



Bangladesh Public Administration Training Centre
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Seminar paper

On

**Assessing the role of skill development training program for
Capacity building of Upazilla Parishad**

Submitted to

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Executive Summary

One of the projects of Local Government Division is UGDP. Upazila level public representatives and officers were trained up to strengthen the capacity building and also for the sustainable development of Upazila Parishad. From the commencement of Upazila Parishad various types of trainings are given to the public representatives with the assistance of different donor organizations. But there are some gaps to measure the significant practical applications of training. In the study it was observed the drawbacks and hindrance of the proper application of capacity development improvement program. The effectiveness of the training was critically measured, analyzed and represented. Data source was secondary and it was explained analytically to express real scenario of the training effectiveness. Some suggestions are incorporated in this study. Furthermore, research is required to find out the ways for the significant effect of skill development training and also the points are noted for the enhancement of the awareness among the Upazila level public representatives at Upazila Parishad.

Keywords: - Capacity Development, Performance assessment, Performance- Based Allocation, Skill development.

1. Introduction

1.1 Background

Local Government System is an integral part of administration and development infrastructure in Bangladesh. There are five tiers of local government system in Bangladesh. Three tiers for rural areas and two for urban areas. The number of tiers has an important financial, administrative, and political implications and too many tiers would impose a greater trammel on the central government in providing grants and implicate stiffer competition among the tiers for the limited sources of taxation (Siddiqui, 1984). The local Government system in rural area includes Union Parishad, Upazila Parishad and Zilla Parishad. The class structure, social formation, and power relations in Bangladesh in many respects seem more appreciative than in many of the Indian states in promoting the purposive conditions of participatory local institutions (Ahmed, 2012). In the constitution to the republic of Bangladesh "The Government is keen to decentralize its administrative system and socio-economic decision-making process through the Local Government Institution (LGIs) for better service delivery to the people and good governance at local level". There is a vital role of this system for the institutionalization of democracy both in local and national level. Upazila Parishad is one of the significant Local Government Institutions in Bangladesh. Upazila Parishad system was first introduced in 1982 through an ordinance as the part of decentralization of administration and development activities from the central government. The Upazila Parishad achieved the status of subdistricts with a large freedom in decision-making by a popularly elected body (Ali, 1986) For the development of governance of Upazila Parishad, bottom up development planning and need based training are very much essential. A person performance is influenced by two factors- motivation and capabilities, skill development training can contribute to improvement of both factors (Kabir & Baniamin, 2012). There are several projects under local government division for the development of local government institution like LGSP for Union Parishad, UGDP, UICDP and EALG for Upazila Parishad. The government of Bangladesh and Japan have agreed to implement the Upazila Governance and Development Project (UGDP). The main goal of the project is to strengthen the governance of Upazila Parishad. UGDP has been providing several categories of training and visits in home and abroad for the public representatives of Upazila Parishad since the commencement of the project (UGDP, 2020). Training programs were provided by NILG, BARD, BIAM, RDA, ESCB and other similar organizations. Usually, it was not measured the

actual impact of the training in conducting Upazila Parishod system. Through four times assessment of Upazila Parishod activities by UGDP, it was measured the capacity of Upazila Parishad. If the impacts are not introduced, there will be an aperture between the Upazila Governance system and the training institutions like NILG, BARD, RDA, ESCB and other similar organizations. Through this analysis, some critical untouched space may be found out among the Upazila Parishad and training institutions.

The role of skill development training in good governance is to create a positive effect and impact on knowledge, skill, attitude, and practices of the participants. So, governance involves building of an appropriate attitudes and capacity to promote it (Saadat, 2002)

Training is a main part of personnel administration, to provide quality services and output training can play vital role in capacity development (Siddiqui , 1984)

1.2 Problem statement

Public representatives at Upazila Parishad are the integral part to govern the Upazila Parishad. The common people desire quality and effective services from them. If public representatives are not properly trained up to serve the Upazila accordingly, the development will not be sustained. The elected public representatives including Chairman of Upazila Parishad, Vice Chairman, Vice Chairman female, three union parishad chairman who are the active member of Upazila Parishad and six officers like UNO, UH&FPO, agriculture officer, engineer, secondary education officer and public health engineer had been given training from NILG, RDA , BARD, BIAM , ESCB and other similar organizations regarding capacity development since January 2017 by the UGDP to provide quality services to the citizen.

The skill development training to the Upazila Parishad and the respective service providers by UGDP are effective or not, should be measured properly for sustaining the development of upazila.

1.3 Rationale

UGDP has been arranging different categories of training program since its commencement in January 2017 for Upazila Parishad. It is necessary to measure the effectiveness of training and also the impact of developed skills which are enhanced through training. It is also needed to find out the loopholes and impediments of the training activities.

1.4 Objectives

The objectives of the study are

- 1) To determine the effectiveness of skill development program run by UGDP for capacity building of public representatives.
- 2) To suggest how the skill development program can be further contribute for capacity enhancement of public representatives.

1.5 Limitations

All data are collected from UGDP assessments of Upazila Parishad. As the data source is secondary, there are some constraints like the data are arranged in desired format and it also may not answer the research questions in a perfect way. Due to COVID-19, the researcher could not collect data from primary sources by employing qualitative data collection tools.

2. Methodology

The study utilized secondary data. The data were collected from relevant websites, books, journals, articles, official archives etc. For the purpose of collection of data, UGDP projects was the prime source. The following steps were taken -

- Review and analysis of the documents of UGDPs training provided to UZPs
- Analysis the four Performance Assessments (PAs) published results
- Review and Analysis of UGDP Reports
- Collection of training information and report of UGDP and analyze accordingly

The study was descriptive, simple statistical analysis one.

3. Results and Discussion:

The objectives of UGDP are to enhance the capacity of Upazila Parishads (UZPs) to deliver more effective and responsive public services to citizens through providing additional development fund and a series of capacity development opportunities for the concerned stakeholders. The Capacity Development (CD) activities of UGDP focuses on training programs to improve the local public administration and service delivery including sub-project implementation of small-scale infrastructure development and capacity development. The capacity development aims to strengthen the capacity of public servants both in LGIs and Transferred Line Departments (TLD) and their collaboration mechanism.

Overview of the Skill Development Program of UGDP

Goal of Capacity Development Program is to *enhance the capacity of concerned stakeholders to deliver more effective and responsive public services to citizens*

Objective 1	Objective 2	Objective 3
To improve the knowledge and skills of concerned stakeholders to enhance Upazila government system in accordance with relevant laws and regulations	To improve the skills and capacity of concerned stakeholders to implement and manage development projects	To improve the overall public service delivery at the Upazila level
Objective 1 is set directly to contribute to the overall UGDP objective: to deliver more effective and responsive public services to citizens, contribute for sustainable local government system.	Objective 2 is set to contribute to realizing the concrete outputs during the implementation period. This is one of the basic conditions to realize the overall UGDP objective.	Objective 3 is set directly to contribute to the project objective: to deliver more effective and responsive public services to citizens.
Output 1	Output 2	Output3
UZPs improve the capacity to fulfil rolls and functions fixed by relevant laws and regulations.	UZPs implement more responsive development projects. Quality of development projects is improved.	Residents become aware of the improvement of service delivery.
Indicators		
Average score of performance assessment is improved from the first assessment.	Development projects are selected from the Project Priority List at all UZPs.	The satisfaction level of service delivery evaluated by the residents is improved.
Beneficiaries		
Concerned stakeholders at the Upazila level	Residents at the Upazila level	Residents at the Upazila level

Capacity Development Strategies

(1) Connecting training programs with other UGDP activities	(2) Capacity development programs for poorly-performing UZPs	(3) Utilization of experience and deliverables of other local governance projects
The UGDP implementation mechanism is basically designed to enhance the organizational and social/institutional level capacities at the Central and Upazila levels and such mechanism is connected with the individual level capacity/training programs.	The poorly-performing UZPs are given additional opportunities to improve their capacity besides ordinary training programs. These UZPs can attend special training & participate in peer learning program with high performing UZPs.	There are a fairly good number of projects that support LGIs in Bangladesh and most of the projects implement training programs as a core component. Upazila Governance Project (UZGP) targets the same level LGIs.

