

INSIGHT



KNOWLEDGE MANAGEMENT REPORT

Sept '23 - Dec '23





“Sometimes you win,
sometimes you learn”

John Maxwell

Learning is a continuous process. As a learning organization, CODEC has always been keen to incorporate modern mechanisms into its learning cycle. The Knowledge Management, Program Development and Technical Team (KMPD TT) was formed in 2020 to guide this cycle. The KMPD TT team organized a workshop and selected some KM champions on August 2022. These KM champions agreed to contribute to CODEC by providing important information and support for continuing CODEC's learning progress. As part of the activity, this quarterly KM report is published to keep on track with the current issues from different project activities. This report contains stories, lessons learnt and after action reviews from CODEC's projects and programs all over Bangladesh.

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Foreword from Director of Program and Knowledge Management

It is with great pleasure and pride that I introduce this compilation of diverse projects undertaken by our dedicated teams, each contributing significantly to community development and positive change. As the Director of Program and Knowledge Management, I am privileged to witness the transformative impact these initiatives have had on the lives of individuals and communities.

The stories herein showcase the transformative impact of grassroots efforts. In "Shopnojatra," youth like Payel and Badol courageously combat eve-teasing, fostering empowerment. At Md. Didar's Goat Farm, bio-security measures exemplify resilience and a comprehensive approach. "Sustainable Solutions To Reduce Fuel-Wood Extraction" highlights Improved Cook Stoves' environmental benefits in TWS* landscapes. In "Nurturing Education Equality," CODEC and UNICEF's collaboration dismantles barriers to girls' education through community engagement, fostering increased attendance and parental support.

"Overcoming Salinity Challenges Through Pond Sand Filters" showcases the ingenuity of local solutions to pressing issues. The strategic installation of pond filters addresses the water salinity problem, providing a sustainable source of clean water to communities in Shantoshpur Union. In "Enhancing Voucher Distribution and Redemption Procedures," the meticulous planning and execution by CODEC ensure that vulnerable individuals receive the support they need. The project's commitment to transparency and efficiency in voucher distribution is a model for impactful humanitarian aid.

The "PPEPP-EU Project" unfolds as a symphony of transformation, touching upon various aspects of poverty alleviation. The narrative of Shamapti Haldar and her journey toward positive change through awareness and training echoes the project's comprehensive approach to addressing the multifaceted challenges faced by vulnerable populations. "Sowing Dreams" and "Veiled Vision" tell stories of resilience and empowerment. Shanti Begum's dedication to agriculture and Mst. Afroza Begum's entrepreneurial journey showcase the potential for individual growth and community impact. The stories of Bishwanath, Khadija Akhter, and Tushar Paul in "Breaking Barriers," "Empowering Resilience," and "Elevating Entrepreneurship," respectively, highlight the transformative power of education, support systems, and entrepreneurial spirit in overcoming adversity.

As we navigate through the diverse landscapes of these projects, it becomes evident that our commitment to community-driven initiatives, knowledge sharing, and sustainable solutions is making a lasting impact. I extend my heartfelt gratitude to all those involved—partners, communities, and our dedicated teams—for their unwavering dedication to positive change. Together, we continue to sow the seeds of transformation and nurture a future where communities thrive and individuals reach their full potential.

Quazi Wafiq Alam

Director, Program and Knowledge Management



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Nurturing Education
Equality: *CODEC-UNICEF
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Lessons Learned

This study aims to enhance the lessons learned from the projects by exploring key questions related to project implementation challenges and outcomes. It provides valuable insights into the strategic implementation process and examines the challenges faced during the project.

Furthermore, it explores how these challenges were addressed and provides a comprehensive understanding of the lessons learned. Additionally, the study seeks to identify potential next steps based on the context-driven outcomes.

By addressing these, this study contributes to a deeper understanding of project implementation and offers valuable recommendations for future endeavors.

Community-Led Campaign Against Eve-Teasing: Empowering Youth for Change

The Shopnojatra project aims to ensure that every child in the targeted community can enjoy the rights they are entitled to. The project operates through ten child centers and four education support centers. These centers currently address seven key issues related to ensuring a child's growth, with one of them being child rights. In child rights sessions, children are taught that behaviors like eve-teasing can have a negative impact on a child's life. The Shopnojatra project facilitates children to protest against such social curses.

