

D E C C M A



# Workshop Report

## Report on the 1st National Level Stakeholder Workshop, Bangladesh 10 May 2015



Mashfiqus Salehin, BUET



**BUET**



**CARIIAA**  
*Collaborative Adaptation Research  
Initiative in Africa and Asia*



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### **About DECCMA Working Papers**

This series is based on the work of the Deltas, Vulnerability and Climate Change: Migration and Adaptation (DECCMA) project, funded by Canada's International Development Research Centre (IDRC) and the UK's Department for International Development (DFID) through the **Collaborative Adaptation Research Initiative in Africa and Asia (CARIAA)**. CARIAA aims to build the resilience of vulnerable populations and their livelihoods in three climate change hot spots in Africa and Asia. The program supports collaborative research to inform adaptation policy and practice.

Titles in this series are intended to share initial findings and lessons from research studies commissioned by the program. Papers are intended to foster exchange and dialogue within science and policy circles concerned with climate change adaptation in vulnerability hotspots. As an interim output of the DECCMA project, they have not undergone an external review process. Opinions stated are those of the author(s) and do not necessarily reflect the policies or opinions of IDRC, DFID, or partners. Feedback is welcomed as a means to strengthen these works: some may later be revised for peer-reviewed publication.

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## SUMMARY

The 1st National Level Stakeholder Workshop of the DECCMA Bangladesh Consortium was held on 10 May 2015 as part of the 1st round of stakeholder engagement events planned in the project. A total of 28 participants from 22 organizations participated in the event, representing a wide range of stakeholders, including policy makers, funders, planners, line agencies/ implementers, research organizations, development projects, donors, NGOs and Civil Society Organizations. The principal aim of the workshop was to raise awareness of the project and to provide a jump-start in engaging stakeholders to buy into the project. The specific objective was to get the preliminary feedback from the stakeholders on a number of issues, including project objective and activities, identification relevant for the project and how to engage with them, major issues or problems (and their priorities) in terms of adaptation and migration, major governance challenges in addressing issues effectively, barriers to policy and legal implementation, adaptation policy analysis and adaptation policy inventory, and relationship between biophysical and socioeconomic drivers of migration.

The participants emphasized engaging with the villagers, the primary stakeholders, for evidence-based policy making. More engagement with local government institutions was suggested. One-to-one meetings followed by organized consultation meeting and network building via emails, facebook, etc were suggested as useful means for stakeholder engagement. Important governance issues in the context of adaptation identified by the stakeholders include natural disasters, salinization, water logging, food security, livelihood support system, lack of earning opportunities/ changes in livelihoods, health, crisis of drinking water, (lack of) cyclone shelter, climate resilient housing, uses of common properties by individuals and communities, sustainability of current adaptations, mal-adaptation, and top-down system (corporate power structure). Important governance issues in the context of migration include climatic and man-made hazards, river bank erosion, flood, sea level rise, lack of income, lack of employment opportunities, creation of local jobs (so that people can adapt locally), vulnerability of women (gender inequality), voluntary versus involuntary migration, uncertainty in receiving areas, insecurity in both sending and receiving areas, migration rights, need for decentralization of EPZs (to reduce volume of migration), absence of departments or agencies for monitoring of internal migration, and people's limited access to adaptation implemented by Government

Existing governance systems have had limitations in addressing the above mentioned issues. The importance of useful distribution and use of annual development budget of the government as well as other projects, making the planning process more inclusive of local people, need for improving coordination between government organizations and NGOs and knowledge transfer and management among institutions and between institutions and people were highlighted. The major barriers to implementation of policies and laws identified by the stakeholders include lack of awareness, lack of education, lack of gender sensitiveness, lack of political will, lack of manpower in institutions responsible for policy translation and implementation, lack of vertical coordination, lack of accountability and transparency, cultural barrier, and lack of confidence and trust in implementing agencies.