Training Implementation strategy

PMU- SAPI Team	PMU –Constant Team	Contracted Organization
Training programs were implemented by UGDP – SAPI Team at the beginning of the UGDP before the engagement of the UGDP consultant team. 1 st round selected 104 Upazila and 104 UDP training were implemented by SAPI team.	UDFs Training Directly by UGDP PMU involving external consultants and departmental resources persons. Some selected training programs shall be implemented directly by UGDP PMU and UGDP consultant team such as Refresher Training for UDF, divisional orientation, Review workshop and training for poor performing Upazilas,	NILG, BARD & RDA Hired and engaged to conduct the uniform capacity development training for 492Upazilas. Training of Trainers (TOT) was provided for the trainers of the concerned training institutions. Specialized training like training on procurement has already been done by the contracted training organizations.

UGDP started implementing its capacity development program in January 2017 supported by Special Assistant Project Implementation (SAPI), JICA. PMU continued training programs for Upazila Development Facilitators (UDFs) and 2nd round selected Upazilas. Although necessary

training programs have been implemented by SAPI and UGDP PMU, core training programs for the improvement of Upazila administrative capacity have not yet been implemented because of the delay of UGDP consultant team assignment.

Table 1: Capacity Development Program from April 2017 to June 2020

SL	Training Name	Year	Month	# Participa nts	# Upazila
1	Orientation Training for the First Round	2017	April	638	104
2	Orientation Training for Newly Recruited	2017	May	103	N/A
3	Training on Sub-Project Management for	2017	October	40	N/A
4	Orientation Training for the special	2017	Decembe	21	2
5	Orientation Training for Newly Recruited	2018	January	89	N/A
6	Public Procurement Management Training	2018	N/A	88	N/A
7	Orientation Training for Newly Recruited	2018	March	87	N/A
8	Orientation Training for Newly Recruited	2018	March	12	N/A
9	Special Orientation Training for Second Round Eligible UZPs	2018	April	50	1
10	Orientation Training for the Second Round Eligible UZPs	2018	April-October	670	136
11	Workshop for DLG and DDLGs	2018	May	75	N/A
12	Public Procurement Management (PPA 2006 & PPR 2008) training for UDF	2018	N/A	115	N/A
13	Orientation Training for Newly Recruited	2018	August	5	N/A
14	Follow-up WS for special consideration	2018	October	64	5
15	UDF Refresher Training	2018	October	190	N/A
16	Financial Management Training for Upazila	2018	Decembe	275	99
17	Financial Management Training for Upazila	2019	January	284	99
18	UDF Refresher training	2019	Jan-Feb	192	N/A
19	Orientation Training for the Third eligible	2019	May- Oct	735	22
20	Orientation Training for Newly Recruited	2019	July	2	N/A
21	ToT for Basic Training implementation	2019	October	47	N/A
22	Orientation Training for Newly Recruited	2019	Decembe	2	N/A
23	Basic Training for Upazila Parishad Planning and Service Delivery	2019-2020	Nov 19 - March 20	3746	399
24	Orientation Training for Newly Recruited	2020	Dec	02	N/A
25	Refresher training for UDF	2020	Feb-Mar	196	N/A
	Summary			7,728	867

A total of 399 Upazila Parishads received training with 6,643 participants, besides, 75 LGD Officials received training from UGDP. Side by side all 200 Upazila Development Facilitators

(UDFs) skill development trainings were provided to support and assist the Upazila Parishads through on job capacity development of the Upazilas. Most of the UGDP skill development training for Upazila capacity development imparted during 2017 to 2020.

Table 2: Categories of Training Participants from April 2017 to June 2020

		LGD Officers	Upazila Parishad	UDF
Number of Training Courses	April 2017 to December 2018	1	5	9
	January to June 2019	0	2	1
	July to December 2019	0	2	2
	Total	1	9	12
Number of Participants Trained	April 2017 to December 2018	75	1,718	729
	January to June 2019	0	443	192
	July to December 2019	0	2,841	4
	January to June 2020	0	1641	198
	Total	75	6,643	1123

Source: Calculated from the table provided by UGDP Capacity Development Experts

The objectives of UGDP are very much clear to enhance the capacity of Upazila Parishads (UZPs) to deliver more effective and responsive public services to citizens.

Goal of Capacity Development Program is to enhance the capacity of concerned stakeholders to deliver more effective and responsive public services to citizens. Also, the objectives and outputs are clearly mentioned.

The course content is relevant with capacity development of the Upazila Parishad.

Parishad using two steps:

Step one: Screening by precondition with 8 indicators in four activities:

Course Contents
1. Overview of the local government system
2. Financial Management of UZP
3. Procurement Management of UZP
4. Development Planning of UZP
5. Introduction to the Five-year Development Plan (FYP)
6. Introduction to Annual Development Plan (AP)
7. Governance Indicators and Improvement strategies
8. Introduction of UGDP
9. Capacity Development Sub-Project
10. Infrastructure Dev. Sub-Project
11. Reporting and Financial Management at the Upazila level
12. Open discussion on Upazila Parishad by DDLG

Table 3: Areas and the precondition indicators

Areas	Precondition Indicators
Status of Upazila Parishad Meeting	-UZP meetings are held regularly - UZP meetings are held with proper attendance
Status of Upazila Committees	- Upazila Committees are established - Upazila Committees Functioning
Existence of Budget and Development Plans	- Annual Budget is prepared and approved - Development Plan Prepared
Status of ADP Implementation and Reporting	- ADP Reports are Prepared - ADP Report's sent to LGD

Step two: Performance Assessment, ranking of Upazilas based on obtained marks with 16 indicators in four areas:

Table 4: The area of the institutional capacity and the indicators

Areas	Indicators
Institutional Capacity	➤ UC meetings are properly held and recorded ➤ NBD Officers attend respective Committee Meetings ➤ Project Selection Committee (PSC) is established and Functioning ➤ Development Proposals are submitted from Upazila Parishad, UDCC, Upazila Committees & NBDs
Financial Management Capacity	➤ Annual Budget is prepared and approved as stated in UZP Act ➤ Asset Register is properly maintained and updated ➤ Annual Financial statement is prepared ➤ Gap Between Budget and Actual Expenditure is minimized
Planning and Budgeting Capacity	➤ Five-Year Plan (FYP) with priority project list is prepared ➤ Development Fund is used as per UZP using guideline 2014 ➤ Development Project sites are Inspected by Upazila Officers ➤ Upazila Project Proposal (UPP) is Prepared and discussed in UZP meeting
Transparency and Accountability	➤ Union Development Coordination Committee (UDCC) meetings are held in each Union Parishad ➤ Annual Budget and Development Plan displayed for public security on notice board & websites ➤ Information Focal Point is assigned, and such assignment is made public ➤ Citizen Chartered published and displayed

Table 5: A glance of four performance assessment result

	1 st PA		2 nd PA		3 rd PA		4 th PA	
Number of Sample	488		491		492		492	
Precondition (PC)	Number	%	Number	%	Number	%	Number	%
Number of UZPs Passed PCs	217	44.5	236	48.1	297	60.4	357	72.6
Change from the previous PA			19	3.6	61	12.3	60	12.2
Scores of Performance Assessment								
Overall Average (without considering PC)	34.1		50.9		55.0		56.4	
Overall Average (without considering PC)	45.2		67.8		70.9		67.6	
Overall Average (without considering PC)	25.3		35.2		30.9		29.8	
Highest Score	82		88		100		100	
Lowest Score	0		0		0		0	

The four Performance Assessments (PAs) results reveals that the number of Upazilas passed overall the eight Preconditions (PCs) is in increasing trend and may be effects of UGDP skill development program of Upazila Parishad. Similarly, the overall average scoring out of 100 is in increasing trend are observed. Also, the highest scoring is in increasing trend (achieve 100 score) compared to the 1st and 2nd performance results. So, the UGDP skill development training has the positive effect in Upazila Parishad in Governance Development.