Payel and Badol are students in class eight at Khan Jahan Ali Secondary School and both are children of Gourambha Sobuj Kuri Child Center. On their way to school, some young boys teased Payel in front of the Union Parishad. Belal and his friends decided that they needed to protest against this incident.



The children, with the help of their facilitator, decided to run a campaign in their community to prevent children from becoming victims of eve-teasing. They prepared posters for the campaign and arranged a meeting with their Community-Based Child Protection Committee and their parents.



Children are the first point of contact when incidents like eve-teasing occur, so they need to be prepared to protect against such incidents. Adult figures like shopkeepers can play a crucial role in preventing such incidents, acting as guardians to young boys who spend a lot of time in their shops. Children can lead campaigns with ample guidance, becoming change-makers in their community. The knowledge acquired by children from the center is valuable and applicable in real-life situations, as evidenced by their actions in the community.



Community Campaigns Against Eve-Teasing

All centers are set to launch focused campaigns aimed at tackling eve-teasing within underprivileged communities. The initiatives will concentrate on areas where children, particularly girls, feel afraid when venturing outside. By tailoring the campaigns to address the specific concerns of these vulnerable groups, the project aims to create a safer environment for children.



Empowering the Community-Based Child Protection Committee

The project plans to facilitate a dedicated session empowering children to lead efforts in addressing and preventing eve-teasing, to foster the ability to initiate positive change within their community. Simultaneously, it aims to enhance the role of the Community-Based Child Protection Committee, to implement impactful measures against eve-teasing.



Engagement with Local Government Officials

The Shopnojatra project is arranging a meeting with local government officials, including Union Parishad members and chairpersons, to highlight their crucial role in preventing eve-teasing within the community. The goal is to foster collaboration and secure support from these officials, recognizing their vital contribution in addressing and mitigating the issue.



Larger-Scale Child Rights and Eve-Teasing Campaign

The project is launching a comprehensive campaign on child rights and eve-teasing, actively involving children from neighboring centers and schools who share the same route and attend the same school. This targeted initiative aims to empower children in the immediate community, amplifying their voices in the fight against eve-teasing and promoting awareness of their rights.

Transformative Impact of Implementing Bio-Security Measures: Lessons Learned from Md. Didar's Goat Farm

Initially, Md. Didar's goat farm faced significant challenges due to the absence of quarantine sheds. This absence posed a considerable risk to the health and well-being of his goat herd. Without a designated quarantine area, newly acquired goats were directly introduced to the existing herd, exposing them to potential diseases carried by the newly acquired goats. Consequently, the farm frequently experienced outbreaks of illnesses among the goats, leading to financial losses and increased veterinary expenses. This situation highlighted the urgent need for a separate quarantine shed to ensure the health and bio-security of the farm.

The strategy for insuring a quarantine shed and its successful implementation involved a comprehensive approach that prioritized advocacy, participation, capacity building, coordination, and monitoring and evaluation.



Advocacy and Participation

This advocacy-driven approach ensured that all stakeholders recognized the necessity of a quarantine shed within the goat farming community. Farmers actively engaged with fellow farmers, and relevant authorities to highlight the critical need for such a facility.



Quarantine Shed Implementation Strategy



The lessons learned underscore the vital importance of proactive bio-security measures in livestock farming. The presence of a quarantine shed not only significantly reduced disease incidence but also demonstrated the power of collective advocacy and community participation. It emphasized the value of fostering a culture of continuous learning and knowledge sharing among farmers, resulting in improved herd health and reduced veterinary expenses. Importantly, this experience highlighted the need for well-planned and executed bio-security initiatives to safeguard the livelihoods of farmers and enhance the sustainability of the agriculture sector.

