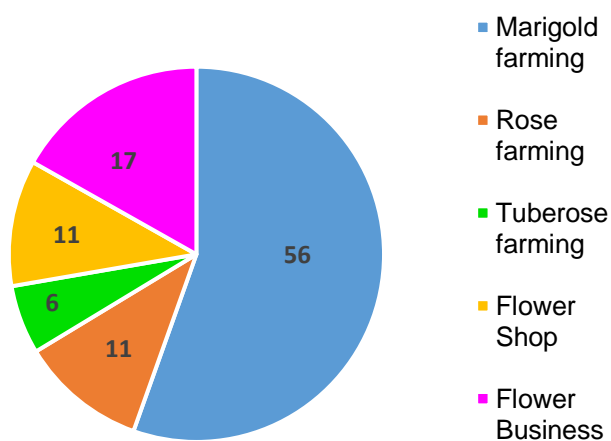
7.3.8.2.2 Particulars of Selected Potential Persons of Moheshpur Upazila

Moheshpur Upazila of Jhenaidah is Marigold dominant area. Eventually, the potential persons have selected by Bandhan Society for future training are involved with marigold production and marketing. The present involvement and after this training, plan of these potential persons of Moheshpur Upazila are given in following table –

Table 10: Particulars of Selected Potential Persons of Moheshpur Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Involved with post-harvest and packaging work of marigold flower	Want to be a Marigold farmer & trader by setting a farm	9	Marigold farming
02	Marigold Wholesaler	Want to establish flower shop along with present role.	1	Flower Shop
03	Marigold farming & trading	Expand present farming and trading	1	Marigold farming
04	Marigold farming & trading	Want to establish flower shop along with present role.	1	Flower Shop
05	Marigold farming & trading	Want to be a rose farmer & trader by setting a farm	2	Rose farming
06	Tuberose farming & trading	Expand present farming and trading volume	1	Tuberose farming
07	Marigold farming & trading	Want to be a flower wholesaler	3	Business (Value chain Actor)

It is observed from the above table as well as from the Fig. 13 that all the post-harvest & packaging personnel of marigold flower and another one existing farmer i.e. 56 percent of potential persons of Moheshpur have planned for modern cultivation of marigold to have better yield of quality flowers. Besides, 17 percent of the potential persons have a plan for doing flower business at upper level forward Actor of flower value chain. Some 11 percent of potential persons have a plan to establish flower shop along with their existing activities. Another 11 percent of potential persons of Moheshpur have a plan to start rose farming business as new flower variety along with existing flower farming business.

Fig 13: Percentage of Potential Person as per Future Plan

7.3.8.2.3 Particulars of Selected Potential Persons of Jibannagar Upazila

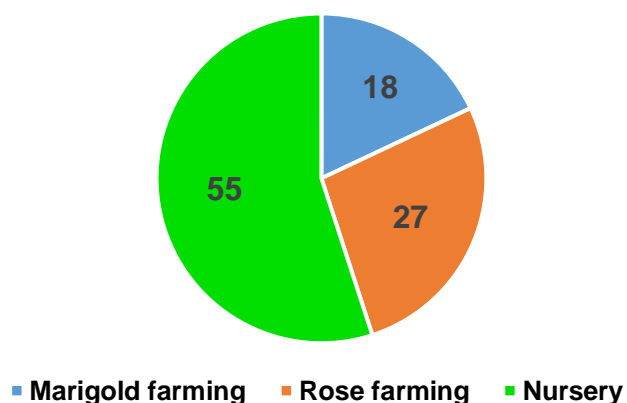
Marigold is the main flower of Jibannagar Upazila area. However, many of the farmers are growing chrysanthemum and tuberose flowers in this area also. The potential persons have selected from this area are also involved with all these flowers. The present involvement and after this training, plan of these potential persons of Jibannagar Upazila area are given in following table –

Table 11: Particulars of Selected Potential Persons of Jibannagar Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Marigold, Chrysanthemum & Tuberose farming & trading	Want to establish flower seedlings nursery along with present role	6	Propagating materials seller (Flower Nursery Business)
02	Involved with post-harvest and packaging work of marigold & tuberose flower	Want to be a Rose farmer & trader by setting a farm	3	Rose farming
03	Marigold, Chrysanthemum & Tuberose farming & trading	Expand present farming and trading volume	2	Marigold farming

It is observed from the above table as well as from the Fig. 13 that all potential persons of Jibannagar Upazila areas are mainly involved in flower farming & trading and in post-harvest and packaging activities. But after the training, about 55 percent of potential persons have planned for involving in raising propagating materials for business. About 27 percent of potential persons will involve in producing rose along with his/her existing varieties and about 18 percent of selected potential persons have planned to expand their existing flower growing business with more lands and more investment for quality flowers.

Fig 13: Percentage of Potential Person as per Future Plan

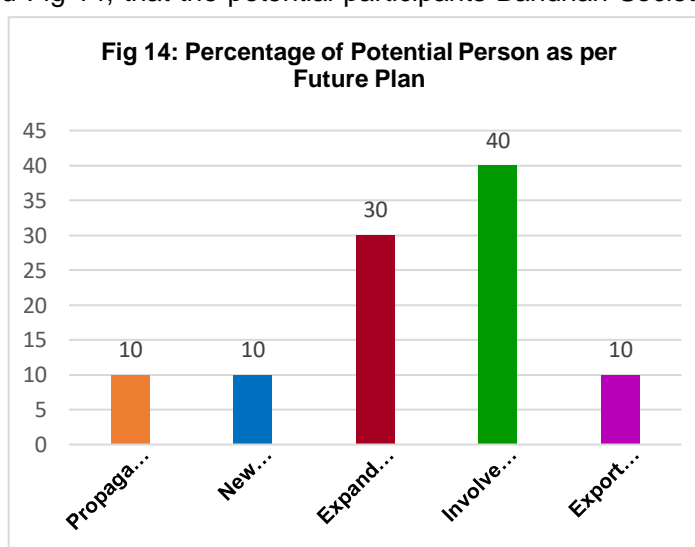


Another selected potential trainee from Jibannagar Upazila area had a bit different in view regarding the training experiences. The present involvement and after this training, plan of these potential persons are given in following table:

Table 11.1: Particulars of Selected Potential Persons of Jibannagar Upazila

SI.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Marigold farming and trading	Wish to be a marigold farmer along with establishment of nursery for different flowers.	1	Marigold farming & Propagating Materials Seller.
02	Marigold farming and trading	Want to be a gerbera farmer & trader along with existing one.	1	Gerbera farming and trading
03	Marigold farming and trading	Expand land and trade size with existing flower variety	3	Expand farm and trade size
04	Involved with post-harvest and packaging work of marigold	Along with existing work, want to be a marigold farmer & trader by setting a farm	4	Marigold farming and trading
05	Marigold flower business (Purchase & wholesale)	Want to be a flower exporter	1	Export marketing

So, it is observed from above table and Fig 14, that the potential participants Bandhan Society has selected for future training from Jibannagar Upazila were involved in 3 types of activities of cut flower sector and after having this training, they have planned for 5 types of activities to be an entrepreneur of cut flower sector. It is also observed from the Fig 14 that 40 percent of potential persons of Jibannagar Upazila were involved in post-harvest & packaging works and after the training, they have planned for growing flowers as well. Again, 30 percent of selected persons who were just growing marigold as other crops now, have planned for expanding farm size as well as trade size as they have learned importance of flower business. Besides, separately each of 10 percent of selected potential persons have planned for establishment of nursery of propagating materials, for growing flower of new variety (Gerbera) and for expand their business at export market level.



7.3.8.2.4 Particulars of Selected Potential Persons of Jhikargacha Upazila

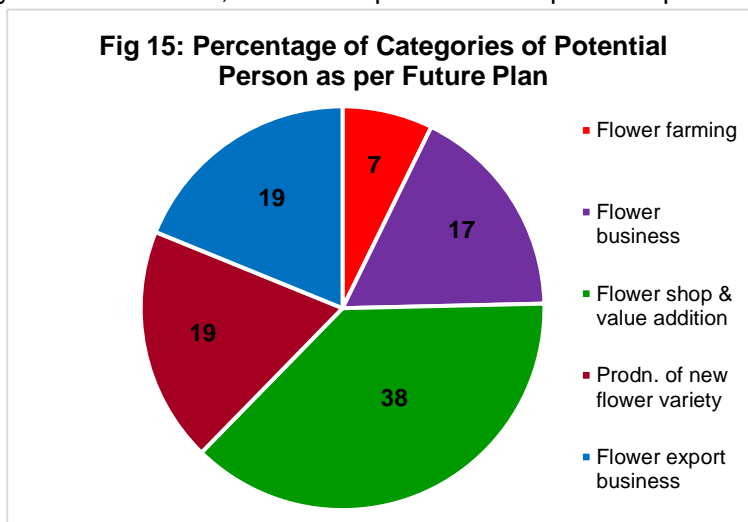
Jhikargacha Upazila of Jashore is an area of multiple flower varieties with dominance by tuberose. Eventually, the potential persons have selected by Bandhan Society for future training are involved with production, trading & marketing and post-harvest & packaging activities. The present involvement and after this training, plan of some of these potential persons of Jhikargacha Upazila are given in following table –

Table 12: Particulars of Selected Potential Persons of Jhikargacha Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Involved with only post-harvest and packaging work of flowers	Want to be a flower grower & trader by setting a farm	5	Flower farming
		Want to be a flower business person	6	Flower business
		Want to establish flower shop	6	Flower shop & value addition
02	Involved in rose or gladiolus or tuberose farming & trading.	Want to grow new variety (gerbera) of flower	8	Flower farming with new variety
		Want to establish flower shop	4	Flower shop & value addition
		Want to be a domestic flower business person	2	Flower business
		Want to be a flower export business person	2	Flower export business
03	Involved in wholesale trading (Paiker) of different flowers	Want to establish flower shop along with existing business	12	Flower shop & value addition
04	Involved in flower farming and post-harvest & packaging works Marigold farming & trading	Want to establish flower shop along with present role.	4	Flower shop & value addition
		Want to grow new variety (gerbera) flower along with previous one	5	Flower farming with new variety
		Want to do flower business at domestic level.	4	Flower business
05	Involved in flower business as Paiker & wholesaler	Want to do flower business at export market	11	Flower export business

It is observed from the above table that all the post-harvest & packaging persons of different flower have planned for 3 types of activities whereas, persons who were involved in flower farming along

with post-harvest & packaging works, they have also planned for 3 types of work which are more or less same. Selected potential persons those who were involved in only flower farming, have planned for 4 types of works. However, if we compile and summarize the plan, potential persons of Jhikargacha have planned for 5 types of activities. It is observed from the Fig 15 that 38 percent of potential persons have planned for flower value addition and establish a flower shop at local level. 19 percent of potential persons have planned for modern cultivation of gerbera as new variety to have better yield of quality flowers. Besides, another 19 percent of the potential persons have a plan for doing flower business at export market level. Some 17 percent of potential persons have a plan to do flower business at upper level of flower value chain along with their existing activities. Another 7 percent of potential persons of Jhikargacha have a plan to start flower farming business along with existing post-harvest & packaging business.

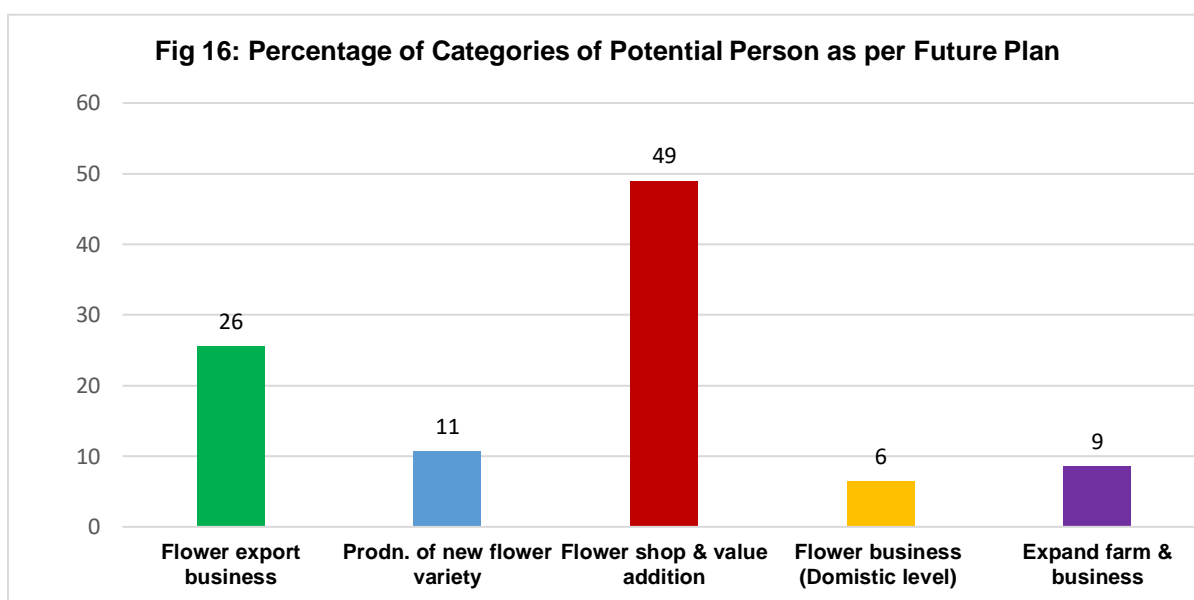


Again, when discussing with other potential selected trainees from Jhikargacha Upazila of Jashore district, they expressed their planning after training in different way than the earlier groups i.e. the potential persons have selected by Bandhan Society for future training are involved with production, trading & marketing and post-harvest & packaging activities. The present involvement and after this training, plan of those potential persons of Jhikargacha Upazila are given in following table –

Table 12.1: Particulars of Selected Potential Persons of Jhikargacha Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Involved with flower farming and packaging work	Want to establish flower shop along with present role.	12	Flower shop & value addition
		Planned to expand farm size	1	expand business
		Want to be a flower export business person	3	Flower export business
		Planned to cultivate new flower varieties	4	Grow new variety
		Want to do flower business along with existing farming	1	flower business
02	Involved flower farming and flower business	Want to be a flower exporting business person	8	Flower export business

		Want to establish flower shop	9	Flower shop & value addition
		Want to expand farm & business size	3	expand business
		Planned to cultivate new flower varieties	1	Grow new variety
03	Involved in flower production only	Want to establish flower shop along with existing farming	2	Flower shop & value addition
		Want to do flower business	2	flower business
04	Involved in post-harvest and packaging work	Want to do flower business at export market	1	Flower export business



It is observed from the above table that all the farming & packaging persons of different flower have planned for 5 types of activities whereas, persons who were involved in flower farming along with flower business works, they have also planned for 4 types of works. Selected potential persons those who were involved in only flower farming, have planned for 2 types of works. Here, one person who was involved in post-harvest and packaging activities has planned to do flower business at export level. However, if we compile and summarize the plan, potential persons of Jhikargacha have planned for 5 types of activities. It is observed from the Fig. 16 that 49 percent of potential persons have planned for flower value addition and establish a flower shop at local level. 26 percent of potential persons have planned for doing flower business at export market level. 11 percent of potential persons have planned for cultivation of new flower variety to have better yield of quality flowers. Besides, another 9 percent of the potential persons have planned

for expand both their farm and business size. Some 6 percent of potential persons have a plan to do flower business at upper level of flower value chain along with their existing activities.

Godkhali Union of Jhikargacha Upazila of Jashore district is mainly known as flower growing area of Bangladesh, though now a day, flower is cultivating in many regions of Bangladesh. All types of cut flower are growing at Gadkhali. Most of the selected potential persons of this Upazila are involved with tuberose & gladiolus production and marketing issues. The present involvement and after this training, plan of these potential persons are given in below:

So, it is observed from the Fig 17, that the potential participants Bandhan Society has selected for future training

are involved in 5 types of activities of cut flower sector and highest 38 percent of the potential persons were involved flower production and flower business. 24 percent were involved in flower

Fig. 17: Percentage of present involvement of selected potential persons

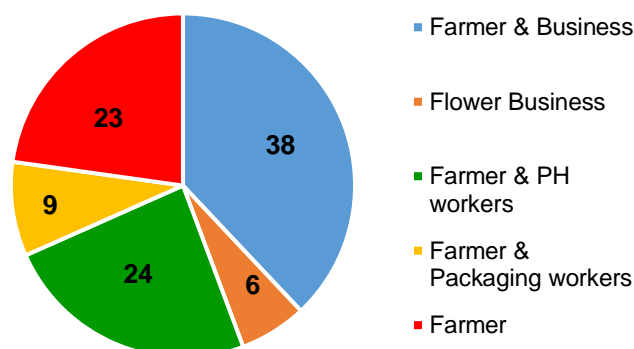
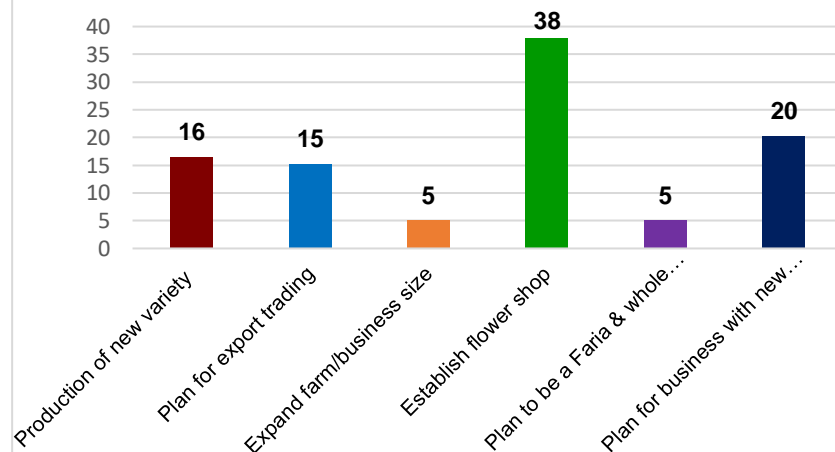


Fig. 18: Percentage of planned activities by the selected potential persons.



production as well as post-harvest activities. 23 percent of the potential persons were involved in only flower production and sale it out at local level. It is also observed from the Fig. 17 that only 6 percent of selected potential persons were engaged in only flower business. After having this training, they have planned for 6

types of activities to be an entrepreneur of cut flower sector (Fig. 18). It is also observed from the Fig.18 that highest 38 percent of selected potential persons have planned for establishing a flower shop to sale out their produces in different processed way. Some 20 percent of selected potential persons have planned for doing business with new types of flowers. 16 percent of potential persons of Jhikargacha Upazila wish for growing flowers of new varieties (Rose, Gerbera etc.). 15 percent of selected potential persons have planned for trading flower at export market. 5 percent of potential persons separately planned for expanding his/her farm size or business size

and wished to be a Faria with establishing sale center to sale in bulk respectively for better involvement in cut flower sector.

7.3.8.2.5 Particulars of Selected Potential Persons of Lalpur Upazila

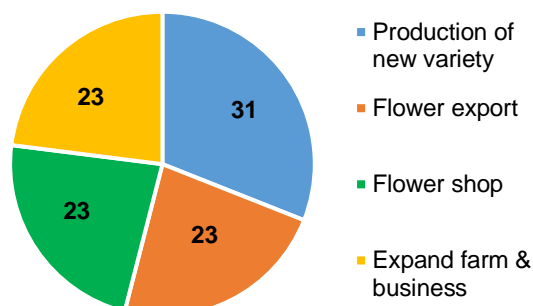
Lalpur Upazila of Natore district is mainly known as “Kat-Bely” growing area, however, some farmers are growing both marigold & tuberose in this area as well. Most of the selected potential persons of this Upazila are involved with Kat-bely production and marketing issues. The present involvement and after this training, plan of these potential persons are given in following table:

Table 13: Particulars of Selected Potential Persons of Lalpur Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Katbely farming	Wish to grow Dutch Rose along with existing Katbely flowers.	1	New variety
		Want to be a flower exporter	1	Export trading
02	Katbely farming and Packaging work	Want to expand land and trade size with existing flower variety	2	Expand farm & business
		Want to expand farm size with new variety	3	New variety
		Want to establish flower shop	3	Establish shop
		Want to be a flower exporter	1	Export trading
03	Ketbely farming and flower business	Plan to expand both farm and flower business size	1	Expand farm & business
		Want to be a flower exporter	1	Export trading

So, it is observed from above table and Fig 19, that the potential participants that Bandhan Society has selected for future training from Lalpur Upazila were involved in 4 types of activities of cut flower sector. After having this training, they have planned for 3 types of new activities along with earlier ones to be an entrepreneur of cut flower sector. It is also observed from the above table that 69 percent of potential persons of Lalpur Upazila were involved in production, post-harvest & packaging works and after the training, they have planned for growing new flowers variety, setting flower shop, expand farm size and also plan to involve in exporting. Again, from the Fig.19, it is observed that 31 percent of selected persons have planned for growing new flower varieties, 23 percent of potential persons have planned for flower exporting and separately, 23 percent of potential persons have planned for establishing flower shop and have planned for expanding their farm and business size respectively.

Fig 19: Percentage of Categories of Potential Person as per Future Plan



7.3.8.2.6 Particulars of Selected Potential Persons of Kotchandpur Upazila

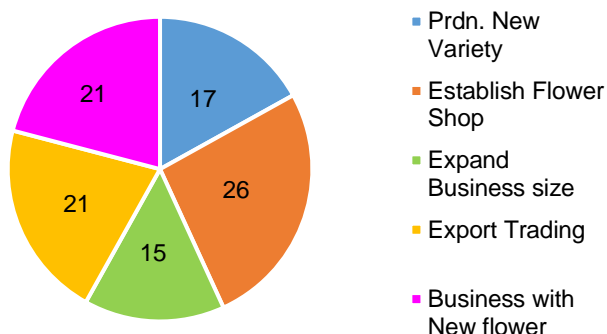
Kotchandpur Upazila of Jhenaidah district is mainly known as marigold growing area, however, some farmers are growing both marigold & chrysanthemum in this area as well. Most of the selected potential persons of this Upazila are involved with marigold production and marketing issues. The present involvement and after this training, plan of these potential persons are given in following table:

Table 13: Particulars of Selected Potential Persons of Kotchandpur Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Farmer & Traders of tuberose and marigold	Wish to grow Dutch Rose along with existing flowers.	3	New variety
02	Farmers & Traders of marigold	Want to establish retail flower shop	5	Establish shop
03	Farmers & Traders of marigold and Chrysanthemum	Want to expand farm size with new variety	3	Expand business
04	Farmer & Traders of tuberose, chrysanthemum and marigold	Want to be a flower exporter	4	Export trading
05	Farmers & Traders of marigold	Planned to run flower business with new flower business	4	New flower Business

So, it is observed from above table and Fig 20, that the potential participants that Bandhan Society has selected for future training from Kotchandpur Upazila were involved in 2 types of activities of cut flower sector. After having this training, they have planned for 5 types of new activities along with earlier ones to be an entrepreneur of cut flower sector. It is also observed from the above table that 64 percent of potential persons of Kotchandpur Upazila areas were involved in production & trading with marigold and after the training, they have planned for growing new flowers variety, setting flower shop, expand farm size and also plan to involve in exporting. Again, from the Fig.20, it is observed that 17 percent of selected persons have planned for growing new flower varieties, 21 percent of potential persons have planned for flower exporting and separately, 26 percent of potential persons have planned for establishing flower shop and 15% have planned for expanding their farm and business size respectively.

Fig 20: Percentage of Categories of Potential Person as per Future Plan



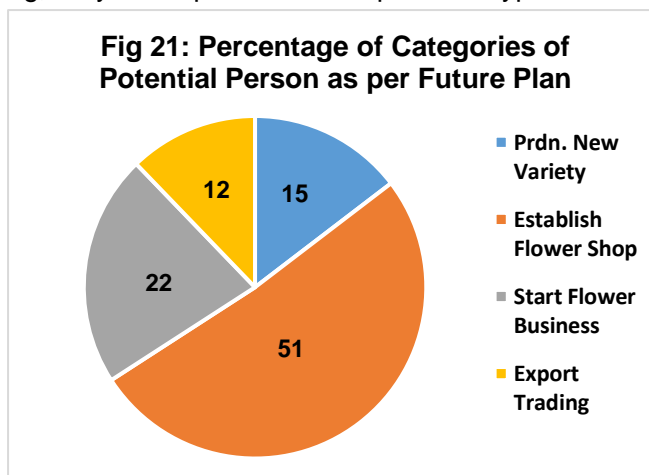
7.3.8.2.7 Particulars of Selected Potential Persons of Jhenaidah Sadar Upazila

Jhenaidah Sadar Upazila of Jhenaidah district is mainly known as marigold growing area, however, some farmers are growing both marigold & tuberose in this area as well. Most of the selected potential persons of this Upazila are involved with marigold production and marketing issues. The present involvement and after this training, plan of these potential persons are given in following table:

Table 14: Particulars of Selected Potential Persons of Jhenaidah Sadar Upazila

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Farmer & Traders of tuberose and marigold	Wish to grow gerbera along with existing flowers.	3	New variety
02	Farmer & Traders of tuberose and marigold	Want to be flower businessperson	8	Flower business
03	Post-harvest & packaging workers	Want to be flower businessperson	1	Flower business
04	Packaging workers	Wish to grow gerbera	3	New variety
05	Farmers & Traders of marigold	Want to establish retail flower shop	21	Establish shop
06	Farmer & Traders of tuberose and marigold	Planned to involve in export trading	5	Export

So, it is observed from above table and Fig 21, that the potential participants that Bandhan Society has selected from Jhenaidah Sadar Upazila for future training were involved in 4 types of activities of cut flower sector. After having this training, they have planned for separate 4 types of new activities along with earlier ones to be an entrepreneur of cut flower sector. It is also observed from the above table that 100 percent of potential persons of Jhenaidah Sadar Upazila were involved in production, post-harvest & packaging works and after the training, they have planned for growing new flowers variety, setting flower shop, expand farm size and also plan to involve in exporting. Again, from the Fig.21, it is observed that 15 percent of selected persons have planned for growing new flower varieties, 12 percent of potential persons have planned for flower exporting, 22 percent of potential persons have planned to start flower business and more than half of the potential person (51%) of Jhenaidah Sadar Upazila have planned for establishing flower shop as they think, it is easier and affordable for them.



7.3.8.2.8 Particulars of Selected Potential Persons of Savar Upazila & Dhaka City Area

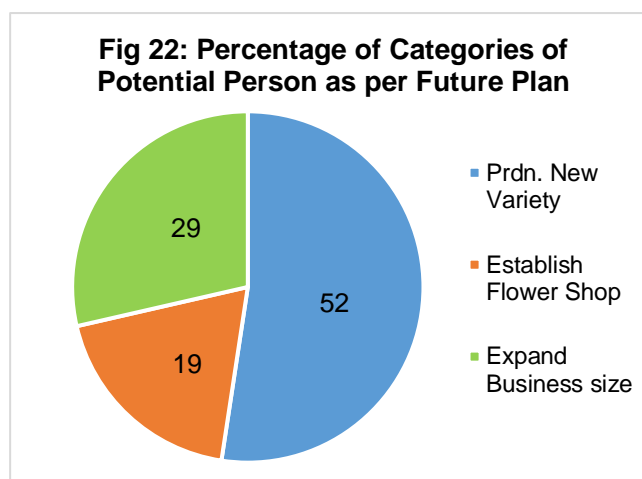
Savar Upazila of Dhaka district is mainly known as rose growing area, however, some farmers are growing both rose & gerbera in this area as well. Most of the selected potential persons of this Upazila are involved with rose production and its trading issues. The present involvement and after this training, plan of these potential persons are given in following table -

Table 15: Particulars of Selected Potential Persons of Savar Upazila & Dhaka City Area.

Sl.	Present involvement	Ambition to be in future	Persons (No.)	Remarks
01	Farmer & Traders of rose	Wish to grow gerbera along with existing flowers.	10	New variety
02	Farmer & Traders of rose & gerbera	Wish to grow tulip along with existing flowers.	1	New variety
03	Farmers & Traders of rose	Want to establish retail flower shop	4	Establish shop
04	Flower Business (Dhaka city area)	Expand business size with having formal documents	6	Expand business

So, it is observed from above table 15 that the potential participants (21 persons) that Bandhan Society has selected for future training from Savar Upazila and Dhaka city areas, were involved in rose production with except one person who had other flowers along with rose and doing flower business (Those who were from Dhaka city area). After having this training, they have planned

for separate 3 types of new activities along with earlier ones to be an entrepreneur of cut flower sector i.e. after the training, they have planned for growing new flowers variety, setting flower shop, and expand business size. Again, from the Fig.22, it is observed that 52 percent of selected persons have planned for growing new flower varieties as they were involved in producing only rose. 19 percent of potential persons have planned for establishing flower shop whereas, 29 percent of potential persons have planned for expanding their business size. This group is from Dhaka area who has no production scope.



7.3.8.3 Location-wise Customized Action of the Selected Potential Entrepreneurs

Through the 5-days entrepreneurs development training, Bandhan Society has selected total 356 potential trainees for further skill development training in future. These potential trainees have planned for some customize action to improve their cut flower business ultimately to improve cut flower sector. After analyzing the plan of the selected potential trainees (Table 08.1), it is observed that the selected 356 persons have planned for performing activities under 7 (seven) major heads. Their plans and customized action are described below -

1. Establishing flower shops and Value addition (86 persons)

After analyzing the plan of potential trainees, it is observed that total 89 persons have planned for establishing flower shop.

1a. Establish Sale Outlet as New Business

Entrepreneurs under this category are mainly farmers and post-harvest workers and some of those also have involved with flower trading as “Faria” including flower cultivation. Total 14 persons of this “New Business” have planned for establishing sale outlets of flowers at their locality to sale his/her produced flowers and or collected flowers from other farmers both in bulk as whole-sale or small quantity as retail i.e. these outlets will be treated as flower trading shop for fresh flowers of those 14 persons. To perform their “New Business” they will have to do following jobs-

- Setting a outlet points for sale out
- Maintain liaison & communication with farmers to collect flowers
- Visits farmers fields to provide advisory service free to get quality flowers at fair price
- Perform post-harvest activities and packaging activities at outlet point prior selling
- Maintain liaison and linkage with buyers through phone/ICT apps/internet
- Maintain accounts and maintain records of his/her business

So, for developing their capacity & skill on cut flower trading, main contents of the training would be -

- Flower Enterprise (Shop) Management with Post-harvest activities & Packaging techniques
- Business planning, record keeping & financial management,
- Marketing and market development techniques
- Flower Value Chain, Networking, Linkage development and ICT Apps usages skill for market development etc.

Location of these potential entrepreneurs selected for “New Business” are -

Jhenaidah Sadar Upazila -	1 Person
Kotchandpur Upazila -	1 Person
Kaligonj Upazila -	4 Persons
Moheshpur Upazila -	1 Person
Jhikargacha Upazila -	5 Persons
Savar Upazila -	2 Persons

Particulars of the selected potential 14 persons who have planned for shop as new business are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Tahmina	Md. Robiul	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	3273014559	01723-318117
2	Ms. Dolly Begum	Md. Farid Hosen	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold	1993441334700 0217	01942-264952
3	Ms. Aklima	Md. Mintu Mollik	GhiGati	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394479770	01955-461053
4	Ms. Reshma Khatun	Md. Shakib Hossen	Baliadanga	Kaliganj	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses)	5103319967	01913-569660
5	Shahitun Khatun	Md. Jasim Uddin	Shemkur	Moheshpur	Business	Running a Retail Shop	3273653505	01704-723446
6	Rabeya Khatun	Ziaur Rahman	Panishara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold	4112371866773	01729497323
7	Md. Liton	Md. Nijam Uddin	Panishara	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371866823	01917-632430
8	Md. Sujan	Md. Mansur Ali	Panishara	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	5508288171	01951-446134
9	Ms. Nila Aktar	Md. Jasim Uddin	Narangali	Jhikargacha	Farmer	Cultivating Gerbera	1991503396101 8820	01766-124521
10	Ms. Mukti Khatun	Md. Sohikul	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371869567	01629-561401
11	Md. Alamgir Hossen	Md. Khorsed Alam	Baliadanga	Kaliganj	Business	Cultivating Marigold and gladiolus	4413394486904	01914-378473

12	Ms. Tuli Khatun	Md. Habibur Rahman	Baliadanga	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	4471592007003178	01783-661265
13	Rabeya Aktar Putul	Md. Rashed	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4187704335	01830200159
14	Mr. Sumon Ahmed	Akon Ali	Bagnibari	Savar	Farmer & Trader	Cultivate China rose and gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	2401753229	01929751123

1b. Flower Value Addition and Establishment of Retail Shop

Under this activity, selected potential entrepreneurs will establish a center/shop of flowers individually where, they will collect flowers from different farmers or “Faria” and sale out those flowers from their shop with value addition i.e. they will sale the following items -

- Flower retail sale
- Bouquet,
- Floral ornaments,
- Garlands etc.
- services to decorate wedding car, wedding stage, wedding-room of the groom and event decoration

Therefore, contents of the training to build skill and capacity of these selected potential entrepreneurs would be -

- Business plan, shop/enterprise management,
- Capital flow, budget and financial management
- Marketing & linkage development, ICT Apps use for market development,
- Techniques of preparing bouquets, garlands, floral ornaments etc. and flower management for increase flower vase-life
- Techniques of decorating wedding-car, wedding stages and other stages for various events.