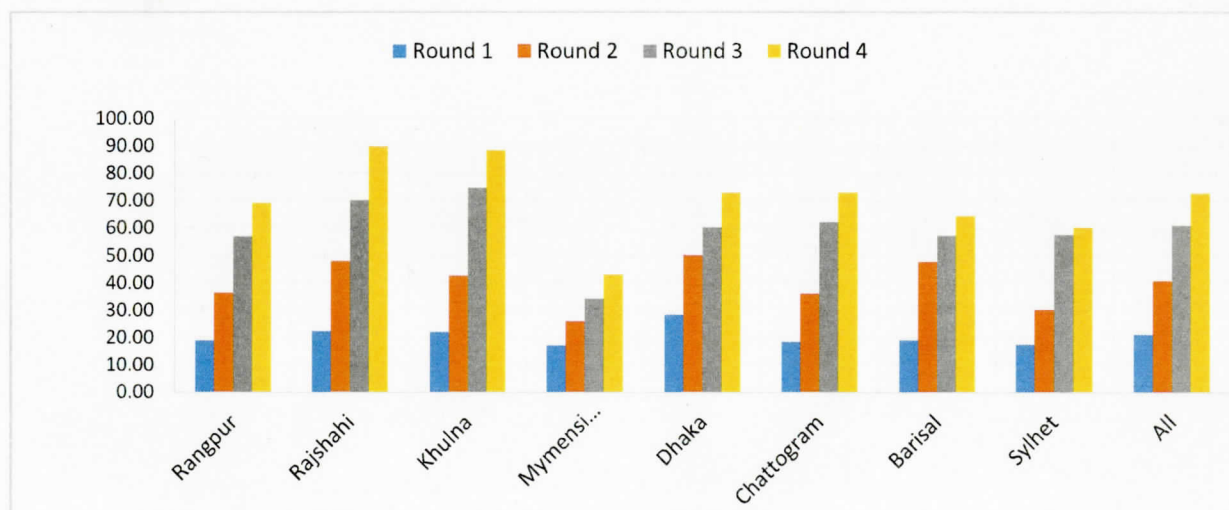


Figure 1: Percentage of Upazilas by division by round

According to the figure 1, using the performance assessment the percentage of Upazila Selected by division is also in increasing trend compared to the previous rounds respectively. It shows that the effect of skill development training effectiveness is taking place all divisions simultaneously.

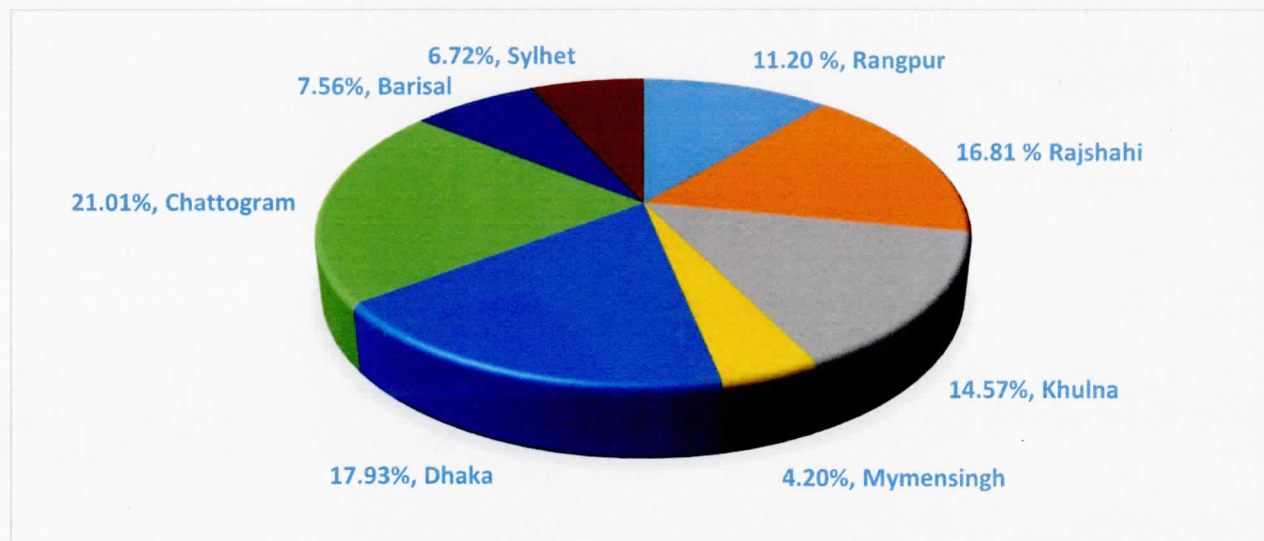


Figure 2: Percentage of Upazilas were selected by divisions in the 4th round assessment.

The figure 2, reveals that the Performance Assessment result the proportion of Upazila selection in the round 4. it was observed the highest percentage of Upazilas were selected from Chattagram division (21.01%), followed by Dhaka (17.93%) and this is the lowest in Mymensingh (4.20%). These may happen due to number of Upazilas of the respective divisions.

Table 6: Percentage of Upazilas by division with four rounds

Division	# of Upazilas	Round 1	Round 2	Round 3	Round 4	Avg. Score PA 4
Rangpur	58	18.97%	36.21%	56.90%	68.97%	56.6
Rajshahi	67	22.39%	47.76%	70.15%	89.55%	67.2
Khulna	59	22.03%	42.37%	74.58%	88.14%	61.4
Mymensingh	35	17.14%	25.71%	34.29%	42.86%	45.9
Dhaka	88	28.41%	50.00%	60.23%	72.73%	53.1
Chattogram	103	18.45%	35.92%	62.14%	72.82%	56.8
Barisal	42	19.05%	47.62%	57.14%	64.29%	50.1
Sylhet	40	17.50%	30.00%	57.50%	60.00%	52.1
All	492	21.14%	40.65%	60.98%	72.56%	56.4

According to the table 4, among The respective total Upazilas the highest percentage Upazials selected in Dhaka division (28.41%) and this is the lowest in Mymensighn (17.14%) in the round 1. Similarly, in round 2, overall 40.65% Upazilas are seleted, this is the highest in Dhaka division (50%) and the lowest in Mymensighn (25.71%). But in round 4, a total of 60.98% Upazilas were selected, this is the highest in Khulna division (74.58%) and the lowest Mymensighn (34.29%). In the last round out of total 492 Upazilas on an average 72.56% Upazilas has been selected, this is the highest in Rajshahi division (89.55%), followed by Khulna division (88.14%) and this is the lowest in also Mymensighn division (42.86%).

In the Performance Assessment 4, on an average score is 56.4, this is the highest in Rajshahi division (67.2% and the lowest in Mymensighn Division (45.9%). So, special skill development training and initiative is needed for the Upazial Parishads of Mymensigh division.

Among the total 492 Upazias scoring trend analysis of the four Performance Assessments it observed that a total of 82 Upazilas scores in increasing trends over the period, only 5 Upazilas in decreasing trend and the 405 Upazilas are in Fluctuations of the scores. But almost all the Upazilas scores are increasing compared previous performance assessment.