Capacity Building and Coordination

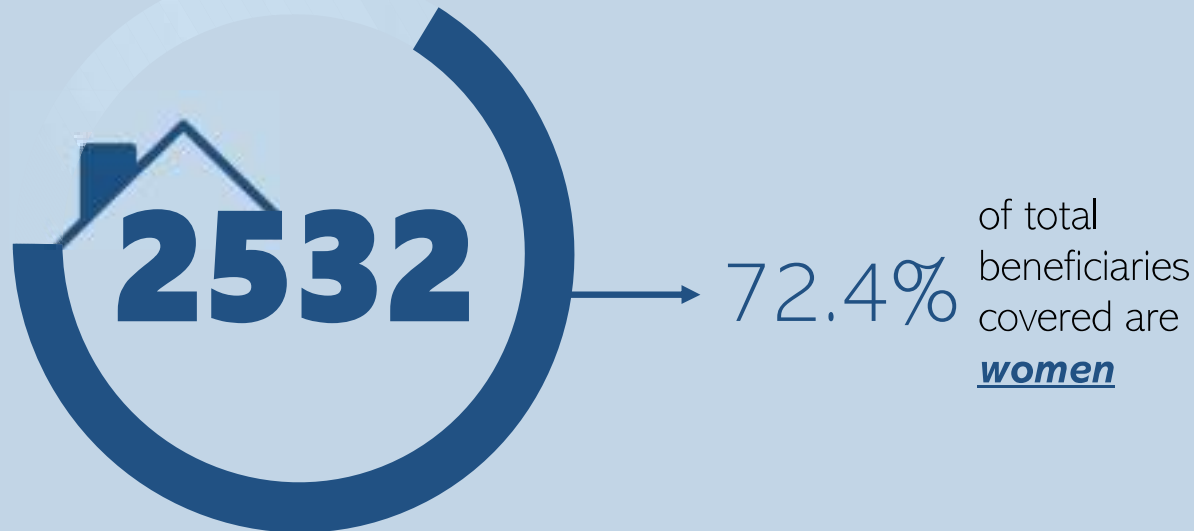
Farmers were provided with training on bio-security practices, disease management, and proper quarantine procedures. Additionally, coordination between government agricultural agencies, local veterinary services, and farmers' associations was established to streamline the shed's development.

Monitoring and Evaluation

Regular health checks of animals placed in quarantine were conducted to track their progress and detect any signs of illness promptly. Data on disease incidence and the overall health of the herd were collected and analyzed. This information allowed for informed decision-making and adjustments to the quarantine procedures as needed.

Sustainable Solutions To Reduce Fuel-Wood Extraction: The Impact of Improved Cook Stoves in TWS* Landscapes

The project finds that Improved Cook Stove (ICS) is the best alternative for mitigating fuel-wood extraction from the rural community in TWS* landscapes. ICS was chosen over other alternatives like biogas, LPG, and power-based cooking devices due to its affordability, availability in rural markets, and easy maintenance. Additionally, the design of ICS, developed by BUET, **incorporates energy-efficient features** such as 1 mm thick GI sheet metal lining, a secondary chamber, and heat-absorbing rock wool insulation, contributing to quick and efficient cooking. From the Restoring Balance study, it was revealed that ICS requires **50% less fuel-wood** compared to Traditional Cook Stoves (TCS), resulting in a significant reduction in monthly per household fuel wood consumption. Moreover, ICS has been proven environmentally friendly, emitting lower levels of indoor air pollutants, as demonstrated by the Indoor Air Pollution study conducted by Bangladesh Atomic Energy Commission in 2017.



The community's satisfaction with ICS is evident from their responses in the monitoring activities, where users reported benefits such as reduced fuel-wood consumption, less smoke, shorter cooking times, cleaner homes, and improved health.

Stoking Hole
and Secondary
Air Inlet

Combustion
Chamber

Waste Heat
Recovery
Chamber

Chimney

Stove
Base

Soot
Outlet

Chimney
Holder



Aziza Begum, residing in Naittong Para, Teknaf, initially received a gas cylinder and stove from IMO but faced challenges when the organization ceased support for gas refills. Due to the increased LPG gas price, she found it economically burdensome and reverted to using traditional stoves, collecting fuel-wood from forests or markets. However, on December 12, 2022, the Nature and Life Project provided her with an ID-COL-designed stove. Aziza now enjoys the benefits of reduced fuel-wood consumption, shorter cooking times, less smoke, and improved kitchen cleanliness. She expressed her satisfaction, highlighting the financial savings, reduced reliance on forests, and the positive impact on health due to the use of ICS.

Nurturing Education Equality: CODEC-UNICEF Education Project's Endeavors for Girls' Access in Rohingya

It was a challenging task to achieve the target of girls-only sessions in the CODEC-UNICEF Education Project due to numerous barriers affecting girls' education in the Rohingya context, including socio-cultural beliefs and superstitions. Despite these challenges, as an aid organization, CODEC, as the implementing partner of UNICEF, demonstrated an approach to include girls in education through various strategies.

