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## Integrated Development Organization - IDO

Head Office: Sagardari, Keshabpur, Jessore.

Phone: 01726 060982, E-mail: [idobd1993@yahoo.com](mailto:idobd1993@yahoo.com)

### Progress Report Of April-2024 to June- 2025



**‘Empowering Poor Fisher-folk Women’ EPFfW Project under EWCSA**

**Supported by: Oxfam Bangladesh**

**Project Office: IDO, Paikgacha, Khulna.**

**Implemented by:**



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## About the Project

### Empowering Poor Fisher-folk Women' EPFfW Project under EWCSA

#### Introduction:

Integrated Development Organization-IDO has been implementing a project on “Empowerment of poor fisher-folk women EPFW scheme” under EWCSA project of Oxfam. The project was launched in April 2024 and is being implemented in remote areas of Paikgacha and Koyra Upazilas under Khulna district with the aim of empowering 1000 fisher-folk community women.

**Name of Project:** Project on Empowering Poor Fisher-Folk Women under Empowering Women Through Civil Society Actors in Bangladesh.

**Duration of Project:** Fifteen (15) months from April, 2024-June, 2025.

**Project Location:** Project activities will be conducted in 20 unions belonging to Paikgacha and Koyra upazila's of Khulna district adjacent to the Sundarbans, where 95% of the fishermen families earn their living by fishing. ***Which 1000 poor women fisher-folks especially those working in Aroth /depo will be involved in this project on priority basis.*** Covering female headed households, priority will be given to widows, divorcees, separated husbands, dowry victims, torture, and violence.

**Overall Objective of the Project:** The overall objective is to ensure rights and leadership capacity for targeted 1000 fisher folk community women in Paikgancha and Koyra upazila under Khulna district.

#### Outcomes are:

1. Enhanced livelihoods of the targeted fisheries women and improved lifestyle through increasing professional skills and involving them in fisheries activities.
2. Promoted the targeted fisheries women's human rights through organizing, leadership development, and initiating collective actions.
3. Ensured just wage through establishing enabling environment and raising collective voices and joint efforts.



## Monthly Progress Report on

### Empowering Poor Fisher-folk Women' EPFfW Project under EWCSA

Up to June-2025 IDO team were fully engaged in the project area and accomplished some major activities like Provide skills development training on leadership for group leaders to linkage with service proving organization like social safety net, and so on, Organize seminar on women Empowerment, Conduct awareness raising session on human rights to empower women and dignity (What is human rights, women empowerment ) in feminist lense , Conduct training on human rights related on how to claim rights, who are rights defenders and so on and Training on women leadership for negotiation and enhancing empowerment and rapport building with the project stakeholders aiming to effective engagement of the project beneficharies as well as stakeholders. We have sucessfully complered each activity with project beneficiaries, community people and relivent Govt and non govt office.

#### Purpose of the Report:

The purpose of the report is to analyze the monthly targets versus achievents, analysis challenges, learning and opperting to reach the desire goal and objective of the project. This will improve project outcomes to keep them successful in line with project goals and objectives also.

Finally, it is mentionedalbe that progress analysis also created a pathway and level of engagement to the project stakeholders and to know about their interest to take the responsibility in further course of action.

#### 1. At a glance Targets versus Achievements:

Result chain	SL #	Name of Activity	Total Target	Up to achievement May-2025	Targets versus Achievement of June- 2025		Remarks
					Targets	Achievement	



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<b>Outcome :1</b>	1.1	Activity 1 : Fisher-Folk member identification aiming to form group	1000	1000	0	0	Done
	1.2	Activity 2 : Conduct group formation	50	50	0	0	Done
	1.3	Activity 3: Provide skills development training	14	14	0	0	
	1.4	Activity 4 : Organize seminar on women Empowerment	4	4	0	0	
<b>Outcome :2</b>	2.1	Activity 5 :Conduct awareness raising session on human rights to empower women and dignity	100	100	0	0	
	2.2	Activity 6 : Conduct training on human rights related on how to claim rights,	4	4	0	0	
	2.3	Activity 7 : Training on women leadership for negotiation and enhancing empowerment	4	4	0	0	
<b>Outcome: 3</b>	3.1	Activity 8 : Conduct advocacy meeting with Government and non government actors to ensure social safety net service	10	8	0	0	
	3.2	Activity 9 : Organize Meeting with market actor like depot owner, arathder and market committee members	6	6	0	0	
	3.3	Activity10: Linkage meeting with govt.official to ensure just wage and rights.	4	2	0	0	
	3.4	Activity 11 : Organize day Observation	4	4	0	0	
	3.5	Activity 12 : IEC Martials	4	2	0	0	