For details, please see in Annexure 1.

4. Major Findings:

The objectives of UGDP is very much clear to enhance the capacity of Upazila Parishads (UZPs) to deliver more effective and responsive public services to citizens.

The four Performance Assessments (PAs) results reveals that the number of Upazilas passed overall the eight Preconditions (PCs) is in increasing trend and may be the positive effects of UGDP skill development program of Upazila Parishad. Similarly, the overall average scoring out of 100 is in increasing trend are observed. Also, the highest scoring is in increasing trend (achieve 100 score) compared to the 1st and 2nd performance results. So, the UGDP skill development training has the positive effect in Upazila Parishad in Governance Development. Moreover, according to the data of four assessments, the awareness of public representatives and government officials at Upazila level are significantly increasing for the rendering of services to the citizens. Finally, the UGDP project skill development training outputs /effectiveness observed a pragmatic increasing tendency in Upazila Governance and development process.

5. Lessons Learned:

To see the any program effectiveness and impact only the secondary data review and analysis may be one way, but researchers need to collect primary data / information using data collection tools with proper sampling techniques as well as the direct observation of the researchers is also helpful in conclusion/recommendations.

The project implantation starting seems to be delayed and COVID 19 pandemic situation is hampering to achieve the targeted results and effectiveness/impact of the program. So, natural disaster would be considered and in project implantation time extension.

6. Conclusion & Recommendations:

This is only in secondary data analysis results/findings. To see the actual effectiveness/impact of the skill development training of UGDP to capacity building of the Upazila Parishad more in-depth study is needed.

The UGDP should be continued their capacity development program with proper follow up monitoring with emphasis to low performance Upazilas/areas. Also, regular Performance Assessment with existing tools (may be reviewed if needed) is needed to see the effectiveness/impact of the program.

The developed capacities of the Upazila Parishad relate to the governance & development and its sustainability one short of UGDP project is not sufficient. So, successor and long term follow up project is recommended.

The UGDP training Goal, objectives, course contents and strategies are very much clear to develop the capacity of Upazila Parishads of Bangladesh. It should be continued including the refresher skill development training of the Upazila stakeholders.

The four Performance Assessments (PAs) results shows that the number of Upazilas passed overall the eight Preconditions (PCs) is in increasing trend and may be effects of UGDP skill development program of Upazila Parishad. Similarly, the overall average scoring out of 100 is in increasing trend are observed.

Finally, the UDGP project skill development training outputs /effectiveness observed a positive increasing tendency in Upazila Governance and development process.

7. Annexure -1:Upazila wise all Performance Assessment scorestrend analysis.

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Upazila Governance and Development Project
Local Government Devision

Sl No	Division	District	Upazila	Code	Annex-1			Flux	Inc	Dec
					Selected for 4th Round Upazilas (Yes/No)	4 years scores			Inc/Dec/Flux	
						Total Score in 1st PA	Total Score in 2nd PA	Total Score in 3rd PA**		Total Score in 4th PA
1	Barisal	Barguna	Amtali	100409	NO	27	15	19	25	Flux
2			Bamna	100419	NO	45	32	33	46	Flux
3			Barguna Sadar	100428	NO	32	44	63	44	Flux
4			Betagi	100447	YES	38	50	57	53	Flux
5			Patharghata	100485	YES	36	44	58	56	Flux
6			Taltali	100490	NO	26	48	69	19	Flux
7		Barisal	Agailjhara	100602	YES	51	71	44	97	Flux
8			Babuganj	100603	YES	12	45	50	35	Flux
9			Bakerganj	100607	YES	44	88	88	83	Flux
10			Banaripara	100610	YES	13	0	89	85	Flux
11			Barisal Sadar	100651	YES	43	78	47	55	Flux
12			Gaurnadi	100632	NO	7	21	7	24	Flux
13			Hizla	100636	NO	12	12	4	17	Flux
14			Mhendiganj	100662	YES	29	0	22	22	Flux
15			Muladi	100669	NO	23	12	8	46	Flux
16			Wazirpur	100694	YES	57	77	82	80	Flux
17		Bhola	Bhola Sadar	100918	YES	10	42	30	39	Flux
18			Burhanuddin	100921	NO	29	0	2	0	Flux
19			Charfasson	100925	YES	32	82	58	51	Flux
20			Daulatkhan	100929	YES	47	83	85	47	Flux
21			Lalmohan	100954	YES	12	64	72	60	Flux
22			Manpura	100965	YES	41	25	25	14	Dec
23			Tazumuddin	100991	YES	1	72	82	76	Flux
24		Jhalokati	Jhalokati Sadar	104240	NO	15	31	40	0	Flux
25			Kathalia	104243	YES	53	70	83	80	Flux
26			Nalchity	104273	NO	17	2	33	43	Flux
27			Rajapur	104284	YES	41	62	78	85	Inc
28		Patuakhali	Bauphal	107838	YES	48	84	64	86	Flux
29			Dashmina	107852	YES	29	84	76	90	Flux
30			Dumki	107855	YES	26	56	70	86	Inc
31			Galachipa	107857	YES	49	62	86	95	Inc
32			Kalapara	107866	YES	40	32	40	70	Flux
33			Mirzaganj	107876	YES	54	78	48	87	Flux
34			Patuakhali Sadar	107895	YES	38	54	34	60	Flux
35			Rangabali	107897	NO	7	20	57	41	Flux

SI No	Division	District	Upazila	Code	Annex-1			Flux	Inc	Dec
					Selected for 4th Round Upazilas (Yes/No)	4 years scores				Inc/Dec/Flux
						Total Score in 1st PA	Total Score in 2nd PA	Total Score in 3rd PA**	Total Score in 4th PA	
36		Pirojpur	Bhandaria	107914	NO	21	52	3	21	Flux
37			Indurkani	107990	NO	19	34	32	12	Flux
38			Kawkhali	107947	NO	33	58	21	27	Flux
39			Mathbaria	107958	YES	33	54	84	50	Flux
40			Nazirpur	107976	YES	41	58	69	52	Flux
41			Nesarabad	107987	YES	53	66	61	25	Flux
42			Pirojpur Sadar	107980	NO	41	49	44	21	Flux
43				Bandarban	Alikadam	200304	NO	11	37	22
44	Bandarban Sadar	200314			YES	23	56	48	46	Flux
45	Lama	200351			YES	16	63	65	60	Flux
46	Naikhongchhari	200373			NO	22	36	37	24	Flux
47	Rowangchhari	200389			NO	0	35	35	36	Inc
48	Ruma	200391			YES	16	64	71	71	Inc
49	Thanchi	200395			NO	0	34	26	0	Flux
50		Brahmanbaria			Akhaura	201202	YES	46	73	91
51			Ashuganj	201233	YES	33	74	75	49	Flux
52			Bancharampur	201204	YES	57	74	88	65	Flux
53			Bijoynagar	201207	YES	56	33	78	70	Flux
54			Brahmanbaria Sadar	201213	YES	50	39	35	72	Flux
55			Kasba	201263	YES	19	51	74	62	Flux
56			Nabinagar	201285	YES	59	71	77	67	Flux
57			Nasirnagar	201290	YES	59	75	91	75	Flux
58			Sarail	201294	YES	55	53	22	87	Flux
59		Chandpur	Chandpur Sadar	201322	YES	59	72	74	90	Inc
60			Faridganj	201345	NO	40	21	1	17	Flux
61			Haimchar	201347	YES	25	38	0	48	Flux
62			Hajiganj	201349	YES	60	71	98	84	Flux
63			Kachua	201358	NO	27	62	44	9	Flux
64			Matlab Dakshin	201376	NO	29	75	41	17	Flux
65			Matlab Uttar	201379	YES	36	79	73	47	Flux
66			Shahrasti	201395	YES	53	72	74	91	Inc
67		n	Anowara	201504	YES	18	47	54	75	Inc
68			Banshkhali	201508	YES	8	53	64	71	Inc
69			Boalkhali	201512	YES	11	47	58	86	Inc
70			Chandanaish	201518	NO	20	71	67	73	Flux
71			Fatikchhari	201533	YES	33	43	60	78	Inc
72			Hathazari	201537	NO	29	44	44	42	Flux