THE PROJECT INCREASED ATTENDANCE OF GIRLS' IN EDUCATIONAL SESSIONS. PARENTS, NOW WELL-INFORMED ABOUT GIRLS' EDUCATION, ARE WILLINGLY PERMITTING THEIR DAUGHTERS TO PARTICIPATE IN EXCLUSIVE GIRLS-ONLY SESSIONS. A CRUCIAL FACTOR IN THIS SUCCESS HAS BEEN THE ACTIVE ENGAGEMENT OF COMMUNITY VOLUNTEERS, WHO PLAY A VITAL ROLE IN SUPPORTING GIRLS' EDUCATION AND FACILITATING THEIR INTEGRATION INTO LEARNING CENTERS. VOLUNTEERS UNDERTAKE DOOR-TO-DOOR VISITS, PROMOTING GIRLS' EDUCATION.



Organized hands-on training for female volunteers on awareness sessions about girls' education and menstrual health.



Project and field teams closely monitored community volunteers and parents to ensure education for all girls in the Rohingya community.



Conducted awareness sessions and interactive discussions in parents' meetings to prevent early child marriages and ensure the rights, safety, and security of children.



Engaged community volunteers in building rapport with community members, particularly females.



KEY INSIGHTS

COMMUNITY PEOPLE SHOWED INCREASED RESPONSIVENESS TOWARDS COMMUNITY VOLUNTEERS. ADDITIONALLY, PARENTS ARE MORE CONVINCED AND WARMLY WELCOMED COMMUNITY VOLUNTEERS, DISPLAYING A POSITIVE ATTITUDE

COMMUNITY VOLUNTEERS RECEIVED FAIR COMPENSATION AND ENJOYED THEIR ROLE IN MENTORING AND SUPPORTING GIRLS AND PARENTS FOR WOMEN/GIRLS' EDUCATION.

THERE IS A STRONG ACCEPTANCE OF COMMUNITY VOLUNTEERS IN THE ROHINGYA COMMUNITY, GIVEN THEIR SELECTION AND HIRING FROM WITHIN THE ROHINGYA COMMUNITY, PARTICULARLY FEMALES.

PROVIDING HANDS-ON TRAINING FOR COMMUNITY VOLUNTEERS CAN ENHANCE THEIR CAPACITY AND EMPOWER THEM TO UNDERTAKE NEW AND CHALLENGING ROLES IN THE CAMP CONTEXT.

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Enhancing Voucher
Distribution and
Redemption Procedures:
A Case Study of Joynob
Akter in *General Food
Assistance (GFA)*

After Action Review

In this study, the collection of project action-oriented challenges and outcomes is facilitated through the utilization of the After-Action Review (AAR) tool. After the completion of each project activity, the project staff, under the guidance of the KM champion, conducted an AAR.

The primary objective of the AAR report was to address four fundamental questions: determining the intended actions, assessing the actual occurrences, understanding the reasons behind any disparities, and identifying potential areas of improvement along with corresponding strategies.

Overcoming Salinity Challenges Through Pond Sand Filters for Clean Water Access

Due to geological conditions, the water in the Shantoshpur Union contains salinity and arsenic, making it impossible to install deep tube wells. Drinking water sources in the area include rivers, canals, ponds, and rainwater. However, the water in rivers, canals, and ponds is saline, rendering it non-potable. To address this issue, pond filters were identified as a solution and were strategically installed after surveying the area and forming committees with residents.



WHAT UNFOLDED AND WHAT WERE THE KEY CHALLENGES?

1

Successful Installation

Installation of 9 pond filters through collaborative efforts addressed the drinking water problem in the community.

Residents received education on the importance of clean water consumption and information on safe water sources and purification methods.

2

Navigating Challenges

Challenges arose in selecting suitable locations for pond filters. The hurdles primarily revolved around the necessity for **proximity to appropriate ponds** and the need for well-organized setups to ensure accessibility.