The participants wondered if adaptation inventory made in the project should make a distinction between 'adaptation' and 'risk reduction'. The importance of documenting the community Risk Assessment (CRA) in terms of adaptation was highlighted, since some of the

union level disaster management committees have been very pro-active active in this regard. There are big gaps between planned adaptation and local needs. Hence, conducting a primary inventory of autonomous adaptation practices and documenting it is essential.

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## 1. Introduction

The 1st National Level Stakeholder Workshop was held on 10 May 2015 as part of the 1st round of stakeholder engagement planned in the DECCMA project across all three consortia in Bangladesh, India and Ghana. For Bangladesh, the first round of engagement was expected to start earlier. However, the 1st National Workshop could not be organized as planned in either February or March 2015 because of the political turbulence that prevailed in the country. It was only possible in May 2015 as the situation improved.

BUET had engaged in a series of virtual meetings with the northern WP1 Lead in relation to preparing stakeholder engagement plans. One important criteria was to ensure that all relevant stakeholders are linked across the whole project. Work packages 1, 2, 3 and 6, all have substantial stakeholder engagements, with WP3 and WP6 meant to having substantial engagement at local and community levels. Another important criteria was to ensure that the resources are best utilized. As agreed in the stakeholder engagement plan, stakeholder engagement will take place at four levels: national, expert, district and community, and there will be four rounds of stakeholder interactions in the GBM study area. Each round will comprise of a number of workshops, meetings and interviews, taking place at various geographical and administrative levels, and each addressing potentially different types of stakeholders. The stakeholder interactions are to take place with the objectives of raising awareness of the project, getting preliminary feedback from the stakeholders on a number of issues, including governance issues/ barriers to policy and legal implementation, national adaptation options, adaptation finance initiatives, conceptual relationship between biophysical and socio-economic drivers of migration, and starting to engage stakeholders to buy into the project, in the first round; developing (endogenous and exogenous) scenarios (qualitative narratives) with stakeholders and validating demographic and migration hotspot analysis in the second round, reviewing and validating quantitative estimates of scenario narratives and brainstorming migration/ adaptation survey findings to identify and rank effective adaptation options for the GBM delta in the third round, and discussing all autonomous and planned adaptation options developed as part of WP6 in the fourth round.

The 1st National Level Stakeholder workshop was organized mostly in accordance with the stated objectives. However, as substantial progress had been made on adaptation policy analysis and inventory of adaptation options, the workshop provided an opportunity to disseminate the findings on the same among the wider audience present in the workshop.

As the baseline climate hotspots maps (from WP2) are available now together with the migration maps (from WP3), comparison between the hotspot and migration maps has made it possible to select the locations for district/ local level workshops as part of the 1st round of stakeholder engagement. Two district level workshops are planned in August 2015 following the consortium meeting in Ghana. Community engagement (through FGDs) has, however, already started in candidate locations determined based on hotspot and migration maps.

## 2. Aims and objectives

As mentioned above, the 1st National Level workshop was mostly aligned with the stakeholder engagement plan (SEP) for the 1st round of events. The principal aim of the workshop was to raise awareness of the project and to provide a kick-start in engaging stakeholders to buy

into the project. The specific objective was to get the preliminary feedback from the stakeholders on a number of issues, including the following:

- Project activities in general
- Stakeholders relevant for the project, and how we engage with them (WP1)
- How we work towards research into use (RiU)?
- Major issues or problems (and their priorities) in terms of adaptation and migration that should be studied (WP3/WP6)
- Challenges in addressing issues effectively (WP3/WP6)
- Governance issues and barriers to policy and legal implementation (WP1)
- Adaptation inventory, criteria for successful adaptation (WP6)
- Preliminary findings from policy analysis (WP6)
- Relationship between biophysical and socioeconomic drivers of migration (WP5)

### 3. Agenda for workshop

The agenda for the workshop is provided in Appendix-I. Very briefly, the workshop started off with an **inaugural session**, with Prof. Khaleda Ekram, the honorable Vice-Chancellor of BUET gracing the event as the Chief Guest. Prof. GM Tarekul Islam, Director of IWFM, BUET gave the welcome speech and Prof. Munsur Rahman, Principal Investigator in DECCMA Project from the Bangladesh Consortium, gave a brief introduction of the Project.