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73	Chattogram	Chattogram	Karnafuli	201539	NO		4	13	9	Flux
74			Lohagara	201547	YES	16	38	22	85	Flux
75			Mirsharai	201553	NO	19	29	52	37	Flux
76			Patiya	201561	YES	28	48	46	68	Flux
77			Rangunia	201570	YES	19	42	72	73	Inc
78			Raozan	201574	YES	28	33	63	81	Inc
79			Sandwip	201578	YES	50	57	76	72	Flux
80			Satkania	201582	NO	10	45	16	35	Flux
81			Sitakunda	201586	NO	33	25	60	26	Flux
82			Cox's Bazar	Chakaria	202216	NO	61	59	69	83
83		Cox's Bazar Sadar		202224	YES	2	8	7	37	Flux
84		Kutubdia		202245	YES	21	32	52	50	Flux
85		Maheskhali		202249	NO	5	0	36	50	Flux
86		Pekua		202256	NO	36	7	39	37	Flux
87		Ramu		202266	NO	28	25	47	47	Flux
88		Teknaf		202290	YES	17	22	31	57	Inc
89		Ukhia		202294	YES	3	26	36	32	Flux
90		Cumilla	Barura	201909	YES	42	25	46	16	Flux
91			Brahmanpara	201915	YES	27	60	49	61	Flux
92			Burichang	201918	YES	46	78	79	71	Flux
93			Chandina	201927	NO	31	28	44	52	Flux
94			Chauddagram	201931	YES	33	72	45	78	Flux
95			Cumilla Adarsha Sadar	201967	YES	28	82	79	89	Flux
96			Cumilla Sadar Dakshin	201933	YES	45	74	79	76	Flux
97			Daudkandi	201936	YES	32	36	86	85	Flux
98			Debidwar	201940	YES	40	37	11	82	Flux
99			Homna	201954	YES	32	44	54	77	Inc
100			Laksam	201972	YES	22	57	65	62	Flux
101			Lalmai	201900	NO		0	21	15	Flux
102			Meghna	201975	YES	31	41	52	60	Inc
103			Monoharganj	201974	YES	17	14	3	23	Flux
104			Muradnagar	201981	YES	51	21	30	87	Flux
105			Nangalkot	201987	YES	43	80	79	72	Flux
106			Titas	201994	YES	43	74	79	55	Flux
107		Feni	Chhagalnaiya	203014	YES	32	17	62	41	Flux
108			Daganbhuiyan	203025	YES	13	42	55	75	Inc
109			Feni Sadar	203029	YES	15	45	66	46	Flux

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110		Feni	Fulgazi	203041	YES	21	48	69	78	Inc
111			Parshuram	203051	NO	27	22	37	31	Flux
112			Sonagazi	203094	YES	2	31	64	58	Flux
113		Khagrachhari	Dighinala	204643	YES	23	62	37	69	Flux
114			Guimara	204600	YES		34	44	27	Flux
115			Kharachhari Sadar	204649	NO	4	16	27	20	Flux
116			Lakshmichhari	204661	YES	32	50	51	62	Inc
117			Mahalchhari	204665	NO	35	44	18	53	Flux
118			Manikchhari	204667	YES	35	65	22	56	Flux
119			Matiranga	204670	YES	39	71	81	77	Flux
120			Panchhari	204677	YES	20	15	30	29	Flux
121			Ramgarh	204680	YES	22	20	31	64	Flux
122		Lakshmipur	Kamalnagar	205133	YES	25	61	61	39	Flux
123			Lakshmipur Sadar	205143	YES	49	48	44	66	Flux
124			Ramganj	205165	NO	17	66	58	25	Flux
125			Ramgati	205173	YES	57	74	84	70	Flux
126			Roypur	205158	YES	47	56	65	45	Flux
127		Noakhali	Begumganj	207507	YES	3	32	83	88	Inc
128			Chatkhil	207510	YES	32	42	72	77	Inc
129			Companiganj	207521	YES	38	70	80	88	Inc
130			Hatiya	207536	YES	13	81	83	64	Flux
131			Kabirhat	207547	NO	16	30	52	36	Flux
132			Noakhali sadar	207587	YES	47	70	91	84	Flux
133			Senbagh	207580	YES	57	78	70	79	Flux
134			Sonaimuri	207583	YES	57	73	85	79	Flux
135			Subarnochar	207585	NO	27	34	46	53	Inc
136		Rangamati	Baghaichhari	208407	NO	16	44	8	46	Flux
137			Barkal	208421	YES	20	45	29	64	Flux
138			Belaichhari	208429	YES	7	63	56	60	Flux
139			Juraichhari	208447	YES	19	29	11	62	Flux
140			Kaptai	208436	YES	63	43	81	79	Flux
141			Kawkhali	208425	YES	66	71	70	67	Flux
142			Langadu	208458	YES	69	68	47	77	Flux
143			Naniarchar	208475	NO	35	36	7	17	Flux
144			Rajasthali	208478	NO	23	9	4	6	Flux
145			Rangamati Sadar	208487	YES	69	69	31	53	Flux
146			Dhamrai	302614	YES	24	67	71	35	Flux

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147		Dhaka	Dohar	302618	YES	20	88	74	55	Flux
148			Keraniganj	302638	YES	41	85	36	73	Flux
149			Nawabganj	302662	YES	15	50	100	78	Flux
150			Savar	302672	NO	29	0	15	1	Flux
151		Faridpur	Alfadanga	302903	NO	43	52	19	18	Flux
152			Bhanga	302910	YES	29	51	62	38	Flux
153			Boalmari	302918	YES	20	71	35	47	Flux
154			Charbhadrasan	302921	YES	38	59	25	55	Flux
155			Faridpur Sadar	302947	NO	48	85	25	65	Flux
156			Madhukhali	302956	YES	3	46	32	78	Flux
157			Nagarkanda	302962	YES	28	55	68	34	Flux
158			Sadarpur	302984	NO	26	58	26	16	Flux
159			Saltha	302990	YES	35	59	23	44	Flux
160		Gazipur	Gazipur Sadar	303330	YES	27	69	72	63	Flux
161			Kaliakair	303332	YES	42	76	91	49	Flux
162			Kaliganj	303334	YES	14	22	40	72	Inc
163			Kapasia	303336	NO	35	20	58	14	Flux
164			Sreepur	303386	NO	15	47	21	52	Flux
165		Gopalganj	Gopalganj Sadar	303532	YES	19	40	60	62	Inc
166			Kashiani	303543	YES	38	37	15	55	Flux
167			Kotalipara	303551	YES	23	40	38	41	Flux
168			Muksudpur	303558	NO	9	16	19	4	Flux
169		Kishoreganj	Tungipara	303591	YES	33	34	64	64	Inc
170			Austagram	304802	YES	50	79	89	78	Flux
171			Bajitpur	304806	YES	35	42	15	24	Flux
172			Bhairab	304811	YES	45	50	68	84	Inc
173			Hossainpur	304827	YES	34	67	91	71	Flux
174			Itna	304833	YES	32	55	84	72	Flux
175			Karimganj	304842	YES	37	58	40	59	Flux
176			Katiadi	304845	NO	37	49	54	45	Flux
177			Kishoreganj Sadar	304849	NO	38	75	63	43	Flux
178			Kuliarchar	304854	YES	36	74	96	81	Flux
179			Mithamain	304859	NO	26	51	24	7	Flux
180		ur	Nikli	304876	YES	49	76	87	75	Flux
181			Pukundia	304879	YES	52	54	61	30	Flux
182			Tarail	304892	NO	43	74	29	18	Flux
183			Kalkini	305440	NO	57	73	48	11	Flux