AREAS OF IMPROVEMENT

To optimize clean water accessibility in the area, it is imperative to address several key aspects. Firstly, expanding the number of pond filters is crucial to meet the growing freshwater demand, emphasizing the need for meticulous site selection. Secondly, embracing technological advancements by exploring solar or motorized options for pond filters can enhance their overall efficiency and accessibility. Thirdly, enhancing the water-holding capacity of existing pond filters will contribute to meeting the escalating demand for clean water. Finally, increasing the number of water taps in each pond filter ensures that multiple users can access clean water simultaneously, improving the overall effectiveness and inclusivity of the initiative.



3

Financial Hurdles

Encouraging residents to shoulder the **financial responsibilities associated with the installation** and maintenance of pond filters presented a set of intricate challenges, each requiring strategic consideration and community engagement

4

Impactful Transformation

Over 985 local households benefited from regular access to clean water. The initiative resulted in a **significant decrease in the prevalence of waterborne diseases**, reflecting heightened awareness among locals about the importance of fresh and pure water use.

Enhancing Voucher Distribution and Redemption Procedures: A Case Study of Joynob Akter

The GFA offers an additional US\$ 3 for extremely vulnerable individual (women-headed, child-headed, persons with disabilities, and elderly beneficiaries). Accordingly, the implementing partner, CODEC, prepares a mobilization plan for the beneficiaries' food collection from the assigned outlet. Community Mobilizers distribute door-to-door tokens to the beneficiaries, allowing them to collect their food from the outlet. Upon entering the outlet, beneficiaries are required to check their balance at the balance checkpoint. After the balance check, the beneficiaries proceed to collect the food from the shops.



EVENT CHRONOLOGY

1 Joynob Akter collected food from the Camp 7 outlet, and her household, categorized as women-headed, received an additional \$3 voucher for every member, as per the attestation card.

2 Two family members (mother and brother) were verified not staying in the camp, leading to the Community Mobilizer noting on the token that only one member is entitled to food from the outlet.

3 Joynob Akter opted not to redeem her fresh food voucher, retaining the \$3 FFC entitlement for the next visit, but left without receiving the 2nd visit token. Upon return, she reported a balance for two persons, leading the volunteer to issue a token for 2.

4 The community mobilizer, noticing the discrepancy, confirmed through the help desk that two family members are restricted due to not staying in the camp. Consequently, the community mobilizer and outlet supervisor decided to provide 1 member FFC to Joynob Akter.

5 Any community members found not staying in the camp after verification will be excluded from the voucher list, as per the standard procedure. CODEC staff identified and rectified this issue, ensuring redemption based on verified family members present in the household.



THE STUDY HIGHLIGHTS KEY RECOMMENDATIONS FOR IMPROVING VOUCHER DISTRIBUTION AND REDEMPTION PROCEDURES. FIRSTLY, THERE IS A NEED FOR HEIGHTENED ATTENTION TO THE SECOND VISIT BENEFICIARY STATUS TO ENSURE ACCURATE ENTITLEMENTS. ADDITIONALLY, BEFORE ISSUING NEW TOKENS TO BENEFICIARIES WHO HAVE LOST THEIR PREVIOUS ONES, CONDUCTING CROSS-CHECKS WITH THE HELP DESK IS ESSENTIAL TO AVOID DISCREPENCIES. LASTLY, THE RE-ISSUANCE OF MISSING TOKENS SHOULD BE EXCLUSIVELY HANDLED BY HELP DESK, ENSURING A CENTRALIZED AND EFFICIENT PROCESS

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Stories that Inspire

This section consists of a collection of tales sourced from our committed team spread throughout Bangladesh. These accounts showcase the various projects we've undertaken in partnership with the local people and communities we cooperate with. Each story provides insight into the people and groups we've joined forces with, revealing the shared development and advancement we've encountered in our day-to-day work. These narratives stand as evidence of the influence generated by our combined endeavors and the motivating voyages of the individuals and communities we support.

A Symphony of Transformation

The PPEPP-EU Project focuses on supporting vulnerable populations at the community level to alleviate extreme poverty. Despite addressing a variety of areas such as income-generating activities, health, nutrition, gender equality, easy access to local service providers, and disaster management, the project encounters challenges within the vulnerable population it serves. Shamapti Haldar, a member of the Rayenda PVC in Southkhali Union, faces criticism from the community due to having a disabled son. With her husband occupied with a small tea shop, she shoulders the responsibilities alone. Feeling overwhelmed and criticized, Shamapti shared her concerns with the Assistant Technical Officer Nutrition of the PPEPP-EU project. Following a conversation, the officer suggested a 5-day one-hour couple training to address issues of gender discrimination, women's rights, resource utilization, child marriage, and the harms of women abuse. Shamapti agreed to discuss the training with her husband, who eventually agreed to participate. The couple training, spanning five days, provided awareness on crucial issues. The participants made pledges on the last day, symbolizing their commitment to positive change, and these pledges were displayed in their homes.







