



ANNUAL REPORT 2024-2025



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AOSED

An Organization for Socio-Economic
Development (AOSED)

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Acknowledgment

AOSED extends its heartfelt gratitude to our valued stakeholders—children, youth, change agents, citizen forums, and all beneficiaries—whose unwavering support has been instrumental in our developmental journey. Their involvement has been like that of a steadfast companion, and we are deeply appreciative.

We sincerely thank the Government Administration, Local Government Institutions (LGIs), and the NGO Affairs Bureau for their invaluable support, collaboration, and guidance. Their contributions have played a crucial role in driving meaningful change in the field. The successful implementation of nearly all our planned activities is a testament to the collective efforts of all involved.

We also take this moment to recognize and commend the dedication and teamwork of AOSED's staff. Their commitment has been vital in achieving program outcomes and in the successful completion of this annual report.

Finally, we express our profound gratitude to our donor agencies. Their timely provision of resources and technical support has been essential in enabling us to fulfill our mission effectively.

With sincere appreciation,

Affirmation

This annual report represents our independent work, with proper acknowledgment given to all referenced authors and publications.

The data and information presented are accurate and reliable. All primary quantitative and qualitative data, collected through our routine monitoring and reporting processes, rightfully belong to the communities and families featured in this document. Their use is conducted with full consent and understanding.





Message from the Executive Director

I am pleased to present AOSED's Annual Report for the fiscal year 2024-2025, reflecting another year of growth, impact, and commitment to sustainable development. Our unwavering dedication remains focused on shaping a society that aligns with community values, culture, and environmental sustainability. As we navigate new challenges, I invite you to join us in reflecting on our journey and collective achievements.

A heartfelt thank you to the incredible AOSED team. Your dedication and relentless efforts have been instrumental in driving our success. Currently, AOSED reaches approximately 250,000 individuals across five core areas:

- i) Water Justice
- ii) Food Security and Agriculture
- iii) Sanitation and Hygiene
- iv) Environment and Climate Change
- v) Disaster Management

AOSED continues to serve as a dynamic force for development, addressing pressing challenges both locally and nationally. This report captures our efforts from July 2024 to June 2025, offering a comprehensive overview of our initiatives and progress.

At the heart of AOSED's philosophy is the belief that people must be at the center of development efforts. I extend my sincere gratitude to the grassroots communities for their trust and collaboration. My appreciation also goes to Government Departments and local authorities for their vital cooperation, which has been crucial to our success.

We are deeply grateful to our development partners—both national and international—for their invaluable contributions to Bangladesh's sustainable development. A special acknowledgment goes to our General Body and Executive Committee Members for their dedicated role in policy-making and governance. Their active participation in both scheduled and impromptu meetings is truly commendable.

Finally, my sincere thanks to the team behind this report. Your diligence reflects our shared commitment to transparency and accountability.

Shamim Arfeen
Executive Director

Executive Committee members of AOSED

Rafiqul Islam Khokan

Chairman

Development Activist

Executive Director, RUPANTAR

Shamim Arfeen

General Secretary

Nurul Imam Khan

Treasurer

Officer, Social Islami Bank Limited

Sheikh Abdul Halim Mia

Executive Member

Freelance Development Activist

Dr. Dilip Kumar Datta

Executive Member

Professor, Environment Science Discipline, Khulna University

Mrs. Rejina Akhter

Executive Member

Associate Professor, Ahsanullah College, Khulna.



About AOSED

Situated in the Ganges floodplain, the Southwest Coastal Region of Bangladesh is uniquely defined by its brackish water ecosystem. Home to the Sundarbans mangrove forest, rich biodiversity, and vast tidal wetlands, the region has long sustained its people through the careful management of natural resources and resilience to environmental challenges. However, human interventions and the growing impacts of climate change have significantly disrupted its ecology, increasing vulnerabilities and exacerbating poverty among local communities.

To address these challenges, a group of socially committed individuals founded AOSED – An Organization for Socio-Economic Development in 1999. Their mission was to protect the environment, preserve ecological balance and biodiversity, and mitigate the effects of climate change, ultimately improving the lives and livelihoods of vulnerable communities.

Since its inception, AOSED has actively engaged in key areas such as Water Justice, Food Security and Agriculture, Environmental Conservation and Climate Change, Health and Hygiene, and Disaster Risk Reduction and Emergency Response. Through various projects, programs, and social action research—conducted in collaboration with national and international development agencies, as well as research and educational institutions—AOSED has made a tangible impact. Initially focused on the southwest coastal region, the organization has since expanded its work across the entire coastal belt, including Cox's Bazar, particularly in response to the Rohingya crisis.