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184	Dhaka	Madarip	Madaripur Sadar	305454	YES	60	73	86	39	Flux
185			Rajoir	305480	YES	52	41	27	59	Flux
186			Shibchar	305487	NO	63	68	27	41	Flux
187		Manikganj	Daulatpur	305610	NO	26	33	20	29	Flux
188			Ghior	305622	YES	35	79	54	72	Flux
189			Harirampur	305628	YES	63	85	93	73	Flux
190			Manikganj Sadar	305646	YES	36	56	68	56	Flux
191			Saturia	305670	YES	40	65	75	73	Flux
192			Shivalaya	305678	YES	10	74	74	68	Flux
193			Singair	305682	YES	56	85	88	90	Inc
194		Munshiganj	Gazaria	305924	YES	61	67	91	76	Flux
195			Lohajang	305944	YES	31	44	79	49	Flux
196			Munshiganj Sadar	305956	YES	61	71	79	54	Flux
197			Serajdikhan	305974	YES	21	75	85	64	Flux
198			Sreenagar	305984	YES	38	25	50	80	Flux
199			Tongibari	305994	YES	74	69	74	79	Flux
200		Narayanganj	Araihazar	306702	YES	49	78	72	59	Flux
201			Bandar	306706	YES	19	4	18	70	Flux
202			Narayanganj Sadar	306785	NO	14	18	32	12	Flux
203			Rupganj	306768	YES	60	69	88	69	Flux
204			Sonargaon	306704	YES	19	85	85	66	Flux
205		Narsingdi	Belabo	306807	YES	35	71	76	48	Flux
206			Manohardi	306852	YES	67	82	85	59	Flux
207			Narsingdi Sadar	306860	YES	32	41	18	60	Flux
208			Palash	306863	YES	48	76	79	74	Flux
209			Royapura	306864	NO	46	54	26	56	Flux
210			Shibpur	306876	NO	31	66	80	48	Flux
211		Rajbari	Baliakandi	308207	YES	48	59	77	58	Flux
212			Goalanda	308229	NO	37	45	45	28	Flux
213			Kalukhali	308247	NO	4	53	17	2	Flux
214			Pangsha	308273	NO	20	39	16	16	Flux
215			Rajbari Sadar	308276	YES	37	56	70	66	Flux
216		Shariatpur	Bhedarganj	308614	YES	26	41	33	65	Flux
217			Damudya	308625	YES	30	68	64	74	Flux
218			Gosairhat	308636	YES	32	15	40	80	Flux
219			Naria	308665	NO	39	23	4	40	Flux
220			Shariatpur Sadar	308669	NO	39	18	4	15	Flux

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221			Zajira	308694	YES	60	74	78	54	Flux
222		Tangail	Basail	309309	YES	58	71	89	98	Inc
223			Bhuapur	309319	YES	18	44	75	65	Flux
224			Delduar	309323	NO	6	3	19	9	Flux
225			Dhanbari	309325	YES	65	66	78	70	Flux
226			Ghatail	309328	NO	29	60	54	15	Flux
227			Gopalpur	309338	YES	61	63	77	75	Flux
228			Kalihati	309347	YES	42	25	32	41	Flux
229			Madhupur	309357	YES	31	60	81	79	Flux
230			Mirzapur	309366	YES	47	74	61	70	Flux
231			Nagarpur	309376	YES	56	17	36	71	Flux
232			Sakhipur	309385	YES	14	33	41	55	Inc
233			Tangail Sadar	309395	YES	52	41	95	97	Flux
234		Bagerhat	Bagerhat Sadar	400108	YES	18	28	73	42	Flux
235			Chitalmari	400114	YES	52	28	9	77	Flux
236			Fakirhat	400134	YES	21	47	32	82	Flux
237			Kachua	400138	YES	28	33	54	57	Inc
238			Mollahat	400156	YES	37	23	30	77	Flux
239			Mongla	400158	NO	32	42	32	9	Flux
240			Morrelganj	400160	YES	0	78	48	37	Flux
241			Rampal	400173	NO	26	42	38	14	Flux
242			Sarankhola	400177	YES	10	61	72	55	Flux
243			Chuadanga	Alamdanga	401807	YES	54	66	85	59
244		Chuadanga Sadar		401823	YES	52	36	80	57	Flux
245		Damurhuda		401831	YES	52	57	81	57	Flux
246		Jiban Nagar		401855	YES	63	64	68	68	Inc
247		Jashore	Abhaynagar	404104	YES	44	61	73	70	Flux
248			Bagher Para	404109	YES	37	51	46	75	Flux
249			Chaugachha	404111	YES	36	43	22	88	Flux
250			Jashore Sadar	404147	YES	19	25	31	63	Inc
251			Jhikargachha	404123	YES	23	59	91	81	Flux
252			Keshabpur	404138	YES	53	59	81	85	Inc
253			Manirampur	404161	YES	25	43	28	92	Flux
254			Sharsha	404190	YES	18	13	73	45	Flux
255		Jhenaidah	Harinakunda	404414	YES	24	75	82	88	Inc
256			Jhenaidah Sadar	404419	YES	48	69	84	77	Flux
257			Kaliganj	404433	YES	32	48	80	55	Flux

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258	Khulna	Jhenaidah	Kotchandpur	404442	YES	21	37	34	77	Flux
259			Maheshpur	404471	YES		41	63	65	Inc
260			Shailkupa	404480	NO	11	29	59	51	Flux
261		Khulna	Batiaghata	404712	YES	56	75	85	86	Inc
262			Dacope	404717	YES	49	32	37	51	Flux
263			Dighalia	404740	YES	38	48	87	72	Flux
264			Dumuria	404730	YES	55	68	92	60	Flux
265			Koyra	404753	YES	53	67	87	91	Inc
266			Paikgachha	404764	YES	61	76	66	68	Flux
267			Phultala	404769	NO	29	37	58	14	Flux
268			Rupsa	404775	YES	26	38	50	82	Inc
269			Terokhada	404794	YES	41	42	19	49	Flux
270		Kushtia	Bheramara	405015	YES	32	61	86	82	Flux
271			Daulatpur	405039	YES	22	17	35	60	Flux
272			Khoksa	405063	NO	14	33	11	45	Flux
273			Kumarkhali	405071	YES	24	74	81	74	Flux
274			Kushtia Sadar	405079	YES	62	76	77	62	Flux
275			Mirpur	405094	YES	82	73	76	85	Flux
276		Magura	Magura Sadar	405557	YES	38	78	87	50	Flux
277			Mohammadpur	405566	YES	50	75	74	28	Flux
278			Shalikhha	405585	YES	38	74	84	49	Flux
279			Sreepur	405595	NO	50	49	68	35	Flux
280		Meherpur	Gangni	405747	YES	48	80	93	58	Flux
281			Meherpur Sadar	405787	YES	54	75	76	73	Flux
282			Mujibnagar	405760	YES	44	54	80	75	Flux
283		Narail	Kalia	406528	YES	34	81	62	55	Flux
284			Lohagara	406552	YES	43	81	96	81	Flux
285			Narail Sadar	406576	YES	24	83	80	83	Flux
286		Satkhira	Assasuni	408704	YES	42	88	95	76	Flux
287			Debhata	408725	YES	45	81	48	43	Flux
288			Kalaroa	408743	YES	31	59	92	42	Flux
289			Kaliganj	408747	NO	15	41	4	2	Flux
290			Satkhira Sadar	408782	YES	43	42	24	83	Flux
291			Shyamnagar	408786	YES	42	80	61	56	Flux
292			Tala	408790	YES	25	12	12	52	Flux
293			Bakshiganj	303907	NO	21	34	52	30	Flux
294			Dewanganj	303915	YES	56	59	71	48	Flux

