

#332

DEVELOPMENT OF SUSTAINABLE AQUACULTURE PROJECT

A project implemented by the WorldFish Center

Funded by the
U.S. Agency for International Development (USAID)
(Cooperative Agreement 388-A-00-00-00068-00)

PROGRESS REPORT (1 July 2003 - 30 September 2003)

Prepared by

WorldFish Center, Bangladesh Office House No 22B, Road 7, Block F Banani, Dhaka - 1213, Bangladesh Tel: +(880-2) 8813250 Fax: +(880-2) 8811151 SH 207 P251 D48 2003

Albania (n. 1905), dela periode del period

INTRODUCTION

The Development of Sustainable Aquaculture Project (DSAP) was authorized by USAID under the Cooperative Agreement # 388-A-00-00-00068-00 on 28 June 2000. This technical progress report covers activities for the three months of the project, 1 July 2003 through 30 September 2003. Financial reporting for the Project is handled separately from the WorldFish Center (previously called ICLARM-International Center for Aquatic Resource Management) headquarters in Penang, Malaysia.

The main thrust of the Development of Sustainable Aquaculture Project is to sponsor on-farm aquaculture production demonstrations implemented through co-operating NGO partners. These demonstrations are expected to show farmers and their neighbors the profitability of managed aquaculture systems as small business operations. Both small ponds and integrated rice and fish systems, based on research-proven production results, are the target of these demonstrations. The Project also has a research component directed to understanding and exploring additional production options, improving the technology transfer process and monitoring the impact of the adopted aquaculture practices.

This quarterly technical progress report covers (i) the organization of rallies/farmer days and cross-visits, (ii) the performance assessment of associate-partner NGOs, (iii) the collection of data for the *ex post* impact assessment, (iv) the training of partner NGO and associate partner NGO staff and (v) participation in the America Week 2003.

Details about the support of on-farm demonstrations, research, training and administrative actions are presented in the respective sections of this report.

DEMONSTRATIONS AND NGO ACTIVITIES

Currently the Project is collaborating with 35 partner NGOs responsible for the implementation of the 2003/04 aquaculture dissemination program. As per project guidelines the partner NGOs are providing extension services to the cooperating demonstration households organized in demonstration farmer groups (DFG) for a period of three years. Therefore during the 2003/04 aquaculture season support is provided to the newly identified 2003/04 demonstrations farmers/households as well as the carried over DFGs of 2001/02 and 2002/03, whose members are presently receiving extension services in the third year (i.e. phase-out year) and in the second year, respectively.

In total 30,706 participating farmers/households are receiving extension services of which 11,925 new demonstrations, 6,614 carried over demos selected in 2002/03, 4,701 in 2001/02 as well as 7,466 new DFG members. These new group members are considered as secondary adopters who became member of the aquaculture group to learn more from their fellow farmers and to attend the extension sessions facilitated by the NGO field staff. The cooperating demonstration farmers/households are organized in 2,657 DFGs of which 1,447 were formed this year. The total aquaculture production surface is estimated to be around 4,000 ha (cf. Attachment 1). Attachments 2, 3 and 4 illustrate the geographical distribution of the supported aquaculture demonstrations of the 2003/04 extension program partner NGO-wise, the same number-wise and the distribution of partner NGO staff according to WorldFish-DSAP field liaison office respectively.

In the previous progress report (April – June 2003) we have reported the results of the household or couple approach, which was adopted by 27 out of 35 partner-NGOs and which resulted in the selection of 73.3 % couples of the total number of new demonstrators. Awaiting a detailed analysis of the couple approach, we can report that female participation in the foundation training was high, nearly all invited female farmers attended this two-day

training. However, female participation was less in the two follow-up training and group sessions (about one third of invited women). The lower female participation in the follow-up training and group sessions is essentially due to insufficient training of the NGO field staff and therefore the female farmers were not always invited and/or encouraged to participate. Special attention will be given to this issue during the next Training-of-Trainer follow-up session as well as during the forthcoming annual evaluation workshop scheduled for October 2003.

As part of the learning process for demonstration households and in particular to create awareness for less known technologies as nursing and rice-cum-fish practices, 34 out of 35 partners arranged for farmer cross-visits this year. To achieve this goal most cross-visits focused on visiting fingerling nurseries and rice-cum-fish demonstration farmers. One to two leaders of each Demonstration Farmer Group were invited and each cross-visit comprised 12 to 15 visitors. For the period from July to September 2003, 81 cross-visits were organized allowing 1,204 demo farmers of which 19 per cent were women to visit fellow demonstration farmers. About 6,000 farmers are targeted for the 2003/04 culture season to participate in the cross-visit program.