Pathways to
PROSPERITY
for Extreme Poor People

পাথওয়েজ টু প্রসপারিটি ফর এক্সট্রিমলি পুওর পিপল-ইউরোপিয়ান ইউনিয়ন (পিপিইপিপি-ইইউ) প্রকল্প


“আমার পরিবার আমার ফুল বাগান” শীর্ষক দম্পতি প্রশিক্ষণ

তারিখ : ০৭-১১ আগস্ট, ২০২৩ খ্রিঃ

স্থান: তাফালবাড়ী

ইউনিয়ন: সাউথখালী, উপজেলা : শরণখোলা, জেলা : বাগেরহাট।

আয়োজনে : কমিউনিটি ডেভেলপমেন্ট সেন্টার (কোডেক)

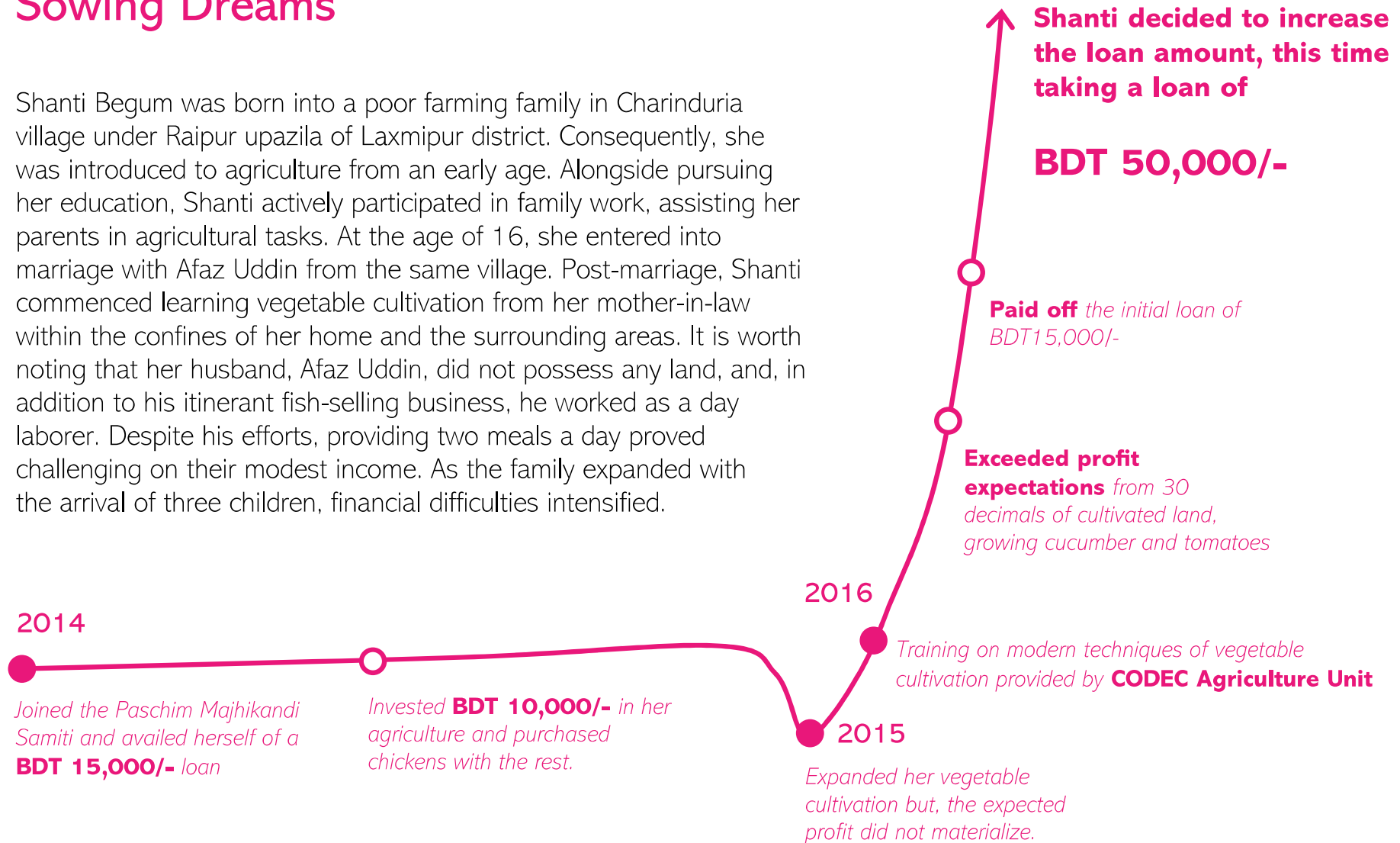


“ Really, those 5 days were very impactful for me. I can't recall the last time we sat together and had such meaningful conversations. However, the lessons I learned during these 5 days will stay with me forever. Now, when someone visits our tea shop, I gradually share with them the importance of spending time with family for a happier and more content life. I'm truly thankful for being a part of this meeting; it has transformed my family into something akin to a flower garden.

- Shamapti Halder's husband

Sowing Dreams

Shanti Begum was born into a poor farming family in Charinduria village under Raipur upazila of Laxmipur district. Consequently, she was introduced to agriculture from an early age. Alongside pursuing her education, Shanti actively participated in family work, assisting her parents in agricultural tasks. At the age of 16, she entered into marriage with Afaz Uddin from the same village. Post-marriage, Shanti commenced learning vegetable cultivation from her mother-in-law within the confines of her home and the surrounding areas. It is worth noting that her husband, Afaz Uddin, did not possess any land, and, in addition to his itinerant fish-selling business, he worked as a day laborer. Despite his efforts, providing two meals a day proved challenging on their modest income. As the family expanded with the arrival of three children, financial difficulties intensified.









Shanti Begum persisted in expanding the loan amounts to increase the cultivable land, and her efforts proved fruitful. In the 7th round, in January 2022, she secured a loan of BDT 1,20,000/-, using it to acquire a cow and further expand her cultivable land. Currently, she tends to 2 cows and 1 goat, nurturing aspirations of future farming endeavors.