Location of these selected 72 potential entrepreneurs are given below -

Jhenaidah Sadar Upazila - 14 persons

Kotchandpur Upazila - 3 persons

Kaligonj Upazila - 1 person
 Lalpur Upazila - 3 persons
 Jhikargacha Upazila - 51 persons

Particulars of those selected 72 potential trainees are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Meherun Nessa	Md. Abdus Sattar	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	8696522385	01994- 219163
2	Ms. Rokeya Begum	Md. Sifatullah Mondol	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	7796423890	01920- 936205
3	Ms. Aduri Begum	Md. Monjer Ali	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	7781947705	01768- 981526
4	Md. Nur Islam	Md. Showkot Ali	Bashipara	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	7796481518	01645- 684410
5	Ms. Sima Khatun	Md. Ali Kadar	Bashipara	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	53635397	01788- 840197
6	Ms. Anwara Khatun	Md. Abdul Kader	Bashipara	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	7796547193	01629- 772298
7	Md. Akbar Ali Mondal	Md. Neker Ali	Bashipara	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	9573269272	01739- 105385
8	Ms. Reshma Khatun	Md. Golam Rabbany	Iqra	Kotchandpur	Farmer	Cultivating Marigold	2350598435	01753- 292551
9	Ms. Jahanara Begum	Md. Azizul Haque	Ganna	Jhenaidah Sadar	Business	Trading on Marigold, Tuberose, Gladiolus, Gerbera, Roses.	8696521684	01788- 824611
10	Ms.Asanur Khatun	Md. Atosh Ali Mondol	Ganna	Jhenaidah Sadar	Business	Trading on Marigold, Tuberose, Gladiolus, Gerbera, Roses.	7796423874	01969- 171049
11	Md. Forhad Hossen	Md. Dawood Hossain	Ganna	Jhenaidah Sadar	Business	Trading on Marigold, Tuberose, Gladiolus, Gerbera, Roses.	2404744076	01743- 928297
12	Ms. Amena Khatun	Md. Anu Molla	Ganna	Jhenaidah Sadar	Business	Trading on Marigold, Tuberose, Gladiolus, Gerbera, Roses.	9151627180	01613- 160286

13	Mst. Bithay Khatun	F.Md.A.O wadud	Iqra	Kotchandpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	3306536537	01799-726460
14	Md. Masud	Md. Islam Mondol	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	3296473758	01839-582851
15	Ms. Nazma Begum	Md. Aynal Mandal	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	7336212241	01916-051323
17	Mst .Kanchan Begum	Md.Tuiaj uddin	Talina	Kotchandpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	9561394402	01721-112215
18	Mst.Marufa Yesmin	Md.Rofiud din Bishas	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	1010335170	01720-485040
19	Ms. Shompa Khatun	Md. Sajim Shekh	Baliadanga	Kaliganj	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses)	4413394488979	01850-329744
20	Ms. Pinky	Md. Sadekur	Panishara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	55029813	01911-396587
21	Md. Johurul	Md. Lutfar Rahman	Krishnachandrapur	Jhikargacha	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	19934112371000084	01944-847420
22	Tariqul Islam	Hakim Ali	Potuapara	Jhikargacha	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	19904112335000100	01920-257590
23	Khaleda Akter Kolpona	Abu bakar Siddik	Kulia	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	41123718685538	01776197833
24	Ms. Maria Moonmoon	Md. Sahabuddin	Choto Panishara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	3314516885	01971-839347

25	Ms. Sakhina	Alal Hossain	Choto Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	7356289566	01759-386202
26	Md. Ujjal	Md. Mofizur Rahman	Choto Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	3764486118	01724-183136
27	Mizanur Rahman	Jalil Sarder	Godkhali	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112335856514	01713-903049
28	Ms. Nasima Begum	Md. Mannan Hossen	Choto Panisara	Jhikargacha	Business	Trading on Marigold, Tuberose, Gladiolus, Roses gerbera	4112371867432	01407-187950
29	Md. Tawfik Helal	Md. Toibur Rahman	Tawra	Jhikargacha	Farmer & Business	Cultivate Gladiolus and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses	1994411237100017	01917-371200
30	Ms. Tajfia	Md. Ashraful Islam	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	6002499629	01723-713474
31	Ojufa Begum	Nazrul Islam	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112371874831	01714765958
32	Ms. Padma Begum	Md. Monirujjaman	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371874909	01757-992078
33	Sabna Begum	Altaf	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4116155669260	01635480709
34	Akhi Khatun	Masood Rana	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914466425557	01776-855364

35	Md. Ujjal	Maqbool Hossain	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4602215024	01735-654116
36	Forkan Ali	Ontor Pramanik	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914466422680	01726-842280
37	Shabnur	Abul Hossain	Nilkonthongor	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	20004112371001782	01949-293987
39	Jasmine Khatun	Ishrab Ali	Kulia	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	7814530593	01962-007086
40	Marufa Khatun Nasima	Md. Afsar	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	2402480798	01766-339451
41	Asma Khatun (Farzana)	Afil Uddin	Panishara	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371866853	01798-410115
42	Shahara Khatun	Rakib Hossain	Panishara	Jhikargacha	Farmer and processing	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4155406079	01903-495473
43	Md. Jalil	Fazlur Rahman	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	19904112371000273	01921-776051
44	Anjuara Khatun	Md. Hermat Ali	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916147	01409-220188

45	Raushan Ara	Md. Ershad Ali	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916139	01995-612115
46	Shahanikita Surita	Md. Abdur Rahim	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	7364618541	01991-755904
47	Nazma Begum	Jamal Uddin	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916654	01936-286959
48	Abdus Sattar	Abdul Latif	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916764	01818-825009
49	Mominur Rahman	Nowsher Ali	Haria	Jhikargacha	Farmer and business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112359916116	01986-654667
50	Ms. Lipi Begum	Md. Salam	Narangali	Jhikargacha	Farmer and processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371869413	01739-523093
51	Ms. Nargis Khatun	Md. Liton	Narangali	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	1017104652	01964-661017
52	Ms. Jahanara	Md. Fazlu	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose.	4112365931256	01998-310082

						Post harvest marigold, Rose and gerbera		
53	Md. Zahidul Islam	Md. Ansar Ali	Soyed Para	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1993411233500004	01922-123601
54	Ms. Shiuly	Md. Eusuf Ali	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4199024854	01960-067472
55	Ms. Ratna Khatun	Md. Soriful	Potuapara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916933	01740838326
56	Ms. Iva Akter	Md. Sirajul Islam	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band . Post harvest marigold, Rose and gerbera	4112371869524	01923-183443
57	Ms. Shila	Md. Jahangir	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band . Post harvest marigold, Rose and gerbera	4112371869524	01766-124521
58	Ms. Aleya Begum	Md. Fozlur Rahman	Kisnocondopur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band . Post harvest marigold, Rose and gerbera	4112371868069	01764-692694
59	Ms. Samima Begum	Md. Rasidul Islam	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and headband. Post harvest marigold, Rose and gerbera	19914112371000071	01756-064391
60	Md. Bokul Hossen	Md. Toyeb Hossen	Godkhali	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112335856838	01304-816355

61	Nazmul Islma	Shafi Uddin	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	9155273700	01954-033768
62	Ms. Mazeda Khatun	Md. Jamal	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	4119094670854	01920-348660
63	Ms. Sarmin Akter	Md. Moharom	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	6002030788	01945-341069
64	Ms. Rashida	Md. Shanti	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094708039	01921-104459
65	Ms. Hasina Akter	Md. Tajul	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094711634	01920-276246
66	Ms. Beauty	Md. Nowshed	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094670639	01906-802533
67	Ms. Aisha Khatun	Md. Mahbubur Rahm	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094666810	01999-241695
68	Ms. Lipi Khatun	Md. Motaleb Hossen	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094670503	01911-832537
69	Ms. Soniya Khatun	Md. Hasanuzz aman	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094659569	01944-117411
70	Ms. Runa Khatun	Md. Shaheen	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	20034119094106882	01977-490946
71	Md. Kamal Hossen	Md. Abdul Jalal	Haria	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	19924112359000142	01931-050638
72	Ms. Mahmuda khatun	Md. Monir Hossen	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	8702497457	01725-555254

2. Flower Processing or Flower By-Product Production (83 persons)

2a. Tuberose Processing:

Tuberose is a very known flower in Bangladesh. It is the most fragrant stem in the plant kingdom and has the particularity of exhaling its perfume 48 hours after being cut. Perfume and other

chemical can be produced from this flower. Hence, total 13 potential entrepreneurs have planned to process this flower to produce perfume commercially. For implementing this customized action, following actions would be needed -

- Mobilize capital and plan for getting uninterrupted inputs (tuberose) flow/supply
- Setting enterprise, install machinery and operating machinery for production of perfume
- Packing, labeling and marketing the produces
- Utilization of bi-products.
- Maintain liaison and linkage with different levels of buyers
- Maintain business by keeping accounts and records

The content of the skill and capacity building training of these selected 13 potential entrepreneurs would be like -

- Business plan, budget, financial management and record keeping
- Orientation on tuberose processing machinery, its operation and maintenance
- Production plan & inputs flow plan, packing & labeling of the product, plan for bi-product utilization
- Market development and marketing, networking & use of ICT apps/internet

Location of the selected potential entrepreneurs for the customized action are given below -

Jhenaidah Sadar Upazila - 4 persons

Kotchandpur Upazila - 5 ,,

Kaligonj Upazila - 2 ,,

Jibannagar Upazila - 2 ,,

Particulars of the potential trainees for this customize action are given below:

SI	Name	Father/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Afroza Khatun	Md. Hasan Ahmed	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	1993441334700017	01745-064131
2	Md. Najma Begum	Md. Kolilur Rhoman	Talina	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	2822832669	01731-728911
3	Md. Mamunur Rashid	Md. Ansar A	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4413347450496	01820-949301
4	Ms. Tahera Nasrin	Md. Motiar Rahman	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	5973032286	01721-756493
5	Ms. Shahanaj Parvin	Md. Nazrul Islam	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	7763257313	01725-453500

6	Ms. Sazeda Khatun	Md. Harun U Rashid Liton	Trilochonpur	Kaliganj	Business	Cultivating Marigold and Tuberose	4413394485856	01948-544340
7	Ms. Parvina Khatun	Md. Tokkel Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	1473006599	01721-950227
8	Md. Monirul Islam	Md. Rezaul Islam	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	4602565634	01768-951219
9	Ms. Moyna Khatun	Md. Shah Jalal	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	3286183359	01920-000462
10	Beauty Rani	Dibash	Trilochonpur	Kaliganj	Farmer	Cultivating Marigold and Tuberose		01732-611419
11	Md. Hafizur Rahman	Md. Abdul Malek	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	6873030947	01734-759283
12	Md. Mominur Rahman	Md. Mojibor	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	9568069307	01948-549744
13	Ms. Shilpi Begum	Md. Moshir Rahman	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	4623051234	01723-145048

2b. Rose Processing:

A rose is a woody perennial flowering plant of the genus *Rosa* hybrid that was originally from China but is now grown across the world. It is characterized by wide range of colours and sizes. In Bangladesh, farmers are generally producing Lincoln variety of rose from genus *Rosa* hybrid. It has outstandingly strong damask fragrance that seduces the senses. Hence, besides marketing fresh flower as cut flower, the rose has important scope to produce perfume by process the flower. So, total 15 potential persons have been selected for this customize action i.e. rose processing for production of perfume. For implementing this customized action, following actions would be needed -

- Mobilize capital and plan for getting uninterrupted inputs (rose) flow/supply
- Setting enterprise, install machinery and operating machinery for production of perfume
- Packing, labeling and marketing the produces
- Utilization of bi-products.
- Maintain liaison and linkage with different levels of buyers
- Maintain business by keeping accounts and records

The content of the skill and capacity building training of these selected 15 potential entrepreneurs would be like –

- Business plan, budget, financial management and record keeping
- Orientation on tuberose processing machinery, its operation and maintenance
- Production plan & inputs flow plan, packing & labeling of the product, plan for bi-product utilization
- Market development and marketing, networking & use of ICT apps/internet

Location of the selected potential entrepreneurs for the customized action are given below -

Lalpur Upazila - 2 Persons

Jhikargacha Upazila - 11 Persons

Savar Upazila - 1 Person

Dhaka City - 1 Person

Particulars of these potential trainees for this activities are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Selina Khatun	Md. Sher Ali	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus and rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	1992411237100013	01712-910429
2	Nasim Uddin	Jinnah Ali	Nabinagar	Lalpur	Farmer and Trader	Cultivate Rose. Trading on (Marigold, Tuberose, Gladiolus, Roses and gerbera)	6914466424467	01745-735697
3	Ms. Sajeda Begum	Md. Imamul Hossain	Hariya	Jhikargacha	Farmer and Trader	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)		01734579711
4	Md. Asad	Ali Mansur Jhardar	Krishnachondropur	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1984412371000009	01728-607315
5	Md. Anawar Hossain	Md. A. Hami	Bagnibari	Savar	Farmer & Trader	Cultivate rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	5087920970	01683813307
6	Md. Hannan Hossen	Md. Siddik	Haria	Jhikargacha	Farmer & Business	Cultivate rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112359915873	01926-439327
7	Ms. Sulima Khatun	Md. Marif Hossen	Sayed Para	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	2852454228	01402-213337

8	Abdullah Al Mamun	Liaquat Ali	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	7805254880	01959-779297
9	Zafar Alam	Joban Mollah	Nabinagar	Lalpur	Farmer and Trader	Cultivate Rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	6914466421553	01728-364154
10	Md. Sujan	Haider	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1996411237100063	01922-368394
11	Md. Dulal Sarkar	Md. Turap A	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)		01711350312
12	Ms. Sajeda Khatun	Md. Akbor A	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1001788627	01316-824595
13	Md. Oajed Ali	Md. Mozammel	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112359918480	01938-612498
14	Md. Zia	Md. Joinal	Haria	Jhikargacha	Farmer & Business	Cultivate rose . Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1985411235900006	01919-896469
15	Nasrin Akter	Md. Rafikul Islam	Mazar Road	Dhaka	Business man	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2002261389403068	01714931916

2c. Compost/Bio-fertilizer production from Marigold:

Compost is decomposed organic matter rich in nutrients that can be used to fortify soils for gardening, horticulture, and agriculture. Compost is made with material such as leaves, shredded twigs, and kitchen scraps from plants. Organic materials used for compost should include a mixture of brown organic material (dead leaves, twigs, manure) and green organic material (lawn clippings, fruit rinds, etc.). Brown materials supply carbon, while green materials supply nitrogen. The best ratio is 1 part green to 1 part brown material. Here, dead/sale leftover marigold will be used as brown materials to produce compost. To prepare compost out of dead marigold flower, one has to organize the following things -

- Select compost piling site
- Mobilize capital and plan for regular basis collection of waste/dead marigold
- Collect other green materials for compost and other ingredients for enrich the compost

- Arrange tools/equipment for packing & labeling
- Improve liaison and network for marketing
- Manage business by keeping accounts and records properly.

The content of the skill and capacity building training of selected potential entrepreneurs would be like -

- Business plan, budget, financial management and record keeping
- Training on compost preparation process & techniques,
- Production plan, compost enrichment techniques, packing & labeling of the product,
- Market development and marketing,
- Liaison and networking with buyers & use of ICT apps/internet for marketing

Location of the selected potential entrepreneurs for the customized action are given below -

Jhenaidah Sadar Upazila - 6 persons

Kotchandpur Upazila - 2 ,,

Kaligonj Upazila - 5 ,,

Moheshpur Upazila - 2 ,,

Jibannagar Upazila - 3 ,,

Jhikargacha Upazila - 1 person

Savar Upazila - 1 person

Particulars of these potential trainees for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms.Priyanka	Utoum kumar	Bashipara	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	199241161550000 000093	01772-826054
2	Sumaiya Yasmin	Alec Gazi	Krishna chondropur	Jhikargacha	Farmer and packaging	Cultivating gladiolus and marigold. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	200341123710018 09	01817-877636
3	Pobitra Hawladar	Mr. Sanjay Hawladar	Kadirdanga	Jhenaidah Sadar	Farmer	Cultivating Marigold	4413347450469	01875-683663
4	Md. Imran Hossain	Md. Abu Sayed	Samair	Savar	Farmer & Trader	Cultivate rose and Marigold . Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	4655121673	1831257767
5	Md.Nurul islam	Abdul khader Mondol	Paik para	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	3746479660	01711-903799
6	Ms. Foara begum	Md. Kamal Hossen	Bashipara	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	7773024059	01725-453500

7	Ms. Parvina Khatun	Md. Zahirul Islam	Baliadanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394487032	01766-753421
8	Ms. Reshma Begum	Md. Mizan	Ghigathi	Kaliganj	Farmer	Cultivating Marigold	4413394486393	01854-852714
9	Ms. Rubina khatun	Md. Obaidul Islam	Gopinathpur	Kaliganj	Packaging	Cultivating Marigold and gladiolus	19904413394000274	01861-790233
10	Ms. Rebeka Khatun	Md. Saidul	Baliadanga	Kaliganj	Packaging	Cultivating Marigold and Tuberose	441339480089	01728-953312
11	Md. Asadul Haque	Md. Mojibor	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	2835833357	01924-388702
12	Ms. Lipika Begum	Md. Anowar Hossen Biswas	Iqra	Kotchandpur	Farmer	Cultivating Marigold	3723038034	01724-111206
13	Md. Hussain Ahmed	Md. Altaf Hossain	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	8681064906	01722-653265
14	Ms. Argina Khatun	Md. Maznu	Chanpara	Kaliganj	Farmer	Cultivating Marigold and rose	6422946164	01984-923537
15	Md. Ashif Hossain	Md. Moshahak	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	9581320521	01997-955079
16	Ms. Hasna Begum	Md. Nazmul Alam	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose and chandramallika	4173722051	01945-952080
17	Md. Billal Hossen	Md. Sundor Ali	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose	5523539285	01943-579703
18	Ms. Fahima Begum	Md. Abdul Kader Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	6423022042	01624-705547
19	Ms. Rozina Begum	Md. Salekh	Notun Tetulia	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	1485772774	01925-376583
20	Md. Habibur Rahman	Md. Owazed Ali	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	2396494938	01748-943213

2d. Cosmetics/Cosmetic Ingredient production from Marigold:

The marigold, a available flower in some places of Bangladesh, has its own set of cosmetic benefits. It is widely available, especially during the winter months. Due to huge production as well as price fluctuation always a substantial portion of flower has been damaged as sale leftover. Some entrepreneurs would like to perform the following jobs to process the marigold to produce cosmetics and or cosmetic ingredients commercially -

- Plan for the business and mobilize capital
- Finalize source and plan for regular collection of marigold flower (Confirmation of supply chain)
- Select site and install machinery for this purpose

- Machine operation, cosmetics production and quality refinement
- Packing, labeling and marketing
- Business management by keeping accounts and records
- Maintain liaison and linkage with buyers by using smart phone/ICT apps/Internet

The content of the skill and capacity building training of the selected potential entrepreneurs would be like -

- Business plan, budget, financial management and record keeping
- Orientation on marigold processing machinery, its operation and maintenance
- Production plan & inputs flow plan, production of cosmetics and quality measures
- Packing, labeling and preserving of the product, plan for bi-product utilization
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet

Location of the selected 9 potential entrepreneurs for this customized action are given below -

Jhenaidah Sadar Upazila - 3 persons

Kotchandpur Upazila - 1 Person

Kaligonj Upazila - 2 Persons

Jibannagar Upazila - 1 person

Jhikargacha Upazila - 2 persons

Particulars of these potential trainees for this action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Asma Begum	Aynal Haq	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867484	01713-922572
2	Mst. Shanaj Begum	Md. Lutfor Rhoman Bishas	Ganna	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	7346512796	01931-728675
3	Ms. Anna Parvin	Md. Abdur Rashid	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4413347450076	01406-203922
4	Ms. Jolly Begum	Md. Zahidul Islam	Karika Danga	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4114729273315	01796-498783
5	Ms. Sufia	Md. Hasan	Panishara	Jhikargacha	Value adding works	Make Garland and headband with rose, marigold and tuberose. Post harvest marigold	4197799184	01758-111439
6	Md. Rezaul Islam	Md. Mahidul Islam	Puran Tetulia	Jibannagar	Farmer	Cultivating Marigold and gladiolus	1935739928	01711-210632

7	Ms. Rozina Khatun	Md. Munnaf Malita	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5963028674	01859-945403
8	Md. Matiar	Md. A. Majhid	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold, Tuberose and rose	441339487100	01839-966495
9	Md. Akramul Islam	Md. Jalal Uddin	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394486497	01731-600061

2e. Dry-flower production:

Drying of flowers is a method of preservation of flowers or the method of removing moisture from the flowers. The fresh flower, though exquisite in their beauty, but are expensive, short lived, sensitive to temperature and are available only in particular season. Dry flowers has very good opportunity and demand for exports. Dry flowers can be used to prepare value added products like greetings card, floral balls, wall hangings etc. After having the 5-days entrepreneurship development training, some potential trainees have planned for production of dry-flower commercially. To perform production of dry-flower as a customize action, one has to perform the following jobs -

- Plan for the business, finalize type & number of flower to be dried and mobilize capital
- Finalize inputs sources and plan for regular collection of flowers (Confirmation of supply chain)
- Select site and install machinery for this enterprise
- Machine operation, dry-flower production and quality refinement
- Packing, labeling and marketing
- Business management by keeping systematic accounts and records
- Maintain liaison and linkage with buyers by using smart phone/ICT apps/Internet

The content of the skill and capacity building training of the selected potential entrepreneurs would be like -

- Business plan, budget, financial management and record keeping
- Orientation on processes of dry-flower production, machinery needed, its operation and maintenance
- Production plan & inputs flow plan, production of dry-flower and techniques for quality measures
- Packing, labeling and preserving of the product,
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet

Total 12 potential persons have been selected for this customize action. Location of those potential trainees are

Moheshpur Upazila - 1 Person

Jibannagar Upazila - 1 ,,

Jhikargacha Upazila - 7 persons

Savar Upazila - 2 ,,

Dhaka City - 1 Person

Particulars of these potential trainees for this customize action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Jannatul Ferdous Brishty	Md. Abdul Matin	Vomka	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	3737642615	01947783618
2	Shapna Khatun	Jony Ahmed	Agargaon	Dhaka	Business	Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	3756185207	01812971230
3	Md. Ismail Hossain	Md. Abdul Hamid	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	5533002589	01791-184833
4	Md. Masud Rana	Md. Azgar Ali	Haria	Jhikargacha	Farmer and business	Cultivate Rose . Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359916141	01915-660671
5	Ms. Zakia Sultana	Md. Mayzed	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371869105	01701-701273
6	Md. Alim Dewan	Md. Salauddin Dewan	Batuliya	Savar	Farmer & Trader	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	5551746117	1849316435
7	Mithun Kabir	Abu Bakr	Krishnach ondropur	Jhikargacha	Farmer and business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	1032457945	01752-671612
8	Md. Anarul Islam	Md. Ohir Uuddin	Notun Para	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	7786406921	01928-241057
9	Md. Mizanur Rahman	Md. Abdus Samad	Sayedpara	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371873467	01920-508765
10	Md. Masud Rana	Md. Abdul Mannan	Nilkanthon agar	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371866801	01927-006844

11	Ms. Sharmin Aktar	Md. Mehadi Hasan	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	2000112359005 504	01703-010281
12	Ms. Nasrin Nahar	Md. Abdur Rahim	Panishara	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera		01716045412

2f. Rose water production:

A **Rose water**, is a flavoured water which is produced by steeping rose petals in the water. It's inflammatory, antiseptic, moisture retention properties have increased its applications across various sectors. Moreover, the potential of a Rose water can be defined using the type of rose used in manufacturing rose water, the type of rose water product required and on the uses of the rose water by different segments of consumers in the global and Bangladesh consumer market. To perform production of rose water commercially as a customize action, one has to perform the following jobs -

- Plan for the business, finalize type of rose to be used and mobilize capital
- Finalize inputs sources and plan for regular collection of rose flowers (Confirmation of supply chain)
- Select site, install machinery for this enterprise and trained on technologies for rose water making
- Machine operation, rose water production and quality refinement
- Packing, labeling and marketing
- Business management by keeping systematic accounts and records
- Maintain liaison and linkage with buyers by using smart phone/ICT apps/Internet

The content of the skill and capacity building training of rose-water production for the selected potential entrepreneurs would be like -

- Business plan, budget, financial management and record keeping
- Training on processes of rose-water production, machinery/equipment needed, its orientation, operation and maintenance
- Production plan & inputs flow plan, production of rose-water and techniques for quality measures
- Packing, labeling and preserving of the product,
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet

Total 14 potential entrepreneurs have been selected for this customize action. Location of those selected potential entrepreneurs are given below -

Lalpur Upazila - 1 person

Jhikargacha Upazila - 10 Persons

Savar Upazila - 3 ,,

Particulars of potential trainees for customize action of Rose-water making are given below:

SI	Name	Fathers/ Husband' s Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Tanzila	Moshiur	Sayedpara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	41123718733 17	01918-901699
2	Md. Sagar	Golam	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	1950004562	01817-888305
3	Md. Saddam	Harunur Rashid	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	1500846280	01961-626973
4	Moklechur Rahman	Abdul Mannan	Haria	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	41123599164 90	01622-426992
5	Md. Ashraf Uddin	Md. Mamtaj Uddin	Bagnibari	Savar	Farmer & Trader	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	7763152175	01703330053
6	Md.Amin Dewan	Md.Kabir Dewan	Batulia	Savar	Farmer	Cultivate Rose	2410830950	01874411120
7	Ms. Shahnara Begum	Late Tito Mia	Paduapara	Jhikargacha	Farmer & Trader	Cultivate rose . Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera		01944331676
8	Ms. Roksana	Md. Uzzal	Sayedpara	Jhikargacha	Farmer & Business	Cultivate rose . Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371874 255	01731-081701

9	Abu Kalam	Kitab Ali	Tawra	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	19884112371000065	01923071060
10	Md. Aziz	Md. Ahad Ali	Nabinagar	Lalpur	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	6914466421602	01721-458370
11	Ranju	Alamgir Hossain	Panishara	Jhikargacha	Farmer and business	Cultivate Rose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	19914112371000068	01319-589609
12	Ms. Asma Khatun	Md. Khaibar Ali	Kulia	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	20024112371002772	01918-025967
13	Md. Alamgir Hossen	Md. Shukur Ali	Chandpur	Jhikargacha	Farmer & Business	Cultivate Rose. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359917360	01716-149378
14	Md. Mohiuddin	Md. Golam Rosul	Akrain	Savar	Farmer & Trader	Cultivate rose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	1905610414	1711222326

3. Production of new flower variety (69 persons)

3a. Export quality Gerbera flower cultivation:

Gerbera is very fashionable and widely used as a decorative garden flower or cut flowers. It is an evergreen and herbaceous blooming plant producing different colors of flower. The gerbera daisy has large vibrant flowers, which has made it a popularity with flower lovers. There is a wide range of variation available in this flower and has very good demand at domestic and international markets. Bangladesh has very good climate for Gerbera production, however, for producing exportable Gerbera, the following activities are needed to perform -

- Production plan, budget, land selection and capital mobilization
- Input collection (propagating materials, shading/protective materials, fertilizers, skilled labour & others)
- Production of quality gerbera, harvesting and marketing
- Keep all accounts and records of the production

The content of the skill and capacity building training of Gerbera production for the selected potential entrepreneurs would be like -

- Business & production plan, budget, financial management and record keeping
- Training on detailed gerbera production technology, GAP & photo-sanitary measures
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet

Total 44 potential entrepreneurs have been selected for this customize action. Location of those potential trainees are given below -

Jhenaidah Sadar Upazila - 4 persons

Kaligonj Upazila - 3 ,,

Jhikargacha Upazila - 31 ,,

Savar Upazila - 6 ,,

Particulars of potential trainees for quality Gerbera production are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Anju Ara Begum	Md. Shaiful Islam	Choto Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371866935	01726-758176
2	Md. Sohag	Md. Shoidul islam	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	19924116155000000093	01959-941459
3	Ms. Runa	Md. Imran Hossain	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold	20004411947005001	01644-676514
4	Reshma Khatun	Md. Ruhul Amin	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	19904413347000219	01717-369596
5	Rumi Begum	Selim Reza	Kamalhat	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	19954413347022283	01868-089471
6	Md. Hafizur Rahman	Tofajjal Hoosain	Baliadanga	Kaliganj	Packaging	Cultivating Marigold and gladiolus	19904413394000239	01928-551537
7	Md. Masum Billah	Nazrul Islam	Shahpur	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394487866	01736-287909
8	Ms. Sima	Mr. Sontos	Baliadanga	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	1998441339400056	01471-189108

9	Ms. Parvin Begum	Md. Tajuddin	Narangali	Jhikargacha	Processing	Make Garland with rose, marigold and tuberose. Post harvest marigold	4112371869848	01787-455272
10	Tahmida Shirin Sultana	Mir Foiz Ahmed	Panisara	Jhikargacha	Processing	Make Garland with rose, marigold and tuberose. Post harvest marigold	41122371866465	01712172284
11	Md. Shobuj	Md. Shamsur Ali	Panishara	Jhikargacha	Farmer	Cultivating gladiolus and gerbera	5988421060	01932-975023
12	Ms. Amena Khatun	Md. Pappu	Potuapara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold	19954119008027714	01772-301947
13	Ruhul Amin	Atiar Rahman	Potuapara	Jhikargacha	Farmer	Cultivating Gladiolus	4112335861157	1717988281
14	Ms. Ayra	Md. Masiur Rahman	Panishara	Jhikargacha	Farmer	Cultivating Gladiolus	4112371866859	01971-202801
15	Ms. Nazma Begum	Md. Atiur Hossen	Narangali	Jhikargacha	Farmer	Cultivating Gladiolus	4112365934282	01728-751667
16	Ms. Rina Khatun	Md. Alamgir Hossen	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19914112371000297	01301-355677
17	Ashraful Alam	Nurul Haque	Godkhali	Jhikargacha	Farmer	Cultivating Gladiolus	1985411233500019	01712-814338
18	Ms. Shahnaz Parvin	Md. Niloy Hossen	Choto Panisara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	20014112365010143	01407-187950
19	Md. Abdus Salam	Md. Ibadat Ali Sardar	Tawra	Jhikargacha	Farmer & Business	Cultivate Gladiolus and gerbera. Trading on (Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112371874768	01727-216857
20	Md. Saidur Rahman	Md. Moshir Rahman	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19934112371000143	01943-232425

21	Meen Khatun	Malek Gazi	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	20034112371001815	01749-263052
22	Tumpa	Shahin	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	3737909428	01777094274
23	Rakha	Saiful	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	7352522135	01937721558
24	Ms. Ruma	Md. Monirul Islam	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	198741123710000	01784-044338
25	Sukjan	Shawkat Ali	Nilkonthonogor	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112365931216	01714-586357
26	Rikta Khatun	Enamul Hossain	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	9576222625	01825-555115
27	Rozina	Abdur Razzak	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371871592	01737-396002
28	Sonia Khatun	Md. Mahidul Islam	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	2864534926	01911-941306

29	Jahanara Khatun	Mominur Rahman	Panishara	Jhikargacha	Farmer and business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371867216	01712-984643
30	Ms. Culsum	Md. Masum	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	5079671847	01740-977902
31	Ms. Rafiza Khatun	Md. Akbar Ali	Baysa	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359919037	01776-148796
32	Ms. Chaina	Md. Ruhul	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112365931163	01731-479073
33	Md. Sohag Hossen	Md. Ansar Ali	Jirengacha	Jhikargacha	Farmer	Cultivating rose and gladiolus	19894110909400166	01767-754664
34	Ms. Rahima Khatun	Md. Anisur Rahman	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094670905	01918-015095
35	Ms. Rokeya	Md. Abdul Alim	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	8256273460	01946-825358
36	Ms. Rekha Khatun	Md. Fojoy Ali	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19934112359000099	01986-220300
37	Ms. Minura Khatun	Md. Ali	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335854067	01838-639840

38	Ms. Rabia	Md. Mostafijur	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1995411901700015	01999-777819
39	Ms. Fatema Aktar	Md. Abdur Rahim	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	7791744597	01778186892
40	Ms. Shahida Aktar	Md. Amzad Hossain	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	20012617222028525	01870826858
41	Fatema Aktar Imi	Idris Ali	Bagnibari	Savar	Farmer	Cultivate rose and gladiolus	6455076502	01633929639
42	Ms. Lima Aktar	Md. Roni Shikdar	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4658061041	1798620623
43	Ms. Fatema Aktar Lovely	Md. Israfil Khokon	Kalikoir	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	5087605472	1716608676
44	Ms. Amena Begum	Md. Nannu Mia	Shamkur	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19937817667005096	1787949432

3b. Marigold Cultivation (As Initiative):

Marigold commonly known as “Ganda” in Bengali, is a widely produced flower in some regions of Bangladesh. It is one of the most commonly grown flowers for garden decoration and extensively used as loose flowers for making garlands for religious and social functions. African Marigolds (*Tagetes erecta*) and French Marigolds (*Tagetes patula*) are common types commercially cultivated. Marigolds are ideal for making garlands. For seeds germination optimum temperature ranges 18 to 30°C. Soil and planting is carried out during rainy season winter and summer

season hence flowers of marigold can be had almost throughout the year. As new initiatives for commercially cultivation of marigold, entrepreneurs should perform the following actions -

- Production plan, budget, land selection and capital mobilization
- Input collection (propagating materials, fertilizers, skilled labour & others)
- Production of quality marigold, harvesting and post-harvest activities, packaging & marketing
- Keep all accounts and records of the production

The content of the skill and capacity building training of the selected potential entrepreneurs for Marigold production would be like -

- Business & production plan, budget, financial management and record keeping
- Training on detailed Marigold production technology, GAP & photo-sanitary measures
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet

Total 18 potential entrepreneurs have been selected for this customize action. Location of those potential entrepreneurs are given below -

Kaligonj Upazila -	2 Persons
Moheshpur Upazila -	9 ,,
Jibannagar Upazila -	4 ,,
Lalpur Upazila -	1 ,,
Jhikargacha Upazila -	2 ,,

Particulars of potential trainees of Marigold production as new initiatives are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.
1	Ms. Resma	Md. Shohid	Baliadanga	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	4413394487170	01402-022989
2	Ms. Anna Begum	Md. Abdul Momin	Gopinathpur	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	4413394487866	01856-064810
3	Ms. Najira Begum	Md. Ainuddin	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	6869260072	01991-620159
4	Ms. Tanjila Begum	Md. Rabiul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	3755015918	01905-65143
5	Ms. Jibannesa Khatun	Md. Hashem	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	8223431662	01904-561905

6	Ms. Sultana Parvin	Md. Haidar	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	1923461170	01955-098885
7	Ms. Nadia Begum	Md. Shariful	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	5990759762	01920-300427
8	Ms. Chabera Begum	Md. Amir Hossen	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	8223432637	01921-242026
9	Ms. Julia Begum	Md. Saidul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	2836341475	01942-254685
10	Ms. Robina Begum	Md. Robiul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	6873428814	01987-496108
11	Ms. Saima Begum	Md. Shahidul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	7323293212	01906-595387
12	Md. Billal Hossain	Md. Ifrat Fakir	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose. Post harvest marigold	8706002881	01856-968046
13	Ms. Arika Khatun Tania	Md. Mamun Mia	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose. Post harvest marigold	9576687884	01925-828311
14	Ms. Morium Khatun	Md. Soriful Islam	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.	5086042008	01859-807279
15	Ms. Julekha Begum	Md. Rafiqul Islam	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.	7356427380	01883-485916
16	Afia Begum	Md. Akmal	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914466421565	01756-823342
17	Ruby Begum	Md. Firoz	Nabinagar	Jhikargacha	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914436436084	01732-379675
18	Lovely Begum	Md. Anwar	Nabinagar	Jhikargacha	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1990761222500185	01773-240295