As per approved 2003 work plans the cooperating partner NGOs are committed to conduct 739 rallies or farmer field days throughout the 2003/04 aquaculture season. This year most partners opted to increase the number of rallies from two to three per extension worker. During the reporting period 141 rallies were organized allowing the promotion of fish and shrimp farming among 4,449 neighboring farmers of which 35 per cent were women. Most of the remaining rallies are scheduled for the next quarter (Oct.-Dec. 2003) and some for the first quarter of 2004.

To create awareness for integrated agriculture and aquaculture (IAA) as well as to promote these practices the project, in collaboration with the Bangladesh Fisheries Research Institute (BFRI), has adapted the WorldFish IAA poster to the situation and context of rural Bangladesh. Ten thousand (10,000) copies of this poster, showing some organic nutrient flows among on-farm production sub systems, were distributed to partner and associate-partner NGOs, BFRI as well as the Department of Fisheries (DOF).

Support to partner NGOs was continued as usual during the reporting period, i.e. through on-the-job training of NGO staff, frequent field visits including rallies/farmer field days and cross-visits, attending partner NGOs' extension meetings and national/regional coordination meetings. Currently all partner NGOs have completed this year's first refresher training and initiated the second one for "old" and "new" farmers, which will be terminated by the next quarter. As discussed during the training sessions as well as the group meetings, the participating households/farmers are presently following up the aquaculture production emphasizing proper fertilization and complementary feeding practices and the promotion of the use of the pond record books for adequate monitoring of the demonstration.

Regular regional coordination meetings (RCM) and national coordination meetings (NCM) were organized as usual. From April 2003 onward these meetings were organized with the active participation of the partner NGOs including the preparation of the draft program, distribution of invitations, presiding over the meeting and preparation and distribution of the meeting minutes.

During the reporting quarter, the field-based project staff conducted the annual performance assessment of the associate-partner NGOs using a prescribed questionnaire similar to the one used for the partner NGOs. The results showed that 4% have an aquaculture demonstration program rated excellent, 34% good, 36% satisfactory and 26% did not implement any demonstration. The assessment criteria included quality of the demonstrations, farmer

training, field visits, support provided by the NGO management and reporting. The regular regional coordination meetings allowing the coordination of field activities, exchange of experiences and lessons learnt were rated: 20% very useful, 31% useful, 31% to some extent useful and 18% had no opinion. It should be mentioned of the associate-partner NGOs, that 45% confirmed full commitment to the WorldFish-DSAP supported aquaculture program, 28% confirmed commitment and 27% did not confirm their commitment.

Following the performance assessment, 19 (26%) out of 74 associate-partner NGOs were put on hold and the project has confirmed the partnership with 55 (74%) associate-partner NGOs. The program for the remaining months of the 2003/04 production season will emphasis the improvement of the quality of the NGO extension programs.

Funds for the third quarter were released to all partner-NGOs of the 2003/04 extension program. Full details of the status of funds release are provided in attachment 5.

RESEARCH

Impact assessment of adopted aquaculture practices

Year 2000-2001 data: The report on the pond record book data 2000-2001, published as a working paper 2002/9 of the WorldFish Center Bangladesh Office, was finalized and distributed.

Year 2001-2002 data: The pond record book data for the aquaculture year 2001-2002 have been analyzed and draft results were obtained. The report is under preparation and is expected to be completed by October 2003.

Year 2001-2002 data: Economic Impact Assessment: The data set comprises two technologies namely, carp-golda polyculture and carp polyculture representing over 90% of the implemented demonstrations. It includes also data of a control group for making comparisons. Analysis of these data has been completed. Results are under review for verification and revalidation. Report preparation will be completed by the end of the next quarter.

Year 2002-2003 data: The pond record book data for the aquaculture year 2002-2003, generated by the partner NGOs as part of monitoring their aquaculture program and the same data of demonstrations supported by associate-partner NGOs, generated by part-time field investigators, were analyzed and some results were used to calculate and/or estimate USAID indicators for FY2003. Results are under review for verification and revalidation. Report preparation will be completed by the end of the next quarter.