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295	Mymensingh	Jamalpur	Islampur	303929	YES	51	56	70	83	Inc
296			Jamalpur Sadar	303936	NO	35	44	24	42	Flux
297			Madarganj	303958	NO	31	36	26	45	Flux
298			Melandaha	303961	NO	14	22	4	52	Flux
299			Sarishabari	303985	NO	7	18	27	26	Flux
300		Mymensingh	Bhaluka	306113	YES	32	11	84	57	Flux
301			Dhobaura	306116	YES	38	25	23	79	Flux
302			Fulbaria	306120	NO	30	29	29	12	Dec
303			Gaffargaon	306122	YES	39	67	82	79	Flux
304			Gauripur	306123	YES	35	11	83	79	Flux
305			Haluaghat	306124	YES	68	80	96	96	Inc
306			Ishwarganj	306131	NO	7	4	9	24	Flux
307			Muktagachha	306165	NO	12	4	32	19	Flux
308			Mymensingh Sadar	306152	NO	57	59	69	56	Flux
309			Nandail	306172	YES	29	79	88	86	Flux
310			Phulpur	306181	YES	39	9	32	85	Flux
311			Tarakanda	306188	NO	19	11	24	24	Flux
312			Trishal	306194	YES	33	69	57	80	Flux
313		Netrokona	Atpara	307204	NO	19	71	45	10	Flux
314			Barhatta	307209	NO	20	57	9	9	Flux
315			Durgapur	307218	YES	14	56	85	24	Flux
316			Kalmakanda	307240	NO	7	6	0	39	Flux
317			Kendua	307247	YES	45	77	90	70	Flux
318			Khaliajuri	307238	NO	0	30	0	12	Flux
319			Madan	307256	NO	19	44	7	25	Flux
320			Mohanganj	307263	YES	5	54	55	59	Inc
321			Netrokona Sadar	307274	NO	34	62	77	49	Flux
322			Purbadhala	307283	NO	17	44	23	0	Flux
323		Sherpur	Jhenaigati	308937	NO	19	36	16	29	Flux
324			Nakla	308967	NO	25	33	5	26	Flux
325			Nalitabari	308970	NO	32	25	11	7	Dec
326			Sherpur Sadar	308988	YES	46	56	0	89	Flux
327			Sreebardi	308990	YES	13	58	36	57	Flux
328		Adamdighi	501006	YES	44	51	61	75	Inc	
329		Bogura Sadar	501020	YES	20	28	45	23	Flux	
330		Dhunat	501027	YES	11	35	30	33	Flux	
331		Dhupchanchia	501033	NO	26	41	52	44	Flux	

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332	Rajshahi	Bogura	Gabtali	501040	NO	29	22	25	0	Flux
333			Kahaloo	501054	YES	36	70	77	82	Inc
334			Nandigram	501067	YES	19	21	46	35	Flux
335			Sariakandi	501081	NO	41	37	40	23	Flux
336			Shajahanpur	501085	YES	43	58	65	81	Inc
337			Sherpur	501088	YES	34	23	53	75	Flux
338			Shibganj	501094	YES	18	32	67	63	Flux
339			Sonatola	501095	YES	29	71	73	72	Flux
340		Chapai nawabganj	Bholahat	507018	YES	58	67	78	82	Inc
341			Chapainababganj Sadar	507066	YES	63	44	81	87	Flux
342			Gomastapur	507037	YES	28	61	61	83	Inc
343			Nachole	507056	YES	65	62	67	42	Flux
344			Shibganj	507088	YES	29	30	33	52	Inc
345		Joypurhat	Akkelpur	503813	YES	68	83	89	72	Flux
346			Joypurhat Sadar	503847	YES	50	80	82	64	Flux
347			Kalai	503858	YES	57	79	98	85	Flux
348			Khetlal	503861	YES	14	38	64	86	Inc
349			Panchbibi	503874	YES	49	73	79	89	Inc
350		Naogaon	Atrai	506403	YES	57	76	89	75	Flux
351			Badalgachhi	506406	YES	68	70	84	82	Flux
352			Dhamoirhat	506428	YES	27	66	90	69	Flux
353			Mahadebpur	506450	YES	57	67	87	90	Inc
354			Manda	506447	YES	41	67	76	84	Inc
355			Naogaon Sadar	506460	YES	72	73	91	71	Flux
356			Niamatpur	506469	YES	45	75	81	75	Flux
357			Patnitala	506475	YES	30	61	74	68	Flux
358			Porsha	506479	YES	45	61	33	36	Flux
359			Raninagar	506485	YES	56	72	88	75	Flux
360			Sapahar	506486	YES	56	62	77	83	Inc
361		Natore	Bagatipara	506909	YES	57	81	88	94	Inc
362			Baraigram	506915	YES	40	18	51	87	Flux
363			Gurudaspur	506941	YES	32	34	56	84	Flux
364			Lalpur	506944	YES	38	77	68	62	Flux
365			Naldanga	506955	YES	21	20	56	94	Flux
366			Natore Sadar	506963	YES	43	29	95	84	Flux
367			Singra	506991	YES	23	78	96	81	Flux
368				Atgharia	507605	YES	41	68	53	34

SI No	Division	District	Upazila	Code	Annex-1			Flux	Inc	Dec
					Selected for 4th Round Upazilas (Yes/No)	4 years scores				Inc/Dec/Flux
						Total Score in 1st PA	Total Score in 2nd PA	Total Score in 3rd PA**	Total Score in 4th PA	
369		Pabna	Bera	507616	YES	42	68	79	56	Flux
370			Bhangura	507619	YES	36	21	55	91	Flux
371			Chatmohar	507622	NO	18	61	34	37	Flux
372			Faridpur	507633	NO	31	76	42	28	Flux
373			Ishwardi	507639	YES	48	71	92	61	Flux
374			Pabna Sadar	507655	YES	39	82	91	52	Flux
375			Santhia	507672	YES	45	66	65	26	Flux
376			Sujanagar	507683	YES	55	82	88	73	Flux
377		Rajshahi	Bagha	508110	YES	39	38	93	54	Flux
378			Baghmara	508112	NO	24	17	35	56	Flux
379			Charghat	508125	YES	61	79	83	67	Flux
380			Durgapur	508131	YES	60	79	87	100	Inc
381			Godagari	508134	YES	46	47	96	84	Flux
382			Mohanpur	508153	YES	31	32	90	82	Flux
383			Paba	508172	YES	59	68	72	73	Inc
384			Puthia	508182	YES	54	68	82	91	Inc
385			Tanore	508194	YES	34	63	72	85	Inc
386		Sirajganj	Belkuchi	508811	YES	64	82	72	75	Flux
387			Chauhali	508827	YES	32	37	38	76	Inc
388			Kamarkhanda	508844	YES	44	61	45	61	Flux
389			Kazipur	508850	YES	51	79	72	56	Flux
390			Royganj	508861	NO	45	63	35	36	Flux
391			Shahjadpur	508867	YES	30	15	32	48	Flux
392			Sirajganj Sadar	508878	YES	41	82	84	80	Flux
393			Tarash	508889	YES	41	71	71	87	Inc
394			Ullahpara	508894	YES	56	79	89	90	Inc
395	Dinajpur	Biral	552717	YES	32	72	60	68	Flux	
396		Birampur	552710	YES	30	71	60	73	Flux	
397		Birganj	552712	YES	32	47	31	53	Flux	
398		Bochaganj	552721	NO	25	53	49	20	Flux	
399		Chirirbandar	552730	YES	11	63	39	70	Flux	
400		Dinajpur Sadar	552764	YES	21	36	92	46	Flux	
401		Fulbari	552738	YES	19	68	71	70	Flux	
402		Ghoraghat	552743	YES	51	73	70	50	Flux	
403		Hakimpur	552747	YES	38	63	93	69	Flux	
404		Kaharole	552756	NO	23	29	30	30	Inc	
405		Khansama	552760	YES	9	78	60	61	Flux	

