

Skill Development Training Under the Comprehensive Village Development Programme: A Post Training Evaluation
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a) Researchers' Identity

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b) Objectives

The objectives for the study were to:

- i. examine the extent of utilization of the knowledge and skills acquired from the training courses;
- ii. assess the effectiveness of the training programmes in terms of employment creation and income generation; and
- iii. identify the nature of constraints towards application of the participant's knowledge and skills

c) Executive summary

1. Introduction

- 1.1 Comprehensive Village Development Programme (CVDP) is a cooperative-based action research project of the Academy being implemented in 39 villages of four Thanass under Rajshahi and Khulna Divisions since 1991. The project aims at overall development of all segments of population of a village by bringing them under a single cooperative organization. It also endeavors to evolve a replicable rural development model for the country. Towards the achievement of the objectives the project has prioritized training over credit.

- 1.2 Since its inception in 1991 the project has provided skill training in a wide range of areas like tailoring, carpentry, masonry, nursery development, family planning and midwifery, pisciculture, vegetables and fruits production, livestock and primary treatment. The present study is a post-training evaluation to assess the utilization, effectiveness and impact of Tailoring, Carpentry and Masonry training programmes conducted by the project.
- 1.3 Survey method was adopted for data collection in the study. Data for the study was collected from 58 trainees of 39 CVDP cooperative societies through a structured questionnaire. In addition, some information was gathered through group discussions with chairmen and managers of the societies. The evaluation was conducted during 1997.

Findings

2. Training of Tailoring

- 2.1 The training course on Tailoring was participated by 20 female cooperators. Their age ranged from 18 to 47 years and majority of them belonged to 18-35 age groups. All the respondents were literate and engaged mainly in household chores. They came from landless, small and medium size farm families. They had a total annual income of Tk. 8,75,840.00 from farming, petty businesses, tailoring and services.
- 2.2 Out of 20 trainees only 6 participants (30%) had previous experience on Tailoring. They acquired the skill at their own initiatives and were engaged in sewing only to meet their household need.
- 2.3 90% of the trainees were making effective use of the knowledge and skills acquired from training. They were making different types of traditional dresses which were widely used by the rural people and which had good local market.
- 2.4 The trainees were engaged in tailoring at least three months a year. However, more than 70% of them were found to be busy with sewing activities for 9 to 12 months. After receiving training, their engagement in sewing has been enhanced to a greater extent.
- 2.5 The training had created self-employment for 18 trainees. They had their own sewing machines and were working with full of enthusiasm. Two trainees took part-time job as a Cutting Master and one as a Trainer. Thus, the training had created employment opportunities for others also.

- 2.6 The trainees earned an additional annual income of Tk. 2,01,140.00 from tailoring which constituted 22.97% of the total income of their families. The income earned from tailoring was spent for five purposes: (i) savings deposit to Samity; (ii) meeting family expenses; (iii) deposit in bank; (iv) leasing for cultivable land; and (v) buying poultry and cattle
- 2.7 The training had created positive impact on health, sanitation and adoption of family planning devices. 20 trainees had hand tube wells and water-sealed latrines. Regarding family planning, 64.42% of the eligible couples were practicing temporary methods of family planning.
- 2.8 The increased income as an outcome of training had made positive impact on education of trainees' children. All the trainees who had children in school going age were sending their children to primary school.
- 2.9 The trainees could not make use of the training up to the level of expectation because of (i) heavy involvement in household activities; (ii) frequent change in the designs of dresses and choices of people (iii) trouble in collecting order. In order to overcome the problems they suggested for adequate training on modern designs and establishing linkages with different institutions and wholesalers for continuous work in hand.
- 2.10 The trainees identified two deficiencies in the course; (i) short duration of the course and (ii) insufficient training materials. They put forward three suggestions for improvement of the course in future. These are: (i) duration of the course should be extended from three months to at least six months; (ii) training allowances should be enhanced to some extent and (iii) more practical sessions supported by sufficient training materials should be arranged.

2.2 *Training on Carpentry*

- 2.2.1 Twenty male cooperators attended the training course on Carpentry. The age of the trainees varied from 18 to 45 years and majority of them belonged to 18-25 age group. Except two, all the trainees were literate. They were a mixed group of landless, small and medium size farmers and engaged in seven types of occupations including carpentry. They earned a total annual income of Tk. 6,72,450.00 from carpentry, farming, petty business, service, rickshaw pulling and day labor.