3d. Rose Cultivation (As Initiatives):

Roses are grown well in tropical and subtropical weather condition in the worldwide. The perfect temperature conditions for rose farming techniques in between 15 °C to 28 °C. Rose plants at list require 5 to 6 hours the sunlight during the growth phase and flowering period. Generally, the sunshine requires in moisture weather condition area or in a cloudy situation. Roses also grow well at below 15°C temperature. The successful commercial rose farming process mostly depends on the varieties of rose flower. In latest technology, there are many rose planting methods are available but the rose cultivation in greenhouse method is very famous and convenient for rose plants. As new initiatives for commercially cultivation of Rose, entrepreneurs should perform the following actions -

- Production plan, budget, land selection and capital mobilization
- Input collection (propagating materials, protective materials, poly caps, fertilizers, skilled labour & others)
- Production of quality Rose, harvesting and post-harvest activities,
- Liaison and networking with buyers, packaging & marketing
- Keep all accounts and records of the production

The content of the skill and capacity building training of the selected potential entrepreneurs for Marigold production would be like -

- Business & production plan, budget, financial management and record keeping
- Training on detailed production technology of Rose, GAP & photo-sanitary measures
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

Total 7 potential entrepreneurs have been selected for this customize action Rose production as new initiative. Location of those potential entrepreneurs are given below -

For Dutch/China rose variety:

Kotchandpur Upazila -	1 person
Jhikargacha Upazila -	1 person

For Merinda/Lincoln/Papa meilland rose variety:

Kaligonj Upazila -	1 Person
Moheshpur Upazila -	1 „
Jibannagar Upazila -	3 Persons

Particulars of potential trainees for this customized action are given below:

Dutch/ China Rose Cultivation

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Md. Selim Reza	Md. Omar Ali	Godkhali	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and head band Post harvest marigold, Rose and gerbera	4112335854086	01711-018493
2	Ms. Nasima Khatun	Md. Sanaruddin Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5073005646	01729-139121

Rose Cultivation

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve d in	Current Activity	NID	Mobile No.
1	Ms. Razia Khatun	Md. Sayed	Baliadanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	19908217614000049	01960-942530
2	Ms. Shanta Begum	Md. Sohan	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	1505022093	01932-160155
3	Tajrekha Mini	Md. Hafijur Rahman	Notun Tetulia	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	20001815538057129	01996-883491
4	Sampa Khatun	Md. Jahurul Islam	Puran Tetulia	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	8703418999	01929-385061
5	Arfana Yasmin Rumi	Rashedul	Baka	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	56116817	01772-921050

4. Business on Inputs Required for Producing Quality Flowers (34 persons)**4a. Commercially Production of Propagating Materials:**

A plant or any part thereof capable of producing a new plant such as: shoots, rhizomes and seeds is called propagating material. Seed or planting materials of a crop or a plant is a very important component of crop production as good seed interacts with the good environment around it and determines the health of the crop or plant. If the environment is conducive and the seed is poor, production is likely to be less. Hence, for production of quality flower, quality propagating material is must. For production of quality propagating materials, the following activities have to be performed -

- Production plan, budget, land/site selection and capital mobilization
- Input collection (Seeds, seedlings, tubers, bulbs, corms, mother trees etc. fertilizers, skilled labour & others)
- Establishment of warehouse, store, cold chamber
- Establishment of mother trees and tissue-culture mini-lab
- Raising and multiplication of propagating materials and nurse them
- Liaison and networking with buyers for marketing.
- Keep all accounts and records of the production and sale out

The content of the skill and capacity building training of the selected potential entrepreneurs for commercially production of propagating materials would be like -

- Business & production plan, budget, financial management and record keeping
- Training on detailed production technologies of propagating materials of different commercial flowers,
- Techniques of tissue-culture for seedling raising of feasible cut flowers
- Techniques for quality measures during storing & multiplying and transporting propagating materials
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

There is total 16 persons who have planned to establish nursery for raising and developing propagating materials commercially. Location of those potential entrepreneurs are given below -

Kotchandpur Upazila - 1 person
 Jibannagar Upazila - 3 persons
 Jhikargacha Upazila - 12 persons

Particulars of potential trainees for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Md. Mamunur Rashid	Md. Abdul Mannan	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	7336212241	01716-372130
2	Ms. Ziria Khatun	Md. Limon	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	19971855570001325	01789-101469
3	Md. Ziarul Haque	Md. Motahar Rahman	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	6435823148	01921-286377
4	Ms. Monowara	Md. Israi Hossen	Narangali	Jhikargacha	Farmer	Cultivating Gerbera	4112371869504	01798-395613
5	Ms. Suma Khatun	Md. Ikramul	Kulia	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371868480	01718-375884
6	Ms. Tamima Khatun	Md. Mustafizur Rahman	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, roses and gerbera	19978112371018279	01816-601607
7	Shagarika Khatun	Shahjamal	Kulia	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	55029748	01716896727
8	Ms. Sabina Yeasmin	Md. Rofikul Islam	Choto Panisara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867299	01747-859268

9	Al Amin	Khalilur Rahman	Kulia	Jhikargacha	Farmer and business	Cultivating Gladiolus Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	6415160594	01967-581503
10	Nipa	Saeed	Haria	Jhikargacha	Farmer	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916042	01932-686474
11	Nur Jahan	Matiar Rahman	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335855455	01929-653400
12	Ms. Taslima Khatun	Md. A Hasem	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371869435	01759-320683
13	Ms. Shapla Khatun	Md. Ashekul	Potuapara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1955348956	01733184237
14	Ms. Selina Khatun	Md. Morol	Jirengacha	Jhikargacha	Farmer	Cultivating Gerbera	4119094711065	01917-879413
15	Ms. Jesmin	Md. Shah Alam	Kanarli	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1988411236500036	01403-153933
16	Md. Selim	Md. Ali Newaz	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	3746539299	01876-420248

4b. Flower Inputs (Other than propagating materials) Business

Other than propagation materials, there are many inputs those are essential to produce quality flowers like, fertilizers, composts, pesticides. shading/protecting materials, poly-bags, poly-caps, flower cultivating & harvesting tools and utensils etc. For flower input business, the potential entrepreneurs are needed to perform the following activities -

- Business plan, budget, site selection of business-center and capital mobilization
- Maintain liaison and communication with inputs company/distributors and collection of flower inputs (Fertilizers, pesticides, cultivation tools & equipment, shading materials, polythene & poly-bags, poly-caps, protective materials etc.)
- Establishment of warehouse & store places
- Liaison and networking with buyers for marketing.
- Keep all accounts and records of the production and sale out

The content of the skill and capacity building training of the selected potential entrepreneurs for commercially production of propagating materials would be like -

- Training on “Business plan, budgeting, financial management and record keeping”
- Capacity building training for bargaining/price negotiation and issuing purchase order to the inputs company/distributors
- Training on details of handling, storing, efficiency and costings of different inputs
- Training on internet browsing to get different inputs company for price, efficiency and feasibility specification
- Training on techniques of repacking and branding of a products
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

There is total 18 potential entrepreneurs who have planned to establish business with flower production inputs. Location of those potential entrepreneurs are given below -

Jhenaidah Sadar Upazila -4 persons

Kotchandpur Upazila - 1 person

Kaligonj Upazila - 1 person

Jibannagar Upazila - 1 person

Jhikargacha Upazila - 10 persons

Dhaka City - 1 person

Particulars of potential trainee those who have planned for this flower inputs business are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Md. Mamun Hossen	Md. Fozlur Rahman	Baliadanga	Kaliganj	Business	Trading (Marigold, Tuberose, Gladiolus, Roses)	9164402456	01963-138723
2	Ms. Mukti	Abdul Aziz	Syedpara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2810858403	01937774437
3	Ms. Asma Khatun	Md. Golam Mondol	Ganna	Jhenaidah Sadar	Business	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	6896507685	01985-139890
4	Ms. Rizia Khatun	Md. Ayub Ali	Ganna	Jhenaidah Sadar	Business	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	9156376817	01743-931863
5	Ms. Rehana Khatun	Md. Mohiuddin	Ganna	Jhenaidah Sadar	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	8244699107	01712-809964
6	Md. Siraj	Md. Sattar	Krishnachandrapur	Jhikargacha	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	4112371867507	01712-458566

7	Md. Rasel	Md. Sher Ali	Kulia	Jhikargacha	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	2852430590	01725-536878
8	Sujan Mia	Abduk Malek	Shahbag	Dhaka	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	2691650163783	01301803677
9	Md. Shafiqul Islam	Md. Owazzel Mondol	Iqra	Kotchandpur	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	3723049452	0131-2551477
10	Md. Ashraful Islam	Md. Rezaul Islam	Ganna	Jhenaidah Sadar	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	5975913061	01636-107265
11	Ms. Doly Khatun	Md. Tofazzel Malita	Baka	Jibannagar	Business	Trading of Marigold, Tuberose, Gladiolus, Gerbera, Roses.	1935907790	01719-917769
12	Md. Sohag Hossain	Md. Golam Rasul	Krishnachar drapur	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	1994411237100 0095	01724-193854
13	Md. Kamrul	Md. Kitab ali	Krishnachar drapur	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	1992411237100 0096	01987-462185
14	Ebrahim Kadri	Babul Hossain	Godkhali	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	41123358	01936-286784
15	Md. Jony Rahman	Md. Golam Sarwar	Krishnachar drapur	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	2402481127	01755-937475
16	Nazrul Islam	Md. Ijjat Ali Dhali	Panisara	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112371866834	01909-151082
17	Ms. Rabeya Khatun	Md. Noor Hossain	Matipukur	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	1990411909400 0276	01917-387759
18	Mr. Proshanta Kumar	Mr. Suvash	Potuapara	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera.	3752454870	01920280796

5. Start flower business as Faria group (33 Persons)

“Faria” is a person who does business/jobs as a forward market actor at the starting level of the flower value chain, means “Faria use to buy flowers from different farmers/producers and sale out to the bigger businessperson (Paikar). People from this group are belong to farmers’/producer groups or from post-harvest & packaging groups. After having 5-days entrepreneur development training, now they have planned to involve in flower trading as a Faria. For doing this customize action, they will have the scope/quality to perform the following activities -

- Business plan, capital, account management & record keeping skill
- Good linkage and liaison with farmers and buyers

- Good knowledge of features of quality flowers
- Good knowledge of flower market and flower value chain

The content of the skill and capacity building training of the selected potential entrepreneurs to be a “Faria” in the cut flower sector would be like -

- Training on “Business plan, budgeting, financial management and record keeping”
- Capacity building training for bargaining/price negotiation with producers and buyers
- Training on market and market development and flower value chain
- Training on techniques of post-harvest activities and packaging
- Training on networking, communication with produces and buyers & use of ICT apps/internet for market development

There is total 33 potential entrepreneurs who have planned to be a “Faria” of cut flower. Location of those potential entrepreneurs are given below -

Jhenaidah Sadar Upazila - 2 persons
 Kotchandpur Upazila - 1 person
 Kaligonj Upazila - 2 persons
 Moheshpur Upazila - 2 persons
 Jhikargacha Upazila - 26 persons

Particulars of potential trainee those who have planned for to be a “Faria” are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Md. Mozaffor Hossain	Md. Ali Boksh	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus and Chandramallika	8223552236	01701-796662
2	Md. Mostak Ali	Md. Mosarrof Hossain	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	3273545727	01920-274798
3	Md. Hafizur Rahman	Md. Kawsar Ali Morol	risnocndrapur	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera.	7792013604	01981-019905
4	Md. Naime Hossen	Md. Ajahar ali	Ganna	Jhenaidah Sadar	Farmer	Cultivating Marigold, Rose and Tuberose	3301673327	01636-641802
5	Ms. Rimi	Md. Masud	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	4413374553906	01751-284462
6	Md. Habibur Rhoman	Md. Baki billa	Paik para	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	4646506552	01915-361323
7	Md. Alamgir Hossen	Md. Khorsed Alam	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394488293	01914-378473
8	Fazlur Rahman	Ahmed Ali Khan	Baliadanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394488705	01714-959862

9	Sumita Yasmin Sumi	Md. Jamal Uddin	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	1991411237100017	1713903716
10	Lovely Akter	Rostom Ali	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	5099456989	01311748327
11	Ms.Rumpa Begum	Md. Babu	Kulia	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	19914112371000120	01708-637439
12	Ms.Shahanaz Parvin	Md. Pintu	Kulia	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371868519	01923-721576
13	Ms.Ferdousi	Md. Abujar	Kulia	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371868597	01775-559733
14	Md. Mujibur Rahman	Md. Altaf Hossain	Kulia	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371868435	01738-292379
15	Ms. Mazeda Begum	Md. Rofikul Islam	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371866962	01732-033194
16	Ms. Sabana Khatun	Md. Monir	Choto Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371867406	01942-410095
17	Rozina Khatun	Mithu	Kulia	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371868707	01726033265
18	Sharmin	Shamim Reza	Soyedpara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	3302465574	01710460885
19	Ms. Shanaj	Md. Shamim Ahmed	Choto Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	1990411906900092	01941-230589
20	Ms. Sabitri	Pradip Kumar Mallik	Choto Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371867371	01739-478266
21	Rumpa Khatun	Sabuj Hossain	Krishnachandrapur	Jhikargacha	Farmer	Cultivate Gerbera	1479697869	01793-845035

22	Reshma Khatun	Md. Nur Hossain	Haria	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1026248284	01928-473025
23	Muslima Khatun	Qayyum Hossain	Haria	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1992411908600164	01997-766522
24	Shahanara Khatun	Rezaul Islam	Haria	Jhikargacha	Farmer	Cultivate rose, gladiolus and tuberose	4112359916008	01768-840554
25	Ms. Razia Khatun	Md. Sultan	Baysa	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera and running a nursery	2835763620	01989-299269
26	Ms. Rupali Begum	Md. Shahazan Dhali	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371869498	01911-654677
27	Ms. Poly Khatun	Md. A. Jalil	Potuapara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335861164	01980987823
28	Ms. Shahanara Begum	Md. Abdur Rahhim	Kisnocondapur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1984411237100006	01739-991145
29	Ms. Jesmine	Md. Tota Mia	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	7805928129	01917-387589
30	Ms. Sahida khatun	Md. Kharshad	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	4119094711111	01935-038961
31	Ms. Rozina Begum	Md. Dinu	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094708012	01984-476757
32	Ms. Sajeda Khatun	Md. Mofizur Rahman	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	870495341	01924-809660
33	Ms. Rahana	Md. Soyeb	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1954872931	01772-887321

6. Flower export trading group (47 persons)

6a. Export with own cultivated flower only:

Exports are products or services that are produced or manufactured in one country and sold in another. There is very good demand of Bangladeshi cut flowers in the international markets. After having the 5-days entrepreneurship development training, some entrepreneurs have planned to export their own flowers only. To get the export market, they have the following scope and facilities

- Suitable land and manpower
- Ability to produce quality flowers
- Willingness to invest and export trading

For capacity and skill development training of the selected potential entrepreneurs for producing export quality flowers and exportation are would be -

- Training on “Business & production plan, budget, financial management and record keeping”
- Training on detailed production technology of flowers, GAP & photo-sanitary measures
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Training on details of export process and required documents
- Training on internet browsing to get and communication with different buyers
- Training on techniques of packaging and branding of a products
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

There is total 6 persons who are involved in flower production and have planned for exporting. Location of those potential entrepreneurs are given below -

Jhenaidah Sadar Upazila -	1 person
Kaligonj Upazila -	1 person
Kotchandpur Upazila -	1 person
Jhikorgacha Upazila -	3 persons

Particulars of potential trainee those who have planned for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Ms. Zamena Khatun	Md. Bakka Bishwas	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5523025459	01887-569664
2	Ms. Sonia Khatun	Md. Torikul Islam	Karika Danga	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	20004423201044607	01750-916344
3	Ms. Easmin	Md. Abdur Razzak	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	441339489354	01910-004670

4	Imran Hossain	Sadeq	Krishnachondropur	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	5114520710	01763-045490
5	Shilpi Khatun	Shazul Islam	Kulia	Jhikargacha	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	8264540322	01745-821285
6	Nachima Khatun	Md. Jago (Imtiaz Moral)	Nilkonthonogor	Jhikargacha	Packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867156	01725-875526

6b. Export with own cultivated flower & collecting flower from others:

Bangladesh is producing very good quality of cut flowers which has also very good demand in other countries. Exportation of cut flower is profitable as production cost is comparatively lower in Bangladesh. After receiving the 5-days entrepreneurship development training in cut flowers, some potential entrepreneurs have planned to export own flowers as well as collecting flowers from other farmers also. They have the following scope and facilities to perform this customize action -

- Suitable land and manpower to cultivate quality flowers
- Have scope to collect quality flowers from other contract farmers
- Willingness to invest and export trading
- Willingness to collect and or prepare all legal documents for exportation.

For capacity and skill development training of the selected potential entrepreneurs for producing export quality flowers and exportation are would be -

- Training on “Business & production plan, budget, financial management and record keeping”
- Training on detailed production technology of flowers, GAP & photo-sanitary measures
- Training on monitoring & quality assurance of Contract Farmers activities
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Training on details of export process and required documents
- Training on internet browsing to get and communication with different buyers
- Training on techniques of packaging and branding of a products
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

There is total 24 persons who are involved in flower production as well as will collect flowers from other farmers and have planned for exporting. Location of those potential entrepreneurs are given below -

Kotchandpur Upazila - 1 person
 Moheshpur Upazila - 2 persons
 Jibannagar Upazila - 3 persons
 Lalpur Upazila - 3 persons
 Jhikargacha Upazila - 15 persons

Particulars of potential trainee those who have planned for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Ms. Rina Begum	Md. Altaf Hossen	Iqra	Kotchandpur	Farmer	Cultivating Marigold	9123023302	01631-703011
2	Ms. Khadija Khatun	Md. Ujjal Hossain	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose and chandramallika	3273658637	01756-931706
3	Ms. Shojoni Khatun	Md Nazmul Hossen	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus and Chandramallika	3752877203	01777-497485
4	Ms. Nasrin Akter	Md. Ali Ahmed	Ghoshnagar	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	5086037636	01832-620577
5	Ms. Roxana Akter Tasnia	Md. Canchal	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	4186475200	01913-538527
6	Md. Zakir Hossain	Md. Ali Haidar	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	9151374635	01838-279846
7	Tushi Akhter	Ujjal Ali	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1511374504	01872-889520
8	Mehdi Hasan	Jinnah	Nabinagar	Lalpur	Farmer and business	Cultivating Gladiolus. Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	6914466425445	01303-964000
9	Adri Khatun	Md. Farooq	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	20026914466016934	01750-350479

10	Md. Alim	Jamshed Ali	Narangali	Jhikargacha	Farmer and businessman	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	19904112365000079	01723-899766
11	Nazma Khatun	Abdul Alim	Narangali	Jhikargacha	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335861420	01997-246527
12	Ms. Taslima Khatun	Md. Ojar	Soripur	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold Tuberose, Gladiolus, Roses and gerbera.	4112359914215	01904-920923
13	Md. Rasidul Islam	Md. Atier Rahman	Kulia	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose Gladiolus, Roses and gerbera	4112371868610	01710-875288
14	Atiar Rahman	Shomshed Ali	Panisara	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371866493	01730-167107
15	Dolly Begum	Khorshed Moral	Panishara	Jhikargacha	Farmer and businessman	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera	19894112371000062	01308-564177
16	Md. Shah Alam	Md. Ayub Ali	Sayedpara	Jhikargacha	Farmer and business	Cultivate gladiolus and tuberose. Trading of Marigold Tuberose, Gladiolus, Roses and gerbera	4112371873323	01821-346100
17	Md. Al Amin (Zahid)	Amed Ghazi	Panishara	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	7355285011	01990-545826
18	Aklima Begum	Sobur Khan	Kulia	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371868708	01792-311733
19	Khairul Islam	Amin Uddin	Kulia	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose Gladiolus, Roses and gerbera	4112371868553	01988-980072
20	Ms. Rupali Khatun	Md. Kamal Hossen	Panisara	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19874112335000070	01916-022118

21	Ms. Nazma Begum	Md. Ibrahim Khalil	Panisara	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	54971096	01927-030026
22	Ms. Fatema	Md. Ator Ali	Sayedpara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371874344	01712-760461
23	Ms. Khadiza	Md. Mostafa	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112365931139	01718-448518
24	Ms. Rohima	Md. Idris Ali	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094659580	01920-843837

6c. Export with only collected flowers from farmers/contract farmers:

Bangladesh is producing very good quality of cut flowers which has also very good demand in other countries. Exportation of cut flower is profitable as production cost is comparatively lower in Bangladesh. After receiving the 5-days entrepreneurship development training in cut flowers, some potential entrepreneurs have planned to export cut flowers collecting flowers from other farmers. They have the following scope and facilities to perform this customize action -

- Have scope to collect quality flowers from contract farmers
- Willingness to invest and export trading
- Willingness to collect and or prepare all legal documents for exportation.
- They have some experiences on flower trading domestically.
- They have some of the legal documents for trading.

For capacity and skill development training of the selected potential entrepreneurs for producing export quality flowers and exportation are would be -

- Training on “Business plan, budget, financial management and record keeping”
- Training on details of export process, required documents and govt. export policies
- Training on flower production by Contract Farmers and Buyer compliance
- Training on monitoring & quality assurance of Contract Farmers activities
- Techniques for quality measures, maintaining export complying issues, post-harvest activities and handling & packaging
- Training on internet browsing to get and communication with different buyers

- Training on techniques of packaging and branding of a products
- Market development and marketing strategy, networking, communication with buyers & use of ICT apps/internet for market development

There is total 17 persons who have planned to collect flowers from other farmers and have planned for exporting. Location of those potential entrepreneurs are given below -

Jhenaidah Sadar Upazila - 2 persons

Lalpur Upazila - 1 person

Jhikargacha Upazila - 14 persons

Particulars of potential trainee those who have planned for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Mst.Hamida Khatun	Md.Nurul islam Mondol	Basipara	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	1927719508	01937-557650
2	Md. Showkat Hossen	Md. Atiar Rahman	Ganna	Jhenaidah Sadar	Business	Trading on Marigold, Tuberose, Gladiolus, Gerbera, Roses	4623049873	01721-433661
3	Ms. Shamsun nahar	Md. Shabuddin	Narangali	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371869852	01710-183108
4	Md. Ali	Md. Md. Motiur Rahman	Krishnach andrapur	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Gladiolus, Roses and gerbera	5102430526	01767-470499
5	Ms. Asmina Begum	Md. Nasir Uddin	Narangali	Jhikargacha	Business	Trading ofn Marigold, Tuberose, Gladiolus, Roses and gerbera.	1991411237100 0213	01753-103571
6	Ms. Lipi	Md. Anawar Hossen	Panishara	Jhikargacha	Business	Trading of Marigold, Tuberose, Roses Gladiolus, and gerbera.	4112371866653	01746-075190
7	Mehedi Hasan	Rostom Ali	Panishara	Jhikargacha	Business	Trading on Marigold, Tuberose, Roses Gladiolus, and gerbera.	1991411237100 0006	1926780466
8	Ms. Sheuly	Md. Jasim Uddin	Narangali	Jhikargacha	Business	Trading on Marigold, Tuberose, Roses Gladiolus, and gerbera.	4112371869449	01728-751667
9	Azizur Rahman	Mozammel Morol	Godkhali	Jhikargacha	Business	Running a Retail Shop on Marigold, Tuberose, Roses Gladiolus, and gerbera.	4112335856068	01917725904
10	Abdul Motaleb	Adam Morol	Tawra	Jhikargacha	Farmer & Business	Cultivating Gladiolus. Running a flower Retail Shop	4112371874923	019303565229

11	Md. Hasanuz zaman	Md. Minhaj Uddin	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband. Post harvest marigold, Rose and gerbera	4620300048	01708-915755
12	Rozina Begum	Md. Zahidul Islam	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and headband. Post harvest marigold, Rose and gerbera	6914466421692	01722-539295
13	Rikta	Md. Khairul	Sayedpara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and headband. Post harvest marigold, Rose and gerbera	8702500631	01979-669600
14	Ms. Sheuli Begum	Md. Shafiqul Islam	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband. Post harvest marigold, Rose and gerbera	4214559181	01939-110664
15	Ms. Shumi Akther	Md. Rashedul	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359917440	01753-363033
16	Ms. Rahima Khatun	Md. Moznu	Godkhali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1990411235900 0180	01771-107434
17	Ms. Rahana	Md. Shireful Gazi	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867238	01714-252298

7. Expand flower treading (4 person)

7a. Expand Business Size:

After having 5-days entrepreneurship development raining on cut flower sector, some entrepreneurs have planned to expand their business size both in investment and covering sub-sector of flower business. Now they have one flower sale outlet in Dhaka city area. Now, they have planned for:

- Increase number of outlets/shops
- Invest money to manage “Bit” (Space of cluster of 3 - 4 small shops)

For capacity and skill development training of the selected potential entrepreneurs for expanding business in cut flower sector would be -

- Training on “Business plan, budget, financial management and record keeping”
- Training on “Post-harvest activities, flower shelf life and packaging”
- Training on “Market, market development and networking”
- Training on “Business development, profit-loss calculation and decision making process”

There is total 2 persons who have planned to expand his business size by both financial investment and physical activities. Location of those potential entrepreneurs are given below -

- Dhaka city area - 2 persons

Particulars of potential trainee those who have planned for this customized action are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Firoj Mahmud	Lokman Shekh	Agargaon	Dhaka	Business	Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	5116514274909	01682362039
2	Shilpi Islam	Md. Monir Hossain	Mazar Road	Dhaka	Business	Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	2611038817900	01927703775

7b. Flower Wholesale:

Cut flower business is very promising in all over the world. In Bangladesh, it is also growing rapidly. After getting 5-days entrepreneurship development training in cut flower sector, some retail businesspersons have planned to increase his business volume by setting whole-sale flower shop. They have the following scope to perform/run flower whole-sale shop -

- Experiences of retail trading
- Basic training on entrepreneurship development
- Willingness to invest to increase business size
- Have market access at local level

For capacity and skill development training of the selected potential entrepreneurs for doing wholesale business in cut flower sector would be -

- Training on “Business plan, budget, financial management and record keeping”
- Training on “Post-harvest activities, flower shelf life and packaging”
- Training on “Market, market development and networking”
- Training on “Business development, profit-loss calculation and decision making process”

Total 2 persons have planned for doing this customize action of flower whole-sale business, location of those potential entrepreneurs are given below -

Kotchandpur Upazila - 1 person

Dhaka city area - 1 person

Particulars of potential trainee those who have planned for this customized action (Flower whole-sale business) are given below:

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.
1	Ms. Chadni Begum	Md. Shahidul Islam	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	7321496395	01736-057800
2	Bilkis Begam	Md. Abdur Rahman	Mazar Road	Dhaka	Business	Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4174075863	01834526061

7.3.8.4 Potential Entrepreneurs Proposed for Inside/Outside Country Training

Bandhan Society has selected total 83 potential entrepreneurs who have planned to process different flowers to produce decorative home appliance and to prepare perfume, soap, flower tea, fertilizer etc. from different aromatic flowers. As flower processing is a very technical and experienced base activities, they will be needed a special advance training. This advance type of training may be organized in outside/inside Bangladesh where, potential entrepreneurs will have a comprehensive training on a particular enterprise/processing technology. The advance training will be given on -

- Tuberose processing to produce perfume
- Rose processing to produce perfume
- Rose processing to produce Rose-Water
- Marigold processing to produce cosmetic/cosmetic ingredient
- Dry-flower production techniques
- Marigold processing to produce Compost/Bio-fertilizer

In this regards, Bandhan Society has selected primarily 20 persons as potential entrepreneurs and proposing further advance training for them in abroad/home where facilities for this type of training is available. Consideration for selecting those potential entrepreneurs for advance training were -

- Interest for particular flower processing
- Keen interest to work in this sector
- Availability of inputs in the locality
- Capability and interest in group production and marketing
- Educational qualification
- Having necessary documents e.g. Trade license, TIN certificates etc.

List of proposed potential entrepreneurs for advance training Inside/Outside of the country on flower processing

SI	Name	Fathers/ Husband's Name	Village	Upazila	Involve in	Current Activity	NID	Mobile No.	Customize action Plan
1	Afroza Khatun	Md. Hasan Ahmed	Kamal hat	Jhenaidah Sadar	Farmer	Gladiolus and marigold farming	19934413347000117	01745-064131	Plan for perfume from Tuberose
2	Mamunur Rashid	Md. Ansar Ali	Kamal hat	Jhenaidah Sadar	Farmer	Gladiolus and marigold farming	4413347450496	01820-949301	Plan for perfume from Tuberose
3	Beauty Rani	Dibash	Trilochonpur	Kaliganj	Farmer	Marigold and Tuberose farming	19904413394000304	01732-611419	Plan for perfume from Tuberose

4	Asma Begum	Aynal Haq	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland & head band and Post harvest work	4112371867484	01713-922572	Want to produce cosmetics from Marigold
5	Md. Rezaul Islam	Md. Mahidul Islam	Puran Tetulia	Jibannagar	Farmer	Cultivating Marigold and gladiolus	1935739928	01711-210632	Want to produce cosmetics from Marigold
6	Ms. Priyanka	Utoum kumar	Bashipara	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	199241161550000000093	01772-826054	Want to produce Fertilizer from Marigold
7	Sumaiya Yasmin	Alec Gazi	Krishnachondropur	Jhikargacha	Farmer and packaging	Cultivating gladiolus and marigold. Make garland and head band.	20034112371001809	01817-877636	Want to produce Fertilizer from Marigold
8	Pobitra Hawladar	Mr. Sanjay Hawladar	Kadirdanga	Jhenaidah Sadar	Farmer	Cultivating Marigold	4413347450469	01875-683663	Want to produce Fertilizer from Marigold
9	Md. Imran Hossain	Md. Abu Sayed	Samair	Savar	Farmer & Trader	Cultivate rose and Marigold . Trading on diff. flowers	4655121673	1831257767	Want to produce Fertilizer from Marigold
10	Ms. Jannatul Ferdous Brishty	Md. Abdul Matin	Vomka	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland & head band and Post harvest works	3737642615	1947783618	Plan for dry flower production
11	Shapna Khatun	Jony Ahmed	Agargaon	Dhaka	Business	Trading on Marigold, gerbera Tuberose, Gladiolus, Roses	3756185207	01812971230	Plan for dry flower production
12	Md. Anarul Islam	Md. Ohir Uddin	Notun Para	Jibannagar	Farmer	Cultivating Marigold & gladiolus	7786406921	01928-241057	Plan for dry flower production
13	Ms. Nasrin Nahar	Md. Abdur Rahim	Panishara	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading on diff. flowers	4112371881117	01716045412	Plan for dry flower production
14	Ms. Selina Khatun	Md. Sher Ali	Panishara	Jhikargacha	Farmer & Business	Cultivate gladiolus and rose. Trading on diff. flowers	19924112371000131	01712-910429	Want to produce perfume from rose
15	Ms. Sajeda Begum	Md. Imamul Hossain	Hariya	Jhikargacha	Farmer and Trader	Cultivate Rose, Tuberose. Trading on diff. flowers	4112359916033	01734579711	Want to produce perfume from rose
16	Zafar Alam	Joban Mollah	Nabinagar	Lalpur	Farmer and Trader	Cultivate Rose. Trading on diff. flowers	6914466421553	01728-364154	Want to produce perfume from rose
17	Md. Dulal Sarkar	Md. Turap Ali	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on diff. flowers	4112371875365	01711350312	Want to produce perfume from rose
18	Nasrin Akter	Md. Rafikul Islam	Mazar Road	Dhaka	Businessman	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	20022613894030683	01714931916	Want to produce perfume from rose
19	Shahnara Begum	Late Tito Mia	Paduapara	Jhikargacha	Farmer & Trader	Cultivate rose . Trading on diff. flowers	4112335860027	01944331676	Wants to produce rose water
20	Md. Mohiuddin	Md. Golam Rosul	Akrain	Savar	Farmer & Trader	Cultivate rose and gerbera. Trading on diff. flowers	1905610414	1711222326	Wants to produce rose water

7.3.9 Refresher Workshop After Receiving the Training

As per ToR of the project, Bandhan Society would have to organize one refresher training in the mode of workshop at each of the 4 flower growing region (Project location) after the completion of the trainings of regional level. Hence, this after training refresher workshop has organized at Kaligonj Upazila of Jhenaidah district, Jibannagar Upazila of Chuadanga district, Jashore town area and Mohammadpur, Dhaka city area.

7.3.9.1 Objective of the Refresher Workshop

Main objectives of the workshop were –

- ⇒ To understand and know about the activities/plan trainees have initiated and or are implementing after they have received this “skill development training of women entrepreneurs involved in cut flower sector” training. And on the basis of regional resources, trainees interest & capabilities and also feasibility at that flower region level, identify/select most demanded 5 customized actions, which would help development of production and trade of cut flowers and its by-products.
- ⇒ To know about the problems/barriers/limitations for executing trainees plans and compile those against 5 customized actions.
- ⇒ To know what sorts of measures they have taken or needed to be taken to mitigate those problems and limitations.
- ⇒ To know what are the cooperation and supports the trainees are needed from government or from concern authority to implement their planned actions.

7.3.9.1.1 Post Training Refresher Workshop of Kaligonj, Jhenaidah

The first Post Training Refresher Workshop was organized at Kaligonj Upazila of Jhenaidah district on 21st January 2021. It was whole day even and excluding Chief Guest, Special Guests and other Guests, 30 selected trainees from earlier completed training, were present in the workshop. List of the participants of workshop is given below:

Workshop Participants (Not listed based on seniority or position):

- Ms. Sharifa Khan, Additional Secretary (Dev.), Ministry of Commerce
- Dr. M. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce
- Ms. Sanzida Khanam, Executive Director, Bandhan Society,
- Mr. Bijoy Krishna Haldar, DD, DAE, Jhenaidah
- Ms. Subarna Rani Saha, UNO, Kaligonj, Jhenaidah
- Dr. Md. Shamim A. Yousuf, Lead Training Expert & Consultant, Bandhan Society

Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University, Dhaka

Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur

Mr. A B Siddique, Director, Bandhan Society

Mr. Nazrul Islam Chana, Chairman, Trilochanpur Union Parishad,

Mr. Tipu Sultan, Flower Business Person, Baliadanga, Jhenaidah and



Guests of the Inaugural Session of the Workshop

30 Ex-Trainees from 10 batches of Jhenaidah areas.

5 flower business persons & member of Bangladesh Flower Association

The workshop venue was at Upazila Hall Room, Kaligonj, Jhenaidah and Ms. Subarna Rani Saha, UNO, Kaligonj, Jhenaidah was very helpful and supportive to organize workshop at nice hall room at her campus. With the recitation from the holy Quran and holy Geeta, the workshop activities started at 10:00 a.m. followed by self-introduction of the participants. There were two segments of the workshop – the inaugural session and technical session. Inaugural session was chaired by Ms. Sanzida Khanam, Executive Director, Bandhan Society. Respectable Ms. Sharifa Khan, Additional Secretary (Deve.), Ministry of Commerce was present in the workshop as Chief Guest. Dr. M. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce, Mr. Bijoy Krishna Haldar, DD, DAE, Jhenaidah and Ms. Subarna Rani Saha, UNO, Kaligonj, Jhenaidah were also present as Special Guest. The technical session was facilitated by the chair of Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University, Dhaka.