Experience and Expertise

Operating in one of Bangladesh's most climate-vulnerable regions, AOSED is at the forefront of Integrated Water Resources Management (IWRM)—advocating for safe water rights, establishing drinking water facilities, and promoting health and hygiene practices. The organization is also deeply involved in community-based conservation of the Sundarbans mangrove ecosystem, disaster preparedness through ICT-driven early warning systems, and localized strategies for climate adaptation and mitigation.

AOSED promotes eco-friendly agricultural practices to enhance food security, working through social mobilization, capacity building, participatory research, technology transfer, service delivery, local resource mobilization, media campaigns, and advocacy. The organization places particular emphasis on human rights, especially for women and children, ensuring that its interventions align with the evolving socio-economic, political, and ecological landscape.

Over the years, AOSED has strengthened its organizational capacity and gained extensive expertise in:

- Grassroots organization development
- Creating educational materials and awareness campaigns
- Designing training modules and guidelines
- Strengthening community-based management systems
- Mobilizing local resources
- Knowledge and information management
- Participatory action research
- Technology transfer, incorporating ICT and renewable energy
- Policy review and advocacy

AOSED actively collaborates with international partners to influence climate action on a global scale. As an observer member of the United Nations Framework Convention on Climate Change (UNFCCC), AOSED hosts side events at the Conference of the Parties (COP) and has pioneered initiatives such as the Coastal Water Convention in Khulna in partnership with national and international stakeholders. The organization is also a member of several issue-specific national and global networks, including:

- Butterfly Effect Network
- Climate Action Network (CAN)
- Climate Action Network South Asia (CANSA)
- Freshwater Action Network (FAN)
- End Water Poverty
- Asia Pacific Water Forum (APWF)
- Water Supply & Sanitation Collaborative Council (WSSCC)

Additionally, AOSED has been an active participant in the Advisory Group on Climate Change and Human Mobility for several years. The group provides the latest knowledge and technical support to UNFCCC parties, ensuring that human mobility is effectively integrated into global climate negotiations.

Through its unwavering commitment, AOSED continues to drive sustainable change, empowering communities and advocating for a more resilient future.



Vision

Develop a just, prosperous and environment-friendly society in which there will be no discrimination on the basis of race, caste, creed, gender or occupation.

Mission

Conserve environment, ecology and biodiversity, ensure people's rights of access to natural resource towards alleviation of poverty, upholding human rights and democratic governance.

Objectives

- Conservation of environment, ecology and biodiversity to address the challenge of climate change related vulnerabilities to improve people's livelihood
- Extension of Eco-friendly and diversified agriculture to ensure food security
- Uphold peoples' rights to common property resources
- Ensure peoples' access to safe water and sanitation
- Develop resilience community considering natural calamities
- Upholding human rights especially children's and woman's rights, and democratic governance
- Human Resource development.

Values and Culture

We will strive to practice the following values within AOSD and to promote them outside:

1. Acknowledgement and respect for fundamental human rights
2. All people, regardless of ethnicity, religion, color, caste and class, are given equal respect and value.
3. To promote and implement democratic participation values at all levels
4. Compliance with culture and tradition
5. Promoting fair ties between men and women, respectful and sensitive
6. Special treatment for infants, the elderly and people with physical disabilities
7. Respect for nature and bio-diversity
8. Downwards accountability and openness

Legal Status

NGO Affairs Bureau 1978 Act

- Registration Date : 27.05.2017 (Renewed on)
- Registration Number : 2235
- Registration Authority : NGO Affairs Bureau, Prime Minister's Office

Registration of Societies

- Registration Date : August 03, 1999
- Registration Number : 4-S-52
- Registration Authority : Registrar of Joint Stock Companies

Organizational Management

AOSED's management is vested on the General Body of the organization comprising of 21 members who provide day to day working authority to an Executive Committee of 7 members that is comprised of people from all sectors of profession.

Role of General Body: Based on the Constitution they Nominate and select the Executive members for every Three years. Besides this they also approve varieties policies have been provided by them. Visit project area, Participate in Annual Staff Conference, Approval on annual budget, annual audit report and annual report. They attend all general meetings and Annual General meeting and approve all the activities, if deemed satisfactory for the organization.