- 2.2.2 Out of 20 trainees only 5 of them (25%) had previous experience on carpentry. None of them had undergone any formal training on carpentry.
- 2.2.3 The utilization of the training knowledge and skills fell far below the expectation. Only 55% of the trainees were utilizing the knowledge and skills.
- 2.2.4 The trainees were engaged mainly in furniture making. They were employed for 3 to 12 months a year. However, a vast majority of them (90.91%) got work for 9 to 12 months.
- 2.2.5 The training had created employment opportunities for 11 cooperators. Of them, eight were employed on regular and three on irregular basis.
- 2.2.6 Carpentry was at the top of the list of all the sources of income of the trainees. They earned annual income of Tk. 2,14,650.00 from carpentry, which constituted about 32% of their family income.
- The income earned from carpentry was spent mainly for five purposes; (i) maintenance of family; (ii) weekly savings to Samity; (iii) education of children; (iv) deposit in bank and (v) investment for IGA.
- 2.2.7 The increased income as an outcome of training has brought about some positive changes in the health, sanitation and family planning aspects. After training the number of hand tube wells increased from 17 to 20 and water-sealed latrines from 5 to 10. Again, all the eligible couples adopted temporary methods of family planning.
- 2.2.8 The increased income also encouraged the trainees to send their children to school. All the trainees having children in school going age were sending their children to primary schools.
- 2.2.9 The trainees mentioned four constraints towards effective utilization of training. These are: (i) lack of tools; (ii) heavy engagement in farming; (iii) non-availability of raw materials and (iv) non-profitability of the business. They had given four suggestions to overcome the constraints: (i) supplying of credit facilities to buy tool boxes (ii) arrangement for refresher course and (iii) supplying of toolboxes.

2.3 Training on Masonry

- 2.3.1 The training course on Masonry was participated by 18 male cooperators. The age of the trainees ranged from 18 to 45 years and majority of them belonged to 18-25 age group. About 79% of the trainees were literate. They belonged to landless, small and medium size farm families and

engaged mainly in six types of activities including masonry. They had a total annual income of Tk. 5,28,000.00 from farming, masonry, petty business, rickshaw pulling and day labor.

2.3.2 Out of 18 trainees only 5 of them (16.67%) had previous experience in masonry work. However, none of them had undergone any formal training on masonry prior to this training.

2.3.3 The utilization of training could not reach the level of expectation. Only 50% of the trainees were making use of the knowledge and skills acquired from the training course. The trainees were engaged mainly in construction of building, boundary wall, making slabs, making rings for water-sealed latrine and construction of chatal (floor for drying paddy). They got employment for 3 to 12 months a year. However, 88.88% were employed for 6 to 12 months.

2.3.4 The training on Masonry had given rise to employment opportunities for nine of the trainees. They were working as Head Mason, Assistant Mason and Helper. Two respondents had jointly established a slab and ring making unit and one had got employment in slab and ring manufacturing unit of a cooperative society. Masonry had become an important income source of the trainees. They earned a total annual income of Tk. 1,80,400.00 from masonry which constituted 34.17% of their total family income.

The income from masonry was spent mainly for four purposes: (i) maintenance of family; (ii) weekly savings to Samity; (iii) deposit to bank and (iv) investment for IGAs.

2.3.5 The training exerted positive impact on social aspects like health, sanitation and family planning. The habit of using tube well water and water-sealed latrine among the trainees' family members showed positive trend. After training, the number of hand tube wells and water-sealed latrines increased from 16 to 18 and 7 to 13 respectively. In addition, all the eligible couples adopted temporary methods of family planning.

2.3.6 The income of the trainees had gone up and all the trainees having children in school going age were sending their children to primary schools.

2.3.7 The trainees faced four constraints to carry on masonry: (i) inability to purchase necessary equipments (ii) busy with studies (iii) more involvement in farming and (iv) inadequacy of training. They put forward three suggestions to overcome the constraints; (i) supplying of credit facilities (ii) supplying of equipments and (iii) arrangement of refresher course.

2.3.8 The trainees identified three deficiencies of the course: (i) short duration of the course (ii) insufficient training allowance and (iii) less emphasis on practical session. They had given three suggestions for improvement of the course in future; (i) duration of the course should be extended from three months to at least four months (ii) training allowance should be enhanced to some extent and (iii) more emphasis should be given on practical sessions.

d) Conclusion

The training course on Masonry was organized with a view of creating employment and generating income for the male cooperators of CVDP societies. Though the results were not up to the level of expectation, the findings of the study have given positive indication in both these respects. The training is being utilized by 50% of the trainees and thus it has created employment opportunities for nine cooperators and generated income worth Tk. 1,80,4000.00 which constitutes 34.17% of the total income of 18 trainee cooperators. The tremendous success of the training lies with the fact that it has brought about significant change in the occupational patterns of the trainees. Before training only 5.56% of the respondents were engaged in masonry, while the percentage of engagement rose to 50% after training. On the contrary, the percentage of engagement in farming has declined from 33.33% before training to 16.66% after training. Thus, the training on Masonry has succeeded to pave the way for switching over from farm sector to non-farm sector. And this is very important for a land scarce country like Bangladesh. Therefore, efforts should be made to provide skill trainings to rural people in order to reduce the pressure on unemployment in the agricultural sector.

The training on Masonry has also brought about positive impact on the social aspects of life. The outlook and attitudes of the trainees towards health, sanitation, education and family planning have undergone positive changes.