All her children are enrolled in various classes, and her family is currently experiencing a period of prosperity. Shanti dreams of a better life and continues to strive towards achieving her aspirations.

Veiled Vision

Bishwanath, with his modest income, was sustaining his family until he faced a challenge realizing that his eyesight was deteriorating. Following a doctor's advice, he discovered that he had cataracts in his eyes, requiring cataract surgery. This revelation left Bishwanath distraught, contemplating how he would manage the operation costs with his family's less-than-favorable financial condition. As his income dwindled, Bishwanath faced difficulties in recognizing his customers and encountered various obstacles in his work. Determined to address the issue, he managed to collect funds and underwent cataract surgery on one eye. Initially, he was content, but happiness was short-lived as he faced recurring problems and blurry vision in his eyes. During a visit to Enrich health workers' homes, Bishwanath's situation came to light. The health inspector relayed this information to the health officer, who then advised Bishwanath to attend the Enrich Eye Camp for a thorough examination. Following the specialist doctor's examination at the eye camp, it was recommended that Bishwanath undergo cataract surgery on his other affected eye.

“I would not have understood the irreplaceable value of sight if I hadn't experienced cataracts. On this day, I comprehend the agony of impaired vision. I invested a considerable amount in the first eye's cataract surgery, faced challenges, yet my vision did not improve. As cataracts developed in my other eye, I began losing hope in my ability to see. The CODEC Eye Camp guided me to a reputable hospital for eye surgery, and it was provided free of charge. Now, I can see clearly, resume work, and enjoy meals. I am immensely grateful for the assistance provided by CODEC.”

- Bishwanath Biswas

Bishwanath Biswas, a 70-year-old cobbler and bamboo craftsman from the village of Dari Umpjuri Garibpur, overcame a vision crisis due to cataracts.