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		development					
		Activity 13 : Documentation on good practices	2	0	0	0	
<b>0 outcome:</b>	0.1	Staff involvement and orientation	1	1	0	0	Done
	0.2	Monthly progress review meetings	15	10	0	0	Done
	0.3	Follow-up, supervision and monitoring	15	10	0	0	Done
	0.4	Reporting	5	5			Done
	0.5	Conduct Auditing	2	0			

## 2. Narrative:

**Name of Event: Conduct awareness rising session on human rights to empower women and dignity (What is human rights, women empowerment) in feminist lense.**

Up to June -2025 IDO has accomplished 100 numbers of awareness rising session on human rights to empower women and dignity (What is human rights, women empowerment) in feminist lense. In the event all of the group members have participated in effectively and gained knowledge on what are human rights, how to ensure human rights, along with rights copplain mechanism. On average 19 group members out of 20 have participated in the group level awareness session. Prior to conduct the awareness session IDO has development detail session plan and necessary documents. A totoal of 1000 group members have gained the knowledge and skill on the said issues.

### Detail information:

SL	Date	Place/ Venue	Total Group	Village/ Word No.	Union	Types of Participants	Total Presence	Responsible CM/CV
	Total		100	28	12	Group Member	1000	

### Detailed Achievement:

A total of 100 Awareness Sessions have been held till June- 2025. Through these Awareness sessions, the Fisher falk groups have become aware of their rights and empowerment. As a result, 105 members have been able to earn fair wages. These women are now getting equal wages to men. The people of the area have praised them for achieving this fundamental demand.



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Awareness session Facilitate

Awareness session Facilitate

Annax 1, Case Study



Annax 1 Sase study Sobada Brgum Picture and Video ,IDO (2).zip

**Name of Event: Provide skills development training on leadership for group leaders to linkage with service proving organization like social safety net, and so on.**

Up to June-2025 IDO team has conducted 14 numbers of Skills development training where group leaders were present and each group for more or less 7 members. The main objective of the said training was to enhance there capacity to networking, service mapping and claiming their rights in proper way. The training was most interesting and each participants has gained knowledge and skilled on service providing organizaitn mapping, types of services and how to ensure effective and quality services both from the governmental and nongovernmental aspect. After end of the training session each and every participants has made comments that they need more and more susch types of training for aming to ensure theire leadership capacity and rights.



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**Detail information:**

Serial No.	Types of Beneficiary	Male	Female	Total	Remarks
	Group Members	0	350	350	
<b>Total</b>	<b>14</b>	<b>0</b>	<b>350</b>	<b>350</b>	



**Detailed Achievement:**

A total of 14 provide skills development training on leadership for group leaders to linkage with service proving organization like social safety net, and so on have been held till June-2025. By providing leadership skills development training to group leaders to establish connections with service organizations such as social safety nets, the leaders of the fishermen's group have increased their contacts with various government and private service organizations. Social services, women's affairs workers, youth development offices contacted various offices and received widow's allowance-83, old age allowance -23, disability allowance -11, spouse allowance -6 Pagnance allowance- 3. And has applied for the future security fence, which is currently being processed by 265 members in Koiria and Pyakgasha.



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**Name of the activity: Conduct advocacy meeting with Government and non government actors to ensure social safety net service for all fisher folk community.**

Up to June-2025 IDO has accomplished six an advocacy meeting with Government and non government actors to ensure social safety net service for all fisher folk community aiming to get Services avaialbe for the fisher folk community. Meetings were held with Upazila Senior Fisheries, Upazila Women Affairs Officer, Social Service Officer, Youth Development Officer, and Agriculture Officer. Participants. They are committed to providing the necessary services. A total of 15 target participants were present in each meeting.