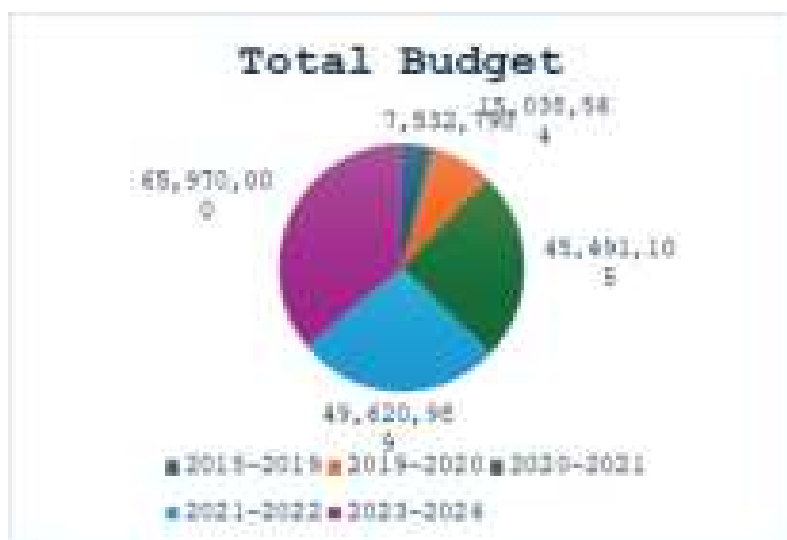
Role of Executive Body: Based on the Constitution Preparing Budget & plan, Nomination of sub-committees, fixation of Salary, Creating Varieties Salaried positions, Executives appointment, promotion etc. activities are conducted by the Executive Body. Moreover, they remain responsible for the effective management of all projects conducted by the organization. The Executive Committee holds meetings as and when required including any emergency meeting.

Staff Information

Type of Staff	Total	Male	Female
Regular	25	16	08

Financial Capacity of the Organization

For more than 19 years AOSED has been managing funds and gained sufficient experience with project funds over time. The current 2024-2025 budget is BDT 65,970,000.



Audit and Reporting

AOSED currently has only an external auditing system in place, as the organization lacks the financial capacity to maintain an internal auditing system.

The external audit is conducted by external auditors recommended by donors. AOSED has enlisted audit firms that rank among the top

ten in the country, with international affiliations and recognition from the NGO Affairs Bureau. Audit reports are prepared and distributed to the Executive Committee, donors, and the NGO Affairs Bureau for review and necessary action.

List of Policy/guideline/manual

Sl. No.	Name of Manual , policy and Guideline	Date of Publish	Amendment Date	Language	Signature Status	Remarks
01.	Financial Manual (3 rd Amendment)	July 15, 2023	July 15, 2023	English	Signed	
02.	Personnel Management Policy (2 nd Amendment)	November 1, 2019	July 27, 2019	Bangla, English	Signed	
03.	Procurement policy (2 nd Amendment)	January 01, 2022	December 22, 2021	English	Signed	
04.	Anti-fraud policy Guidelines	June 1, 2015		English	Signed	
05.	Monitoring Guideline	June 2018		English	Signed	
06.	Safety and Security Policy Guideline	June 01, 2015		English	Signed	
07.	Environmental Policy	January 2015		English	Signed	
08.	Conflict of Interest Policy (Draft)					Currently under review
09.	Gender Development Guideline	February 2022	February 2022	English	Signed	
10.	Child Safeguarding Policy	March 10, 2024		English	Signed	
11.	Prevention of Sexual Exploitation and Abuse Policy	March 10, 2024		English	Signed	
12.	Whistle Blowing Policy	March 10, 2024		English	Signed	
13.	Salary policy (Amended)	January 1, 2024	January 1, 2024	English	Signed	



Geographical coverage of the organization

Division	District	Upazila	No. of unions
Khulna	Khulna	Khulna City Corporation, Dacope, Rupsa, Dumuria, Paikgachha, Koyra	15
	Bagerhat	Sharonkhola	02
	Satkhira	Tala	02



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Development Partners

Over the years, AOSED has been implementing a number of development programs funded by the Government of Bangladesh and different development partners. The major development partners supported AOSED to stride towards achieving its vision and mission.