Prof. Khaleda Ekram, Vice-Chancellor of BUET gracing the National DECCMA workshop as Chief Guest

There were four technical sessions in total, designed so as to address the objectives of the workshop set beforehand. In **Session 1**, Prof. Mashfiqus Salehin gave a more detailed presentation on the DECCMA project activities with a view to setting up the platform for discussion in this session as well as the other subsequent sessions. The participants had opportunities to discuss the overall aim and activities of the DECCMA project in the plenary discussion. In addition, they were able to take part in a guided discussion on who the relevant stakeholders are (not present in the workshop), the best method of stakeholder engagement, present gaps in major issues or problems (and their priorities), and problems and challenges in addressing issues effectively.

In **Session 2**, moderated by Prof. Mashfiqus Salehin, the participants were divided into three breakout groups, in which they discussed the important governance and management issues with gaps and barriers to policy implementation. Discussion in each group was facilitated by BD researchers in DECCMA. Each group made a brief presentation in plenary following agreement in their respective group discussion.



Participants engaged in group discussion in breakout session



Instead of trying to get feedback from the participants on adaptation options in general terms, **Session 3** provided an opportunity to get specific feedback from them on the adaptation policy analysis and adaptation inventory prepared as part of WP6 activities. Two presentations were made on policy analysis, one by Mr. Meer Ahmed Tariqul Omar (DECCMA PhD Fellow) and the other by Ms Qazi Aniqua Zahra (Research Associate). The findings from adaptation inventory were presented by Prof. Shahjahan Mondal (IWFM, BUET) and Mr. Mohammad Towheedul Islam (RMMRU). The session ended with a plenary discussion.

Prof. Tasneem Siddiqui (RMMRU) and Prof. Munsur Rahman (IWFM, BUET) moderated **Session 4** on conceptualization of relationship between biophysical and socio-economic drivers of migration. Prof. Anisul Haque (IWFM, BUET) briefly introduced the biophysical issues and the climate change hotspot maps (based on single and multi-hazards and socio-economic vulnerability). Prof. Tasneem Siddiqui then explained the theoretical perspective on the drivers of migration, how environmental, social, economic, demographic and political drivers singly and in combination impact on migration decisions, and the lack of (or need for) consideration of the role of other adaptation options in the analytical framework.



Participants engaging in the plenary session

## 4. Invitees and Attendees

Invitation list was prepared based on the stakeholder map developed as part of WP1 activities. A total of 28 participants from 22 organizations showed up during the event (list provided in Appendix-II), although the invitee list (provided in Appendix-II) included individuals from more than 60 organizations, representing policy makers, funders, planners, line agencies/ implementers, research organizations, development projects, donors, NGOs and Civil Society Organizations. One main reason for a relatively low level of participation was that a few other workshops were organized by other programmes on the same day, most notable being the one by International Organization for Migration (IOM). The DECCMA workshop date could not be shifted because the invitations for the DECCMA workshop were sent out 7 days prior to the event, while the invitations for the others seemingly were sent out with only 2-3 days of notice. Among the 28 participants, only 5 participants were female. This represents a low percentage, in consideration of what DECCMA envisages, suggesting that greater efforts will be needed in future to increase women participation in the workshops.

## 5. Findings from technical sessions

**Session 1:** The stakeholders were asked to raise issues, questions or expectations regarding the aims, objectives and activities of DECCMA project. In addition, there were asked to give feedback to the following questions:

- ⇒ Are we missing important stakeholders?
- ⇒ How do we engage with the stakeholders?
- ⇒ How do we work towards research into use?