**Detail information:**

Serial No.	Participants	Male	Female	Total	Remarks
	Govt.& Non Govt official	99	18	117	
<b>Total</b>	<b>8</b>	<b>0</b>		<b>117</b>	



**Detailed Achievement:**

A total of 8 Conduct advocacy meeting with Government and non government actors to ensure social safety net service for all fisher folk community on have been held till june- 2025

Committed the Govt Officer Provide as possible service from each sector that now cotation below:

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Anath Kumar, Social walefair Officer, Paikgacha, Khulna said that the work being done with women in prison in our upazila is very good. In addition to IDO and Oxfam Bangladesh. We will ensure that as many helpless women possible receive support or help. Mean while we will make sure that all

Rasma Aktar Women welfare officer Paikgacha, Khunla said that Empowering poor fisher folk Women is regonable area i am always time help the IDO and Oxfam Bangladesh. Saikot Mollick Seniar Fisheries officer Paikgacha, Khulna said that the work being done with women in prison in our upazila is very good. In addition to IDO. We will ensure that as many helpless women possible receive support or help. Mean while we will make sure that all officers support one kind of statment.

**Name of the activity: Organize Meeting with market actor like depot owner, arathder and market committee members**

Up to March-25 IDO Project staff team has conducted 4 numbers of Organize Meeting with market actor like depot owner, arathder and market committee members. The main objective of the meeting was depot owner, arathder and other market committee member to ensure fair wage, working enviornment specially separate latrine for women and seperate brest feeding corner for working with depot and arath. Advocacy meeting are also held to ensure that with woman who come to work are not any violence.

**Detail information:**

Serial No.	Participants	Male	Female	Total	Remarks
	Depo & Aroth Commiittee member	139	11	150	
<b>Total</b>	<b>6</b>	<b>139</b>	<b>11</b>	<b>150</b>	



**Speaking Bellal Hossain** Secretary of Depo committee, Paikgach

Head office: Sagardari, Keshabpur, Jessore-7450, Bangladesh

Speaking Call: 01726060982 Email: [IDO1903@yahoo.com](mailto:IDO1903@yahoo.com)



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### **Detailed Achievement:**

A total of 6 Organize Meeting with market actor like depot owner, arathder and market committee members on have been held till June- 2025

**Depos and Aroth committee President Zobbar Ali, mobile 01711055006** said that good program but i am always time support the poor folk women. He said, "Good program, but I always stand by poor women. We have a vision to ensure that women can work in a good environment. We are also committed to fair wages." Thanks for ODO and Oxfam for this Activities.

**Depos and Aroth committee security Bellal Hossain,paikgacha mobile 01711055006** said that the work that IDO is doing is very good Such program need the help of many people . Thaere fore we hope to provide support to all those who fish in the river and work in the depo & market.Thanks to support in present the meeting.and they Committed seferate latrain for the women worker.

### **Name of the activity: Conduct training on human rights related on how to claim rights, who are rights defenders and so on**

Up to June-2025 IDO Project staff team has conducted 4 numbers of Conduct training on human rights related on how to claim rights, who are rights defenders and so on.

**Objectives of the said activity are:** Women's group leaders will gain knowledge and skills about the strategies for realizing rights and human rights.They will know the difference between rights and human rights.They will know what rights they have in the workplace and will knowthe strategies for realizing rights in the workplace.They will know where to go to realize their work rights.Can demand her fair wages.Can demand a women-friendly work environment for her.Can demand a milk corner for her breastfed baby.Can demand improved WAS facilities for her.Can ask for her husband's participation in household chores.Can give her opinion on her child's education or other decisions.Can give her opinion on her family's expenses and investments. The participants will take away detailed ideas about the above topics from the training.

### **Detail beneficiaries' information:**

Serial No.	Participants	Male	Female	Total	Remarks
	Group Member	0	100	100	
<b>Total</b>	<b>4</b>	<b>0</b>	<b>100</b>	<b>100</b>	



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Training Facilitate

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#### **Detailed Achievement:**

A total of 4 Conduct training on human rights related on how to claim rights, who are rights defenders and so on training on human rights related on how to claim rights, who are rights defenders and so on have been held till June- 2025. how to claim rights, who are rights defenders and so on They will be able to discuss with the owners of the enclosure, fish store, and fish depot to realize their rights and will be able to realize their rights. Women's group leaders will gain knowledge and skills about the strategies for realizing rights and human rights.