At the very beginning of the Workshop, Dr. Shamim A. Yousuf, Lead Training Expert, Bandhan Society initiated the discussion through welcome address. He thanked to all for attending the workshop even in these pandemic COVID-19 days as well as the present cold weather of winter season. He briefed the activities of Bandhan Society and informed that Bandhan Society has been working for women empowerment,



Over view of the Workshop venue at Kaligonj Upazila, Jhenaidah
environment, education, agriculture development and capacity building of disadvantaged. “Bring

the women for more involvement in the production and international trade of cut flowers is the dream of both BRCP-1, Ministry of Commerce and Bandhan Society,” he added. He urged the workshop participants (the trainees) to participate actively during the Group Work to fulfill the objectives of the workshop. He expressed his gratitude to the Chief Guest, Additional Secretary (Deve.), Ministry of Commerce, Ms. Sharifa Khan for her keen interest on cut flower sector and presence in this workshop even these pandemic CORONA Virus days. He also expressed his heartfelt thanks to Dr. M Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce, Mr. Bijoy Krishna Halder, DD, DAE, Jhenaidah and Ms. Subarna Rani Saha, UNO, Kaligonj, Jhenaidah for their immense cooperation and support to Training Program of Bandhan Society as well as for attending this workshop as Special Guest. Finally, he again thanked everybody for their cooperation specially the flower leaders from Bangladesh Flower Society and the participants.

Then, Dr. Farjana presented the activities and achievement of the project. It was power point presentation and for each slide presentation, Dr. Farjana Nasrin Khan has provided a brief explanation on that issue. She also provided some recommendations in her presentation made by the trainers of the project.

Mr. Bijoy Krishna Halder, DD, DAE, Jhenaidah informed the workshop that in Bangladesh about 10000 ha of lands is under flower cultivation and Jhenaidah is most feasible area to grow commercial flowers as this land are flood-free and more fertile. He informed that the main mandate of DAE to assist and cooperate farmers to expand land and to increase production of field crops. “As yet flower is not considered as field crop, we have no scope to provide any financial support to the flower growing farmers”, he added. DAE had considerable incentive funds for the farmers to enhance CORONA losses. During the pandemic COVID-19 time, though, flower farmers had more losses than the other farmers did but DAE could not provide any support (Incentive) to them. According to him, the policy makers should rethink on this issue.

Special Guest of the workshop, Dr. M. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce said that once farming was treated as subsistence level activities; now a day, it has changed; now, farming is considered as a business. He informed that the women introduced the farming/agriculture first but for many reasons they are lagging behind now. He urged the women participants to come forward for doing business in cut flower sector by maintaining all religious rules. He also informed that Germany had expressed their interest to work with Bangladesh on quality flower production. “We have many scope and potentiality for enlarging our cut flower business and export”, he added and urged to all, specially the women, to come forward with cut flower business.



Dr. M Shahb Uddin is addressing in the inaugural session of the workshop as Special Guest

The Chief Guest of the Workshop Ms. Sharifa Khan Additional Secretary (Deve.), Ministry of



Ms. Sharifa Khan, Additional Secretary (Deve.), Ministry of Commerce is addressing in the inaugural session as Chief Guest

Commerce thanked to all for joining with this workshop even in that disaster situation due to COVID-19. She appreciated Bandhan Society for organizing such a time demanded workshop and for implementing the project of women entrepreneurship development. Women entrepreneurship development is also government priority project. Government wants to bring the women in the mainstream of financial activities. She praised the Upazila Parishad Hall Room for its decoration, space and

location – the workshop venue. "The whole world is a market, we just have to take the initiative," she informed. "The smell of flowers is nowhere else but our country, we should make business out of this", she added. Ms. Sharifa Khan Sir informed that government had announced an incentive package of Tk.124 crore but no small-sized women entrepreneurs could be found. She said to the flower farmers that they had to know how to do more business with flowers. "Very shortly government will arrange micro-credit support for the women entrepreneurs of cut flower sector", she added. Finally, Sharifa Khan Sir wished very success of the workshop and announced inauguration of the Post-Training Refresher Workshop.

Technical Session of the workshop has been facilitated by Dr. Md. Shamim Ahamed Yousuf, Lead Training Expert, Bandhan Society and the session was Chaired by Professor Dr. A. F. M. Jamal Uddin, Cut Flower Specialist, Bandhan Society. Md. Redwan Noor Hridoy and Pankaj Kumar Sarkar, Trainer, Bandhan Society were act as Reporters.

Initially, 30 participants were divided into 5 groups based on the topics covered in their whole training as well as the activities they planned to perform after the training. The groups were -

- Quality flower production Group
- Post-harvest activities and packaging Group
- Flower value addition Group
- Flower market and networking Group
- Flower export development Group

After the group works and their presentation, Dr. Jamal Uddin, compiled the outcomes and has presented workshop findings to the house.



Dr. AFM Jamal Uddin is analyzing and compiling the outputs of the Group Works

7.3.9.1.2 Post Training Refresher Workshop of Jibannagar, Chuadanga

The second after training refresher workshop was organized at Jibannagar Upazila, Chuadanga district on 25th February 2021. The training venue was at Upazila Hall Room, Jibannagar. Guests from concern sectors and 30 trainees from training completed 10 batches were present in the workshop. List of workshop participants is given below:

Workshop Participants (Not listed based on seniority or position):

Dr. M. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce

Ms. Sanzida Khanam, Executive Director, Bandhan Society,

Mr. Md. Ali Hasan, DD, DAE, Chuadanga

Mr. SM Munim Linkon, UNO, Jibannagar, Chuadanga

Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce

Ms. Sharmin Akter, Upazila Agriculture Officer, DAE, Jibannagar, Chuadanga

Dr. Md. Shamim A. Yousuf, Lead Training Expert & Consultant, Bandhan Society

Mr. A B Siddique, Director, Bandhan Society

30 Ex-Trainees from 10 batches of Chuadanga & Natore areas.

5 flower business persons & members of Bangladesh Flower Association

With the recitation from the holy Quran and holy Geeta, the workshop activities started at 10:00 a.m. followed by self-introduction of the participants. Inaugural session was chaired by Ms.

Sanzida Khanam, Executive Director, Bandhan Society. Respectable Project Manager, BRCP-1, Ministry of Commerce Dr. M. Shahab Uddin was present in the workshop as Chief Guest. Mr. Md. Ali Hasan, DD, DAE, Chuadanga Mr. SM Munim Linkon, UNO, Jibannagar, Chuadanga, Ms. Sharmin Akter, Upazila Agriculture Officer, DAE,



Physical overview of the workshop venue at Jibannagar Upazila Hall Room

Jibannagar, Chuadanga and Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce were also present as Special Guest. The technical session was facilitated by the chair of Dr. Shamim A. Yousuf, Lead Training Expert, Bandhan Society.

Inaugural Session of the Workshop

At the very beginning of the Workshop, Mr. Md. Abu Bakar Siddique, Director, Bandhan Society initiated the discussion through welcome address. He thanked to all guests and participants for timely attending the workshop even in these pandemic COVID-19 days. He briefed the activities of Bandhan Society. He urged to the workshop participants (the trainees) to participate actively during the Group Work to fulfill the objectives of the workshop. He expressed his



Mr. Md. Abu Bakar Siddique, Director, Bandhan Society is delivering Welcome Speech in the Workshop

gratitude to the Chief Guest Dr. M. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce for his keen interest on cut flower sector, supportive attitude towards Bandhan Society and presence in this workshop even these pandemic CORONA Virus days. He also expressed his heartfelt thanks to Mr. Md. Ali Hasan, DD, DAE, Chuadanga; Mr. SM Munim Linkon, UNO, Jibannagar, Chuadanga; Ms. Sharmin Akter, Upazila Agriculture Officer, DAE, Jibannagar, Chuadanga and Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce for their immense cooperation and support to Training Program of Bandhan Society as well as for attending this workshop as Special Guest. Finally, he again thanked everybody for their cooperation specially the flower leaders from Bangladesh Flower Society and the participants.

Then, Dr. Shamim A. Yousuf presented the activities and achievement of the project. It was power



Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce is addressing in the inaugural session of workshop

point presentation and for each slide presentation, Dr. Shamim has provided a brief explanation on that issue. Through the presentation, Dr. Shamim has provided a brief on project background, formulation process, project targets and progress. He also highlighted some of the recommendation in his presentation made by the trainers of the project.

Special Guest Mr. SM Munim Linkon, Upazila Nirbahi Officer, Jibannagar, Chuadanga has described the rising situation of flower sector in Bangladesh. He wishes that flower sector would play a vital role to enhance our agro-based economy. So, he urged to all concern to utilize the training knowledge properly specially, the women who are the about 50 percent of our population. Government had initiated many programs for the development of women, they should get the opportunities for the self-development as well as for the development of our country. He suggested to work man and women very closely with cooperation and requested women to come forward as traders equal to a male. As another special guest, Mr. Ali Hasan, DD, DAE, Chuadanga informed the workshop that in Bangladesh about 10000 ha lands is under flower cultivation and livelihood of about 20 Lakhs people is depending on this cut flower sector. He informed that to grow flower commercially, concern people have to learn modern cultivation techniques of flowers, also need to learn business and profitability. As a Special Guest of the workshop, Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce thanked all participants for their presence in the workshop. “We have many scope and potentiality for enlarging our cut flower business and export”, she added and urged to all, specially the women, to come forward with cut flower business. She expressed that the training organized by Bandhan Society was very effective and fruitful. At the end, she thanked to the workshop organizers and wished for every success of the workshop.



Dr. M Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce, addressing in the workshop as Chief Guest

The Chief Guest of the workshop Dr. M Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce thanked to all for joining with this workshop even in that disaster situation due to COVID-19. He appreciated Bandhan Society for organizing such a time demanded workshop and for implementing the training project on women entrepreneurship development. He also praised the nice venue of workshop – the Upazila Hall Room, Jibannagar, Chuadanga for its decoration, space and location. He informed that women entrepreneurship development is also government priority project. Government wants to bring the women in the mainstream of financial activities. He said that training develop skill and capacity of a person. Therefore, we should not neglect the importance of training. Again, “Women are doing many things for our family and for our country, we should not dispirit their contribution”, he added. “We should respect women contribution and should assured their further involvement in cut flower sector”, he also added. According to him, government wants to see all potential flower farmers as businesspersons. “We would not depend on flowers of foreign country rather we would export our flower”, he added. He urged the women participants to come forward for doing business in cut flower sector by maintaining all religious rules. At the end, he urged to all for not sitting slothful after receiving the training rather, utilize the training knowledge, plan for doing flower processing and value addition

activities. Finally, Dr. M Shahab Uddin wished very success of the workshop and announced inauguration of the After-training Refresher Workshop.

Sanzida Khanam, Executive Director, Bandhan Society and Chairperson of the inaugural session, has started her speech with her heart-felt gratitude to the Chief Guest Respectable Dr. M Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce, other respectable Special Guests, flower business personnel and ex-trainees (workshop's main participants) from different parts of Chuadanga for their valuable time to this workshop during this worse situation of Corona days. She informed that Bandhan Society has been working for women empowerment since its inception in 1998. The training program - skill development of women entrepreneurs is the part of that initiative of Bandhan Society. "Bandhan Society has been



Ms. Sanzida Khanam, ED, Bandhan Society is monitoring the Group Works by the workshop participants.

working for the development of Agriculture Sector since 2001", she added. She urged the participant to follow all the technical issues they had learn in the training. She also informed that cut flower is a potential sector of Bangladesh and urged to the women to take cut flower interventions as business. At the end, after inviting all participants to attend the technical session, she announced the closing of the Inaugural Session with vote of thanks.

Technical Session of the Workshop

Technical Session of the workshop has been facilitated by Dr. Md. Shamim Ahamed Yousuf, Lead Training Expert, Bandhan Society. Md. Redwan Noor Hridoy and Pankaj Kumar Sarkar, Trainer, Bandhan Society were act as Reporters.

Initially, 30 participants were divided into 5 groups based on the topics covered in their whole training as well as the activities they planned to perform after the training. The groups were -

- a. Quality flower production Group
- b. Post-harvest activities and packaging Group
- c. Flower value addition Group
- d. Flower market and networking Group
- e. Flower export development Group

After group works and during presentation, participant asked many queries to the Chief Guest of the workshop and accordingly Dr. Shahab Uddin made clear them and also informed some government initiatives that would help them in their cut flower business/production. Then, Dr. Shamim has compiled, analyzed all the outcomes of the workshop and presented as findings of the workshop. Finally, Dr. Shamim, President of the Technical Session of the Workshop, thanked all the participants for their suggestions and actions for the development of cut flower sector along

with its business by more involvement of women. He thanked the entire guests including Chief Guest to participate in this workshop and Bandhan Society for arranging such a nice workshop at a nice venue and announced closing of workshop activities with vote of thanks.

7.3.9.1.3 Post Training Refresher Workshop of Jhikargacha, Jashore

The third after training refresher workshop was organized at Jashore town of Jashore district on 25th March 2021. The whole day workshop venue was at Press Club Hall Room, Jashore. Guest from BRCP-1, DAE and other offices were present in the workshop. Besides, 30 trainees and 5 flower leaders were also present in the workshop as participants. List of the workshop participants is given below:

Workshop Participants (Not listed based on seniority or position):

Mr. Md. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce

Mr. Khalilur Rahman, Director, WTO Cell and Deputy Secretary, Ministry of Commerce

Ms. Sanzida Khanam, Executive Director, Bandhan Society,

Mr. Badal Chandra Biswas, DD, DAE, Jashore

Md. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society

Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University

Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur

Mr. A B Siddique, Director, Bandhan Society

Ms. Tanuza Rahman Maya, President, Women Chamber of Commerce, Jashore

Mr. Zahid Hasan Tukun, President, Press Club, Jashore

30 Ex-Trainees from 12 batches of Jhikargacha areas.

5 flower business persons & member of Bangladesh Flower Association

With the recitation from the holy Quran and holy Geeta, the workshop activities started at 10:00 a.m. followed by self-introduction of the participants. There were two segments of the workshop – the inaugural session and technical session. Inaugural session was chaired by Ms. Sanzida Khanam, Executive Director, Bandhan Society. Respectable Mr. Md. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce was present in the workshop as Chief



Over view of the Workshop venue

Guest. Mr. Khalilur Rahman, Director, WTO Cell and Deputy Secretary, Ministry of Commerce, Mr. Badal Chandra Biswas, DD, DAE, Jashore, Ms. Tanuza Rahman Maya, President, Women Chamber of Commerce, Jeshore and Mr. Zahidul Islam Totan, President, Press Club, Jeshore were also present as Special Guest. In this session Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society has delivered the Welcome Speech and Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur has presented the project activities and the progress achieved & challenges. The technical session was facilitated by the chair of Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University, Dhaka.

Inaugural Session

At the very beginning of the Workshop, Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society initiated the discussion through welcome address. He thanked to all for attending the workshop even in these unsafe pandemic COVID-19 days. He briefed the background and project activities of Cut Flower Project by



Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society is delivering the Welcome Address in the workshop

Bandhan Society. He also briefed other activities of Bandhan Society and informed that Bandhan Society has been working for women empowerment, environment, education, agriculture development and capacity building of disadvantaged. “Bring the women for more involvement in the production and international trade of cut flowers is the dream of both BRCP-1, Ministry of Commerce and Bandhan Society,” he added.

Dr. Farjana presented the activities and achievement of the project. It was power point presentation and for each presented slide, Dr. Farjana Nasrin Khan has provided a brief explanation on that issue. Besides briefing on project activities, achievement and challenges, she also provided some recommendation in her presentation made by the trainers of the project.

In the workshop, as a Special Guest Mr. Zahid Hasan Tukun, President, Jeshore Press Club has thanked to all participants and said that to keep cut flower trading active and profitable; they have to go for export market. He urged to the concern authority for exemption of taxes and duty-free cut flower export trading for the expansion of this sector. He appealed to the government to build cold storage for flowers at flower growing areas. He said, for the development of cut flower sector, “we have to include DAE and BARI with this sector and need to easy-term loan for the entrepreneurs”.

Then, Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University thanked to all guest and selected trainees for attending in the workshop. He hoped that the training Bandhan Society had organize for them would be very helpful in their

profession. For the betterment of the cut flower sector, he made some suggestions to the concern authorities, those are –

- Need to organize training for the entrepreneurs on dry flower production and organize training on flower processing for perfume production.
- Women have many kinds of limitations in cut flower trading, keeping these in mind, should ensure their participation by creating women friendly environment.
- Due to shortage of quality packing materials, we are unable to export flower. So, need to packing materials available at local level.
- We have no explant for tissue culture of Gerbera, which should be organize
- For quality flower production, need protective shed but protective-shedding materials are very costly. Again, these are not available locally. He requested to concern authorities to import propagating materials and protective-shedding materials to make available at our entrepreneur's level.
- Finally, Dr. Jamal Uddin requested to the Ministry of Commerce to take necessary steps to stop import of plastic/artificial flowers and to arrange a railway compartment daily to transport flower to Dhaka.

Then, Ms. Tanuza Rahman Maya, President, Women Chamber of Commerce, Jeshore, Special Guest of the workshop thanked to all participating trainees to attend the workshop. She said that we have to bring the cut flowers under trade by arranging storage facilities and by doing processing activities. She urged to all to take advantage of Social Media for expanding flower business. “For the betterment of our Cut Flower entrepreneurs, we need to stop or control importing plastic flowers,” she added. She said that training is essential for the development of skill for doing good business in cut flower sector and appreciated to Bandhan Society for undertaking such a nice project.



Ms. Tanuza Rahman Maya, President, Women Chamber of Commerce, Jeshore, addressing in workshop as Special Guest

During speaking as Special Guest of the workshop, Mr. Badal Chandra Biswas, DD, DAE, Jeshore expressed his gratitude & thanks to Mr. Sher Ali Sardar for initiated commercial production of flowers in Jeshore district as pioneer. “Within a short period of time, Bangladesh has reached a very prestigious stage of cut flower business,” he added. He said that natural disaster is a big challenge in crop production sector and our farmers need to overcome the challenge of COVID-19 pandemic. He requested to provide financial support to the cut flower farmers to protect them from natural disaster like COVID-19 pandemic. For the betterment of the cut flower sector, he suggested to arrange flower production in protecting shed, need to make available quality seeds & propagating materials at local level and need to establish quality seeds production center & tissue culture center at flower production regions. He also suggested for expanding usages of

natural flowers at our all festivals and events. “Arrangement of freezing-van, railway compartment will accelerate the effort of export trading,” he added. He said that flower market in Bangladesh is not a small one, if we would do storage and transportation appropriately, we would have enough prosperity of this sector.

Then, Mr. Khalilur Rahman, Director, WTO Cell and Deputy Secretary, Ministry of Commerce, in his speech of Special Guest, discussed on importance of flower value addition activities. He also informed that to send quality flowers from fields, cold chain should be maintained. He suggested the trainees to send their needs/requirements to the concern authority through proper channel. He informed the house that Bangladesh is facing degeneration problems in Gerbera flower and hence, research is needed to overcome the problem. “At this moment, Bangladesh is not doing well in export market” he added and hoped in future, it would be placed very good position in export market.

The Chief Guest of the workshop Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce thanked to all for joining with this workshop. As the workshop was in the month of March, he remembered the Martyrs of 1971 with modest reverence without sacrifices of them; we could not have this independent Bangladesh. He acknowledged that Bandhan



Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce is addressing in the workshop as Chief Guest

Society has implemented the project activities with sincerity and efficiently. In response to the recommendations/suggestions from the guest speakers of workshop and Bandhan Society, PD, BRCP-1 has shared his plan to the house to mitigate some of the problems/limitations of cut flower sector -

- According to PD, BRCP-1, they have almost completed training of 1000 cut flower entrepreneurs and would like to organize advanced training to the further 300 entrepreneurs from that 1000 trainees and that would not be only a training but it would be a comprehensive education where, participants would practically learn by doing method.
- “After fulfill the domestic demand of fresh flower, we will process and export the surplus one and hence, we will organize training on Flower Processing and Value Addition,” said by PD sir.
- BRCP-1 would like to provide support to the selective farmers for preparing protective-shed. For instance, if 10 Lakhs Taka would be required for preparing a protective-shed then, Ministry of Commerce would provide support of Taka 5 Lakhs to the farmers.
- We have already talked about the arrangement of machinery to Panishara Clod Storage; “we may able to arrange maximum Cool Chamber from BRCP-1 nothing more, we have some

limitations,” added by PD Sir. He informed that he would talk with Ministry of Agriculture to execute this initiative as early as possible.

- e. According to suggestion of DD, DAE, Jashore, a group would be formed by flower farmers/businesspersons who would settle down or rent in a Cooling-Van to transport their flowers. In that case, BRCP-1 would try to support up to 50% of rental cost.
- f. PD, BRCP-1 has requested to Bangladesh Bank to arrange easy term loan and SME loan for women entrepreneurs.
- g. BRCP-1 would provide machinery support to the selective entrepreneurs through DAE or through Mahila Samity to establish enterprises on Flower by-Production.
- h. BRCP-1 is planning to provide soft grant to the potential entrepreneurs.
- i. To establish Tissue-Culture Lab., BRCP-1 would talk with Ministry of Agriculture.
- j. “We don’t want to leave the trainees just providing Capacity Building Training rather we want to teach them everything practically,” finally said by the PD, BRCP-1.



Ms. Sanzida Khanam, Executive Director, Bandhan Society is addressing as Chairperson of the Inaugural Session of the Workshop

At the end, Mr. Mijanur Rahman, PD, BRCP-1 wished very success of the workshop and announced inauguration of the Post-Training Refresher Workshop at Jashore.

Then, Ms. Sanzida Khanam, Executive Director, Bandhan Society and Chairperson of the Inaugural Session, has started her speech with her heart-felt gratitude to the Chief Guest Honorable Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce, other respectable Special Guests and participating trainees. She urged to the women to go ahead and Bandhan Society would be always with them. After inviting all participants to attend the Technical Session, she announced the closing of the Inaugural Session with vote of thanks.

Technical Session

Technical Session of the workshop has been facilitated by the Chair of Professor Dr. A F M Jamal Uddin, Floriculture Expert, Bandhan Society where, Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society was present as expert member and Pankaj Kumar Sarkar & Khairul Islam Akond, Master Trainer, Bandhan Society were act as Reporters.



Group Work findings are presenting by the trainees in the workshop

Initially, 30 participants were divided into 5 groups based on the topics covered in their whole training as well as the activities they planned to perform after the training. The groups were -

- Quality flower production Group
- Post-harvest activities and packaging Group
- Flower value addition Group
- Flower market and networking Group
- Flower export development Group

After performing group works and its presentation by all groups, Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society has compiled all the recommendations / needs of the participants for the improvement of the cut flower business as well as increase involvement of women in this sector and presented to the house as outcomes of the workshop.

Acknowledgement and Appreciation to Some Flower Entrepreneurs & Leaders

Through the workshop, formal acknowledgement for the contribution of Mr. Sher Ali Sardar, who was the pioneer of production of commercial flower in about 12 years back, has been done. The house has appreciated his hard labour and contribution for the development of cut flower sector.

As icon of cut flower entrepreneur, “Phul-Boudi” has been formally acknowledged in the workshop for her contribution to the cut flower sector. She is the example and model for cut flower entrepreneur to thousands of women. The house wished her further success in the cut flower sector.

The workshop also acknowledged the contribution of Mr. Abdur Rahim, President, Bangladesh Flower



Appreciated Leader and Entrepreneurs of Cut Flower sector

Association for his hard work to mobilize cut flower farmers to form the Association as well as struggle for the development of cut flower sector.



Acknowledgement and appreciation to the Cut Flower Entrepreneurs and Leaders

Finally, Dr. AFM Jamal Uddin, President of the Technical Session of the Workshop, thanks all the participants for their suggestions and actions for the development of cut flower sector and its business with more involvement of women. He thanked the entire guest including Chief Guest to participate in this workshop and Bandhan Society for arranging such a nice workshop and announced closing of workshop activities with vote of thanks.

7.3.9.1.4 Post Training Refresher Workshop of Savar & Dhaka city corporation

The fourth and last after training refresher workshop was held at Mohammadpur area of Dhaka city on 15th June 2021. The workshop was supposed to organize a bit earlier but due to CORONA situation, Bandhan Society could not get permission to organize the workshop in time. The workshop venue was at Conference Hall, UniCafe Restaurant, Ring Road, Dhaka. Guests from BRCP-1, from Ministry, DAE and other offices were present in the workshop. 25 trainees and 5 flower leaders were also present as workshop participants. The list of workshop participants is given below in the next page:

Workshop Participants (Not listed based on seniority or position):

Mr. Md. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce

Ms. Sanzida Khanam, Executive Director, Bandhan Society,

Ms. Sayeda Afroze, Deputy Secretary, Ministry of Finance

Dr. Shamim Ahmed, ADD, DAE,

Ms. Shaheena Sultana, Gender Specialist, BRCP-1, Ministry of Commerce

Md. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society

Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University

Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur

Dr. Zahidul Islam, Value Chain Expert, Cut Flower Project, Bandhan Society

Mr. A B Siddique, Director, Bandhan Society

Md. Arefin Hasan, Mushroom Development Officer, DAE

MD. Azizul Huda, Field Officer, DAM

Mamun-Ur-Rashid, Program Manager, Bandhan Society

Al Amin Bhuiyan Manager, Bandhan Society

Mr. Rakibuzzaman Mony, Trainer, Bandhan Society

25 Ex-Trainees from 3 batches of Dhaka city & Saver areas.

5 Flower business Leaders

With the recitation from the holy Quran and holy Geeta, the workshop activities started at 10:00 a.m. followed by self-introduction of the participants. There were two segments of the workshop – the inaugural session and technical session. Inaugural session was chaired by Ms. Sanzida Khanam, Executive Director, Bandhan Society. Respectable Mr. Md. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce was present in the workshop as Chief Guest. Ms. Sayeda Afroze, Deputy Secretary, Ministry of Finance, Dr. Shamim Ahmed, ADD, DAE, Md. Arefin Hasan, Mushroom Development Officer, DAE were also present as Special Guest. In this session Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society has delivered the Welcome Speech and Dr. Farjana Nasrin Khan, Principal Scientific Officer, Floriculture Division, BARI, Gazipur has presented the project activities and the progress achieved & challenges. The technical session was facilitated by Dr. Zahidul Islam, Value Chain Expert, Cut Flower Project, Bandhan Society by the chair of Dr. AFM Jamal Uddin, Floriculture Expert, Bandhan Society & Professor, Sher-e- Bangla Agricultural University.

Dr. Farjana presented the activities and achievements of the project. It was power point presentation and for each presented slide, Dr. Farjana Nasrin Khan has provided a brief explanation on that issue. Besides briefing on project activities, achievements and challenges, she provided some recommendations in her presentation made by the trainers of the project.

Mr. Imamul Hossain, President, Shahbag Flower Traders Association – He said, “We had no training and knowledge on flower production and flower trading. We have learned everything from neighboring country”. “To export flower, one formality is quarantine, pest control is a part of it and for doing that in a right way, we have no specific pesticide to control insect attacks”, he added. He informed that Bangladesh has good quality tuberose and gerbera to export, but we do not have the necessary options that will help us to export flowers. “If we really want to export flowers, we have to create export hub which will control all necessary options of exporting flowers”, he added. He thinks, to export there is no need to increase women participation, because of a large number of women are involve in this sector. According to data of



Overview of the Workshop venue

BFS, 25000 women are involved with this sector in Jhinaidah and Natore region. For instance, one woman can make 20 chains of cut belly flower in a day. One lakh such chains come to the Dhaka market every day. So, we can assume how many women are involved. If Govt. can improve their standard of living, I hope the sector will develop as well.



Mr. Babul Prasad, President, Shahbag Paikary Phul Bazar Samity is sharing his view during open discussion session



Mr. Mohiuddin, Secretary, Bangladesh Flower Growers Society is sharing his view during open discussion session

Mr. Babul Prasad, President, Shahbag Paikary Phul Bazar Samity – said that they have no formal training and have tried to learn everything by doing and observing. So, they have many lacking. About 30% of the flowers are damaged due to inadequate training. He said, “Flower is like baby; we have to take care of them that way, but we are damaging 32% flower when transporting”. Speaking on market management he said, “We have no fixed market with cold chain management, we are doing business in temporary market. Sometimes huge volume of flowers is remained unsold due to improper packaging”. Therefore, he requested to organize training for all involved with cut flower sector such as farmers, post-harvest workers, packaging workers, traders etc. If all the government sectors work in coordination, then this sector will improve.

Mr. Mohiuddin, Secretary, Bangladesh Flower Growers Society – He informed that we don’t have the mother plant that belongs to the first-generation, so we are not getting the good quality flower for the export market, we need a Mother plant. Importing tissue culture plants from neighboring countries is very expensive for farmers. If Govt. sets a tissue culture center in Bangladesh, the cost of production would go down and farmers would get quality plants. We have to do protective cultivation; we would not be able to export doing cultivation in open air. So, we should grow flowers under protective shed. “For the betterment of our cut flower sector, we should establish research center and packaging center”, he added.

Ms. Sayeda Afroze, Deputy Secretary, Ministry of Finance – She has very keen interest for flowers and has a rooftop garden with many flowers. She urged to all to come up with quality flowers to export other countries. “We have capacity and potentiality to do this”, she added. She hopes for the best for all women entrepreneurs and the businesspersons attended in the workshop. “Women in Bangladesh is very deprived in



Ms. Sayeda Afroze, Deputy Secretary, Ministry of Finance is sharing her view during open discussion session

many contexts; however, I hope the training and this workshop would bring them a bit forward”, she added.

The Chief Guest of the Workshop Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce thanked to all for joining with this workshop. He acknowledged



Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce is addressing in the workshop as Chief Guest

that Bandhan Society has implemented the project activities with sincerity and efficiency. He said, “We have to pay our condign respect to experts and we will have to find out solution of any problems by discussing with the main experts,” He informed that during inter-ministerial meeting several working groups have been formed to enhance governmental development works. Out of them “women Empowerment” and

“Connectivity Activities” are 2 working groups who would work for improvement of the flower export. To mitigate some of the problems/limitations of cut flower sector, the PD, BRCP-1 has informed to the workshop are –

- a. According to PD, BRCP-1, regarding establishment of Tissue-Culture Lab. For flowers, BRCP-1 would talk with Ministry of Agriculture and other concern ministry and would take necessary measures.
- b. He has talked with representative of Bangladesh bank regarding easy termed bank loan for the flower entrepreneurs and businesspersons. He urged to all and or any association to provide information on not to getting bank loan, he would take care of those by informing Ministry of Commerce & Ministry of Agriculture.
- c. Regarding the HS Code, he has already informed the NBR that flower has no separate HS code and traders have to export cut flower under HS code of betel-leaf. Then, NBR representative informed him, if traders association would apply to NBR through agricultural ministry or commerce ministry than it would possible.
- d. Regarding the ban of import of plastic flower, he said according to WTC policy they cannot stopped import of any products, rather he can propose for more tax in case of import
- e. Regarding training, Mr. PD informed that they would arrange practical training for 300 potential entrepreneurs. “It is not possible to provide protective shed to all, rather we think to provide this support to a potential group”, he added. He also informed that they were thinking for bringing trainers from outside country for the skill entrepreneurs.
- f. Mr. PD, BRCP-1 also informed that the cold storage had built at Panishara, from his project he can provide some machinery support to the cold store.
- g. Regarding the packaging issue, PD sir informed that if any entrepreneur come up with these activities, from the project he would have scope to provide support.

- h. PD sir also discussed on AC facilities at airport and air cargo fare and informed that he would try to manage those at comfortable level for the exporters. Nevertheless, the investors should come up with interest. “We want to work together in the coordinated way to improve the export of cut flowers”, he added.

At the end, Mijanur Rahman, Chief Guest of the workshop and PD, BRCP-1 wished very success of the workshop and announced inauguration of the Post-Training Refresher Workshop at Dhaka.

Technical Session of the Workshop

Dr. Zahidul Islam, Value Chain Expert, Cut Flower Project, Bandhan Society and Mamun-Ur-Rashid, Program Manager have facilitated technical Session of the workshop. This session was chaired by Professor Dr. A F M Jamal Uddin, Floriculture Expert, Bandhan Society where, Dr. Gayanath Sarkar, Team Leader, Cut Flower Project, Bandhan Society was present as expert member and Mr. Al Amin Bhuiyan Manager, Bandhan Society and Mr. Rakibuzzaman Mony, Trainer, Bandhan Society were present as reporters.

Initially, 30 participants were divided into 5 groups based on the topics covered in their whole training as well as the activities they planned to perform after the training. The groups were –

- a. Quality flower production Group
- b. Post-harvest activities and packaging Group
- c. Flower value addition Group
- d. Flower market and networking Group
- e. Flower export development Group

After performing Group Works, all group have presented their findings where, Dr. Zahidul Islam, Value Chain Expert, Bandhan Society has compiled all the recommendations/needs of the participants for the improvement of the cut flower business as well as increase involvement of women in this sector and presented those as workshop outcomes.

Finally, Dr. AFM Jamal Uddin, President of the Technical Session of the Workshop, thanks all the



Dr. Zahid is analyzing and compiling the outcome of the group works.

participants for their suggestions and actions for the development of cut flower sector and its business with more involvement of women. He thanked the entire guest including Chief Guest to participate in this workshop and Bandhan Society for arranging such a nice workshop and announced closing of workshop activities with vote of thanks.