Network And Collaboration



Recognitions Special Consultative Status of UN ECOSOC

AOSED have obtained Special Consultative Status with the United Nations Economic and Social Council (UN ECOSOC) in 2023. This is a significant milestone for AOSED, enhancing its influence, credibility, and global reach. This status would grant the organization the opportunity to actively participate in UN meetings, submit statements, and engage in international policymaking related to climate change, human rights, and sustainable development. It would open doors for AOSED to network with global stakeholders, access funding opportunities, and advocate for climate justice and community resilience on a larger platform. Additionally, it would strengthen AOSED's ability to mobilize resources, build partnerships with governments and international agencies, and amplify the voices of grassroots communities affected by climate change. With this recognition, AOSED could bridge local climate adaptation efforts with global policy discussions, ensuring that the concerns of vulnerable coastal populations in Bangladesh are represented at the highest levels of decision-making.



Smart Bangladesh Award

An Organization for Socio-Economic Development (AOSED) has been honored with the prestigious 'Smart Bangladesh Award-2023' alongside other entities from diverse sectors.



This recognition highlights AOSED's exceptional role as a leading organization dedicated to enhancing resilience and expertise in coastal districts through an ICT-based 'Early Warning Response Mechanism'(EWRM)

Success and Learning Stories

Kabir Moral: A Catalyst for Climate-Resilient Agriculture in Ramnathpur

In the salinity-affected village of Ramnathpur in Paikgacha, farmers have long struggled with declining yields due to rising sea levels, erratic rainfall, and increasing soil degradation. Traditional farming methods that had sustained families for generations were no longer viable, forcing many farmers to abandon their land or shift to alternative livelihoods. Faced with these challenges, Kabir Moral, a dedicated farmer, recognized the need for a new approach. His commitment to finding a solution led to the establishment of a Climate Field School, an initiative that has since transformed agricultural practices in his community and beyond.



Kabir had witnessed firsthand how worsening environmental conditions were threatening food security and economic stability in his village. He knew that continuing with conventional farming techniques would only lead to further losses. When AOSD, through the ALTER Project, introduced the concept of a Climate Field School—a space where farmers could learn and implement climate-resilient agricultural techniques—he saw an opportunity to bring meaningful change. Unlike many who were skeptical, Kabir embraced the idea and took a bold step by offering a portion of his own land to establish the school. His decision was driven by the belief that practical demonstrations and collective learning could empower farmers with the knowledge and tools they needed to adapt.

With Kabir's contribution of land, AOSED provided essential support, including improved seed varieties, organic fertilizers, and infrastructure to set up the Climate Field School. His decision was driven by the belief that practical demonstrations and collective learning could empower farmers with the knowledge and tools they needed to adapt.

With Kabir's contribution of land, AOSED provided essential support, including improved seed varieties, organic fertilizers, and infrastructure to set up the Climate Field School. The initiative was designed as a center for experimentation and training, where farmers could observe and practice innovative techniques suited to their changing environment. Among the key interventions demonstrated at the school were saline-tolerant rice cultivation, sustainable water management techniques, organic fertilization methods, and agroforestry practices. Floating agriculture was also introduced, allowing crops to be grown on floating beds during the monsoon season, providing a solution for farmers whose fields were frequently inundated.

Cultivating Resilience: The Climate Field School Model





The impact of the Climate Field School was immediate. Farmers from Ramnathpur and neighboring villages began visiting the site, eager to understand the new methods being tested. Initially, there was hesitation, as many were accustomed to their traditional ways and uncertain about the effectiveness of the proposed changes. However, as the demonstration plots began to thrive, more farmers showed interest. The introduction of saline-tolerant BRRI-67 rice, in particular, proved to be a breakthrough. Farmers who had struggled with declining yields for years saw a significant improvement in their harvests, with some reporting a thirty percent increase in production.

The benefits extended beyond crop yields. Improved irrigation techniques reduced water consumption, cutting down costs for farmers who had previously relied on inefficient watering methods. Organic fertilization not only rejuvenated the soil but also reduced dependency on expensive chemical inputs. Farmers who adopted diversified cropping patterns found their land more resilient to extreme weather conditions, minimizing the risks associated with unpredictable monsoons and prolonged dry spells.





For Kabir, the transformation was deeply personal. His own farm, which had once suffered from declining productivity, became a model of climate resilience. As the Climate Field School gained recognition, Kabir himself became a mentor to his fellow farmers, sharing his knowledge and guiding them in adopting the new techniques. His role evolved beyond that of a farmer; he became a leader within his community, someone whom others turned to for advice and inspiration.