They are now know the difference between rights and human rights.

They know what rights they have in the workplace and will know the strategies for realizing rights in the workplace.

They know where to go to realize their work rights.

They are able to discuss with the owners of the enclosure, fish store, and fish depot to realize their rights and will be able to realize their rights. For example, a woman working in the fish industry –

One of the meeting attend Rasma Akter Womenwelfare officer.Paikgacha.khulna said that Local leaders, civil society leaders, and leaders of government and private service providers will be sensitized so that they are proactive in providing rights to the deprived.Empowering poor folk Women is regonable area i am always time help the IDO& Oxfam Bangladesh.



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### Name of the Activities: Organize seminar on women Empowerment

Up to June-2025 IDO Project staff team has conducted 4 numbers of Organize seminar on women Empowerment committee & Community Group members. The main objective of the meeting was depot owner, arathder and other market committee member to ensure fair wage, working enviornment specially separate latrine for women and seperate brest feeding corner for working with depot and arath. Advocacy meeting are also held to ensure that with woman who come to work are not any violence.

**Objectives of the said activity are to create mass awareness among the fisher-folk community women, sensitize the stakeholders aiming to empowerment.**

- Women team members will acquire knowledge and skills about human rights.
- You will gain the opportunity to practice human rights and women's empowerment in your family, society and state.
- Women team members will gain knowledge and skills on what women empowerment is and empowerment strategies.

#### Detail beneficiaries' information:

Serial No.	Types of Beneficiary	Male	Female	Total	Remarks
1	Community & Group Member	19	360	379	
3	IDO	11	12	23	
<b>Total</b>	<b>4</b>	<b>30</b>	<b>372</b>	<b>402</b>	



Speaking on Project Manager ( EPFW Project)



Speaking on Executive Director , IDO



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### **Detailed Achievement:**

A total of 4 organized a seminar on women empowerment on have been held till June- 2025.

Where women's rights and human rights are discussed

Rights are the demands for human rights and freedoms, which are based on moral or legal grounds. Legal scientist Semond said very simply, "What others have to do for me is my right."

Rights are of two types - Rights are moral rights until they are recognized by law. And when they are recognized by law, they become legal rights. In a broad sense, rights are of two types:

1. Moral rights
2. Legal rights

**Moral rights:** Rights that are based on morality and whose violation is a moral crime are called moral rights. For example, parents have the moral right to receive respect from their children.

**Legal rights:** Rights that are recognized by the law of the country and whose violation is a legal crime are called legal rights. For example, the right of a lender to get back the money he borrowed

Ensuring women's rights is a prerequisite for empowerment. While discussing human rights and women's empowerment practices in the family, society and state spheres, the following issues should be discussed.

### **The opportunities for human rights and empowerment in women's own families are:**

- Women will have equal rights with men in all areas.
- Both boys and girls will have equal rights in feeding and educating their children.
- Women will have the opportunity to spend their earned money as they wish.
- Everyone will have equal rights in family decision-making.

### **In the social sphere:**

- Women will have equal rights with men in all types of social events.
- Women and men will have equal rights in village arbitration.
- Equal opportunities and equal participation should be ensured in all social spheres.
- Involvement in income-generating activities should be ensured.
- Equal pay for equal work should be ensured.



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### **In the political sphere:**

- Both women and men will have equal participation in voting.
- There will be an opportunity to run for election.

What is women's empowerment and the strategies for empowerment will be discussed in detail.

### **Strategies for women's empowerment:**

- There should be an understanding of the issue of women's empowerment.
- All kinds of rights should be ensured.
- Accessibility to all kinds of services should be increased.
- An understanding of rights should be acquired.
- Knowledge, information and skills should be acquired.
- Communication skills should be increased
- Participation in various social events should be increased.
- Income should be increased, i.e., economically self-reliant.
- Violence against women should be stopped.
- All kinds of discrimination should be eliminated.
- Family, social, economic and cultural participation should be ensured.
- Women's access to new technologies should be increased.

### **Overall Outputs:**

- Women team members will acquire knowledge and skills about human rights and also gain knowledge on how to claim rights aiming to establish women empowerment.
- Gain knowledge and opportunity on how to practice human rights and women's empowerment in your family, society and state.
- Fisher folk women get a path way claim their rights and how to claim rights and empowerment.