7.3.9.2 Compiled Recommendations of Workshops

In the workshops, participants were split into small groups to have Group Works on the issues helped them to improve their enterprises after the training as well as the issues hindering their business, also they worked on govt. facilities/support to be needed for the improvement of their business. After Group Works, they presented their findings as well as some recommendations also. Bandhan Society has compiled all the recommendations / needs of the participants from 4 workshops for the improvement of the cut flower business as well as increase involvement of women in this sector. The recommendations are described below –



Participant asking questions to the Project Management on project activities

- ☞ Need source of quality propagating materials at local level to have quality flowers for processing
- ☞ Need cold storage available for flower at production area
- ☞ Need fixed market place at local level with facilities for women
- ☞ Training is required to produce exportable flowers and to produce various organic fertilizers
- ☞ Need improved irrigation system to reduce water loss as well as to reduce water stagnant situation
- ☞ Easy-termed and low interest loans are required for flower entrepreneurs
- ☞ Need to establish emergency helpline to solve various problems of flower entrepreneurs.
- ☞ Shading places are needed next to the flower farm to perform post-harvest activities
- ☞ Training is required to learn about flower processing and value addition
- ☞ We need quality-packaging materials with fair price at local level
- ☞ Need tissue-culture lab. at regional level to have quality propagating materials
- ☞ We need women-friendly work environment



Group Works by the participants at the Workshop

- ☞ Need motivational works to society/ family for women involvement in processing works.
- ☞ To send flower to the markets, a formal transportation system needs to be developed
- ☞ Need to stop import of artificial/plastic flowers
- ☞ Need to make available the refrigerated van to send flower at distance market
- ☞ Need permanent whole-sale market of flowers
- ☞ Need to develop women-friendly market places with healthy environment for them.
- ☞ Need to make available the quality materials for packaging at local level
- ☞ Need practical training on flower-wise (types & species) quality flower production
- ☞ Along with city market, we need fixed flower market at local level also.

- ☞ Need to establish a separate flower research institute
- ☞ Need training on flower packaging for international market.
- ☞ Need to organize foreign visit to get experiences on export market
- ☞ Want to make cosmetics from flowers
- ☞ want to make pesticides from flowers



Dr. M Shahab Uddin, Chief Guest of the Kaligonj Workshop and Project Manager, BRCP-1, Ministry of Commerce is responding after group presentation and raising some questions of the participants

- ☞ Training in rose water and tea making is required
- ☞ Training in making dry flowers is required
- ☞ Training in bouquets, baskets, garlands and flower arrangements is needed so that they can set up a flower shop.
- ☞ Need training on Facebook, WhatsApp, Messenger and other apps as a means of communication and promotion
- ☞ Shed materials need to be made available and shed making training is required to produce quality flowers
- ☞ Training abroad is required for production of exportable flowers
- ☞ Easy access to all the documents required for flower export

7.3.9.3 Workshop Outcome - Five Customized Actions Needed by the Trainees

All the needs & demands of flower sector identified by the participants in the workshop have been analyzed and compiled by the experts. Of these demands, most of the demand would need government support to fulfill but there was some demand, would need to take initiatives from existing entrepreneurs' side. The most feasible and planned activities that the groups would want to perform by the support from concern authorities for the development of cut flower sector were

1. Establish quality propagating materials supply center/Nursery at local level
2. Production of export quality flowers of different varieties
3. Establish enterprises for flower processing including flower shop establishment
4. Business group formation and market development
5. Doing business with shed-materials along with other inputs for quality flower production

7.3.10 Monitoring

Monitoring is a tool to keep program activities in right track. This training program also monitored in many folds by BRCP-1 Management as well as by Bandhan Society. To monitor the project activities, at the beginning of the project implementation, a monitoring tools i.e. a monitoring checklist has been developed. The monitoring checklist was also sent to the BRCP-1 Management and gave their consent as “Okay”.

7.3.10.1 Monitoring by BRCP-1

Major portion of the implementing period of the project was during the pandemic COVID-19 period, again, BRCP-1 Management had to busy for their own official works and sometimes had time constrain to go field to monitor the project activities hence, monitoring of the project was also done by online through Zoom Apps or over cell-phone along with physically visiting at training venue.

Online Monitoring by BRCP-1

Due to time constrain and risk of CORONA virus infestation, Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint secretary, Ministry of Commerce has monitored attendance and activities of the training and the participants in most of the batches through Zoom Apps. Besides, he used to make cell-phone call to the training coordinator and Management of Bandhan Society to hear training imparting activities, CORONA situation or whether Bandhan Society was facing any problem to implement the training activities. For every batch, he monitored attendance of the trainees on morning 10:00 clock and checked problems/difficulties do Bandhan Society was facing to execute training activities.



Project Director, BRCP-1 Mr. Mijanur Rahman, Joint Secretary, Ministry of Commerce are monitoring the training program through zoom apps.

Dr. Shahab Uddin, Project Manager, BRCP-1, Ministry of Commerce was also made telephonic call frequently and regular online communication with Management of Bandhan Society as well as with Training Coordinator/Trainers to monitor training activities in the fields. Besides these, Ms. Shaheena Sultana, Gender Specialist and Mr. Tipu Sultan, IT Consultant were also done communication over phone or through online browsers to monitor training activities and other project activities regularly and provided suggestions accordingly.

A. Physically Monitoring by BRCP-1

During training implementation period, Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce has visited physically to the training batches to monitor training organizations, training imparting quality, training venue and reaction/feedback of the trainees. He



Mr. Mijanur Rahman, Project Director, BRCP-1 and Joint Secretary, Ministry of Commerce is talking with trainees of one batch for monitoring the training activities.

also attended two after training refresher workshop organized by Bandhan Society. He was impressed by observing the measures and sitting arrangement against COVID-19 pandemic situation organized by Bandhan Society all through the training period. He expressed his satisfaction on all aspects of training activities - arrangement, foods, daily attendance of the trainees, training methods, arrangement & distribution of training materials and logistics,

arrangement of field/shop/market visit. Mr. PD has appreciated Bandhan Society for implementing the training activities very efficiently and has expressed his special thanks to Bandhan Society for hard work to implement the training activities.

As a part of monitoring of the project activities at field level, Ms. Sharifa Khan, Additional Secretary (Dev.), Ministry of Commerce was visited 2 training batches and attended one “After Training Refresher Workshop”.

She observed training sessions, talked with the trainees and had some experiences on physical (eg. market place, cold storage, transportation etc.) problems of cut flower sector and some government strategical & policy problems, which are hindering the development of the cut flower sector. She was impressed by the answers and



As part of monitoring, Ms. Sharifa Khan, Additional Secretary (Dev.), Ministry of Commerce, is talking with the Trainees on different aspects training.

attitudinal changes of the trainees specially, by the female trainees. Ms. Sharifa Khan also talked with local Leaders of Flower Association and local administration regarding the training, after hearing and observing all the things finally, she appreciated Bandhan Society for very nicely and effectively organizing and imparting the training.

From the BRCP-1 Management side, Mr. Khalilur Rahman, Director, WTO Cell and Deputy Secretary, Ministry of Commerce was also visited fields to monitor training activities and was found everything fine and perfect. He appreciated Bandhan Society for organizing the training activities maintaining all professionalism.

Dr. Shahab Uddin, Project Manager, Ms. Shaheena Sultana, Gender Specialist, Mr. Tipu Sultan, IT Consultant, from BRCP-1 Management side, Ministry of Commerce have visited physically at



Dr. Shahab Uddin Project Manager from BRCP-1 is talking with participants as part of monitoring

training site several times to monitor training activities. BRCP-1 Management has appreciated Bandhan Society for organizing training maintaining all standard and expressed their satisfaction regarding training imparting methods. They also appreciated Bandhan Society for distribution of nice & colorful Training Manual, bag, pen, notebook and other materials.

During visit of Dr. Shahab Uddin, Project Manager, BRCP-1 suggested to select two Hosting Leaders from the participants daily to anchor training schedule, sessions and facilitators. Besides, he also suggested splitting the participants into 4-5 groups to perform group works. These would help developing leadership quality among the participants. Regarding technical aspect, he suggested to demonstrate preparation of Bordeaux mixture for diseases control and demonstration of bouquet preparation



Ms. Shaheena Sultana, Gender Specialist, BRCP-1 is talking with the participants as part of monitor the training activities.



Mr. Tipu Sultan, IT Expert, BRCP-1 is talking with trainees of one batch as part of monitoring the training activities

for value addition to the flowers. All the suggestions of monitoring team members of BRCP-1, Management of Bandhan Society has been incorporated and maintained in the rest of the training batches. During the visit of Ms. Shaheena Sultana and Mr. Tipu Sultan, they made some suggestions to improve arrangement of training venue and arrangement of more video clips to show the post harvest handling of cut flowers.

7.3.10.2 Monitoring by Bandhan Society

Besides monitoring by the BRCP-1 Management, from Bandhan Society side, excluding Monitoring Team of Bandhan Society, project experts have monitored training activities physically and through online apps regularly. As per project plan as well as concern of BRCP-1 Management, Bandhan Society has prepared a monitoring plan in a way that atleast one from the project experts would present at each and every batch of the training. Accordingly, Team Leader, Lead Training Expert, Floriculture Expert and Value Chain Expert have visited training



Mr. A B Siddique, Director, Bandhan Society is talking with trainees as part of monitoring



Sanzida Khanam, Executive Director, Bandhan Society is Talking with the Trainees on different aspects of Training as part of monitoring.

site physically to monitor training activities and suggested the trainers and Training Coordinator for fine-tuning of the different works to improve training activities. Ms. Sanzida Khanam, Executive Director and Md. Abu Bakar Siddique, Director have visited training site several times physically to monitor training activities and have made some suggestions to improve training quality and to improve the logistic support. Besides, they monitored the training activities very closely over phone and zoom apps

(whenever, they were unable to visit physically) and provided all necessary suggestions to maintain quality of the training. Beyond these, all Experts including Team Leader were also monitor training activities over phone and or zoom apps regularly.

During physical monitoring time, Dr. Shamim suggested to the Master Trainers to review their own performances daily for self-criticisms to improve training imparting quality. He also suggested the Trainers Team to display daily training schedule on Brown Paper and inform the daily schedule & topics to the participants at the beginning of the day by the Hosting Team Leader (HTL).

As per developed monitoring check-list, Monitoring Team of Bandhan Society had to submit monthly monitoring report of the project to the Management and after reviewing the progress, Management took necessary action for the adjustment.

7.3.11 Evaluation of the Assignment

Evaluation is a process of assessing the achievements or shortfalls of a particular project activity against a set of indicators selected prior to start implementing the interventions of a project i.e., an evaluation is methodical, providing information that is credible, reliable, and useful to enable the incorporation of lessons learned into decision-making process of users as well as of Client. So, after implementation of all planned activities of the project **“Designing and Implementing Training Program for Increasing Women’s Participation in the Cut Flower Sector in Bangladesh”** under Bangladesh Regional Connectivity Project-1, Bandhan Society has

evaluated the project as a whole in the form of challenges faced during implementing the project activities, achievements by the trainees after the training and facilities received from Client. Bandhan Society has also evaluated the training, training quality, training venue, trainers' quality, quality of logistics and foods during training by the trainees. As the assignment had a comprehensive roles like refinement of TNA, development of curriculum and manual & module with other training materials, selection and finalization of trainees and finally implementation of training activities, hence, at the end, Bandhan Society has an evaluation of the assignment considering these four issues. The results of the evaluation are described below:

7.3.11.1 Evaluation the Refinement of Training Needs

Implementation of all activities of the said assignment was not very smooth. Every time during the implementation stage, Bandhan Society has to face many problems and challenges to make the assignment successful. Bandhan Society had to strive for excellent and always tried to way out the most effective procedure for mitigation the problems and challenges. Whenever Bandhan Society has faced any problem, they consulted the issue immediately with the BRCP-1 Management for suggestions. However, some issues/points have been identified by the Bandhan Society to evaluate the activities of **Refinement of Training Need** stage and are described below:

At BRCP-1 Level

- Organized an introductory meeting for Bandhan Society to orient background and responsibilities of the assignment.
- Provided all sorts of document and paper related supports
- Provided assistance to select and finalize working area through technical committee meeting
- Provided suggestions to refine questionnaires and approved as final
- Provided suggestions for stakeholder selection and finalization, from where data/information would be collected.
- Suggested Bandhan Society to prepare and submit a data collection schedule, which helped Bandhan Society to complete the activities in time.
- Monitored data collection, its quality and progress
- Arranged online meeting of technical committee (Due to outbreak of COVID-19) to review progress, comments and feedback on survey outcomes.
- Arranged online meeting of technical committee (Due to outbreak of COVID-19) to review Training Need Refinement report, comments and suggestions for finalization
- Provided in time approval of **Refinement of Training Need Report** and provided consent for the next stage i.e. to work for curriculum and training materials development activities.

At Bandhan Society Level

- It was very good initiative by the Bandhan Society that they could organize a kick off meeting and project orientation for all experts with BRCP-1 Management at the very beginning of the project, which allowed them to conceive the goal and objectives of the assignment and what would be the major tasks of the each segment of assignment.
- It was very good that Bandhan Society has visited physically at every flower growing area to check the feasibility of the said assignment.
- The sample sizes were determined purposively considering time, area coverage and covering all stakeholders, which was statistically valid. Moreover, to minimize information gaps, Bandhan Society has organized 10 FGDs covering all flower growing areas as well as covering all stakeholders. Besides, Bandhan Society also has organized 10 KII involved in Cut flower sector. These were appreciable to have quality data for analysis.
- Bandhan Society has analyzed the data appropriately and has interpreted the data outcome so nicely that the real picture of cut flower sector along with skill & knowledge gaps of different stakeholders were exposed.
- In this report of “Refinement of Training Needs”, Bandhan Society, on the basis of present study, has able to identify all the current issues needed to be address for developing skills of women cut flower entrepreneurs and they have very nicely and judicially refined/fine-tuned the earlier TNA by incorporating all laps and gaps from present study.

7.3.11.2 Evaluation of the Develop and Design Training Program or Curriculum with Module, Manual and other Training Materials Production.

At this stage, Bandhan Society, based on refined training needs, has developed the curriculum and based on this curriculum; they have developed training Module, Manual, schedule and other training materials. To perform these tasks, of course, there were some supports and cooperation from BRCP-1 side. However, we can evaluate the achievements in the following manner –

At BRCP-1 Level

- Reviewed and provided feedback on draft curriculum to make it final.
- Organized online meeting of technical committee to review training module, manual and training schedule. Provided written feedback from different members of technical committee
- Allowed to organize Pilot Training of two batches on the draft final training module and manual and attended these two training batches to observe the effectiveness of the training materials as well as the imparting quality of the trainers.
- Organized online workshop of technical committee as well as other concern of cut flower sector on Pilot Training & its outcome and provided feedback and suggestions from different members of technical committee and BRCP-1 key personnel to make the training materials including Module, Manuel and schedule final.
- Provided critical analyzed suggestions to improve and fine tuning of “Gender Session” of Training Manual by Gender Specialist and suggestions to include issues and to elaborate

“Entrepreneurs & Leadership Development Session” of Training Manual by PD and Project Manager

- Provided official approval of training Module, Manual, schedule and other training materials to use in the training.

At Bandhan Society Level

- Based on refined training needs, Bandhan Society has been able to develop a comprehensive curriculum for the skill development training of women entrepreneurs involved in the cut flower sector.
- Bandhan Society has developed a detailed training module with 18 sessions and to support the trainers as well as the trainees, a detailed colorful training Manual has also been developed.
- They have developed the training schedule so nicely that all the training issues/topics have been well accommodated within the five days with one-day market/shop/field visit option. Again, in the training schedule, sequence of topics has been arranged in a way that subsequent two topics were not in the same nature. This has helped trainees to conceive the training content easily without confusion and amalgamating with the previous session.
- It was a nice initiative to have a field test of all training materials through conducting two batches of training (Pilot training) to enrich and update training Module and Manual.
- Bandhan Society has followed a standard procedure of finalizing the training materials including training Module and Manual by sharing those in the workshop of technical committee and other concerns of cut flower as well as sharing the feedback of Pilot training in the workshop.
- The final training Manual has been prepared by easy and understandable words with having more colorful pictorial illustration which has made the Manual a worthy document for the BRCP-1 as well as for the trainees.

7.3.11.3 Evaluation of the Selection of Training Participants

Selection of appropriate trainees is the half of the success of training activities. So, appropriate training participants is an important parameter of a successful training. In the said assignment, training participants were selected by maintaining a standard rule – following participant selection criteria. Evaluation of participant selection and participant selection process can be done at BRCP-1 level and at Bandhan Society level, which are described below –

At BRCP-1 Level

- Assisted Bandhan Society to finalize participant selection criteria.
- Monitored selection process and suggested for fine tuning
- Reviewed draft final list of participants, provided comments and suggestions to make it as final.

At Bandhan Society Level

- At the beginning of the participant selection, Bandhan Society has developed a set of criteria to be a participant of this training, which has approved by the BRCP-1.
- Then, Consulting with and getting supports from local DAE of flower growing areas, local level personnel of Department of Agricultural Marketing and leaders of different flower association/groups; checking and validation with concern authorities as well as getting suggestions from BRCP-1 Management, Bandhan Society has selected and prepared a draft list of participants. Then, Bandhan Society has visited physically at each and every participant's house for checking and validating whether, they really had involvement in cut flower sector and whether they had interest & willingness to be an entrepreneur of cut flower sector. After checking and confirming participants' interest, participants list has been finalized.
- Cut flower sector is a growing sector in Bangladesh and huge numbers of women are involved in this sector but true women entrepreneurs are short in this sector. That means, involvement of women entrepreneurs in this sector are very limited or scarce to find out. The women have found in this sector are mainly involved in flower cultivation, working as labour in flower farms and working as post-harvest & packaging workers. Discussing on these scenario with BRCP-1 Management and as per their suggestions, Bandhan Society has included the women who were involved in flower production, or were worked in own flower farms or were worked as post-harvest & packaging works but had interest and willingness to be an entrepreneur. However, could not be an entrepreneur due to lack of knowledge on trading, lack of training as well as lack of support from family and from society. Again, we know that flower is not a consumable product; the producers have to sale it out for income. That mean, cut flower farming is a business and all the persons involved in production, work in farm, communicate with market, and involve in post-harvest & packing activities are somehow entrepreneurs of this sector. Therefore, participant selection and participant selection process that has followed by Bandhan Society was right, appropriate and was appreciable jobs.

7.3.11.4 Evaluation of the Training Implementation

The said assignment can be mentioned as an example of best partnership project where, BRCP-1 has supported for finance and monitored for efficient and effective implementations of the project activities and Bandhan Society has executed all activities as per planned, designed and procedure. Execution of 40 training batches during the CORONA period was a bit challenging for Bandhan Society, however, by the efficient management and judiciary handling of Bandhan Society as well as getting advisory backup support from BRCP-1, all the activities of training implementation have been completed successfully in time. Therefore, evaluation of the training implementation section can be done at two levels – BRCP-1 Level and Bandhan Society Level and are pointed out as below

At BRCP-1 Level

- Suggested Bandhan Society to prepare batcha-wise training organizing schedule with date and place.
- Bandhan Society has appreciated the BRCP-1 for their field visit with the intention for supporting the trainers & training activities not for policing against Bandhan Society.
- Bandhan Society has also appreciated the monitoring role of BRCP-1 Management, especially by the PD Mr. Mijanur Rahman, who used to collect data/information of trainees every day at 10:00 am, which has allowed Bandhan Society to keep training activities in right track.
- Regular fields visit by Mr. PD, Project Manager, Gender Specialist and IT Expert and their presence in all workshop have enhanced the working sprite of trainers of Bandhan Society to complete all activities in time.
- It was very good and appreciable initiatives by BRCP-1 Management to arrange progress sharing and coordinating meeting online during COVID-19 period for Bandhan Society by connecting all members of different stakeholders.

At Bandhan Society Level

- At the beginning of the training organization, Bandhan Society has organized a ToT for the Master Trainers and has selected top four Master Trainers for this task where, all project Experts and representative from BRCP-1 were present in the ToT.
- As COVID-19 pandemic situation had consumed more time in the previous two tasks level, Bandhan Society had to organize two batches of training at a time, in one venue at separate hall-room to adjust training organizing schedule to complete training activities in time.
- Keeping in mind the adult learning system, the training was imparted participatory way with enough power point presentation, video documents screening, group work & presentation, flower farm/market or shop visit and practical demonstration, citing example from participants' real life so that, the participants can learn with fun and enjoyment. Beyond project experts, Bandhan Society has invited some guest trainers in different batches from local level who had relevant knowledge and experiences to enrich the training program.
- It was observed that at least one expert from Bandhan Society was present in every batch of the training to monitor training quality as well as facilitate some of the sessions. This initiative was very much appreciated by the BRCP-1 Management.
- Bandhan Society has to follow all the measures mentioned in the COVID-19 protection guideline. Every day before starting the training session, the training hall has to sterilize by spraying appropriate sanitizers. Hand wash materials have been installed outside training hall and all participants have to wash their hands with soap prior to enter to the training hall, these are mandatory for every day of the training. Besides, every participant will have a mask along with other training materials. Keeping in mind the social distancing issue, seat of the trainees has been kept 1 meter apart at every batch. Hand sanitizers was kept available always in the training hall for frequent usages.

- At the beginning of training of each batch, trainees were asked to express/inform their expectation from the proposed training program. These were collected through small group work and it was important to identify and observe so that, trainers could incorporate all interested issues of the trainees in the training schedule to make the training more interesting.
- Prior to start the training activities, the knowledge level of the participants was evaluated through a set of training related questions. After imparting the training all through the 5 days on different issues covering the Training Manuel, the knowledge level of the trainees was evaluated again with same set of questions. It was observed that lowest score in pre-training test was 3 whereas, in post-training test it was 17 and maximum score in pre-training test was 22 whereas, in post-training test it was 30 (Full number) again, average score in Pretest was about 11.3 and in post-test it was about 25.2. Therefore, we can say that the training organized by Bandhan Society was very effective and successful.
- At the end of 5 days skill development training of women entrepreneurs, Bandhan Society has organized a session for each and every batch to evaluate training quality, contents, and training materials as well as imparting skill of the trainers by the participants. The training was evaluated through 14 open ended structured questions. After compiling data from all 40 batches, it has concluded that more than 95 percent trainees (Very good and good ones) enjoyed the training, learnt on many new things (On marketing, value chain, networking and flower business) and all of their expectations have been fulfilled. They are confident to utilize the acquired knowledge from the training to make their flower business more profitable.
- Besides, all the trainees of all 40 batches were asked, "How was the training as a whole?" Then, about 73.8 percent of the trainees informed that the training was very good. 15.7 percent of the trainees have opinioned that the training was good and 10.5 percent trainees said that as a whole the training was satisfactory. That means, about 90 percent of the trainees have conceived the training issues and evaluated the training as a whole has fulfilled their expectation.
- Bandhan Society has organized a closing ceremony at the end of each training batch where, guests from concern stakeholders including Administration department were invited. Certificate was distributed among the trainees. Trainees had scope to discuss on importance and impact of the training, they also discussed on the limitations were prevailing in cut flower sector, these has made a positive sensation towards cut flower sector by the attended guests.
- In between training activities, Bandhan Society has organized four refresher training in the mode of workshop, which have allowed Bandhan Society to identify major problems of cut flower sector and its probable mitigation measures. Besides this, through this training, scopes for further works have been created which Bandhan Society has already identified.

Therefore, from the above discussion points, it can easily be evaluated that the training that has implemented by the Bandhan Society for the skill development of women entrepreneurs of cut flower sector, was a very effective and successful training

7.3.12 Recommendations from Bandhan Society

During imparting the skill development training for 40 batches of cut flower women entrepreneurs, the trainers of the project have some recommendations for the betterment of cut flower sub-sector. The recommendations from the Bandhan Society are given below -

- For production of exportable flowers, quality seedlings should be raised through establishing region-based Tissue Culture Lab; this may be done by public-private partnership approach
- Materials for protective structures e.g. UV polythene, aggro-shed net etc. and materials & inputs for flower production and post-harvest activities are needed to make available at local market with fair price
- For the improvement of flower quality, need to establish sorting, grading & packaging center at production area level
- Specialized cold storage for preservation of fresh flowers and for flower propagating materials should be established prior selecting greater production zone.
- Need to establish flower wholesale market place with modern cooling system at all big towns especially at Dhaka city area.
- Need to have fixed wholesale market place at production areas with specific plan for structural development
- Arrangement of easy-termed loan support for the potential women entrepreneurs
- Arrangement of training for the farmers on quality flower production, harvesting, sorting, grading, packaging and post-harvesting activities
- Arrangement of training on flower business, market system, entrepreneur development, leadership development, accounts & book keeping, linkage development & networking
- Organize training on flower quality, transportation and marketing for flower business persons
- Need to give priority to the female farmers and women entrepreneurs regarding flower related training, setting demonstrations and providing loan support and need to establish women friendly environment at flower sector.
- Provide direct support and further necessary training to the selected potential women to create scope for them to be an entrepreneur of cut flower sector
- To maintain flower quality, need to arrange govt. supported transportation system like arrangement of cooling van to carry flower from distances.
- For production of quality flowers, construction of necessary infrastructures, postharvest management etc. training and suggestions/consultation, short-term foreign consultant may recruit
- For the aim of flower exportation, concern govt. agency has to develop an integrated plan for necessary linkages development to grow quality flowers and to enter international markets.

- To protect interest of the flower growers and to save the environment, impose high tariff on import of plastic flowers and need to enforce usages of fresh flowers in all sorts of govt. program
- Need to organize training on flower processing to prepare decorative home appliances and to prepare perfume, soap, flower tea etc. from different aromatic flowers.
- Need to work with social/religious leaders and with family head for raising their awareness to create scope for women to work in cut flower sector
- Need to provide picture of concern insects at pesticide bottle label for farmers' knowledge.
- Finally, Bandhan Society has recommended to develop Market Linkage for the cut flower entrepreneurs through organizing training and through improvement of physical facilities and establishing their communication with following marketing channel –
 - ◆ Buyers and exporters with contact detail
 - ◆ Renowned and feasible perfume and cosmetic company with contact detail
 - ◆ Inputs traders and distributors with contact detail
 - ◆ Packaging company with contact detail
 - ◆ Feasible financial organization (to get loan support) with contact detail
 - ◆ Advisory support organization with contact detail

7.3.13. Further Scope

The said project of BRCP-1 which is implemented by Bandhan Society is a pioneer initiative in the cut flower sector. This is the first systematic and organized works in the era of Cut flower sector in Bangladesh. This skill development training for the cut flower entrepreneurs especially for the women in entrepreneurs has opened numbers of windows and brainstorming to work and develop the sector. Therefore, the **“Designing and Implementing Training Program for Increasing Women’s Participation in the Cut Flower Sector in Bangladesh under Bangladesh Regional Connectivity Project - 1”** will be treated as a milestone for the development of Cut Flower Sector in Bangladesh.

Flowers have been cultivating commercially in Bangladesh since 80th decade, presently about 12 thousand hectores of land are under flower cultivation and livelihoods of about 0.2 -0.3 million peoples are depending on this sector. Though, growth of this sector is raising, more and more people are engaging day by day in this sector but due to lack of formal training and knowledge, they are not able to harvest the expected results from this sector. After providing skill development training to the 1000 entrepreneurs, organizing 4 workshops at flower regions, interviewing process of huge population for selecting 1000 participants, interviewing for getting data/information from different stakeholders for refining Training Need, have created a positive attitude and awareness among the people of cut flower sector to develop and improve the sector. A spontaneous wave

has been created among the people of this sector to improve themselves ultimately to develop the cut flower sector. They have initiated diverse activities in flower sector as well as have planned for many things to improve the sector but due to some limitations and problems, their activities and plans are interrupted, they cannot move further to achieve the goal. Step-down all these limitations and problems are the scopes for further works by the government or concern authorities to improve this sector. The scope would be for further works are -

- i. **Organize training on modern technologies for production of new flower varieties:** After the training, many of the entrepreneurs have aware on feasible and profitable flower varieties and have planned for production of those varieties by maintaining GAP and other issues to produce quality and exportable flowers (By maintaining buyers' compliance). Hence, there are scopes to organize necessary training on production technologies for interested entrepreneurs (Farmers) to produce quality and exportable flowers.
- ii. **Establishment of Propagating Materials Base with Tissue Culture Lab.:** By this training, participants have aware on relation of profitability with flower quality. Again, flower quality depends on quality of propagating materials. Producers are aware on importance of quality propagating materials (like, seeds, seedlings, corms, bulbs, tubers, runners, suckers etc.) of improved varieties but availability of quality propagating materials is very much limited in Bangladesh. Again, to produce quality seedlings of some of the improved flower varieties, Tissue Culture Lab. Is one of the important factors. Therefore, to improve this cut flower sector, we have scope to work on making available the quality propagating materials by establishing Cut Flower Nursery-persons with establishing tissue culture laboratory in flower growing region.
- iii. **Making available the Production inputs like Protective Production Materials/Shed materials:** In Bangladesh, flowers are mainly growing in the open fields, hence, cross pollination, temperature, diseases and pest attack etc. cannot be controlled, ultimately quality flower production is just imaginary. That means, for production of quality flowers, protective/shed materials and some other inputs are very essential. So, there is a scope to work on making the protective materials along with other flower production inputs available in Bangladesh with fair price.
- iv. **Establishment of Quality Supply-Chain with Fixed Market Places:** It is estimated that about 40 to 45 percent of produced flower have been damaged by improper post-harvest handling, packaging and transportation. Packaging & transportation of flowers in Bangladesh are done very roughly and is transported by damping on bus roof or on trucks. There is no cold storage at production area as well as there are no cooling-van facilities for distanced transportation. Ultimately, damage of 40-45 percent flower led huge losses to the involved entrepreneurs. So, there are scopes to improve the situation by establishing quality supply-chain, establishing cold storage at production area, establishing fixed market places for flowers and also by organizing some training on these issues.

v. Establishment of Enterprises for Processing Different Flowers with Market Linkage

Development: During the training, the participants have learned the various uses of different flowers i.e. they have learned on flower processing and flower drying activities. Hence, a significant number of trainees have planned to work on flower processing to prepare perfume, cosmetics ingredient, compost, flower tea, rose-water, dried flower and so on. In Bangladesh, scope of flower processing techniques and technologies are very limited. So, there are scopes to work on establishment of enterprises for flower processing by arranging training detailed in theoretically and practically, providing financial supports and developing market linkage for them to have a good business.

vi. Establishment of flower shops with skills on various Fresh Flower Products and provide flower decoration services to different Events:

The said training has created an interest among the large numbers of trainees to establish flower shops as a sale-out point of their produced flowers as well as a flower business through preparing garland, bouquet, flower basket, flower ornaments etc. and also providing services like car decoration, stage decoration, wedding place decoration etc. by fresh flowers. But there is no institute or office from where they can get these skill development training to run flower shops with different flower products. Even, there is no institute from where they can have the training on Car, Bus, Room, Stage etc. decoration techniques & skill by fresh flower. Therefore, these would be a good scope to develop women entrepreneurs in cut flower sector through providing skill development training to run a fresh flower shop.

vii. Efforts for market development, networking and ICT apps sages for Cut Flower Business through institutionalizing this sector:

All the stakeholders involved in cut flower sector in Bangladesh, are working individually for him/herself to perform his/her jobs. They have no formal & effective groups or associations at their stakeholder level. So, they could not able to harvest Collective Action benefits from the groups at stakeholder level and could not able to develop their market and networking. Therefore, there are scopes to work with all stakeholder level to facilitate them to form their groups/association, arrange training for the leaders on importance and techniques of Collective Action, networking and ICT apps usages for market development, networking development, group management and ultimately institutionalize the cut flower sector.

viii. Introduction and implementation of traders friendly govt. rules & procedure for export trading of cut flowers:

Export trading rules and regulations in Bangladesh is not traders friendly specially, in the cut flower sector. As, it is a new product for export from Bangladesh, new HS code, tariffs and shipping/cargo-procedure should be introduced. Need to introduce easy procedure and less paper documents to export of cut flowers. As, promising sector for export earning, concern authority may introduce incentives for the exporter. Therefore, there are many scopes to work for introducing traders friendly govt. rules & procedure for export trading of cut flowers as well as need to organize capacity building training for the traders to get acquaint the process of export.

ix. Establishment of women friendly social consensus and women friendly market places

to work as Cut Flower Entrepreneurs: Generally, in Bangladesh, working women are facing many social barriers. Women are doing business, moving to markets and involved in cut flower sector as an entrepreneur is very uncommon as there are some social and religious barriers; which, led them limited working scope outside the homestead. If, we cannot motivate the huge involved women of cut flower to be an entrepreneur, situation of cut flower will never be changed. Again, as women, they have some physical limitation to work at open market places, they need some special facilities which are not available or not exist in Bangladesh. Therefore, concern authority will have a scope to work for motivating and aware the society, specially, head of the family members, community and religious leaders as well as political leaders to change attitude towards women and to create healthy environment for women to work peacefully outside the homestead. Besides, authority will have scope to work for creating women friendly market places with separate toilet, rest-room etc. for them.

7.3.14 Conclusion

In spite of many challenges, Bandhan Society could organize and implement the training program of all 40 batches very successfully. Participants were enjoyed the training activities and some are found very keen to utilize the knowledge of the training and prepared further plan to expand their business. Incorporating all suggestions from monitoring team of BRCP-1 as well as from monitoring team of Bandhan Society, all the training batches could have been completed very effectively. Cut flower sub-sector in Bangladesh is not very well organized as well as not very much well recognized sector to the DAE as well. Extension and promotion of field crops and horticultural crops are the main mandates of DAE but no department/authority is responsible for commercial flower sector. As local level DAE Management was engaged in this training process, Bandhan society is expecting more involvement of DAE with commercial flower production and improvement activities. In spite of many limitations, flower producers/entrepreneurs have conceived importance of this sector, their eyes have opened by this training. In the meantime, some of the participants have changed mode & style of operating their enterprises.

Actually, this training was beginning to enhance capacity of the cut flower entrepreneurs specially the women entrepreneurs and Bandhan society is expecting that the concern authority will look after the problems identified and recommended by the workshop of the project to improve this sub-sector. Bandhan Society is very much grateful to BRCP-1 Management for being with them to support for implementing such a nice and important project. If there is scope, Bandhan Society will love to work with BRCP-1 for further improvement of this sub-sector along with women entrepreneurs.

Finally, Bandhan Society has enjoyed implementing this project and would like to thanks to all personnel involved with BRCP-1, Ministry of Commerce to provide them scope to implement such a nice and important project that would bring benefit to the women entrepreneurs as well to the nation.