The success of the Climate Field School did not go unnoticed. Local agricultural extension officers began engaging with the project, exploring ways to scale the initiative to other climate-affected areas. Policymakers and development organizations took interest in the model, recognizing its potential to serve as a replicable framework for climate adaptation in vulnerable regions. What had started as a small initiative on Kabir's land had now become an example of how community-driven solutions could create lasting impact.

Through his willingness to embrace change and his dedication to improving agricultural resilience, Kabir Moral has played a pivotal role in shaping the future of farming in his village. The Climate Field School, supported by AOSED under the ALTER Project, stands as a testament to the power of knowledge, collaboration, and adaptation. By integrating climate-smart farming practices, the school has not only secured Kabir's livelihood but has also strengthened the food security and economic stability of an entire community. His efforts have proven that, even in the face of climate change, innovative solutions can restore hope and sustainability to those who depend on the land.



Learning Story: Strengthening Vermicompost Initiatives in Paikgacha – Challenges, Insights, and the Path Forward

In Paikgacha's coastal villages, worsening soil degradation and falling farm productivity pushed households toward costly chemical fertilizers. To promote sustainable soil restoration, vermicomposting was introduced under the ALTER Project. AOSED supported 75 households in five villages (Mahmudkati, Ramnathpur, Noakati, Baka, and Debduar) with vermicompost units, training, and technical support to improve organic farming, boost soil fertility, and create income opportunities.

Early results were encouraging. Successful adopters reported better soil quality, healthier crops, and reduced fertilizer costs. Some households sold surplus compost for extra income. However, sustainability gaps emerged over time. A follow-up found 34 of the 75 units had become non-operational due to recurring problems: earthworm mortality from heat, poor moisture control, and improper feeding; infrastructure damage from heavy rains and storms when units were left unprotected; shortages of manure and organic inputs, especially for households without livestock; and limited follow-up guidance after the initial training, allowing small issues to escalate into unit failure.



Key learnings highlight that vermicomposting needs sustained technical support, climate-appropriate protection (low-cost sheds or covered bins), and assured access to raw materials through solutions like community manure banks or shared, collective composting models. The initiative also showed that market incentives matter: households with buyers stayed more motivated.

Going forward, AOSED will revive the 34 units through refresher training, hands-on demonstrations, and mentoring by successful producers; promote low-cost protective structures; build manure-sharing networks and partnerships with livestock farms; pilot collective composting where needed; and develop market linkages with cooperatives and retailers to strengthen sales and long-term adoption.



Programme portfolio (projects and components)

ALTER Phase II (Paikgacha, Khulna)

Supported by: Bread for the World

Core components

- Livelihood resilience and climate-smart agriculture
- Sea safety and preparedness for seagoing fishers
- Climate justice organising and advocacy through local platforms

MAP-CDRFI (Sharankhola and Tala)

Supported by: CARE Bangladesh

Core components

- Multi-stakeholder platforms at ward, union, upazila, and district levels
- Shared learning and coordination on climate and disaster risk finance and insurance

Climate Change Resilience Project (CCRP), Paikgacha

Supported by: COAST Foundation

Core components

- Awareness on climate adaptation, disaster preparedness, climate displacement, and SSN services for seagoing fishers
- Multi-stakeholder consultation on displacement monitoring and management
- Advocacy on climate justice

Results at a glance



Seagoing fishers' safety and preparedness

- **56** refresher sessions delivered
- **981** fishers participated



Climate-resilient agriculture and adaptive livelihoods

- **244** farmers received saline-tolerant rice (BRRI-67, BRRI-89)
- **100** farmers received seeds and fertiliser for market-oriented saline-tolerant vegetables
- **36** households supported for vermicompost
- **150** households supported for vermicompost
- Homestead vegetation inputs reported as:
 - **114** farmers
 - **335** women farmers



Climate justice organising and outreach

- **17**-member District Climate Justice Forum formed in Khulna
- **4** journalist field visits organised to document climate vulnerability



MAP-CDRFI coordination and learning

- **10** inception meetings, 411 participants
- **65** multi-actor platforms formed
- **54** ward, 6 union, 3 upazila, 3 district/sub-national
- **2** sub-national sharing meetings, 68 participants
- **63** capacity and learning events held

Story from the coast

“The season is changing. Our decisions have to change too.”