SI No	Division	District	Upazila	Code	Annex-1			Flux	Inc	Dec	
					Selected for 4th Round Upazilas (Yes/No)	4 years scores				Inc/Dec/Flux	
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406	Rangpur		Nawabganj	552769	YES	15	68	37	57	Flux	
407			Parbatipur	552777	YES	43	72	51	61	Flux	
408		Gaibandha	Fulchhari	553221	NO	16	10	18	29	Flux	
409			Gaibandha Sadar	553224	YES	64	59	80	65	Flux	
410			Gobindaganj	553230	YES	21	23	20	72	Flux	
411			Palashbari	553267	NO	14	31	31	32	Inc	
412			Sadullapur	553282	NO	20	43	33	17	Flux	
413			Saghata	553288	YES	43	52	85	83	Flux	
414			Sundarganj	553291	NO	12	27	20	21	Flux	
415			Kurigram	Bhurungamari	554906	NO	29	37	41	51	Inc
416				Char Rajibpur	554908	NO	28	16	30	28	Flux
417		Chilmari		554909	NO	20	14	29	27	Flux	
418		Kurigram Sadar		554952	NO	36	41	33	59	Flux	
419		Nageshwari		554961	YES	56	50	59	65	Flux	
420		Phulbari		554918	NO	17	28	14	14	Flux	
421		Rajarhat		554977	YES	18	22	47	75	Inc	
422		Raumari		554979	NO	21	30	23	19	Flux	
423		Ulipur		554994	NO	36	35	34	41	Flux	
424		Lalmonirhat	Aditmari	555202	YES	23	39	32	57	Flux	
425			Hatibandha	555233	YES	36	79	78	53	Flux	
426			Kaliganj	555239	YES	42	67	77	78	Inc	
427			Lalmonirhat Sadar	555255	YES	53	77	53	71	Flux	
428			Patgram	555270	YES	50	83	90	73	Flux	
429		Nilphamari	Dimla	557312	YES	6	73	72	67	Flux	
430			Domar	557315	YES	35	62	53	85	Flux	
431			Jaldhaka	557336	YES	23	74	54	79	Flux	
432			Kishoreganj	557345	YES	27	36	38	59	Inc	
433			Nilphamari Sadar	557364	YES	39	63	52	62	Flux	
434			Saidpur	557385	YES	19	21	49	67	Inc	
435		Panchagarh	Atwari	557704	YES	37	6	30	43	Flux	
436			Boda	557725	NO	29	29	25	47	Flux	
437			Debiganj	557734	NO	39	27	0	65	Flux	
438			Panchagarh Sadar	557773	YES	41	63	92	83	Flux	
439			Tetulia	557790	YES	47	57	87	87	Inc	
440		Rangpur	Badarganj	558503	YES	70	82	86	91	Inc	
441			Gangachara	558527	NO	43	57	54	31	Flux	
442			Kaunia	558542	YES	57	26	80	63	Flux	

SI No	Division	District	Upazila	Code	Annex-1			Flux	Inc	Dec	
					Selected for 4th Round Upazilas (Yes/No)	4 years scores				Inc/Dec/Flux	
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443		Rangpu	Mithapukur	558558	NO	40	37	22	24	Flux	
444			Pirgachha	558573	YES	60	51	69	62	Flux	
445			Pirganj	558576	YES	52	53	78	65	Flux	
446			Rangpur Sadar	558549	YES	69	76	86	61	Flux	
447			Taraganj	558592	YES	63	68	89	81	Flux	
448		Thakurgaon	Baliadangi	559408	YES	49	86	89	65	Flux	
449			Haripur	559451	YES	18	61	78	81	Inc	
450			Pirganj	559482	YES	45	52	75	72	Flux	
451			Ranisankail	559486	YES	18	70	87	61	Flux	
452			Thakurgaon Sadar	559494	NO	31	41	45	21	Flux	
453			Sylhet	Habiganj	Ajmiriganj	603602	YES	8	66	73	55
454		Bahubal			603605	YES	60	77	92	68	Flux
455	Baniyachong	603611			YES	27	50	53	36	Flux	
456	Chunarughat	603626			YES	35	70	72	73	Inc	
457	Habiganj Sadar	603644			YES	28	61	27	42	Flux	
458	Lakhai	603668			YES	45	66	88	85	Flux	
459	Madhabpur	603671			YES	27	76	36	81	Flux	
460	Nabiganj	603677			YES	8	52	40	38	Flux	
461	Shaistaganj	603687			NO			11	28	Inc	
462	Moulvibazar	Borolekha		605814	YES	42	43	78	80	Inc	
463		Juri		605835	YES	29	20	46	61	Flux	
464		Kamalganj		605856	YES	51	61	79	89	Inc	
465		Kulaura		605865	YES	25	38	34	58	Flux	
466		Moulvibazar Sadar		605874	YES	47	61	62	68	Inc	
467		Rajnagar		605880	YES	31	51	42	60	Flux	
468		Sreemangal		605883	YES	36	62	46	70	Flux	
469	Sunamganj	Bishwamvarpur		609018	NO	62	64	53	34	Flux	
470		Chhatak		609023	NO	24	47	45	50	Flux	
471		Dakshin Sunamganj		609027	NO	22	22	17	14	Dec	
472		Derai		609029	YES	48	70	86	89	Inc	
473		Dharmapasha		609032	YES	34	79	57	73	Flux	
474		Dowarabazar		609033	YES	40	67	73	63	Flux	
475		Jagannathpur		609047	YES	46	66	65	64	Flux	
476		Jamalganj		609050	NO	52	45	33	33	Dec	
477		Sullah		609086	NO	38	53	30	58	Flux	
478		Sunamganj Sadar		609089	YES	29	87	71	83	Flux	
479		Tahirpur		609092	NO	26	33	26	30	Flux	

Sl No	Division	District	Upazila	Code	Annex-1		Flux	Inc	Dec	
						4 years scores				
					Selected for 4th Round Upazilas (Yes/No)	Total Score in 1st PA	Total Score in 2nd PA	Total Score in 3rd PA**	Total Score in 4th PA	Inc/Dec/Flux
480		Sylhet	Balaganj	609108	NO	25	20	20	21	Flux
481			Beanibazar	609117	NO	26	39	42	49	Inc
482			Bishwanath	609120	YES	16	34	42	55	Inc
483			Companiganj	609127	NO	22	36	33	48	Flux
484			Dakshin Surma	609131	NO	10	18	20	27	Inc
485			Fenchuganj	609135	NO	12	19	25	26	Inc
486			Golapganj	609138	NO	8	17	40	28	Flux
487			Gowainghat	609141	YES	45	61	83	70	Flux
488			Jaintiapur	609153	NO	28	19	31	19	Flux
489			Kanaighat	609159	NO	26	47	42	28	Flux
490			Osmani Nagar	609100	NO	0	1	31	36	Inc
491			Sylhet Sadar	609162	YES	36	34	47	41	Flux
492			Zakiganj	609194	YES	21	37	60	54	Flux