Annexure 01:
Photo Gallery of the Assignment

Photo Gallery of the Assignment



Md. Mijanur Rahman, Honorable Project Director and Joint Secretary, Ministry of Commerce, responding on question of workshop participants



Honorable Additional Secretary, Sharifa Khan giving inaugural speech in the Regional Refresher Workshop



Mr. Khalilur Rahman, Director, WTO Cell and Deputy Secretary, Ministry of Commerce is addressing in the workshop as Special Guest



Md. Mijanur Rahman, PD, BRCP-1 and Joint Secretary, Ministry of Commerce is addressing in inaugural session at one of the training batch at Savar



Badrujdoza Shuvo, UNO, Jhenaidah Sadar giving certificate in the closing ceremony



S M Munim Linkon, UNO, Jibannagar, Chuadanga distributing certificate in the closing ceremony



Tanuja Rahman Maya, President, Women Chamber of Commerce, Jashore giving certificate in the closing ceremony



Md. Mijanur Rahman (Joint Secretary), PD, BRCP-1 is monitoring training program through zoom Apps



Practical Session (Bouquet Preparation) during training program



Practical work to learn value chain during Training Session



Mr. Kripangshu Shekhor Bishwas, Deputy Director, DAE, Jhenaidah addressing as Chief Guest in Inauguration Session



Mr. Mohshin Ali, UAO, Court Chandpur, Jhenaidah addressing as Special Guest in Inaugural Session of Training Batch-4



Mr. Sujath Hossain Khan, DMO, DAM is imparting session as Guest Trainer



Ms. Sharifa Khan, Additional Secretary, Ministry of Commerce and Chief Guest of Workshop is with Guest & Experts of Bandhan Society



Flower market visit by the trainees during the training program



Training participants have welcome the visitor Sharifa Khan, Then Additional Secretary, Ministry of Commerce and other guest & Experts



Closing Photo-Session of one of the Training Batch



Photo 01. Mr. Md. Masud Hossain Polash, UAO, Jhikargacha is addressing in inaugural session at one of the training batch

Annexure 02:
English Version of Training Schedule

Skill Development Training for Women Entrepreneurs
in Cut Flower Sector
of Bangladesh

Training Schedule

Day-1				
Time	Content	Detailed Topics	Method	Facilitator
09.00 - 09.15	Welcome and Registration			Coordinator/ Training Assistant/ Participants
09.15- 10.00	Pre-Training Test	Through questioning on Entrepreneur Development in cut flower sector, Value Chain, Market & Marketing, Export Market, Production, Postharvest Management, Good Agricultural Practice, Role of men and women in cut flower sector	Written Test/BBT	Coordinator/ Training Assistant
10.00 -10.45	Training Inauguration	<ul style="list-style-type: none"> • Welcome Speech • Context and objectives of training • Importance of this Training and Inauguration 	Speech	Representati ve of BRCP- 1, Ministry of Commerce, DAE and other related Department , Representati ve of Bandhan Society
10.45- 11.00	Tea Break			
11.00-12.00	Ice Breaking, Rules of Training, Verification of Trainee's Expectation	<ul style="list-style-type: none"> • Introduction to each other, arrange seating of trainees in U- Shape • Set rules and regulation during Training • Verify Trainees' expectation and revise training agenda accordingly 	Participatory and Team Work	Coordinator/ Training Assistant
12.00-01.00	1.Commercial Floriculture in Bangladesh – present status & future prosperity	<ul style="list-style-type: none"> • Introduction to commercially produced flowers, • The importance, opportunities and future prospects of floriculture 	Lecture, Participatory Discussion and Video	Trainer (Representativ e of DAE/ Other Department/B andhan Society)
01.00-02.00	Prayer And Lunch			

02.00- 04.45	2. Development of women entrepreneurs in cut flower sector	<ul style="list-style-type: none">• What is the meaning of Entrepreneur? What are the areas for women entrepreneurs in cut flower sector?• The qualities and task of a successful entrepreneur.• What would be the pre-requisite of an entrepreneur• Company Registration• Steps for business planning• Bank Transaction, Bank Loan, Accounting, Rules of keeping income and expenditure accounts.• Soft skills: Leadership, Time management, Communication, Bargaining and negotiation, Customer Relationship	Lecture, Power Point Presentation , Group discussion	Trainer
04.45-05.00	Evening Snacks and End of Day -1			
Day- 2				
Time	Content	Detailed Topics	Method	Facilitator
09.00 - 09.15	Recap	<ul style="list-style-type: none">• Discussion on rules and regulation of Business• Review of importance, opportunities and future prospects of floriculture• Review of development of women entrepreneur in cut flower sector	Participatory Discussion	Coordinator/ Training Assistant
09.15 - 11.15	3.Flower Market, Market Linkage Development and Networking	<ul style="list-style-type: none">• What is Market and Marketing? Goal of Marketing.• What are the elements of Marketing? How the profitability and sustainability of a business is affected by the marketing mix• Consideration of product pricing in product marketing, Product Promotion and Seller's Behavior with Buyer• Current status and existing problems of flower marketing in Bangladesh. Risks of the flower Business.• Importance of group & collective action for better market	Lecture, Power Point Presentation , Practical, Team work	Trainer

		<ul style="list-style-type: none"> • Importance and linkage development and networking for business • Uses, importance and system of use of ICT apps in flower business (How to open group/page in Facebook, Whatsapp, Viber; How to do Live video; How to present product on-line; How to present yourself on live video). 		
11.15- 11.30	Tea Break			
11.30-01.15	4.Orientation on flower value chain	<ul style="list-style-type: none"> • Function of Market system; Explanation of value chain • Actors involved in Flower business? Their Responsibility, Discussion on where women are involved as actors in value chain of flower business • Role of backward and forward market actors in Bangladesh • How the value chain in the market system helps to improve the quality of the product 	Lecture, Power Point Presentation , Practical, Team work	Trainer
01.15 - 02.15	Prayer and lunch			
02.15-03.15	5. Role of men and women in Cut Flower Sector	<ul style="list-style-type: none"> • Participation of men and women in different stages of the value chain • What is the discrimination between men and women? What kind of discrimination are women being subjected to? • Role of men and women in society and family • Role and Participation of women in cut flower sector and The future needs to be worked out for greater engagement 	Lecture, Power Point Presentation, Practical, Team work	Trainer
03:13 – 03:45	6. Modern Production Techniques of Lilium and Marigold	<ul style="list-style-type: none"> • Climate, soil and reproduction • Land Selection, Land Preparation, Sapling Planting, Bulb Sowing Time and method of Lilium, Fertilizer Application and Management • Intercultural Operation (Irrigation and water drainage, Staking, Mulching, dead heading, weeding etc.) • Flower collection and yield 	Lecture, Power Point Presentation Participatory Discussion	Trainer

03:45 – 04:15	7. Modern Production Techniques of Gladiolus and Tuberose	<ul style="list-style-type: none"> • Climate, soil and reproduction • Land Selection, Land Preparation, Sapling Planting, Seed/Corm/Bulb sowing time and method, Fertilizer Application and Management • Intercultural Operation (Irrigation and water drainage, weeding, Pincing, Staking, Spike Cut etc.) • Flower collection and yield, Lifting and preserving of Bulb/Corm, Retune Crop 	Lecture, Power Point Presentation, Practical, Group work	Trainer
04:15 – 04:45	8. Modern Production Techniques of Rose and Gerbera	<ul style="list-style-type: none"> • Climate, soil and reproduction • Land Selection, Land Preparation, Sapling Planting, Fertilizer Application and Management • Intercultural Operation (Irrigation and water drainage, weeding, Pruning, Staking, Spike Cut etc.) • Flower collection and yield 	Lecture, Power Point Presentation , Practical, Team work	Trainer
04.45-05.00	Evening Snacks and closing of day-2			
Day-3				
09.00 - 09.15	Recap	<ul style="list-style-type: none"> • Review of Flower Market, Market Linkage Development and Networking • Review of Orientation on flower value chain • Review of Group practice on production of 6 flowers • Review of Role of men and women in Cut Flower Sector 	Participatory Discussion	Coordinator/ Training Assistant
09.15-10.00	Video presentation and Group Works on production technologies of 6 commercial flowers			Trainer
10.00 -11.00	9. Quality Propagating materials in producing commercial flower	<ul style="list-style-type: none"> • What is the method of flower reproduction? Its role in quality flower production • Flower quality reproductive material production technique and its availability 	Lecture, Power Point Presentation, participatory discussion	Trainer
11.00- 11.15	Tea Break			

11.15-01.15	10. Insects, diseases & other pest (animal, bird etc.) management	<ul style="list-style-type: none"> • Identifications & symptoms of different harmful insects • Integrated pest management (IPM) • Chemical control of insects • Time & doses of insecticides of different flowers • Identifications & symptoms of flower diseases • Control measures for other pests 	Lecture, Power Point Presentation, Practical, Team work	Trainer
01.15 - 02.00	Prayer and Lunch			
02.00-04.45	11. Post-Harvest Management and Value addition	<ul style="list-style-type: none"> • Importance of Post-harvest management and the reason of reduced lifespan of flower • Different elements which influence flower's lifespan • Factors that affect the postharvest life of different flowers • Different Post Harvest Handling like Pre-cooling, How to put into water, Grading, Capping, How to knot, Wrapping. • Importance of Packaging in preserving the quality of flowers, transportation and marketing • What is Cold Chain Management? Its role in preserving the quality of flowers and management system. • Role and development of transportation in Post-Harvest Management. • What is the value addition of flower? How different processing can create opportunities of value addition 	Lecture, Power Point Presentation, Practical, Participatory discussion, Video presentation	Trainer
04.45 - 05.00	Evening Snack and End of day -3			

Day-4				
09.00 - 09.15	Recap	<ul style="list-style-type: none"> Review of diseases, insects & other pest (animal, bird etc.) management Review on quality propagating materials for production of quality flowers Review of Post-Harvest Management and Value addition 	Participatory Discussion	Coordinator/ Facilitators
09.15-10.30	Post-Harvest Management and Value addition -- Continued	<ul style="list-style-type: none"> Value addition through post-harvest activities like – grading, sorting, defoliating, bunching, wrapping & packing and packaging etc. Preparation of garland, bouquet, flower basket, flower ornaments etc. form the flower 	Video presentation and discussion	Trainer
10:30 – 11:00	12. Commercial flower farm, market or shop visit	<ul style="list-style-type: none"> Objection and regulation during visiting Team Formation and Leader selection for visiting 	Lecture, Power Point Presentation, Participatory Discussion	Coordinator/ Training /Facilitators
11.00- 11.15	Tea Break			
11.15 - 01.00	Commercial flower farm, market or shop visit (Cont'd)	<ul style="list-style-type: none"> 2/3 Flower Farm visit of /Market Visit/Shop Visit 	Lecture, Observation, Noting, Participatory discussion	Coordinator/ Training /Facilitators
01.00 - 02.00	Prayer and lunch			
02.00 - 03.30	Experience of Commercial flower farm, market or shop visit (Cont'd)	<ul style="list-style-type: none"> Experience Sharing Question answer round regarding experience 	Participatory Discussion	Coordinator/ Training /Facilitators
03:30 – 04:45	Orientation on Piloting Program of BRCP-1	<ul style="list-style-type: none"> Detail discussion of Piloting Program will be implemented by BRCP-1. Capacity and need assessment of the participants 	Participatory discussion and Group work	Trainer
04.45 - 05.00	Evening Snacks and End of Day -4			

Day-5				
09.00 - 09.15	Recap	<ul style="list-style-type: none"> Review of Commercial flower farm, market or shop visit 	Participatory Discussion	Coordinator/ Training /Facilitators
09.15- 11.00	13. Good Agricultural Practices (GAP)	<ul style="list-style-type: none"> What is Good Agricultural Practice and its importance? Role of GAP in flower cultivation What a farmer or farmer group have to do to have GAP certificate. 	Lecture, Power Point Presentation, Practical, Team work	Trainer
11.00-11.15	Tea Break			
10.15-01.15	14. Orientation on flower export market and Phyto-sanitary measures.	<ul style="list-style-type: none"> What is export? International flower trade. Current status and future prospects of flower export in Bangladesh Government rules and regulation of flower export What is Export Registration Certificate? Who gives the certificate, necessary documents and expense? What is Phyto-Sanitary? Who gives the certificate and how? How to search buyer on line Strategies related to flower export, existing problems, future activity 	Lecture, Participatory discussion, Power Point Presentation, Practical, Group work, Video show	Trainer
01.15 – 2:15	Prayer and Lunch			
02.15-03.00	Post training Evaluation	<ul style="list-style-type: none"> Entrepreneur Development in cut flower sector, Value Chain, Market, Marketing, Export Market, Production, Postharvest Management, Good Agricultural Practice, Role of men and women in cut flower sector related question 	Written exam	Coordinator/ Training /Facilitators

3.00-3.30	5 days Training Evaluation by the trainees	<ul style="list-style-type: none"> • Training arrangement and Management • Skills and Presentation of trainers • Food and Logistics • Work plan and the need for future training of trainees 	Mode-Meter, MCQ Format	Coordinator/ Training /Facilitators
03.30 - 04.45	Ending of 5 days Training	<ul style="list-style-type: none"> • Speech and Feedback • Payment of Allowance to Trainees • Distribution of Certificate to Trainees 	Speech and Lecture	Representative of BRCP-1, Ministry Of Commerce, DAE and other related Department , Representative of Bandhan Society, Trainer/Coordinator/ Training Assistant
04.45 - 05.00	Evening Snacks and End of Day-5			

Annexure 03:
**Questions in Bangla for Pre and
Post Training Test**

বন্ধন সোসাইটি

বানিজ্যিক ফুল সেক্টরে নারী উদ্যোক্তাদের দক্ষতা উন্নয়ন বিষয়ক প্রশিক্ষণ
প্রশিক্ষণ পূর্ববর্তী/পরবর্তী মূল্যায়ন নিরীক্ষা

সময়: ৪৫ মিনিট

পূর্ণ মানঃ ১০০

তারিখ:.....

নাম:.....

পেশা:

-
- ১। বাংলাদেশে প্রথম কোন ফুল দিয়ে বানিজ্যিক প্রসার শুরু হয়? সঠিক উত্তরে টিক (✓) দিন
- ক. গোলাপ
খ. গাঁদা
গ. রজনীগন্ধা
- ২। বাংলাদেশে ফুল সেক্টরের সাথে আনুমানিক কত লোকের জীবিকা নির্ভরশীল?
- ক. ৪ থেকে ৫ লক্ষাধিক
খ. ২ থেকে ৩ লক্ষাধিক
গ. ১ থেকে দেড় লক্ষাধিক
- ৩। যে কোন ব্যবসা শুরুর সবচেয়ে গুরুত্বপূর্ণ বিষয় হচ্ছে
- ক. মূলধন সংগ্রহ করা
খ. ব্যবসা করার ছাড়পত্রসমূহ সংগ্রহ করা
গ. সঠিক ব্যবসা পরিকল্পনা তৈরী করা
- ৪। ব্যবসায়িক কাজে আমরা কোথায় থেকে ঋণ নিতে পারি?
- ক. ব্যাংক থেকে
খ. মহাজন থেকে
গ. আত্মীয়-স্বজন থেকে
- ৫। কোন উদ্যোগ বা এন্টারপ্রাইজ-এর বৈশিষ্ট্য হল -
- ক. এটি অবশ্যই একটা সেবামূলক কর্মকান্ড হতে হবে
খ. এটি অবশ্যই একটা অর্থনৈতিক কর্মকান্ড হতে হবে
গ. এটির অবশ্যই জন-উন্নয়নমূলক কর্মকান্ড থাকতে হবে
- ৬। একজন ফুলচাষীকে কী ফুল সেক্টরের একজন উদ্যোক্তা বলা যায়?
- ক. হ্যাঁ
খ. না
- ৭। একজন সফল উদ্যোক্তার সবচে' বড় গুণ হলো -
- ক. অধিক শিক্ষিত হতে হবে
খ. ঝুঁকি গ্রহণের সাহস ও মানসিকতা থাকতে হবে
গ. রাজনৈতিক সংশ্লিষ্টতা থাকতে হবে

- ৮। ব্যাংকের যে হিসাব থেকে প্রতিদিন বা প্রতি সপ্তাহে যতবার ইচ্ছা টাকা রাখা যায় এবং প্রয়োজনমত টাকা উত্তোলন করা যায় তাকে বলে
ক. স্থায়ী হিসাব
খ. চলতি হিসাব
গ. সঞ্চয়ী হিসাব
- ৯। ব্যবসা ক্ষেত্রে আর্থিক রেকর্ড বা হিসাব রাখা কেন জরুরী?
ক. ব্যাংক বা আর্থিক প্রতিষ্ঠান থেকে ঋণ পাওয়ার জন্য
খ. অফিস বা প্রতিষ্ঠান সাজিয়ে রাখার জন্য
গ. সঠিক পরিকল্পনা তৈরীর মাধ্যমে লাভজনক প্রতিষ্ঠান স্থাপনের জন্য
- ১০। কোন প্রতিষ্ঠান থেকে কাউকে নগদ বা চেকে টাকা পরিশোধ করা হলে উক্ত হিসাব লিপিবদ্ধ করার জন্য যে ভাউচার প্রস্তুত করতে হয় তাকে বলে
ক. ডেবিট ভাউচার
খ. ক্রেডিট ভাউচার
গ. সেভিংস ভাউচার
- ১১। কোনটি পরোক্ষ বাজার কর্মকাণ্ডে জড়িত ব্যক্তিগণ-এর উদাহরণ
ক. ফুল পরিবহনকারী/ভ্যান-চালক খ. ফুলের দোকানদার গ. ফুলের আড়ৎদার
- ১২। উৎপাদিত সকল পণ্য বা সেবা ভোক্তার দোরগোড়ায় জানানো বা পণ্যটি ক্রয়ে ভোক্তাকে উৎসাহিত করা বা পণ্যটি ভোক্তার নিকটে পৌঁছানো বিষয়টি বিভিন্ন মাধ্যম দ্বারা হয়ে থাকে, এই মাধ্যমগুলিকে একত্রে বলে
ক. নেটওয়ার্কিং
খ. বাজারজাতকরণ
গ. ভ্যালু চেইন
- ১৩। ফুল ভ্যালু চেইনের শেষ এন্টর কে?
ক. খুচরা বিক্রেতা
খ. ফুল ক্রেতা/ব্যবহারকারী
গ. আড়ৎদার
- ১৪। নারী পুরুষের সম্পর্ক উন্নয়নের ক্ষেত্রে কোন বিষয়টি প্রাধান্য যোগ্য?
ক. সমতা
খ. সাম্যতা বা ন্যায্যতা
গ. সমঝোতা
- ১৫। ফুল বাজারজাতকরণের একটি পদ্ধতি যার মাধ্যমে সমজাতীয় ও সমমনা ব্যবসায়িকদের মধ্যে ব্যবসায়িক সুযোগ-সুবিধা সৃষ্টি হয়, তাকে বলে -
ক. যৌথ কার্যক্রম
খ. ভ্যালু চেইন
গ. নেটওয়ার্কিং

- ১৬। উৎপাদন খরচ কমানো ও উৎপাদিত পণ্য বেশী দামে বিক্রয়ের সুবিধা কিভাবে পেতে পারি?
- ক. যৌথ কার্যক্রমের মাধ্যমে
 - খ. রাজনৈতিক সংশ্লিষ্টতার মাধ্যমে
 - গ. সরকারী সুবিধা নিয়ন্ত্রণের মাধ্যমে
- ১৭। আধুনিক যোগাযোগ ও নেটওয়ার্কিং উন্নয়নের একটি পদ্ধতি যার মাধ্যমে অতি সহজে ও দ্রুত ঘরে বসেই ব্যবসায়িক সকল তথ্য জানা সম্ভব হয়, তাকে বলে -
- ক. যৌথ কার্যক্রম
 - খ. বিপণন বা বাজারজাতকরণ
 - গ. আইসিটি (ICT)
- ১৮। যখন কোন একটি দেশের কোন পণ্য বা পরিষেবাদি অন্য কোন দেশের ফ্রেতার নিকট বিক্রয় করা হয় তখন তাকে বলে-
- ক. আমদানি বানিজ্য
 - খ. রপ্তানি বানিজ্য
 - গ. পররাষ্ট্র বানিজ্য
- ১৯। কোন পর্যায় গোলাপ ফুল সংগ্রহের উপযুক্ত সময়?
- ক. ১ - ২টি বৃতি ও পাপড়ি খুলতে শুরু করা কুঁড়ি
 - খ. বৃতি ও পাপড়ি খুলতে শুরু করেনি এমন কুঁড়ি
 - গ. ফুটন্ত ফুল
- ২০। করম দিয়ে কোন ফুলের বংশ বিস্তার করা হয়?
- ক. জারবেরা
 - খ. গ্লাডিওলাস
 - গ. লিলিয়াম
- ২১। রজনীগন্ধা ফুলে পাপড়ি যদি দু ইবা তিন সারিতে সাজানো থাকে, তবে জাতটি হবে
- ক. ডাবল জাত
 - খ. সেমি-ডাবল জাত
 - গ. সিঙ্গেল জাত
- ২২। ফুলের ক্ষেত্রে উত্তম কৃষি চর্চা বলতে কি বুঝি?
- ক. বড় ফুল উৎপাদন করা
 - খ. রোগ ও পোকা-মাকড় মুক্ত ফুল উৎপাদন করা
 - গ. পরিবেশগত, অর্থনৈতিক ও সামাজিক দায়বদ্ধতা মেনে মান-সম্পন্ন নিরাপদ ফুল উৎপাদন করা
- ২৩। ডেডহেডিং অন্তর্বর্তী পরিচর্যা কোন ফুলের জন্য প্রযোজ্য?
- ক. গাঁদা ফুলের জন্য
 - খ. জারবেরা ফুলের জন্য
 - গ. গ্লাডিওলাস ফুলের জন্য
- ২৪। বুলবিল দিয়ে কোন ফুলের বংশ বিস্তার করা যায়?
- ক. জারবেরা
 - খ. গ্লাডিওলাস
 - গ. লিলিয়াম

২৫। জাব পোকা ফুল গাছের কোথায় আক্রমণ করে?

- ক. কান্ড ও শাখায়
- খ. শিকড়ে
- গ. কঁচি পাতায়, নতুন স্পাইক ও ফুলের কুঁড়িতে

২৬। কোন পোকাকার মাধ্যমে মোজাইক ভাইরাস ছড়ায়?

- ক. জাব পোকা
- খ. লাল মাকড়
- গ. থ্রিপস

২৭। সাদা রঙের ফাঁদ দিয়ে কোন পোকা দমন করা যায়

- ক. সাদা মাছি
- খ. থ্রিপস
- গ. বিটল

২৮। সংগ্রহোত্তর ফুলের শ্বসন হারকে কমিয়ে ফুলের জীবনকাল বাড়িয়ে দেয়ার জন্য

- ক. ফুল ছায়ায় রাখতে হবে
- খ. তাপমাত্রা নিয়ন্ত্রণের মাধ্যমে প্রাক-শীতলীকরণ করতে হবে
- গ. পানিতে গোড়া ডুবিয়ে কিছুক্ষণ রাখতে হবে

২৯। ফুল রঙানির জন্য ফাইটো-স্যানিটারী সনদ বা উদ্ভিদ-স্বাস্থ্য প্রমান-পত্র কিথায় থেকে নিতে হবে

- ক. রঙানি উন্নয়ন ব্যুরো
- খ. কৃষি সম্প্রসারণ অধিদপ্তর
- গ. কৃষি বিপণন অধিদপ্তর

৩০। ফুল সংগ্রহের পর ছায়ায় এনে কিছু পাতা ঝরানো হয় কেন?

- ক. বাতিলের ওজন কমানোর জন্য
- খ. প্রশ্বেদন হেতু জলীয় ক্ষতি কমানোর জন্য
- গ. ধরতে বা নড়াচড়ার সুবিধার জন্য

Annexure 04:
List of Selected Potential Entrepreneurs

Compilation of Customized (Plan) Actions by the Potential Trainees

Sl	Name of Upazila	Value Addition & Flower shop		Extent Business	Start flower trading as Faria	Export			By-Product Production						Planned for new flower Variety				Input Business	Fower Whole Seller	Propagting Materials Development	Total
		As sale outlet	For Trade			With own flowers	With own & collected	Trading with collected	Perfume from Tuberos	Perfume from Rose	Fertilizer from Marigold	Cosmetic from Marigold	Dry Flower Production	Rose water Production	Gerbera	Marigold	Dutch rose	Rose				
1	Jhenaidah Sadar	1	14	0	2	1	0	2	4	0	6	3	0	0	4	0	0	0	4	0	0	41
2	Kotchandpur	1	3	0	1	1	1	0	5	0	2	1	0	0	0	0	1	0	1	1	1	19
3	Kaligonj	4	1	0	2	1	0	0	2	0	5	2	0	0	3	2	0	1	1	0	0	24
4	Moheshpur	1	0	0	2	0	2	0	0	0	2	0	1	0	0	9	0	1	0	0	0	18
5	Jibannagar	0	0	0	0	0	3	0	2	0	3	1	1	0	0	4	0	3	1	0	3	21
6	Lalpur	0	3	0	0	0	3	1	0	2	0	0	0	1	0	1	0	0	0	0	0	11
7	Jhikargacha	5	51	0	26	3	15	14	0	11	1	2	7	10	31	2	1	0	10	0	12	201
8	Savar	2	0	0	0	0	0	0	0	1	1	0	2	3	6	0	0	0	0	0	0	15
9	Dhaka City	0	0	2	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1	0	6
Total		14	72	2	33	6	24	17	13	15	20	9	12	14	44	18	2	5	18	2	16	356

If we categories the potential trainees under the customized 5 actions, it would be like that out of total 356 potential trainees (observed from the above table),

- Planned to perform on Value Addition, Processing and establish flower shop by 169 persons
- Flower business at domestic level (Combining Flower business, Business with new variety, Expand business size, work as Faria, Retailer & Whole Sellers) by 37 persons
- Export trading by 47 persons
- Production of quality flower (Combining New flower producers) by 69 persons and
- Establishment of flower nursery/propagating materials center and other flower inputs trading by 34 persons

List of Selected Potential Trainees from 42 (Including 2 batches Piloting) Batches of Skill Development Training of Women Entrepreneurs

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
1	Ms. Tahmina	Md. Robiul	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	3273014559	01723-318117	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
2	Ms. Dolly Begum	Md. Farid Hosen	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold	19934413347000 217	01942-264952	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
3	Ms. Aklima	Md. Mintu Mollik	GhiGati	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394479770	01955-461053	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
4	Ms. Reshma Khatun	Md. Shakib Hossen	Baliadang a	Kaliganj	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses)	5103319967	01913-569660	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
5	Shahitun Khatun	Md. Jasim Uddin	Shemkur	Moheshpur	Business	Running a Retail Shop	3273653505	01704-723446	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
6	Rabeya Khatun	Ziaur Rahman	Panishara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	4112371866773	01729497323	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
7	Md. Liton	Md. Nijam Uddin	Panishara	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371866823	01917-632430	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
8	Md. Sujan	Md. Mansur Ali	Panishara	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	5508288171	01951-446134	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
9	Ms. Nila Aktar	Md. Jasim Uddin	Narangali	Jhikargacha	Farmer	Cultivating Gerbera	19915033961018 820	01766-124521	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
10	Ms. Mukti Khatun	Md. Sohidul	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose. Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	4112371869567	01629-561401	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
11	Md. Alamgir Hossen	Md. Khorsed Alam	Baliadang a	Kaliganj	Business	Cultivating Marigold and gladiolus	4413394486904	01914-378473	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading
12	Ms. Tuli Khatun	Md. Habibur Rahman	Baliadang a	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	44715920070031 78	01783-661265	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through self and trading

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
13	Rabeya Aktar Putul	Md. Rashed	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4187704335	01830200159	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through self and trading
14	Mr. Sumon Ahmed	Akon Ali	Bagnibari	Savar	Farmer & Trader	Cultivate Chinarose and gladiolus. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2401753229	01929751123	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through self and trading
15	Ms. Meherun Nessa	Md. Abdus Sattar	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	8696522385	01994-219163	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
16	Ms. Rokeya Begum	Md. Sifatullah Mondol	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	7796423890	01920-936205	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
17	Ms. Aduri Begum	Md. Monjer Ali	Paik Para	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	7781947705	01768-981526	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
18	Md. Nur Islam	Md. Showkot Ali	Bashipara	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	7796481518	01645-684410	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
19	Ms. Sima Khatun	Md. Ali Kadar	Bashipara	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose. Post harvest marigold	53635397	01788-840197	Establish a retail shop (Marigold, Tuberose, Gladiolus

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
									, Gerbera, Roses) through trading
20	Ms. Anwara Khatun	Md. Abdul Kader	Bashipara	Jhenaidah Sadar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	7796547193	01629-772298	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
21	Md. Akbar Ali Mondal	Md. Neker Ali	Bashipara	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	9573269272	01739-105385	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
22	Ms. Reshma Khatun	Md. Golam Rabbany	Iqra	Kotchandpur	Farmer	Cultivating Marigold	2350598435	01753-292551	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
23	Ms. Jahanara Begum	Md. Azizul Haque	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose,Gladiolus, Gerbera, Roses)	8696521684	01788-824611	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
24	Ms.Asanur Khatun	Md. Atosh Ali Mondol	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose,Gladiolus, Gerbera, Roses)	7796423874	01969-171049	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
25	Md. Forhad Hossen	Md. Dawood Hossain	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose,Gladiolus, Gerbera, Roses)	2404744076	01743-928297	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
26	Ms. Amena Khatun	Md. Anu Molla	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose,Gladiolus, Gerbera, Roses)	9151627180	01613-160286	Establish a retail shop (Marigold, Tuberose,Gladiolus

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
									, Gerbera, Roses) through trading
27	Mst. Bithay Khatun	F.Md.A.Owadu d	Iqra	Kotchandpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	3306536537	01799-726460	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
28	Md. Masud	Md. Islam Mondol	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	3296473758	01839-582851	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
29	Ms. Nazma Begum	Md. Aynal Mandal	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	7336212241	01916-051323	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
30	Mst .Kanchan Begum	Md.Tuiaj uddin	Talina	Kotchandpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	9561394402	01721-112215	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
31	Mst.Marufa Yesmin	Md.Rofiuddin Bishas	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	1010335170	01720-485040	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
32	Ms. Shompa Khatun	Md. Sajim Shekh	Baliadang a	Kaliganj	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses)	4413394488979	01850-329744	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
33	Ms. Pinky	Md. Sadekur	Panishara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and	55029813	01911-396587	Establish a retail shop (Marigold, Tuberose,Gladiolus

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						tuberose.Post harvest marigold			, Gerbera, Roses) through trading
34	Md. Johurul	Md. Lutfar Rahman	Krishnach andrapur	Jhikargacha	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	19934112371000 084	01944-847420	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
35	Tariqul Islam	Hakim Ali	Potuapara	Jhikargacha	Business	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	19904112335000 100	01920-257590	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
36	Khaleda Akter Kolpona	Abu bakar Siddik	Kulia	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	41123718685538	01776197833	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
37	Ms. Maria Moonmoon	Md. Sahabuddin	Choto Panishara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	3314516885	01971-839347	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
38	Ms. Sakhina	Alal Hossain	Choto Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose,Gladiolus, Roses and gerbera)	7356289566	01759-386202	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
39	Md. Ujjal	Md. Mofizur Rahman	Choto Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold,	3764486118	01724-183136	Establish a retail shop (Marigold, Tuberose,Gladiolus

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						Tuberose, Gladiolus, Roses and gerbera)			, Gerbera, Roses) through trading
40	Mizanur Rahman	Jalil Sarder	Godkhali	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112335856514	01713-903049	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
41	Ms. Nasima Begum	Md. Mannan Hossen	Choto Panisara	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera) and runing a nursery	4112371867432	01407-187950	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
42	Md. Tawfik Helal	Md. Toibur Rahman	Tawra	Jhikargacha	Farmer & Business	Cultivate Gladiolus and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19944112371000 117	01917-371200	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
43	Ms. Tajfia	Md. Ashraful Islam	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6002499629	01723-713474	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
44	Ojufa Begum	Nazrul Islam	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371874831	01714765958	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading

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45	Ms. Padma Begum	Md. Monirujjaman	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371874909	01757-992078	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
46	Sabna Begum	Altaf	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4116155669260	01635480709	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
47	Akhi Khatun	Masood Rana	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914466425557	01776-855364	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
48	Md. Ujjal	Maqbool Hossain	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4602215024	01735-654116	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
49	Forkan Ali	Ontor Pramanik	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	6914466422680	01726-842280	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading

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50	Shabnur	Abul Hossain	Nilkonthon ogor	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	20004112371001 782	01949-293987	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
51	Jasmine Khatun	Ishrab Ali	Kulia	Jhikargacha	Farmerand packaging	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	7814530593	01962-007086	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
52	Marufa Khatun Nasima	Md. Afsar	Panishara	Jhikargacha	Farmerand packaging	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	2402480798	01766-339451	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
53	Asma Khatun (Farzana)	Afil Uddin	Panishara	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371866853	01798-410115	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
54	Shahara Khatun	Rakib Hossain	Panishara	Jhikargacha	Farmer and processing	Cultivate gladiolus. Trading of Marigold, Tuberose,Gladiolus, Roses and gerbera	4155406079	01903-495473	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading

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55	Md. Jalil	Fazlur Rahman	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	19904112371000 273	01921-776051	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
56	Anjuara Khatun	Md. Hermat Ali	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112359916147	01409-220188	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
57	Raushan Ara	Md. Ershad Ali	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112359916139	01995-612115	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
58	Shahanikita Surita	Md. Abdur Rahim	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	7364618541	01991-755904	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading

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59	Nazma Begum	Jamal Uddin	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916654	01936-286959	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
60	Abdus Sattar	Abdul Latif	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916764	01818-825009	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
61	Mominur Rahman	Nowsher Ali	Haria	Jhikargacha	Farmer and business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera and running a nursery	4112359916116	01986-654667	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading
62	Ms. Lipi Begum	Md. Salam	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371869413	01739-523093	Establish a retail shop (Marigold, Tuberose, Gladiolus , Gerbera, Roses) through trading

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63	Ms. Nargis Khatun	Md. Liton	Narangali	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera and running a nursery	1017104652	01964-661017	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
64	Ms. Jahanara	Md. Fazlu	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112365931256	01998-310082	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
65	Md. Zahidul Islam	Md. Ansar Ali	Soyed Para	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19934112335000004	01922-123601	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
66	Ms. Shiuly	Md. Eusuf Ali	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4199024854	01960-067472	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
67	Ms. Ratna Khatun	Md. Soriful	Potua para	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359916933	01740838326	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
68	Ms. Iva Akter	Md. Sirajul Islam	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose,	4112371869524	01923-183443	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera,