Comments of Head Teacher Kurulia High School Laskar, Paikgacha

The seminar was welcome speech by Community fisher folk leader and Head Teacher Mostak Ahamad and other Assistant Teacher of Kurulia High School Laskar, Paikgacha. Head Teacher Md Mostak Ahamad said that I thank you for organizing such a women empowerment awareness seminar in our rural areas for a beautiful program also the IDO and Oxfam program is very good. I always want to cooperate with IDO and women fishermen.



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### **Name of the activity: Training on women leadership for negotiation and enhancing empowerment**

Up to June-2025 IDO team has conducted four of the Training on women leadership for negotiation and enhancing empowerment. Where group leaders were present and each group will two leader are presenced this training. The main objective of the said training was to leadership capacity build up for negotiation and enhancing empowerment. As our targrt beneficiary are depo and arath fish processing work and other beneficiaries are work to gare. So negotiation and enhancing capacity build up for Just wage and working enviornment, other Facalities. Skills are enhanced on how women workers can negotiate with employers to ensecure fair wage and working envernement.

Over the reporting period a total of four women leadership for negotiation and enhancing empowerment training on has organized whild 25 group leaders have participated in effectively.

#### **Objectives of the said activity are:**

1. Understand what and why Women's leadership needed
2. Can analyze what women empowerment is and the importance of empowerment.
3. Can explain their role in removing inequality between men and women.
4. Can know and say what to do in personal, family and social life to establish women's rights.
5. The owner will be able to acquire the skills and techniques to negotiate with the owner to get a fair wage.
6. Know what rights they have in the workplace and know strategies for asserting rights in the workplace.

#### **Detail beneficiaries' information:**

Serial No.	Types of Beneficiary	Male	Female	Total	Remarks
	Group Members	00	100	100	
<b>Total</b>	<b>4</b>	<b>0</b>	<b>100</b>	<b>100</b>	



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Speaking on BRDB officer, Paikgacha



Speaking on Project Manager ( EPFW Project)

### **Detailed Achievement:**

Up to June-2025 IDO has conducted four Training on women leadership for negotiation and enhancing empowerment. The poor working women in fisheries have been able to acquire the skills to negotiate process and enhancing empowerment with the owners.

Women have been able to realize the importance of leadership.

- Depot and gare owner will be able to acquire the ability to negotiate with owners to get fair wages from owners.
- They will be able to acquire the ability to negotiation and enhancing empowerment with the depot and gare owners to get the working environment and other facilities at the workplace.
- Gained the ability to negotiate and expect improved breastfeeding facilities for women workers in the workplace.
- Increased ability to negotiate for women workers to avoid harassment in the workplace.
- Fisher folk Women have increased their ability to go to various forums to voice their demands.

### **Name of the activity: Linkage meeting with govt.official to ensure just wage and rights:**

Up to June-2025 IDO Project staff team has conducted two numbers of Linkeg Meeting with govt.official to ensure just wage and rights. The main purpose of this meeting is to create

Head office: Sagardari, Keshabpur, Jessore-7450, Bangladesh Cell: 01726060982 Email: [idobd1993@yahoo.com](mailto:idobd1993@yahoo.com)



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Connections so that they can access services from various government institutions. At the same time, to cooperate so that poor women fishermen get fair wages and their fair rights. A total of 41 participants from government departments were present at this meeting. With the overall Cooperation of everyone, especially the cooperation of the Upazila Nirbahi Officer, the meeting was successfully completed.

**Objectives of the said activity are:**

1. Informing you about the progress of our work
2. How can women fisher folk access government services and benefits?
3. Establishing connections with various government departments.
4. Establishing connections between poor fisherwomen and various government departments.

**Detail participant' information:**

Serial No.	Types of participant	Male	Female	Total	Remarks
1	Govt. officer	41	3	44	
<b>Total</b>	<b>2</b>	<b>41</b>	<b>3</b>	<b>44</b>	



**Speaking on Upazila Nirbahi officer, Paikgacha**



**Speaking on Upazila Nirbahi officer, Koyra**



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### **Detailed Achievement:**

Up to June-2025 IDO has conducted two Linkage meeting with govt.official to ensure just wage and rights.Officials from various government departments, especially fisheries, social services, and women's affairs officers, said that they will sincerely look into providing the services that our departments have to poor women fishermen.