In spite of clarifications made in the presentation, one important question or concern that came from the participants in this session as well as in Session 4 was how migration is viewed in the project, i.e. whether migration is viewed as a choice of adaptation or 'forced' adaptation, whether the project will promote or protect migration, and whether the project will be interested in finding out alternatives to migrations (e.g. creating short-term job opportunities in the sending areas and coming up with other solutions for 'climate refugees') and hence protect forced migration.

The participants observed that there are big gaps between planned adaptation and local needs. Hence the pertinent question (from the participants) was whether the project would be looking at both planned and autonomous adaptation.

With regards to the stakeholders, a question was raised about the definition of 'stakeholders' used in the project. The villagers (victims of climate change) are the primary stakeholders in their role as 'Information Providers' and hence it is of utmost importance to engage with them for evidence-based policy making. The moderator made the clarification that the local stakeholders form the most important part of the communication engagement strategy. In their opinion, local government institutions were important stakeholders missing in the workshop.

On the planning for stakeholder engagement, one suggestion came to start with primary stakeholders in the first round followed by others, which would ensure that voices of local stakeholders are represented and hence will help evidence-based policy making. One-to-one meetings followed by organized consultation meeting may be more useful for generating awareness and involve the stakeholders more actively in the project. The participants also emphasized the importance of network building via emails, facebook, etc.

**Session 2:** This session was dedicated to governance questions in the context of adaptation and migration. In three break-out groups, the participants were presented with the following questions:

- ⇒ What are the important governance issues in the context of adaptation?
- ⇒ What are the important governance issues in the context of migration?
- ⇒ What are the gaps in governance systems?
- ⇒ What are barriers to implementation of policies and laws?

The responses to the first two questions are summarized below:

**Important governance issues in the context of adaptation**

1. Natural disasters	8. Crisis of drinking water
2. Salinization	9. (Lack of) cyclone shelter
3. Water logging	10. Climate resilient housing
4. Food security	11. Uses of common properties by individuals and communities
5. Livelihood support system	12. Sustainability of current adaptations
6. Lack of earning opportunities/ Changes in livelihoods	13. Mal-adaptation
7. Health	14. Top-down system (corporate power structure)

**Important governance issues in the context of migration**

1. Climatic and man-made hazards	8. Voluntary versus involuntary migration
2. River bank erosion	9. Uncertainty in receiving areas
3. Flood	10. Insecurity in both sending and receiving areas
4. Sea level rise	11. Migration rights
5. Lack of income; lack of employment opportunities	12. Need for decentralization of EPZs (to reduce volume of migration)
6. Creation of local jobs (so that people can adapt locally)	13. No department for internal migration (no proper monitoring of internal migration)
7. Vulnerability of women (gender inequality)	14. People's limited access to adaptation implemented by Government

Problem of good governance has been an issue. Existing governance systems have had limitations in addressing the above mentioned issues. One key issue is how the annual development budget of government as well as other projects are distributed as used, and whether major concerns such as construction of cyclone shelters or increasing resilience against storm surges have received adequate attention. There have been efforts made in

changing planning process from top-down to be more people inclusive. However, people's participation still lag behind in terms of being meaningful. There is still lack of coordination between government organizations and NGOs and lack of knowledge management among institutions and between institutions and people. There are also problems with local governance systems. The district budget is not always properly spent, and there are gaps in communication of adequate information from the institutions to the local people, implying a lack of inclusion in decision making.

The participants identified a number of barriers to implementation of policies and laws. These include:

- Lack of awareness and capacity
- Lack of education
- Lack of gender sensitiveness
- Lack of political will
- Lack of manpower in institutions responsible for policy translation and implementation
- Lack of vertical coordination (from Ministry to Departments to rural people)
- Lack of accountability and transparency (not enough monitoring of if target is achieved or not, i.e. no 'Report Card')
- Cultural barrier (people do not go to get benefits; this is especially true for women)
- Corruption
- Lack of confidence and trust in implementing agencies

**Session 3:** This session was dedicated to adaptation options and policy contexts. A summary of preliminary findings that were presented from analysis of policy documents in the contexts of 'adaptation', 'migration' and 'women and gender', and adaptation inventory are provided below.