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						marigold and tuberose.Post harvest marigold, Rose and gerbera			Roses) through trading
69	Ms. Shila	Md. Jahangir	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371869524	01766-124521	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
70	Ms. Aleya Begum	Md. Fozlur Rahman	Kisnocond opur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371868069	01764-692694	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
71	Ms. Samima Begum	Md. Rasidul Islam	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus.Make Garland and head band. Post harvest marigold, Rose and gerbera	19914112371000 071	01756-064391	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
72	Md. Bokul Hossen	Md. Toyeb Hossen	Godkhali	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose,Gladiolus, Roses and gerbera	4112335856838	01304-816355	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading
73	Nazmul Islma	Shafi Uddin	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	9155273700	01954-033768	Establish a retail shop (Marigold, Tuberose,Gladiolus , Gerbera, Roses) through trading

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74	Ms. Mazeda Khatun	Md. Jamal	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	4119094670854	01920-348660	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
75	Ms. Sarmin Akter	Md. Moharom	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	6002030788	01945-341069	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
76	Ms. Rashida	Md. Shanti	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094708039	01921-104459	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
77	Ms. Hasina Akter	Md. Tajul	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094711634	01920-276246	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
78	Ms. Beauty	Md. Nowshed	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094670639	01906-802533	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
79	Ms. Aisha Khatun	Md. Mahbubur Rahm	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094666810	01999-241695	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
80	Ms. Lipi Khatun	Md. Motaleb Hossen	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	4119094670503	01911-832537	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading

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81	Ms. Soniya Khatun	Md. Hasanuzzaman	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094659569	01944-117411	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
82	Ms. Runa Khatun	Md. Shaheen	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	20034119094106882	01977-490946	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
83	Md. Kamal Hossen	Md. Abdul Jalal	Haria	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Gladiolus, Roses and gerbera	19924112359000142	01931-050638	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
84	Ms. Mahmuda khatun	Md. Monir Hossen	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	8702497457	01725-555254	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
85	Ms. Hasina Khatun	Md. Abdul Mojib	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359914141	01706-000701	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading
86	Ms. Khadiza Khatun	Md. Torikul Islam	Haria	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112359914583	01629-751996	Establish a retail shop (Marigold, Tuberose, Gladiolus, Gerbera, Roses) through trading

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87	Shilpi Islam	Md. Monir Hossain	Mazar Road	Dhaka	Businessm an	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	2611038817900	01927703775	Extent business with required business document
88	Firoj Mahmud	Lokman Shekh	Agargaon	Dhaka	Businessm an	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	5116514274909	01682362039	Extent business with required business document
89	Ms. Chadni Begum	Md. Shahidul Islam	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	7321496395	01736-057800	Manage a bit in a wholesale market
90	Bilkis Begam	Md. Abdur Rahman	Mazar Road	Dhaka	Businessm an	Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	4174075863	01834526061	Manage a bit in a wholesale market
91	Ms. Resma	Md. Shohid	Baliadang a	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	4413394487170	01402-022989	Marigold cultivation new
92	Ms. Anna Begum	Md. Abdul Momin	Gopinathp ur	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	4413394487866	01856-064810	Marigold cultivation new
93	Ms. Najira Begum	Md. Ainuddin	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	6869260072	01991-620159	Marigold cultivation new
94	Ms. Tanjila Begum	Md. Rabiul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	3755015918	01905-65143	Marigold cultivation new
95	Ms. Jibannesa Khatun	Md. Hashem	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	8223431662	01904-561905	Marigold cultivation new
96	Ms. Sultana Parvin	Md. Haidar	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	1923461170	01955-098885	Marigold cultivation new

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97	Ms. Nadia Begum	Md. Shariful	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	5990759762	01920-300427	Marigold cultivation new
98	Ms. Chabera Begum	Md. Amir Hossen	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	8223432637	01921-242026	Marigold cultivation new
99	Ms. Julia Begum	Md. Saidul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	2836341475	01942-254685	Marigold cultivation new
100	Ms. Robina Begum	Md. Robiul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	6873428814	01987-496108	Marigold cultivation new
101	Ms. Saima Begum	Md. Shahidul	Ghoshpur	Moheshpur	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	7323293212	01906-595387	Marigold cultivation new
102	Md. Billal Hossain	Md. Ifrat Fakir	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	8706002881	01856-968046	Marigold cultivation new
103	Ms. Arika Khatun Tania	Md.Mamun Mia	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	9576687884	01925-828311	Marigold cultivation new
104	Ms. Morium Khatun	Md. Soriful Islam	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	5086042008	01859-807279	Marigold cultivation new
105	Ms. Julekha Begum	Md. Rafiqul Islam	Baka	Jibannagar	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	7356427380	01883-485916	Marigold cultivation new

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
106	Afia Begum	Md. Akmal	Nabinagar	Lalpur	Farmerand packaging	Cultivating rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	6914466421565	01756-823342	Marigold cultivation new
107	Ruby Begum	Md. Firoz	Nabinagar	Jhikargacha	Farmerand packaging	Cultivating rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	6914436436084	01732-379675	Marigold cultivation new
108	Lovely Begum	Md. Anwar	Nabinagar	Jhikargacha	Farmerand packaging	Cultivating rose and gerbera.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	19907612225001 85	01773-240295	Marigold cultivation new
109	Dolly Begum	Khorshed Moral	Panishara	Jhikargacha	Farmer and business	Cultivating Gladiolus. Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19894112371000 062	01308-564177	Producing much quantity than demand of the market, so thinking todo export and trading from farmers
110	Md. Shah Alam	Md. Ayub Ali	Sayedpara	Jhikargacha	Farmer and business	Cultivate gladiolus and tuberose. Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	4112371873323	01821-346100	Producing much quantity than demand of the market, so thinking todo export and trading from farmers

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111	Md. Al Amin (Zahid)	Amed Ghazi	Panishara	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	7355285011	01990-545826	Producing much quantity than demand of the market, so thinking todo export and trading from farmers
112	Aklima Begum	Sobur Khan	Kulia	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371868708	01792-311733	Producing much quantity than demand of the market, so thinking todo export and trading from farmers
113	Khairul Islam	Amin Uddin	Kulia	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371868553	01988-980072	Producing much quantity than demand of the market, so thinking todo export and trading from farmers
114	Ms. Rupali Khatun	Md. Kamal Hossen	Panisara	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19874112335000 070	01916-022118	Producing much quantity than demand of the market, so thinking todo export and trading from farmers
115	Ms. Nazma Begum	Md. Ibrahim Khalil	Panisara	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	54971096	01927-030026	Producing much quantity than demand of the market, so thinking todo export and trading from farmers

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116	Ms. Fatema	Md. Ator Ali	Sayedpara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera and running a nursery	4112371874344	01712-760461	Producing much quantity than demand of the market, so thinking to do export and trading from farmers
117	Ms. Khadiza	Md. Mostafa	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112365931139	01718-448518	Producing much quantity than demand of the market, so thinking to do export and trading from farmers
118	Ms. Rohima	Md. Idris Ali	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094659580	01920-843837	Producing much quantity than demand of the market, so thinking to do export and trading from farmers
119	Ms. Zamana Khatun	Md. Bakka Bishwas	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5523025459	01887-569664	Producing much quantity than demand of the market, so thinking to do export.
120	Ms. Sonia Khatun	Md. Torikul Islam	Karika Danga	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	20004423201044 607	01750-916344	Producing much quantity than demand of the market, so thinking to do export.
121	Ms. Easmin	Md. Abdur Razzak	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	441339489354	01910-004670	Producing much quantity than demand of the market, so thinking to do export.

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122	Imran Hossain	Sadeq	Krishnach ondropur	Jhikargacha	Farmer and businessm an	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera)	5114520710	01763-045490	Producing much quantity than demand of the market, so thinking to do export.
123	Shilpi Khatun	Shazul Islam	Kulia	Jhikargacha	Farmer and packaging	Cultivating rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	8264540322	01745-821285	Producing much quantity than demand of the market, so thinking to do export.
124	Nachima Khatun	Md. Jago (Imtiaz Moral)	Nilkonthon ogor	Jhikargacha	Packaging	Cultivating rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371867156	01725-875526	Producing much quantity than demand of the market, so thinking to do export.
125	Md. Mamunur Rashid	Md. Abdul Mannan	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	7336212241	01716-372130	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
126	Ms. Ziria Khatun	Md. Limon	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	19971855570001 325	01789-101469	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
127	Md. Ziarul Haque	Md. Motahar Rahman	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	6435823148	01921-286377	Propagating Materials is not available in BD. Wants to Propagating

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									materials Cultivation
128	Ms. Monowara	Md. Israi Hossen	Narangali	Jhikargacha	Farmer	Cultivating Gerbera	4112371869504	01798-395613	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
129	Ms. Suma Khatun	Md. Ikramul	Kulia	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371868480	01718-375884	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
130	Ms. Tamima Khatun	Md. Mustafizur Rahman	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera and running a nursery	19978112371018 279	01816-601607	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
131	Shagarika Katun	Shahjamal	Kulia	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	55029748	01716896727	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
132	Ms. Sabina Yeasmin	Md. Rofikul Islam	Choto Panisara	Jhikargacha	Processing	Make Garland and head band. Post harvest of marigold, Rose and gerbera	4112371867299	01747-859268	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation

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133	Al Amin	Khalilur Rahman	Kulia	Jhikargacha	Farmer and business	Cultivating Gladiolus. Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	6415160594	01967-581503	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
134	Nipa	Saeed	Haria	Jhikargacha	Farmer	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112359916042	01932-686474	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
135	Nur Jahan	Matiar Rahman	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112335855455	01929-653400	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
136	Ms. Taslima Khatun	Md. A Hasem	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371869435	01759-320683	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
137	Ms. Shapla Khatun	Md. Ashekul	Potuapara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1955348956	01733184237	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
138	Ms. Selina Khatun	Md. Morol	Jirengacha	Jhikargacha	Farmer	Cultivating Gerbera	4119094711065	01917-879413	Propagating Materials is not available in BD.

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									Wants to Propagating materials Cultivation
139	Ms. Jesmin	Md. Shah Alam	Kanarli	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	19884112365000 036	01403-153933	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
140	Md. Selim	Md. Ali Newaz	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	3746539299	01876-420248	Propagating Materials is not available in BD. Wants to Propagating materials Cultivation
141	Ms. Razia Khatun	Md. Sayed	Baliadang a	Kaliganj	Farmer	Cultivating Marigold and Tuberose	19908217614000 049	01960-942530	Rose cultivation new
142	Ms. Shanta Begum	Md. Sohan	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	1505022093	01932-160155	Rose Cultivation new
143	Tajrekha Mini	Md. Hafijur Rahman	Notun Tetulia	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	20001815538057 129	01996-883491	Rose cultivation New
144	Sampa Khatun	Md. Jahurul Islam	Puran Tetulia	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	8703418999	01929-385061	Rose cultivation New
145	Arfana Yasmin Rumi	Rashedul	Baka	Jibannagar	Post Harvest	Make Garland with rose, marigold and tuberose.Post harvest marigold	56116817	01772-921050	Rose Cultivation New
146	Mst.Hamida Khatun	Md.Nurul islam Mondol	Basipara	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	1927719508	01937-557650	Thinking to export through trading from farmers.

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147	Md. Showkat Hossen	Md. Atiar Rahman	Ganna	Jhenaidah Sadar	Businessman	Trading of Marigold, Tuberose, Gladiolus Gerbera, Roses	4623049873	01721-433661	Thinking to export through trading from farmers.
148	Ms. Shamsunnahar	Md. Shabuddin	Narangali	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371869852	01710-183108	Thinking to export through trading from farmers.
149	Md. Ali	Md. Md. Motiur Rahman	Krishnach andrapur	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	5102430526	01767-470499	Thinking to export through trading from farmers.
150	Ms. Asmina Begum	Md. Nasir Uddin	Narangali	Jhikargacha	Business	Trading of Marigold, Tuberose, Gladiolus Roses and gerbera	19914112371000213	01753-103571	Thinking to export through trading from farmers.
151	Ms. Lipi	Md. Anawar Hossen	Panishara	Jhikargacha	Business	Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371866653	01746-075190	Thinking to export through trading from farmers.
152	Mehedi Hasan	Rostom Ali	Panishara	Jhikargacha	Business	Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	19914112371000006	1926780466	Thinking to export through trading from farmers.
153	Ms. Sheuly	Md. Jasim Uddin	Narangali	Jhikargacha	Business	Trading on Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371869449	01728-751667	Thinking to export through trading from farmers.
154	Azizur Rahman	Mozammel Morol	Godkhali	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	4112335856068	01917725904	Thinking to export through trading from farmers.
155	Abdul Motaleb	Adam Morol	Tawra	Jhikargacha	Farmer & Business	Cultivating Gladiolus. Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	4112371874923	019303565229	Thinking to export through trading from farmers.
156	Md. Hasanuzzaman	Md. Minhaj Uddin	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and	4620300048	01708-915755	Thinking to export through trading from farmers.

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						tuberose.Post harvest marigold, Rose and gerbera			
157	Rozina Begum	Md. Zahidul Islam	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	6914466421692	01722-539295	Thinking to export through trading from farmers.
158	Rikta	Md. Khairul	Sayedpara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	8702500631	01979-669600	Thinking to export through trading from farmers.
159	Ms. Sheuli Begum	Md. Shafiqul Islam	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	4214559181	01939-110664	Thinking to export through trading from farmers.
160	Ms. Shumi Akther	Md. Rashedul	Chandpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112359917440	01753-363033	Thinking to export through trading from farmers.

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161	Ms. Rahima Khatun	Md. Moznu	Godkhali	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	19904112359000180	01771-107434	Thinking to export through trading from farmers.
162	Ms. Rahana	Md. Shireful Gazi	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112371867238	01714-252298	Thinking to export through trading from farmers.
163	Ms. Anju Ara Begum	Md. Shaiful Islam	Choto Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371866935	01726-758176	Thinking to start gerbera production
164	Md. Sohag	Md. Shoidul islam	Ganna	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	19924116155000000093	01959-941459	Thinking to start gerbera production
165	Ms. Runa	Md. Imran Hossain	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold	20004411947005001	01644-676514	Thinking to start gerbera production
166	Reshma Khatun	Md. Ruhul Amin	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	19904413347000219	01717-369596	Thinking to start gerbera production
167	Rumi Begum	Selim Reza	Kamalhat	Jhenaidah Sadar	Packaging	Make Garland with rose, marigold and tuberose. Post harvest marigold	19954413347022283	01868-089471	Thinking to start gerbera production
168	Md. Hafizur Rahman	Tofajjal Hoosain	BaliaDanga	Kaliganj	Packaging	Cultivating Marigold and gladiolus	19904413394000239	01928-551537	Thinking to start gerbera production
169	Md. Masum Billah	Nazrul Islam	Shahpur	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394487866	01736-287909	Thinking to start gerbera production

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170	Ms. Sima	Mr. Sontos	Baliadang a	Kaliganj	Packaging	Make Garland with rose, marigold and tuberose.Post harvest marigold	19984413394000 56	01471-189108	Thinking to start gerbera production
171	Ms. Parvin Begum	Md. Tajuddin	Narangali	Jhikargacha	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	4112371869848	01787-455272	Thinking to start gerbera production
172	Tahmida Shirin Sultana	Mir Foiz Ahmed	Panisara	Jhikargacha	Processing	Make Garland with rose, marigold and tuberose.Post harvest marigold	41122371866465	01712172284	Thinking to start gerbera production
173	Md. Shobuj	Md. Shamsur Ali	Panishara	Jhikargacha	Farmer	Cultivating galdiulus and gerbera	5988421060	01932-975023	Thinking to start gerbera production
174	Ms. Amena Khatun	Md. Pappu	Potuapara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	19954119008027 714	01772-301947	Thinking to start gerbera production
175	Ruhul Amin	Atiar Rahman	Potuapara	Jhikargacha	Farmer	Cultivating Gladiolus	4112335861157	1717988281	Thinking to start gerbera production
176	Ms. Ayra	Md. Masiur Rahman	Panishara	Jhikargacha	Farmer	Cultivating Gladiolus	4112371866859	01971-202801	Thinking to start gerbera production
177	Ms. Nazma Begum	Md. Atiur Hossen	Narangali	Jhikargacha	Farmer	Cultivating Gladiolus	4112365934282	01728-751667	Thinking to start gerbera production
178	Ms. Rina Khatun	Md. Alamgir Hossen	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	19914112371000 297	01301-355677	Thinking to start gerbera production
179	Ashraful Alam	Nurul Haque	Godkhali	Jhikargacha	Farmer	Cultivating Gladiolus	19854112335000 19	01712-814338	Thinking to start gerbera production
180	Ms. Shahnaz Parvin	Md. Niloy Hossen	Choto Panisara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and	20014112365010 143	01407-187950	Thinking to start gerbera production

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
						tuberose.Post harvest marigold, Rose and gerbera			
181	Md. Abdus Salam	Md. Ibadat Ali Sardar	Tawra	Jhikargacha	Farmer & Business	Cultivate Gladiolus and gerbera. Trading of (Marigold, Tuberose,Gladiolus, Roses and gerbera) and runing a nursery	4112371874768	01727-216857	Thinking to start gerbera production
182	Md. Saidur Rahman	Md. Moshir Rahman	Tawra	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	19934112371000 143	01943-232425	Thinking to start gerbera production
183	Meen Khatun	Malek Gazi	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	20034112371001 815	01749-263052	Thinking to start gerbera production
184	Tumpa	Shahin	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	3737909428	01777094274	Thinking to start gerbera production
185	Rakha	Saiful	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	7352522135	01937721558	Thinking to start gerbera production

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186	Ms. Ruma	Md. Monirul Islam	Nilkantha Nagar	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	19874112371000 0	01784-044338	Thinking to start gerbera production
187	Sukjan	Shawkat Ali	Nilkonthon ogor	Jhikargacha	Farmer and processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112365931216	01714-586357	Thinking to start gerbera production
188	Rikta Khatun	Enamul Hossain	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	9576222625	01825-555115	Thinking to start gerbera production
189	Rozina	Abdur Razzak	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112371871592	01737-396002	Thinking to start gerbera production
190	Sonia Khatun	Md. Mahidul Islam	Panishara	Jhikargacha	Farmerand packaging	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	2864534926	01911-941306	Thinking to start gerbera production
191	Jahanara Khatun	Mominur Rahman	Panishara	Jhikargacha	Farmer and business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4112371867216	01712-984643	Thinking to start gerbera production

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
192	Ms. Culsum	Md. Masum	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	5079671847	01740-977902	Thinking to start gerbera production
193	Ms. Rafiza Khatun	Md. Akbar Ali	Baysa	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus Roses and gerbera	4112359919037	01776-148796	Thinking to start gerbera production
194	Ms. Chaina	Md. Ruhul	Kanarali	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	4112365931163	01731-479073	Thinking to start gerbera production
195	Md. Sohag Hossen	Md. Ansar Ali	Jirengacha	Jhikargacha	Farmer	Cultivating rose and gladiolus	19894110909400 0166	01767-754664	Thinking to start gerbera production
196	Ms. Rahima Khatun	Md. Anisur Rahman	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	4119094670905	01918-015095	Thinking to start gerbera production
197	Ms. Rokeya	Md. Abdul Alim	Matipukur	Jhikargacha	Farmer	Cultivating gladiolus	8256273460	01946-825358	Thinking to start gerbera production
198	Ms. Rekha Khatun	Md. Fojoy Ali	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	19934112359000 099	01986-220300	Thinking to start gerbera production
199	Ms. Minura Khatun	Md. Ali	Sorifpur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest	4112335854067	01838-639840	Thinking to start gerbera production

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
						marigold, Rose and gerbera			
200	Ms. Rabia	Md. Mostafijur	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	19954119017000015	01999-777819	Thinking to start gerbera production
201	Ms. Fatema Aktar	Md. Abdur Rahim	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	7791744597	01778186892	Thinking to start gerbera production
202	Ms. Shahida Aktar	Md. Amzad Hossain	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	20012617222028525	01870826858	Thinking to start gerbera production
203	Fatema Aktar Imi	Idris Ali	Bagnibari	Savar	Farmer	Cultivate rose and gladiolus	6455076502	01633929639	Thinking to start gerbera production
204	Ms. Lima Aktar	Md. Roni Shikdar	Bagnibari	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	4658061041	1798620623	Thinking to start gerbera production
205	Ms. Fatema Aktar Lovely	Md. Israfil Khokon	Kalikoir	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	5087605472	1716608676	Thinking to start gerbera production

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206	Ms. Amena Begum	Md. Nannu Mia	Shamkur	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band. Post harvest marigold, Rose and gerbera	19937817667005096	1787949432	Thinking to start gerbera production
207	Ms. Rina Begum	Md. Altaf Hossen	Iqra	Kotchandpur	Farmer	Cultivating Marigold	9123023302	01631-703011	To export but need more production to do it, so wants to increase production with leasing more land
208	Ms. Khadija Khatun	Md. Ujjal Hossain	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose and chandramallika	3273658637	01756-931706	To export but need more production to do it, so wants to increase production with leasing more land
209	Ms. Shojoni Khatun	Md Nazmul Hossen	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus and Chandramallika	3752877203	01777-497485	To export but need more production to do it, so wants to increase production with leasing more land
210	Ms. Nasrin Akter	Md. Ali Ahmed	Ghoshnagar	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	5086037636	01832-620577	To export but need more production to do it, so wants to increase production with leasing more land
211	Ms. Roxana Aktar Tasnia	Md. Canchal	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	4186475200	01913-538527	To export but need more production to do it, so wants to increase production with leasing more land

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212	Md. Zakir Hossain	Md. Ali Haidar	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	9151374635	01838-279846	To export but need more production to do it, so wants to increase production with leasing more land
213	Tushi Akhter	Ujjal Ali	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head. Post harvest marigold, Rose and gerbera	1511374504	01872-889520	To export but need more production to do it, so wants to increase production with leasing more land
214	Mehdi Hasan	Jinnah	Nabinagar	Lalpur	Farmer and business	Cultivating Gladiolus. Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	6914466425445	01303-964000	To export but need more production to do it, so wants to increase production with leasing more land
215	Adri Khatun	Md. Farooq	Nabinagar	Lalpur	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	20026914466016934	01750-350479	To export but need more production to do it, so wants to increase production with leasing more land
216	Md. Alim	Jamshed Ali	Narangali	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus Roses and gerbera	19904112365000079	01723-899766	To export but need more production to do it, so wants to increase production with leasing more land
217	Nazma Khatun	Abdul Alim	Narangali	Jhikargacha	Farmer and packaging	Cultivating rose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335861420	01997-246527	To export but need more production to do it, so wants to increase production with leasing more land

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218	Ms. Taslima Khatun	Md. Ojar	Sorifpur	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus Roses and gerbera	4112359914215	01904-920923	To export but need more production to do it, so wants to increase production with leasing more land
219	Md. Rasidul Islam	Md. Atier Rahman	Kulia	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading on Marigold, Tuberose, Gladiolus Roses and gerbera	4112371868610	01710-875288	To export but need more production to do it, so wants to increase production with leasing more land
220	Atiar Rahman	Shomshed Ali	Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus Roses and gerbera)	4112371866493	01730-167107	To export but need more production to do it, so wants to increase production with leasing more land
221	Ms. Afroza Khatun	Md. Hasan Ahmed	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	19934413347000117	01745-064131	Want to make perfume from Tuberose
222	Md. Najma Begum	Md. Kolilur Rhoman	Talina	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	2822832669	01731-728911	Want to make perfume from Tuberose
223	Md. Mamunur Rashid	Md. Ansar Ali	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4413347450496	01820-949301	Want to make perfume from Tuberose
224	Ms. Tahera Nasrin	Md. Motiar Rahman	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	5973032286	01721-756493	Want to make perfume from Tuberose
225	Ms. Shahanaj Parvin	Md. Nazrul Islam	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	7763257313	01725-453500	Want to make perfume from Tuberose
226	Ms. Sazeda Khatun	Md. Harun Ur Rashid Liton	Trilochonpur	Kaliganj	Business	Cultivating Marigold and Tuberose	4413394485856	01948-544340	Want to make perfume from Tuberose

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227	Ms. Parvina Khatun	Md. Tokkel Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	1473006599	01721-950227	Want to make perfume from Tuberose
228	Md. Monirul Islam	Md. Rezaul Islam	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	4602565634	01768-951219	Want to make perfume from Tuberose
229	Ms. Moyna Khatun	Md. Shah Jalal	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	3286183359	01920-000462	Want to make perfume from Tuberose
230	Beauty Rani	Dibash	Trilochonpur	Kaliganj	Farmer	Cultivating Marigold and Tuberose		01732-611419	Want to make perfume from Tuberose
231	Md. Hafizur Rahman	Md. Abdul Malek	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	6873030947	01734-759283	Want to make perfume from Tuberose
232	Md. Mominur Rahman	Md. Mojibor	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	9568069307	01948-549744	Want to make perfume from Tuberose
233	Ms. Shilpi Begum	Md. Moshir Rahman	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	4623051234	01723-145048	Want to make perfume from Tuberose
234	Asma Begum	Aynal Haq	Panishara	Jhikargacha	Farmer and packaging	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867484	01713-922572	Want to produce cosmetics from Marigold
235	Mst. Shanaj Begum	Md. Lutfur Rhoman Bishas	Ganna	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	7346512796	01931-728675	Want to produce cosmetics from Marigold
236	Ms. Anna Parvin	Md. Abdur Rashid	Kamalhat	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4413347450076	01406-203922	Want to produce cosmetics from Marigold

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237	Ms. Jolly Begum	Md. Zahidul Islam	Karika Danga	Jhenaidah Sadar	Farmer	Cultivating Marigold and gladiolus	4114729273315	01796-498783	Want to produce cosmetics from Marigold
238	Ms. Sufia	Md. Hasan	Panishara	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold	4197799184	01758-111439	Want to produce cosmetics from Marigold
239	Md. Rezaul Islam	Md. Mahidul Islam	Puran Tetulia	Jibannagar	Farmer	Cultivating Marigold and gladiolus	1935739928	01711-210632	Want to produce cosmetics from Marigold
240	Ms. Rozina Khatun	Md. Munnaf Malita	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5963028674	01859-945403	Want to produce cosmetics from Marigold
241	Md. Matiar	Md. A. Majhid	BaliaDang a	Kaliganj	Farmer	Cultivating Marigold, Tuberose and rose	441339487100	01839-966495	Want to produce cosmetics from Marigold
242	Md. Akramul Islam	Md. Jalal Uddin	Baliadang a	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394486497	01731-600061	Want to produce cosmetics from Marigold
243	Ms.Priyanka	Utoum kumar	Bashipara	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	19924116155000 0000093	01772-826054	Want to produce Fertilizer from Marigold
244	Sumaiya Yasmin	Alec Gazi	Krishnach ondropur	Jhikargacha	Farmerand packaging	Cultivating gladiolus and marigold.Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	20034112371001 809	01817-877636	Want to produce Fertilizer from Marigold
245	Pobitra Hawladar	Mr. Sanjay Hawladar	Kadirdang a	Jhenaidah Sadar	Farmer	Cultivating Marigold	4413347450469	01875-683663	Want to produce Fertilizer from Marigold

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246	Md. Imran Hossain	Md. Abu Sayed	Samair	Savar	Farmer & Trader	Cultivate rose and Marigold . Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4655121673	1831257767	Want to produce Fertilizer from Marigold
247	Md. Nurul Islam	Abdul Khader Mondol	Paik para	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	3746479660	01711-903799	Want to produce Fertilizer from Marigold
248	Ms. Foara begum	Md. Kamal Hossen	Bashipara	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	7773024059	01725-453500	Want to produce Fertilizer from Marigold
249	Ms. Parvina Khatun	Md. Zahirul Islam	Baliadang a	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394487032	01766-753421	Want to produce Fertilizer from Marigold
250	Ms. Reshma Begum	Md. Mizan	Ghigathi	Kaliganj	Farmer	Cultivating Marigold	4413394486393	01854-852714	Want to produce Fertilizer from Marigold
251	Ms. Rubina khatun	Md. Obaidul Islam	Gopinathpur	Kaliganj	Packaging	Cultivating Marigold and gladiolus	19904413394000274	01861-790233	Want to produce Fertilizer from Marigold
252	Ms. Rebeka Khatun	Md. Saidul	BaliaDang a	Kaliganj	Packaging	Cultivating Marigold and Tuberose	441339480089	01728-953312	Want to produce Fertilizer from Marigold
253	Md. Asadul Haque	Md. Mojibor	Baka	Jibannagar	Farmer	Cultivating Marigold and Tuberose and Chandramallika	2835833357	01924-388702	Want to produce Fertilizer from Marigold
254	Ms. Lipika Begum	Md. Anowar Hossen Biswas	Iqra	Kotchandpur	Farmer	Cultivating Marigold	3723038034	01724-111206	Want to produce Fertilizer from Marigold
255	Md. Hussain Ahmed	Md. Altaf Hossain	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	8681064906	01722-653265	Want to produce Fertilizer from Marigold
256	Ms. Argina Khatun	Md. Maznu	Chanpara	Kaliganj	Farmer	Cultivating Marigold and rose	6422946164	01984-923537	Want to produce Fertilizer from Marigold

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257	Md. Ashif Hossain	Md. Moshahak	Kondoppur	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	9581320521	01997-955079	Want to produce Fertilizer from Marigold
258	Ms. Hasna Begum	Md. Nazmul Alam	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose and chandramallika	4173722051	01945-952080	Want to produce Fertilizer from Marigold
259	Md. Billal Hossen	Md. Sundor Ali	Shemkur	Moheshpur	Farmer	Cultivating Marigold and Tuberose	5523539285	01943-579703	Want to produce Fertilizer from Marigold
260	Ms. Fahima Begum	Md. Abdul Kader Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	6423022042	01624-705547	Want to produce Fertilizer from Marigold
261	Ms. Rozina Begum	Md. Salekh	Notun Tetulia	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	1485772774	01925-376583	Want to produce Fertilizer from Marigold
262	Md. Habibur Rahman	Md. Owazed Ali	Paik Para	Jhenaidah Sadar	Cultivation	Cultivating Marigold and Tuberose	2396494938	01748-943213	Want to produce Fertilizer from Marigold
263	Md. Mamun Hossen	Md. Fozlur Rahman	Baliadang a	Kaliganj	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses)	9164402456	01963-138723	Wants to do business with inputs(Shade and instrument)
264	Ms. Mukti	Abdul Aziz	Syedpara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2810858403	01937774437	Wants to do business with inputs(Shade and instrument)
265	Ms. Asma Khatun	Md. Golam Mondol	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	6896507685	01985-139890	Wants to do business with inputs(Shade and instrument)
266	Ms. Rizia Khatun	Md. Ayub Ali	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	9156376817	01743-931863	Wants to do business with inputs(Shade and instrument)

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267	Ms. Rehana Khatun	Md. Mohiuddin	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	8244699107	01712-809964	Wants to do business with inputs(Shade and instrument)
268	Md. Siraj	Md. Sattar	Krishnach andrapur	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371867507	01712-458566	Wants to do business with inputs(Shade and instrument)
269	Md. Rasel	Md. Sher Ali	Kulia	Jhikargacha	Business	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2852430590	01725-536878	Wants to do business with inputs(Shade and instrument)
270	Sujan Mia	Abduk Malek	Shahbag	Dhaka	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2691650163783	01301803677	Wants to do business with inputs(Shade and instrument)
271	Md. Shafiqul Islam	Md. Owazzel Mondol	Iqra	Kotchandpur	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	3723049452	0131-2551477	Wants to do business with inputs(Shade and instrument)
272	Md. Ashraful Islam	Md. Rezaul Islam	Ganna	Jhenaidah Sadar	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Gerbera, Roses)	5975913061	01636-107265	Wants to do business with inputs(Shade and instrument)
273	Ms. Doly Khatun	Md. Tofazzel Malita	Baka	Jibannagar	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1935907790	01719-917769	Wants to do business with inputs(Shade and instrument)
274	Md. Sohag Hossain	Md. Golam Rasul	Krishnach andrapur	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19944112371000095	01724-193854	Wants to do business with inputs(Shade and instrument)
275	Md. Kamrul	Md. Kitab ali	Krishnach andrapur	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19924112371000096	01987-462185	Wants to do business with inputs(Shade and instrument)

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276	Ebrahim Kadri	Babul Hossain	Godkhali	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	41123358	01936-286784	Wants to do business with inputs(Shade and instrument)
277	Md. Jony Rahman	Md. Golam Sarwar	Krishnach andrapur	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	2402481127	01755-937475	Wants to do business with inputs(Shade and instrument)
278	Nazrul Islam	Md. Ijjat Ali Dhali	Panisara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371866834	01909-151082	Wants to do business with inputs(Shade and instrument)
279	Ms. Rabeya Khatun	Md. Noor Hossain	Matipukur	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19904119094000 276	01917-387759	Wants to do business with inputs(Shade and instrument)
280	Mr. Proshanta Kumar	Mr. Suvash	Potuapara	Jhikargacha	Business	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	3752454870	01920280796	Wants to do business with inputs(Shade and instrument)
281	Md. Selim Reza	Md. Omar Ali	Godkhali	Jhikargacha	Farmer & Business	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335854086	01711-018493	Wants to do China Rose Production
282	Ms. Nasima Khatun	Md. Sanaruddin Mondol	Iqra	Kotchandpur	Farmer	Cultivating Marigold	5073005646	01729-139121	Wants to do China Rose Production
283	Ms. Jannatul Ferdous Brishty	Md. Abdul Matin	Vomka	Savar	Farmer & Processing	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	3737642615	1947783618	Wants to do dry flower production

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284	Shapna Khatun	Jony Ahmed	Agargaon	Dhaka	Businessman	Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	3756185207	01812971230	Wants to do dry flower production
285	Md. Ismail Hossain	Md. Abdul Hamid	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	5533002589	01791-184833	Wants to do dry flower production
286	Md. Masud Rana	Md. Azgar Ali	Haria	Jhikargacha	Farmer and business	Cultivate Rose . Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112359916141	01915-660671	Wants to do dry flower production
287	Ms. Zakia Sultana	Md. Mayzed	Narangali	Jhikargacha	Farmer & Business	Cultivate Rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371869105	01701-701273	Wants to do dry flower production
288	Md. Alim Dewan	Md. Salauddin Dewan	Batuliya	Savar	Farmer & Trader	Cultivate rose . Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	5551746117	1849316435	Wants to do dry flower production
289	Mithun Kabir	Abu Bakr	Krishnach ondropur	Jhikargacha	Farmer and businessman	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	1032457945	01752-671612	Wants to do dry flower production
290	Md. Anarul Islam	Md. Ohir Uddin	Notun Para	Jibannagar	Farmer	Cultivating Marigold and gladiolus and Chandramallika	7786406921	01928-241057	Wants to do dry flower production