Details of statements made by government officials:

UNO Paikgacha,Khulna Mr. Mahara Naznin - said that it is very good to work with such helpless women fishermen because they are deprived in all aspects. Most of them are widows or abandoned by their husbands. I will tell other government officials present next to me to cooperate with these women when they go to their offices. It is our moral responsibility to ensure that their families do not fall victim to child marriage, dowry and other forms of harassment. He said he thanked IDO and Oxfam for conducting such programs.

### **Name of the activity: Organize day Observation:**

Up to June-2025 IDO Project staff team has conducted Four Organize day Observation Such as Human Rights day,16 days activism on GBO,International Women Day and 1<sup>st</sup> May Day: Each day is celebrated with the overall cooperation of everyone, with the participation of various government, non-government organizations and civil society organizations, including the Upazila Administration and Upazila Women's Affairs Officer. Officials from various government and non-government departments and civil society individuals participated in the discussion at the event.

### **Detail participant' information:**

<b>Serial No.</b>	<b>Types of participant</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Remarks</b>
1	Govt. officer	9	9	18	
2	Group Member	34	571	605	
3	Local community	10	71	81	
4	IDO & Other NGO	15	18	33	
<b>Total 4</b>		<b>68</b>	<b>669</b>	<b>737</b>	



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Speaking Mr Emanuddin, UC Paikgacha, Khunla



Speaking on Upazila Nirbahi Officer

#### **Detailed Achievement:**

Md. Mizanur Rahman- Executive Director of IDO and G.M Azarul Islam, Ex Principal of Paikgacha Govt. College said that It is our moral responsibility to protect gender-based violence and restore human rights for all. May everyone regain their rights. May no one be a victim of torture. Protecting gender-based violence; ensuring human rights, eliminating violence against women, this will be our vow.

UNO Paikgacha, Khulna Mr. Mahara Naznin - and upazila women affairs officer said that on the occasion of international women day she said right equality empowerment development of women and girls. She said that all mother all sister all children in all places in all field let us stop violence against mother fair right equal wages human rights early child marriage and social call for every one to come forward alongside women & men in all area inculding social status.

#### **Media Coverage:**

<https://dainikjanmohumi.com/%E0%A6%AA%E0%A6%BE%E0%A6%87%E0%A6%95%E0%A6%97%E0%A6%BE%E0%A6%9B%E0%A6%BE%E0%A6%AF%E0%A6%BC-%E0%A6%9C%E0%A7%87%E0%A6%B2%E0%A7%87-%E0%A6%A8%E0%A6%BE%E0%A6%B0%E0%A7%80%E0%A6%A6%E0%A7%87%E0%A6%BO/>



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<https://dainikjanmohumi.com/%E0%A6%AA%E0%A6%BE%E0%A6%87%E0%A6%95%E0%A6%97%E0%A6%BE%E0%A6%9B%E0%A6%BE%E0%A6%AF%E0%A6%BC-%E0%A6%A6%E0%A6%B0%E0%A6%BF%E0%A6%A6%E0%A7%8D%E0%A6%B0-%E0%A6%AE%E0%A7%8E%E0%A6%B8%E0%A7%8D%E0%A6%AF%E0%A6%9C/>

### Overall Challenges:

- ❖ Fisher folk women are very poor and it is very difficult to ensure attendance at trainings, sessions and various other awareness sessions.
- ❖ Fisher folk women come to various sessions leaving work from a distance but unable to travel.
- ❖ Meeting with government officials without honorarium is difficult.

### Learning:

- ❖ Build good relationship with various stakeholders and group members involved in the project activities and organize various meetings, programs and sessions considering their time.

### Conclusion:

At the end we would like to say that, IDO is very much committed to implement the due activities within project period and enough motivated to ensure quantity and quality of each activity considering goal and objective of the project.

### Submitted by:

Sk. Mizanur Rahman  
Project Manager  
**Empowering Poor Fisher-folk Women' EPFFW Project under EWCSA**  
Integrated Development Organizaitn- IDO



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