In the analysis of policies under the lens of 'adaptation', it was found that major focus has been given on mainstreaming climate change issue in all policies and plans. Special attentions are being given on developing climate resilient coastal infrastructure like coastal embankments, multi-purpose cyclone shelters etc. Nevertheless many climate change adaptation issues like optimal polder height have dearth of scientific data and research findings to take appropriate policy decisions. Interfacing among stakeholders, scientific community and policy makers needs to be improved to reflect stakeholders' aspirations into policy planning through recommendations from scientific research community.

Migration has been most emphasized in Bangladesh Climate Change Gender Action Plan 2013. It is also mentioned in Bangladesh Climate Change Strategic Action Plan 2009 and Sixth Five Year Plan (2011-2015). Others discuss migration insignificantly. Migration is implicitly discouraged in the National Environment Management and Action Plan (NEMAP), 1995. Bangladesh Population Policy 2012 discourages migration to urban areas. Women and gender have been addressed in many policies, most notably in the recent ones. However, most of them have been addressed in socio-economic contexts rather than climate (change), except the Bangladesh Climate Change Strategy and Action Plan 2009, National Adaptation Program of Action (NAPA) 2009, and Bangladesh Climate Change and Gender Action Plan, 2013. In summary, overseas migration and migration due to economic reasons have been focused in most policies, whereas migration has not been not addressed as a climate change adaptation option in any of the policies. Migration of the male population focused in the

Gender Action Plan, and it seems women were assumed to stay back and adapt to the climate change circumstances and work on mitigating it.

The major findings from adaptation inventory include: (i) agriculture sector has the largest share of adaptation (34%) followed by water resources (16%); (ii) majority of the adaptations (59%) are reactive in nature; (iii) Most of the adaptation (73%) are in response to chronic stress; (iv) only in 21% cases, there has been any attempt to make the adaptation gender appropriate; (v) only 12% of adaptations show any link to migration; (vi) 63% of the adaptations appear to be sustainable in the long run.

The presentations received good appreciation from the participants. They did raise a few questions and had a few observations. One suggestion was to consulting the Haor Master Plan, which would provide a lot of information on adaptation practices. One key question was whether the inventory made any differentiation between 'adaptation' and 'risk reduction'. A pertinent question was to what extent adaptation in the inventory focused on disaster risk reduction (DRR). Question was raised whether the inventory provides any information on how much focus of adaptations has been on system resilience and how much on human resilience. A few participants expressed their surprise at the findings attempts to make the adaptation gender appropriate have been limited. This raises question why this has been the case given that NGOs have been working for long in socio-economic adaptation taking into consideration of gender issues. This is in line with the big gender focus in the Disaster Management Act. Since the inventory was on planned adaptation options based on secondary literature and sources, one query from the participants was whether the DECCMA project is also going to document primary inventory of autonomous adaptation practices. The participants also highlighted the importance of documenting the community Risk Assessment (CRA) in terms of adaptation. CRA is a participatory method to assess local hazard, risk, and vulnerability, capacity to cope and finally explore the options to reduce potential risks to be adopted by community at risk. They observed that some of the union level disaster management committees (who received training from CDMP) have been very pro-active active in this regard.

There were a few observations made about the review of a few policies. For example, one participant observed that the Coastal Zone Policy 2005 discusses the issues of water supply and sanitation (WASH) contrary to what was presented. The National Environment Management and Action Plan (NEMAP) 1995, a visionary document produced even when the issue of climate change was not at the forefront, covered almost all adaptive practices. Hence, sufficient reflection needs to be there in the policy analysis.