Breaking Barriers

In the heart of Bhaitkandi Madhyapara village, Bangladesh, resides Khadija Akhter, a resilient 16-year-old grappling with multiple disabilities. Despite financial hardships, her family, fueled by determination, strives to provide her with education and unwavering support. In April 2023, Vaikandi Shikhan Kendra launched a transformative non-formal education program through the EMDC project, specifically designed for children with special needs. Khadija, though older than the recommended age, eagerly embraced the opportunity. Guided by Khadija's mother's unwavering dedication, she attended the program regularly, immersing herself in diverse activities fostering cognitive development and social bonds. The initiative further alleviated the family's financial strain by providing a monthly stipend, kindling hope for Khadija's future. Khadija's narrative mirrors the broader challenges faced by children with disabilities in rural Bangladesh.

“ Seeing Khadija's determination and the positive changes in her life through education has filled our hearts with hope and joy. We've always wanted her to have the same opportunities as other children her age, and now, thanks to this program, she's on the path to a brighter future. ”

- Khadija's Mother



“ Khadija is an inspiration to us all. Her eagerness to learn and her progress in various activities have been remarkable. She is a testament to the transformative power of inclusive education, and her journey motivates us to continue supporting children like her to reach their full potential. ”

- Khadija's Teacher

Khadija's participation in various activities at the learning center, such as group work, drawing, storytelling, and recitation, showcases how the program contributes to her cognitive development.



Empowering Resilience

Mst. Afroza Begum stands out as an exemplary entrepreneur within the SEP project, residing in Sitakunda upazila, Chittagong district. Born into a disadvantaged family, she faced early child marriage, becoming a mother of five children in rapid succession. In an environment where living space equates to "sambal," Afroza worked tirelessly to sustain her family of seven on meager earnings from her husband's barga land farming. Her success inspired neighboring entrepreneurs to achieve self-sufficiency. Additionally, she ventured into poultry and buffalo rearing independently. With a focus on 'Red Chittagong Cattle,' Afroza received training from SEP on beef fattening, including vaccination, deworming, and waste management. She established a biogas plant, ensuring proper cow waste management, and sells beef animals directly to consumers through the online platform.

1

Joined the SEP scheme, initiate a cow farm in 2020 with a loan of **150,000/=**, acquiring 1 cow and 1 bull calf

2

Sold three bulls for **310,000/=** and earning a profit of **90,000/=** on the last Eid Ul Adha

3

Afroza expanded her farm to a total of **8 cows and bulls**

4

Afroza was elected **president of the environment club**, leading to increased social acceptability.



Afroza's story of resilience and triumph serves as an inspiration, making her a beacon of empowerment for women in her community, transforming the agricultural landscape by introducing the use of online platforms for livestock sales.

Order machines from me by paying at least half the amount, and you can pay the remaining amount after using the machine for 2/1 days. I am an entrepreneur of the CODEC SEP project, and will offer a very reduced price to entrepreneurs from this project.

- Tusher Paul



Elevating Entrepreneurship

Tushar Paul, from Jatrapur Bazar, Bagerhat, is an entrepreneur affiliated with the CODEC SEP project, engaged in manufacturing and supplying various machinery, including concrete blocks, parking tiles, and hollow blocks. Having spent an extended period in South Korea, Tushar gained familiarity with and developed an interest in concrete block production. As he contemplated elevating his existing business to a more advanced stage, he discovered the CODEC-SEP project, underwent training, and embarked on his entrepreneurial journey. Recognizing the challenges of outsourcing block machines from distant locations for warranty services, CODEC-SEP encouraged Tushar Paul to initiate block machine production, designating him as a model entrepreneur. Equipped with safety gear and a financial grant, Tushar Paul now manufactures and sells machines directly and online. His reputation for providing prompt after-sales service, without additional costs or delays, instills confidence in fellow entrepreneurs. Offering competitive prices specifically for the CODEC-SEP project, Tushar Paul aims to expand his business further. Renting an additional shop adjacent to his existing establishment, dedicated solely to manufacturing and selling concrete block machines, he has garnered attention nationally and internationally through online videos. The use of personal protective equipment by factory workers, a practice instilled by the CODEC-SEP project, highlights the positive impact on workplace safety. Tushar Paul acknowledges the project's role in not only boosting his income but also introducing innovative ideas and improving his overall standard of living.

*Five semi-automatic machines were completed at Jatrapur, and already three of them have been sold. Now, he is planning to open a **new wing of his business** dedicated to block machine development. He has already secured a new location and hired an experienced mechanic for this purpose.*





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