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291	Md. Mizanur Rahman	Md. Abdus Samad	Sayedpara	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371873467	01920-508765	Wants to do dry flower production
292	Md. Masud Rana	Md. Abdul Mannan	Nilkantho agar	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	4112371866801	01927-006844	Wants to do dry flower production
293	Ms. Sharmin Aktar	Md. Mehadi Hasan	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	20001123590055 04	01703-010281	Wants to do dry flower production
294	Ms. Nasrin Nahar	Md. Abdur Rahim	Panishara	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)		01716045412	Wants to do dry flower production
295	Ms. Selina Khatun	Md. Sher Ali	Panisara	Jhikargacha	Farmer & Business	Cultivate gladiolus and rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19924112371000 131	01712-910429	Wants to produce perfume of rose

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
296	Nasim Uddin	Jinnah Ali	Nabinagar	Lalpur	Farmer and Trader	Cultivate Rose. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	6914466424467	01745-735697	Wants to produce perfume of rose
297	Ms. Sajeda Begum	Md. Imamul Hossain	Hariya	Jhikargacha	Farmer and Trader	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)		01734579711	Wants to produce perfume of rose
298	Md. Asad	Ali Mansur Jhardar	Krishnach ondropur	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of (Marigold, Tuberose, Gladiolus, Roses and gerbera)	19844123710000 09	01728-607315	Wants to produce perfume of rose
299	Md. Anawar Hossain	Md. A. Hamid	Bagnibari	Savar	Farmer & Trader	Cultivate rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	5087920970	01683813307	Wants to produce perfume of rose
300	Md. Hannan Hossen	Md. Siddik	Haria	Jhikargacha	Farmer & Business	Cultivate rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	4112359915873	01926-439327	Wants to produce perfume of rose
301	Ms. Sulima Khatun	Md. Marif Hossen	Sayed Para	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	2852454228	01402-213337	Wants to produce perfume of rose
302	Abdullah Al Mamun	Liaquat Ali	Panishara	Jhikargacha	Farmer and businesses	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose,	7805254880	01959-779297	Wants to produce perfume of rose

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
						Gladiolus, Roses and gerbera			
303	Zafar Alam	Joban Mollah	Nabinagar	Lalpur	Farmer and Trader	Cultivate Rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	6914466421553	01728-364154	Wants to produce perfume of rose
304	Md. Sujan	Haider	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	19964112371000 634	01922-368394	Wants to produce perfume of rose
305	Md. Dulal Sarkar	Md. Turap Ali	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera		01711350312	Wants to produce perfume of rose
306	Ms. Sajeda Khatun	Md. Akbor Ali	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	1001788627	01316-824595	Wants to produce perfume of rose
307	Md. Oajed Ali	Md. Mozammel	Baysa	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359918480	01938-612498	Wants to produce perfume of rose
308	Md. Zia	Md. Joinal	Haria	Jhikargacha	Farmer & Business	Cultivate rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	19854112359000 061	01919-896469	Wants to produce perfume of rose

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
309	Nasrin Akter	Md. Rafikul Islam	Mazar Road	Dhaka	Businessm an	Running a Retail Shop (Marigold, Tuberose, Gladiolus, Roses and gerbera)	20022613894030 683	01714931916	Wants to produce perfume of rose
310	Tanzila	Moshiur	Sayedpara	Jhikargacha	Farmer and businessm an	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112371873317	01918-901699	Wants to produce rose water
311	Md. Sagar	Golam	Panishara	Jhikargacha	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	1950004562	01817-888305	Wants to produce rose water
312	Md. Saddam	Harunur Rashid	Panishara	Jhikargacha	Farmer and business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	1500846280	01961-626973	Wants to produce rose water
313	Moklechur Rahman	Abdul Mannan	Haria	Jhikargacha	Farmer and business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359916490	01622-426992	Wants to produce rose water
314	Md. Ashraf Uddin	Md. Mamtaj Uddin	Bagnibari	Savar	Farmer & Trader	Cultivate rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	7763152175	01703330053	Wants to produce rose water
315	Md.Alatin Dewan	Md.Kabir Dewan	Batulia	Savar	Farmer	Cultivate Rose	2410830950	01874411120	Wants to produce rose water
316	Ms. Shahnara Begum	Late Tito Mia	Paduapara	Jhikargacha	Farmer & Trader	Cultivate rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.		01944331676	Wants to produce rose water

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
317	Ms. Roksana	Md. Uzzal	Sayedpara	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112371874255	01731-081701	Wants to produce rose water
318	Abu Kalam	Kitab Ali	Tawra	Jhikargacha	Farmer & Business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	19884112371000 065	01923071060	Wants to produce rose water
319	Md. Aziz	Md. Ahad Ali	Nabinagar	Lalpur	Farmer and business	Cultivate Rose, Tuberose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	6914466421602	01721-458370	Wants to produce rose water
320	Ranju	Alamgir Hossain	Panishara	Jhikargacha	Farmer and business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	19914112371000 068	01319-589609	Wants to produce rose water
321	Ms. Asma Khatun	Md. Khaibar Ali	Kulia	Jhikargacha	Farmer & Business	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	20024112371002 772	01918-025967	Wants to produce rose water
322	Md. Alamgir Hossen	Md. Shukur Ali	Chandpur	Jhikargacha	Farmer & Business	Cultivate Rose. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	4112359917360	01716-149378	Wants to produce rose water
323	Md. Mohiuddin	Md. Golam Rosul	Akrain	Savar	Farmer & Trader	Cultivate Rose and gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	1905610414	1711222326	Wants to produce rose water

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
324	Md. Mozaffor Hossain	Md. Ali Boksh	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus and Chandramallika	8223552236	01701-796662	Wants to start trading. Buy from farmers and sell to wholesale market
325	Md. Mostak Ali	Md. Mosarrof Hossain	Shemkur	Moheshpur	Farmer	Cultivating Marigold and gladiolus	3273545727	01920-274798	Wants to start trading. Buy from farmers and sell to wholesale market
326	Md. Hafizur Rahman	Md. Kawsar Ali Morol	Krisnocndrapur	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	7792013604	01981-019905	Wants to start trading. Buy from farmers and sell to wholesale market
327	Md. Naime Hossen	Md. Ajahar ali	Ganna	Jhenaidah Sadar	Farmer	Cultivating Marigold, Rose and Tuberose	3301673327	01636-641802	Wants to start trading. Buy from farmers and sell to wholesale market
328	Ms. Rimi	Md. Masud	Iqra	Kotchandpur	Farmer	Cultivating Marigold and Tuberose	4413374553906	01751-284462	Wants to start trading. Buy from farmers and sell to wholesale market
329	Md. Habibur Rhoman	Md. Baki billa	Paik para	Jhenaidah Sadar	Farmer	Cultivating Marigold and Tuberose	4646506552	01915-361323	Wants to start trading. Buy from farmers and sell to wholesale market
330	Md. Alamgir Hossen	Md. Khorsed Alam	BaliaDanga	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394488293	01914-378473	Wants to start trading. Buy from farmers and sell to wholesale market
331	Fazlur Rahman	Ahmed Ali Khan	Baliadang	Kaliganj	Farmer	Cultivating Marigold and Tuberose	4413394488705	01714-959862	Wants to start trading. Buy from farmers and sell to wholesale market
332	Sumita Yasmin Sumi	Md. Jamal Uddin	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold	1991411237100017	1713903716	Wants to start trading. Buy from farmers and sell to wholesale market

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
333	Lovely Akter	Rostom Ali	Panishara	Jhikargacha	Packaging	Make Garland and headband with rose, marigold and tuberose. Post harvest marigold	5099456989	01311748327	Wants to start trading. Buy from farmers and sell to wholesale market
334	Ms.Rumpa Begum	Md. Babu	Kulia	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	19914112371000120	01708-637439	Wants to start trading. Buy from farmers and sell to wholesale market
335	Ms.Shahanaz Parvin	Md. Pintu	Kulia	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371868519	01923-721576	Wants to start trading. Buy from farmers and sell to wholesale market
336	Ms.Ferdousi	Md. Abujar	Kulia	Jhikargacha	Farmer	Cultivating Gerbera and Gladiolus	4112371868597	01775-559733	Wants to start trading. Buy from farmers and sell to wholesale market
337	Md. Mujibur Rahman	Md. Altaf Hossain	Kulia	Jhikargacha	Processing	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371868435	01738-292379	Wants to start trading. Buy from farmers and sell to wholesale market
338	Ms. Mazeda Begum	Md. Rofikul Islam	Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose.Post harvest marigold, Rose and gerbera	4112371866962	01732-033194	Wants to start trading. Buy from farmers and sell to wholesale market

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
339	Ms. Sabana Khatun	Md. Monir	Choto Panishara	Jhikargacha	Packaging	Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867406	01942-410095	Wants to start trading. Buy from farmers and sell to wholesale market
340	Rozina Khatun	Mithu	Kulia	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371868707	01726033265	Wants to start trading. Buy from farmers and sell to wholesale market
341	Sharmin	Shamim Reza	Soyedpara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	3302465574	01710460885	Wants to start trading. Buy from farmers and sell to wholesale market
342	Ms. Shanaj	Md. Shamim Ahmed	Choto Panisara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1990411906900092	01941-230589	Wants to start trading. Buy from farmers and sell to wholesale market

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
343	Ms. Sabitri	Pradip Kumar Mallik	Choto Panisara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371867371	01739-478266	Wants to start trading. Buy from farmers and sell to wholesale market
344	Rumpa Khatun	Sabuj Hossain	Krishnach ondropur	Jhikargacha	Farmer	Cultivate Gerbera	1479697869	01793-845035	Wants to start trading. Buy from farmers and sell to wholesale market
345	Reshma Khatun	Md. Nur Hossain	Haria	Jhikargacha	Farmer and processing	Cultivating gladiolus and tuberose. Make Garland and head band with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1026248284	01928-473025	Wants to start trading. Buy from farmers and sell to wholesale market
346	Muslima Khatun	Qayyum Hossain	Haria	Jhikargacha	Farmer and business	Cultivate Gerbera. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera.	19924119086000 164	01997-766522	Wants to start trading. Buy from farmers and sell to wholesale market
347	Shahanara Khatun	Rezaul Islam	Haria	Jhikargacha	Farmer	Cultivate rose, gladiolus and tuberose	4112359916008	01768-840554	Wants to start trading. Buy from farmers and sell to wholesale market
348	Ms. Razia Khatun	Md. Sultan	Baysa	Jhikargacha	Farmer & Business	Cultivate gladiolus. Trading of Marigold, Tuberose, Gladiolus, Roses and gerbera	2835763620	01989-299269	Wants to start trading. Buy from farmers and sell to wholesale market

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
349	Ms. Rupali Begum	Md. Shahazan Dhali	Narangali	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112371869498	01911-654677	Wants to start trading. Buy from farmers and sell to wholesale market
350	Ms. Poly Khatun	Md. A. Jalil	Potupara	Jhikargacha	Farmer & Packaging	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	4112335861164	01980987823	Wants to start trading. Buy from farmers and sell to wholesale market
351	Ms. Shahanara Begum	Md. Abdur Rahhim	Kisnocondopur	Jhikargacha	Farmer & Processing	Cultivating gladiolus. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	19844112371000006	01739-991145	Wants to start trading. Buy from farmers and sell to wholesale market
352	Ms. Jesmine	Md. Tota Mia	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	7805928129	01917-387589	Wants to start trading. Buy from farmers and sell to wholesale market
353	Ms. Sahida khatun	Md. Kharshad	Jirengacha	Jhikargacha	Farmer	Cultivating rose, gladiolus and gerbera	4119094711111	01935-038961	Wants to start trading. Buy from farmers and sell to wholesale market
354	Ms. Rozina Begum	Md. Dinu	Jirengacha	Jhikargacha	Farmer	Cultivating rose	4119094708012	01984-476757	Wants to start trading. Buy from farmers and sell to wholesale market

Sl.	Name	Fathers/ Husband's Name	Village	Upazila	Involved in	Current Activity	NID	Mobile No.	Customize action Plan
355	Ms. Sajeda Khatun	Md. Mofizur Rahman	Matipukur	Jhikargacha	Farmer	Cultivating Gerbera	870495341	01924-809660	Wants to start trading. Buy from farmers and sell to wholesale market
356	Ms. Rahana	Md. Soyeb	Panisara	Jhikargacha	Farmer & Processing	Cultivating gladiolus and tuberose. Make Garland and headband with rose, marigold and tuberose. Post harvest marigold, Rose and gerbera	1954872931	01772-887321	Wants to start trading. Buy from farmers and sell to wholesale market

Annexure 05:
**Report of Training Evaluation and
Feedback by the Trainees**

Post-Training Report

Skill Development Training for Women Entrepreneurs in Cut Flower Sector

1. Introduction

Bangladesh Regional Connectivity Project-1 under Ministry of Commerce has taken initiative to design and implement training program for increasing women's participation in the cut flower sector in Bangladesh. And Bandhan Society has been awarded the project to implement at different flower growing zone in Bangladesh.

Accordingly, Bandhan Society has developed training materials (Curriculum, Module, Manual, Poster, Flip Chart and Power Point Presentations etc.) and has developed a plan to implement training for the 1000 participants (Female – 750 & male – 250) who are involved in cut flower sector. As per planned, Bandhan Society has completed training of all 40 batches by May 2021.

2. Objectives

- To evaluate the training by getting the feedback from the trainees.
- To know the future/next plan of the trainees after having the skill development training
- To know what are the problems/limitations to fulfill their plan
- To know what sorts of further training they would be needed
- To know what further support they would for the betterment of their enterprises.

3. Training Evaluation by the Participants

At the end of 5 days skill development training of women entrepreneurs, Bandhan Society organized a session at the end of training for each and every batch to evaluate training quality, contents, and training materials as well as imparting skill of the trainers by the participants. The training was evaluated through 14 open ended structured questions. After compiling data from all 40 batches, a data table has prepared (Table 01) and reviewing the opinion sheets of the trainees, it is concluded that more than 95 percent trainees (Very good and good ones) enjoyed the training, learnt on many new things (On marketing, value chain, networking and flower business) and all of their expectations have been fulfilled. They are confident to utilize the acquired knowledge from the training to make their flower business more profitable. Detail of compilation of batch-wise training evaluation by the trainees are given in the following Table 01.

Besides, all the trainees of all 40 batches were asked, "How was the training as a whole?" Then, from the Fig.01, it is observed that 73.8 percent of the trainees informed that the training was very good. 15.7 percent of the trainees have opinioned that the training was good and 10.5 percent trainees said that as a whole the training was satisfactory. That means, about 90 percent of the trainees have conceived the training issues and evaluated the training as a whole has fulfilled their expectation.

Table 01: Compiled Evaluation Data of 40 Training Batches

Subject/Statement	Fully agreed	Agreed	Partially Agreed	Disagreed	Fully Disagreed
1. Object of the training has been explained very precisely	851	91	58	○	○
2. The training has been able to fulfill the expectation of the trainees	869	91	40	○	○
3. We will able to utilize the acquired knowledge from the training	876	91	33	○	○
4. In the training, session sequence and time-table have been maintained perfectly	873	76	51	○	○
5. Topics of the training were arranged so nicely that those were easy to understandable.	887	58	55	○	○
6. Group works in the training were very effective.	891	69	40	○	○
7. Training imparting technique & quality of training were very good.	865	84	51	○	○
8. Trainers had very good preparation	858	87	55	○	○
9. Trainers have able to fulfill the objectives of the training	869	95	36	○	○
10. In the training, participation and experience sharing among the trainees have been encouraged	873	80	47	○	○
11. There was enough time for questing & discussing a topic	880	80	40	○	○
12. Quality of the training materials was appropriate in the sessions.	880	65	55	○	○

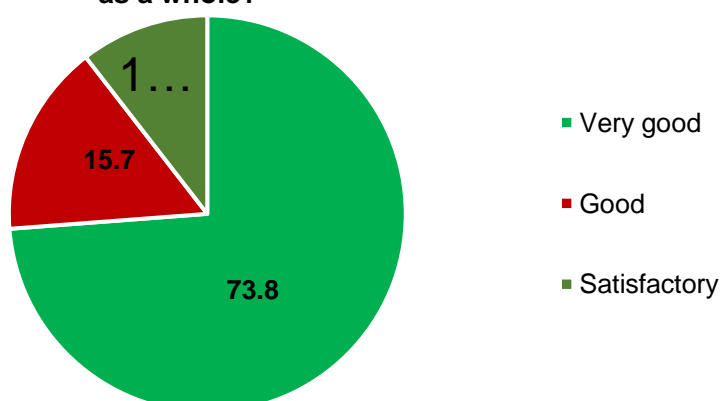
13. As a whole, how you evaluate the training program?

Very Good (738) Good (156) Average (105) Bad Very Bad

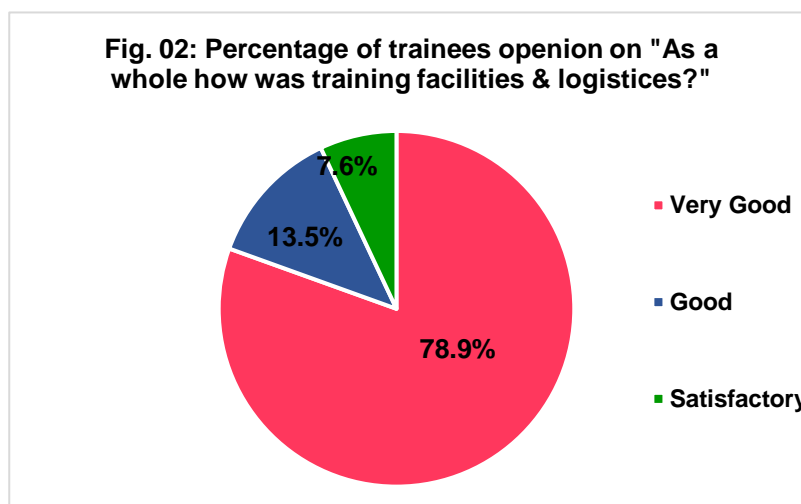
14. Your comments/evaluation on training-room, logistics and other facilities?

Very Good (789) Good (135) Average (76) Bad Very Bad

Fig. 01: Percentage of Trainees openion on "How was the training as a whole?"



Again, when the trainees were asked as a whole how was the training facilities and logistics then, more than 78.9 percent of the trainees informed that training facilities and logistics arrangement during the training were very good (according to Fig. 02). More than 13 percent of the trainees were informed that the facilities and logistics have arranged by the Bandhan Society during the training was “Good”, that means, more than 92 percent of trainees (Very good and good ones) were happy with the facilities, training materials & logistics that were arranged by Bandhan Society during the training.



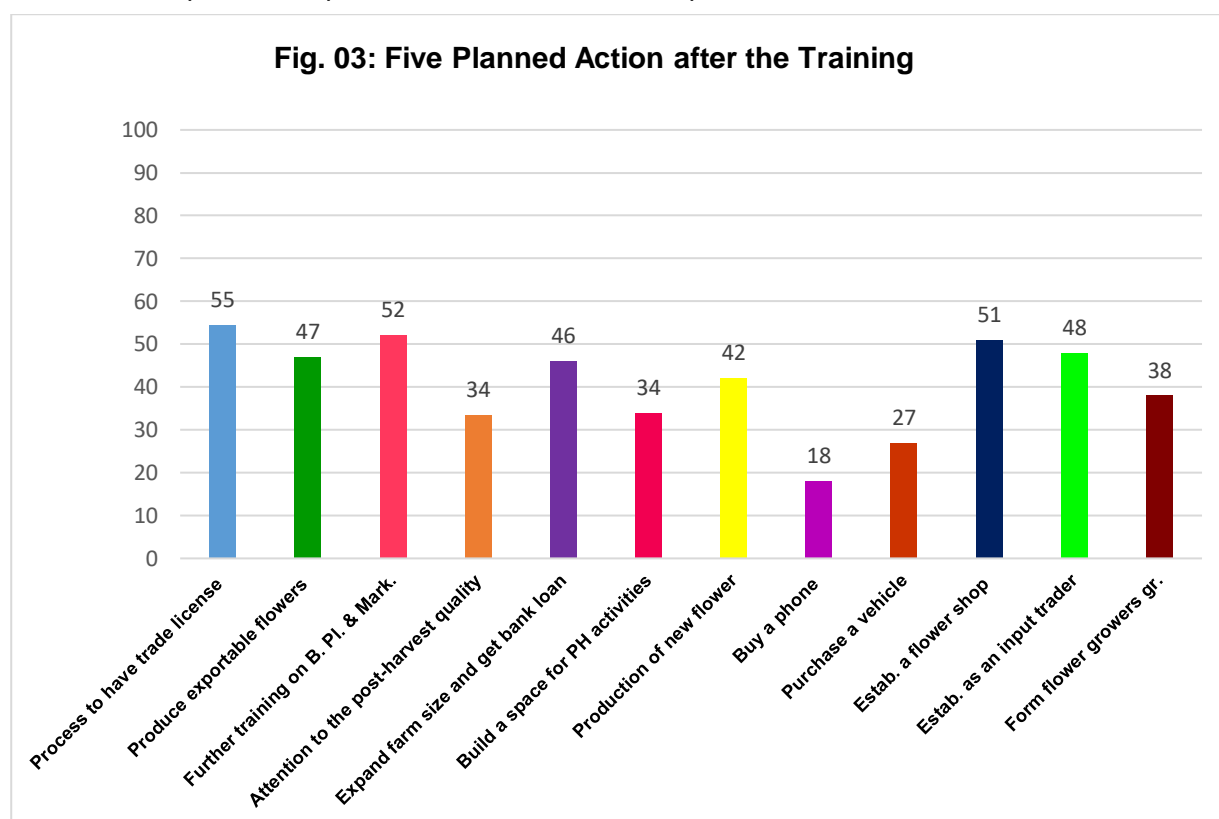
4. Plan/Utilization of the training knowledge

As per ToR obligation, at the end of training program, Bandhan Society have to submit a **Post Training Report** by summarizing the next actions for each participant, participants' feedback and logistics & transport would be needed to fulfil their cut flower business. Hence, at the end of each batch training, Bandhan Society has organized a feedback session as well as collect data/information on their future plan after having this training., what would problems they may face to fulfil their plan, what sort of support they might need from the authority and whether they need further training to strengthen their cut flower business. A brief description of the outcome from trainees of 40 batches has complied and is given in the below. During training evaluation by the trainees, these required data /information have been collected through numbers of written structured questions.

4.1 Five Plans after Receiving the Training

At the end of the training, when the participants were asked for what would be their 5 plans to utilize the training knowledge? Considering the education level and experiences of the women cut flower entrepreneurs (The trainees), twelve types of probable “plan” were identified and produced to the trainees to tick right sign to any 5 plans from the list suitable for her/him or he/she have interest to perform. The outcome of their answers was compiled & analyzed and it is observed from the Fig. 03 that after training, participants have planned for 12 types of activities, of which highest 55 percent of trainees said they would process for having trade license. 52 percent of the trainees planned to get further training on “Business Plan & Marketing” to enhance their business. Earlier, they had no knowledge on getting loan from banks to expand their business. So, 46 percent of the trainees have planned to process for bank loan to expand their business/farming. In the training, they have learnt that for flower export, flower quality is a big issue. Therefore, 47 percent of trainees said that they would plan for producing export quality flowers and 34 percent of trainees would plan for building a space/shed at their farm to perform post-harvest activities immediate after harvesting. They have

learnt a lot on importance of post-harvest management in the training, so, another 34 percent of trainees have planned to provide more attention to the post-harvest activities

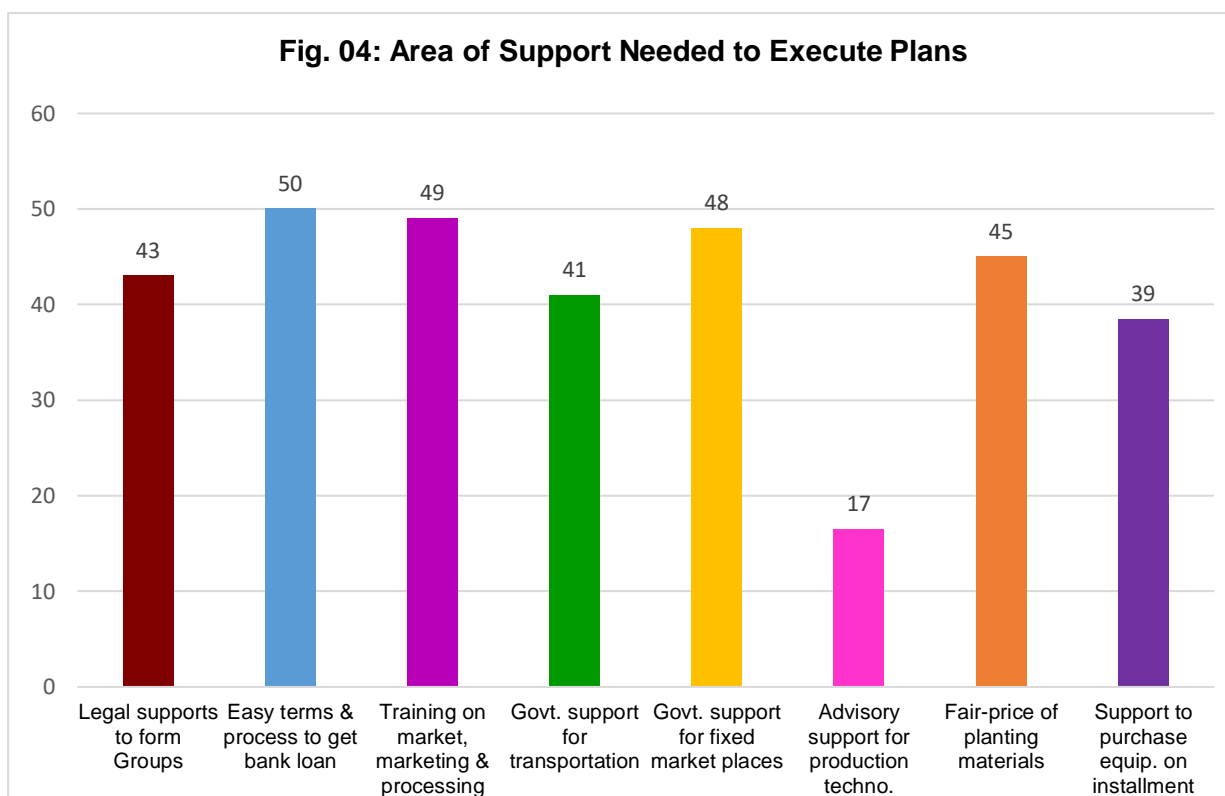


N = 1000 with questions of multiple choices

They were not much interested to buy android phone set to communicate buyers/clients (Only 18 percent of trainees have planned for cell phone) rather, they planned for quality improvement through post-harvesting management and others. 27 percent of trainees have planned for purchase of a vehicle to carry his/her flowers safe & good condition to the markets/selling points. Separately, 51 percent of trainees have planned for establishing flower shop to sell out their flowers along with selling flowers in various value-added forms. As they have learnt that propagating materials and other inputs would have a significant importance for the production as well for the trading of cut flower but we have crisis on these issue in our country. Therefore, 48 percent of trainees have planned for establishing themselves as inputs (seeds, seedlings & other planting materials) traders. Finally, 38 percent of trainees informed that they realized the importance of group activities (Collective Action), so, they would mobilize farmers & flower traders to form their Groups.

4.2 Support might be Needed to Achieve the Planned Activities

When the trainees were asked for the support, they may need to implement their plans, various types of answer were come out. The answers were compiled & analyzed and it is found from the Fig. 04 that they emphasized on bank loan to fulfill their plan that was why, 50 percent of trainees



N = 1000 with questions of multiple choices

wanted to get support for easy process of having bank loan with low interest rate. Some 49 percent of the trainees thought they need support on further training for marketing and flower processing issues to accomplish their plans. 48 percent of trainees wanted govt. support for having fixed & organized market places to enhance their cut flower business. Some trainees (45 percent) wanted govt. supports on availability of planting materials and other flower growing inputs at local level with fair-prices. In the training, trainees have learnt on importance of Collective Action and Linkage Development, accordingly, some of them have wanted to form their groups. So, 43 percent of trainees wanted legal support from the concern authority to form their Groups. Besides, some trainees (41 percent) wanted govt. supports for flower transportation (with cooling facilities) for distance market. For smooth and profitable operation of cut flower business, 39 percent of the trainees expressed govt. support to purchase some equipment (including Van/Pick-up, Cell phone, LLP etc.) by installment. Maximum trainees had a perception that they had enough skill & knowledge on production and did not want any advisory support for cut flower production, however, 17 percent of the trainees wanted advisory support on production technologies as well as on marketing issues.

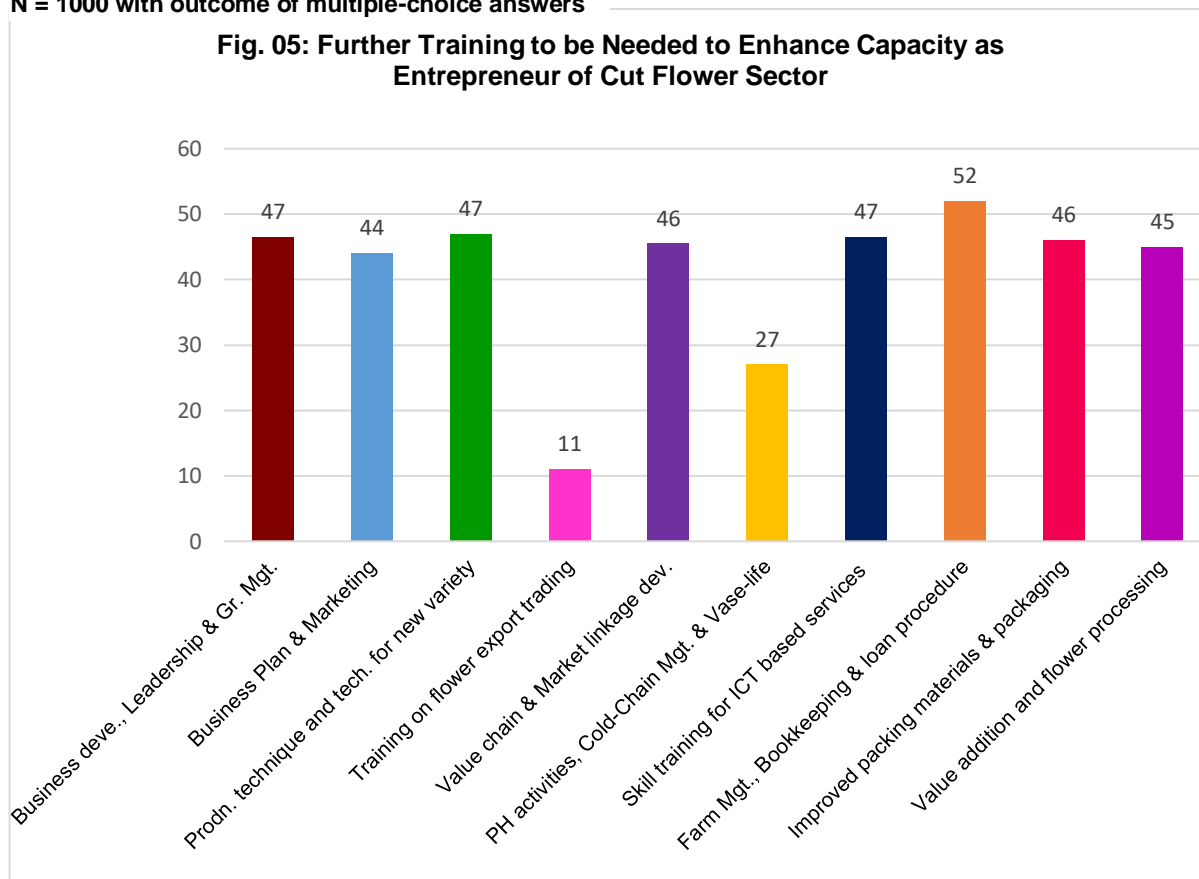
4.3 Types of further Training that Maybe Needed to Develop Capacity as Cut Flower Entrepreneur

After completion of this training of 5-days, the participants were asked what further trainings they might require to be a successful entrepreneur of cut flower sector. The question was asked with written structured answer of multiple choice. Among total 12 choice of training including one open-ended answer; it is observed from the Fig. 05 that the participants perceived for 10 types of training among 13 types of training that would help them to be a successful entrepreneur of cut flower sector. It is

also observed that “Farm or Business Management, Accounts & Bookkeeping and Bank Loan Processing” training was chosen by 52 percent of participants to enhance their capacity to be a successful entrepreneur.

It is understood from the Fig. 06 that “Business Development, Leadership and Group Management”, “Production Techniques and Technology of Producing new Varieties of Flower” and “Skill Training for ICT Based Services” each of these training have been chosen separately by 47 percent of the trainees.

N = 1000 with outcome of multiple-choice answers



Besides these, to enhance capacity & skill as cut flower entrepreneurs, “Value Chain & Market Linkage Development” and “Improve Packing Materials & Packaging” Training were selected separately by 46 percent of trainees.

45 percent of participants thought that “Value Addition and Flower Processing” training would be an important training to be a good entrepreneur of cut flower sector. Business Plan and Marketing training was also selected as important further training by the 44 percent of participants to enhance their capacity to be a cut flower entrepreneur. 27 percent of trainees thought that post-harvest activities, cold-chain & vase-life management training would be one of the further trainings to enhance their capacity to be a successful entrepreneur of cut flower sector and 11 percent of the trainees thought that they need training on flower export trading to enhance business at cut flower sector.

5. Conclusion

This skill development training of women entrepreneurs involved in cut flower sector was really an effective initiative to improve the very promising and potential sector of Bangladesh. The after-training plans those have been settled/finalized by the trainees, is an indication that Bandhan Society has able to implement the training program very efficiently with very effective training materials and training imparting procedure. Trainees have conceived the cut flower trading very well, that are why, they have identified the sort of supports they would be needed to implement their plans. Bandhan Society hopes that the concern authorities would provide supports to these entrepreneurs to make their dream success.

As Bandhan Society has mobilized and organized these trainees, they would be always in their touch and has planned to assist them through their upcoming development programs.