**Session 4:** As mentioned before, this session was dedicated to the conceptualization of relationship between biophysical and socio-economic drivers of migration. The session was facilitated through introduction of the biophysical issues acting singly or in combination, the theoretical perspective on the drivers of migration, how environmental, social, economic, demographic and political drivers impact on migration decisions, and the importance of considering other adaptation options in the framework.

Rather than deliberating on different bio-physical and socio-economic pathways of migration and adaptation, discussion by the participants in this session, however, was mostly confined to the two school of thoughts on migration, i.e. the issue of looking at migration positively or negatively. Climate change is one complexity among many complexities linked to migration. So, in addition to tackling climate change impacts, creation of job opportunities for the local

people is also very important. The local people will then decide whether local level adaptation through income generation is sufficient or out migration is more lucrative. Lack of political decentralization has been a cause for less protection against forced migration. Dhaka and Chittagong are much more developed compared to the other districts. It is important to improve the growth centers all over the country and establish connectivity between them. This needs to be made a part of the climate change policy directive.

## 6. Conclusions and next steps

The 1st National Stakeholder Workshop has largely been successful in achieving its desired objectives. It was able to generate considerable awareness and interests among the stakeholders, especially those who attended the workshop. The rigorous invitation process (sending individual invitation by email and by post, followed by telephonic communication) meant that a wider community is at least aware of the DECCMA project, which will also help future engagement with them. The number of participants could have been much larger had there not been other programmes conducted on the same day by other institutions. The number of women participants were less than expected. Greater efforts need to be made to bring more women participants to the workshops.

Given the considerable number of issues planned to be addressed in the four technical sessions, the workshop was able to generate adequate interaction among the stakeholders and between project partners and stakeholders in a short time. However, while useful and specific feedback were obtained from the participants in a few session (e.g. Session 2 and 3), the information obtained was not very specific for the others (e.g. Session 4).

The next immediate steps are to conduct two district level workshops (as part of 1st round of events) in August 2015 and start conducting expert interviews. These will be finalized in the July 2015 consortium meeting in Ghana.

D E C C M A



**1st National Level Stakeholder Workshop**  
**DEltas, vulnerability and Climate Change: Migration and Adaptation**

**10 May 2015**

**Venue: IWFM, Institute Bhaban, Palashi, BUET**

**Programme Schedule**

08:30-09:00	Participants arrive
<b>09:00 - 09:45</b>	<b>Inaugural Session</b>
09:00 - 09:10	Welcome address by Director, IWFM, BUET
09:10 - 09:25	Introduction of DECCMA Project by Prof. Munsur Rahman
09:25-09:35	Address by the Chief Guest Prof. Khaleda Ekram, Vice-Chancellor of BUET
09:35 - 10:15	<b>Tea Break</b>
<b>10:15-11:45</b>	<b>Session 01</b>
10:15 -10:45	Presentation on DECCMA Project activities - Prof. Mashfiqus Salehin
10:45 - 11:30	Plenary discussion: Gaps in major issues or problems (and their priorities) being studied; problems and challenges in addressing issues effectively; stakeholders and the best method of stakeholder engagement.
<b>11:30 - 12:30</b>	<b>Session 02</b>
11:30 - 12:15	Group discussion: Governance issues/ barriers to policy and legal implementation
12:15 - 13:00	Group presentation and discussion
13:00 - 14:00	<b>Lunch</b>
<b>14:00 - 15:40</b>	<b>Session 03</b>
14:00 - 14:20	Presentation on policy review: Meer Ahmed Tariqul Omar & Quazi Aniqua Zahra
14:20 - 14:40	Presentation on adaptation inventory - Prof. Shahjahan Mondal and Towheedul Islam
14:40 - 15:15	Plenary discussion
15:15 - 15:45	<b>Tea Break</b>
<b>15:45 - 17:00</b>	<b>Session 04</b>
15:45 - 16:10	Conceptualisation of relationship between biophysical and socio-economic drivers of migration - Prof. Tasneem Siddiqui and Prof. Munsur Rahman
16:10 - 17:00	Plenary discussion
<b>17:00</b>	<b>Closing</b>