When the sea shifts, fishers feel it first. In Paikgacha, seagoing fishers described how weather uncertainty is no longer occasional, it is routine. A decision that once depended on experience now depends on readiness: the right information, the right habits, and the confidence to pause when risk signals rise. This year, AOSED focused on strengthening that readiness through seasonal refresher sessions timed to the fishing cycle. The sessions were practical. They reinforced preparedness behaviors, supported safer decision-making, and created space for fishers to raise service-access gaps that become life-threatening in remote fishing zones.

“Preparedness is not fear. It is planning.”

Seagoing fishers' safety and preparedness

Where

**Paikgacha
Khulna**

Who

**Seagoing traditional
fishers and
related
stakeholders**

How

**Seasonal refresher
sessions linked
to fishing calendar
coordination
with community
platforms**

What we did

- Delivered refresher training sessions aligned with the fishing season
- Reinforced safer decision-making and preparedness behaviors
- Connected fishers' concerns to engagement pathways with relevant stakeholders, including service-access advocacy where needed

Results

- 56 refresher sessions delivered
- 981 fishers participated

What changed

- Fishers strengthened preparedness knowledge and practice before and during fishing season
- Better confidence to interpret risk signals and adjust decisions
- Improved articulation of safety and service needs, including safe water and medical support requirements for remote fishing zones

What we learned

- Refresher sessions are most effective when paired with a simple follow-up mechanism (peer check-ins, short reminder tools, or group-led safety pledges)
- Linking safety sessions to community platforms increases the chance that service-access issues reach the right duty-bearers

Next steps (2025–2026)

- Strengthen follow-up and reinforcement cycles (short checklists, peer support, and seasonal review)
- Package fisher safety learning into a concise practice note for wider adoption and partner engagement

Story from the field

“Salinity changed the soil. We changed the plan.”



In Paikgacha, farmers described the same pattern: yields falling, seasons shifting, and soil becoming less forgiving. AOSED’s approach this year was to strengthen resilience with practical inputs and learning that match the coastal context: saline-tolerant rice, market-relevant vegetables, and household production support, reinforced through demonstration and discussion.

What changed

- Farmers increased feasibility of production under salinity stress through stress-tolerant varieties
- Households strengthened resilience logic through diversified production options (household-level plus market-facing crops)
- Circular practices improved soil health behavior and reduced dependence on high-cost external inputs (where vermicompost was adopted)
- Demonstration learning improved uptake by showing what works in local conditions

What we learned

- Inputs perform best when paired with structured learning sessions and farmer-to-farmer exchange
- Market-oriented crops need simple guidance on timing, quality, and sales linkages to protect income potential

Next steps (2025–2026)

- Consolidate a “salinity-resilient package” (rice + vegetables + soil health) for targeted villages
- Strengthen documentation of practice adoption and season-to-season continuity
- Develop a short “farmer learning brief” to support replication and partner engagement

International representation and policy engagement

AOSED's international engagements served

**visibility and voice
partnership pipeline
policy influence.**



AOSED's international representation prioritized three goals: amplifying Bangladesh's coastal voice, strengthening the partnership pipeline, and advancing policy influence through evidence-based inputs and targeted bilateral engagement.

At the 11th World Water Forum kick-off in Riyadh, AOSED contributed on equitable water governance, coastal water security, and finance and implementation dialogues (including partner discussions on nature-based solutions and salinity management), leading to tentative interest in featuring Bangladesh coastal learning and a commitment to draft a two-pager on AOSED's community water security portfolio; at GPDRR in Geneva, AOSED shared lessons on local risk governance, last-mile delivery, anticipatory action, early warning, and shock-responsive DRR financing, resulting in partner interest to document community-validated risk registers as a practice note and initial discussions on a regional practitioner exchange on fisher safety and coastal DRR; at the UN Ocean Conference in Nice, AOSED linked ocean health with climate stressors and food security and advocated for fisher ID systems, safety gear adoption, and co-management, which identified a pathway to submit an Ocean Action commitment and generated new contacts for a joint restoration plus livelihoods proposal; and at the Bonn Climate Change Conference (SB62) in Bonn, AOSED provided evidence on slow-onset displacement and planned relocation and advanced principles for climate finance and insurance design alongside COP30 coalition alignment, leading to interest in co-curating a COP30 side event on climate mobility and early scoping for a pilot risk-pool concept linking fisher safety, early warning, and payout triggers.



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