## Appendix-II: List of participants

### External Participants

SL No	Named Individual	Host Institution
1	Dr. Md. Anwar Hossain	Dhaka University
2	Nafiz Ifteakhar	SANEM
3	Md. Arif Abedin	Water Resources Planning Organization (WARPO)
4	Md.Ekram Ullah	Water Resources Planning Organization (WARPO)
5	Dr.Md.Abdul Alim	Dept. of Fisharies
6	Mohammad Ismail	USTC,CTG
7	Quazi Mohammad Inam -E-Elahi	LGED
8	Dr.Md.Abdus Sabur	DOF,Bangladesh
9	Ahmadul Hasan	UNDP
10	Hamidul Ahsan	EIMS
11	Dr.Rumena Yasmeen	BRRI
12	Siddiqur Rahman	Shushilan
13	Md.Shafiul Alam Chowdhury	Bangladesh Forest Dep.
14	Hyeng Geun Ji	IOM
15	Sukhee Chae	IOM
16	Shohrab Hossain	Department DM
17	Md.Mahmuduzzaman	PKSF
18	Dr.Hamidul Huq	CSD,ULAB
19	Mst.Karimon Nesha	CNRS
20	Eng.Md.Lutfur Rahman	RRI
21	Dr.Hideaki Koniwana	JICA
22	Lioy Shah	CUL,Bangladesh
23	Mahfuz Misha	Jamuna Television
24	Mahmud Hasan Tuhid	GIZ
25	Reaj Morshed	GIZ
26	Md.Afjal Hossain	GIZ
27	Afroza Haque	BCAS
28	Arfan Uzzaman	BCAS

### Participants from project

1	Prof. Md. Munsur Rahman	IWFM, BUET
2	Prof. Mashfiqus Salehin	IWFM, BUET
3	Prof. Rezaur Rahman	IWFM, BUET
4	Prof. Anisul Haque	IWFM, BUET
5	Prof. A. Fazal M. Saleh	IWFM, BUET
6	Prof. Shahjahan Mondal	IWFM, BUET
7	Mohammed Abed Hossain	IWFM, BUET
8	Md. Anisur R Majumdar	IWFM, BUET



9	Md.Rashedul Islam	IWFM, BUET
10	Md.Mahabub Arefin	IWFM, BUET
11	Meer Ahemed Tariqul Omar	IWFM, BUET
12	Momtaz Jahan	IWFM, BUET
13	Rubaiya Kabir	IWFM, BUET
14	Md. Izazul haq	IWFM, BUET
15	Noor -E-Asmaul Husna	IWFM, BUET
16	Qazi Aniqua Zahra	IWFM, BUET
17	Muhammad Shahriar Shafayet Hossain	IWFM, BUET
18	Wasif-E-Elahi	IWFM, BUET
19	Md. Monowar-ul Haq	IWFM, BUET
20	Ms.Sumaiya	IWFM, BUET
21	Md.Jakir Hossain	IWFM, BUET
22	Md.Fatin Nihal Sarker	IWFM, BUET
23	Uzzal Kumar Halder	IWFM, BUET
24	Md.Ahsan Habib	IWFM, BUET
25	Rifat Ara Rimi	IWFM, BUET
26	Md. Mohiuddin Sakib	IWFM, BUET
27	Dr. Tasneem Siddiqui	RMMRU
28	Mohammad Rashed Bhuiyan	RMMRU
29	Mohammad Shahidul Islam	CEGIS
30	Malik Fida A Khan	CEGIS
31	Dr.Md.Anwar Hossain	Dhaka University
32	Dr Anwara Begum	BIDS
33	Dr Nabiul Islam	BIDS
34	Dr Munir Ahmed	TARA