Ex post impact assessment 2000-2001: The farmers involved with the program demonstrated fish culture during the 2000-2001 aquaculture season under the actual (DSAP) and previous project (RDSAP) overlapping program. As per impact assessment strategy of the project, these farmers are supposed to be revisited after a pause of two years allowing them to work independently with fish culture (cf. previous progress report). This revisit is for the purpose of assessing the impact of one-year extension support on production, income and other livelihood aspects two years after completion of the extension services. With this in view necessary preparations for the impact assessment were made in this reporting period including designing questionnaires, area selection, and random sampling. Nine upazilas (i.e. Bogra Sadar, Kotiadi, Monohordi, Phulpur, Magura Sadar, Mohammadpur, Salika, Sathia and Jessore Sadar) covering three agro-ecological zones, representing about 50% of the 2000-2001 demo farmers, were selected for this study.

A total of 260 farmers, of the 2000-2001 pond book survey, were selected for the impact assessment study. Data collection, by 13 temporarily employed field enumerators, took one month (July 12-August 12, 2003). The survey also included one focused group discussion (FGD) in each of the 108 villages from which sample farmers were chosen. The FGDs were conducted to cross-check data and to collect complementary data regarding the community and the intervention(s) by different extension project(s)/service(s). Data entry is in progress and data verification, and analysis is expected to be completed by the end of the fourth quarter.

To assess the impact of the demonstration farmers on neighbors (farmer-to-farmer dissemination), a second data set comprising non-demonstration farmers having ponds, and living in the same villages is in progress. A two way stratified random sample of 47 villages was identified taking into account the number of aquaculture extension interventions other than the RDSAP/DSAP (zero and one or more) for each of the three agro-ecological zones (Bogra, Mymensingh and Jessore). After completion of listing an inventory of non-demo fish farmers in each village, data will be collected from a random sample of 10% of the non-demonstration farmers to make comparisons to isolate the impacts. A total of 495 farmers were selected. Data collection, scheduled for nearly two months, commenced mid September.

Data collected from the baseline study of the of the long-term impact assessment will be used as the control group, i.e. farmers living in villages where to this date technology dissemination project(s) have not been in operation.

Long-term Impact Monitoring (RESTORE): Collection of baseline information from the selected farmers for the period May 2002 – April 2003 (dry and wet season) has been completed. The collected data have been verified and are in the process of entry into the computer. The analysis and reporting will be completed by the end of next quarter. Data collecting for the aquaculture year 2003-2004 for the both participating and control farmers is on-going.

Supplementary studies: Supplementary studies presently include consumption and livelihood surveys. The consumption survey has been commissioned in the previous quarter and monitoring exercises are on-going. Monthly data, compiled by the Research Assistants (M&E) from the registers provided to the participating and control farmers, are being sent to the Dhaka office regularly.

Collaborative Research with BFRI

Following approval of the TAPP for collaborative research between BFRI and the WorldFish Center, the proposed research studies are proceeding smoothly at the BFRI with their scientists. Major research achievements of the six implemented programs during the last governmental fiscal year (July 2002 – June 2003) are provided in attachment 6.

Research grants to Universities

During the quarter, two research grants have been awarded. The first one is a research project on geographical information systems (GIS) in aquaculture awarded to Dr. M.A. Salam of the Bangladesh Agricultural University, Mymensingh with a funding of Taka 267,000 for a period of one year from September 2003 through August 2004. The second grant is a research project on livelihood assessment of fish seed traders awarded to Mr. Mahmud Hasan, from Dhaka University with an authorized funding of Taka 244,400 for a period of August 2003 to February 2004. The latter is a complementary grant to Hasan's

PhD study at the Asian Institute for Technology (AIT) in Bangkok sponsored by DFID funded Support for University Fisheries Education and Research (SUFER).

The status of research grants awarded so far is presented in attachment 7. Altogether 18 small research grants were awarded, 8 were completed and 10 are ongoing.

TRAINING

During the period from 1 July to 30 September 2003 the following training courses were organized according to the annual training plans (cf.work plans FY2003):

- Remaining six batches of a 4-day refresher training course on nursery practices and group dynamics for partner NGOs, initiated in June 2003, were organized from 7 to 24 July in Bogra, Mymensingh and Comilla (2 batches simultaneously). This represented the second, third and fifth refresher training course for staff recruited in 2003, 2002 and 2001 respectively. A total of 125 Field Assistants and 18 Program Coordinators from 21 partner NGOs attended these refresher courses facilitated by local consultants.
- The same 4-day refresher training course on nursery practices and group dynamics was organized for associate-partner NGOs from 7 to 25 September in Jessore (1 batch), Rajshahi (1 batch) and Mymensingh (2 batches simultaneously). This represented the second and third refresher-training course for staff recruited in 2002 and 2001 respectively. A total of 76 extension workers from 46 associate-partner NGOs attended these refresher courses facilitated by local consultants;
- The project participated in and co-financed another Imam (Islamic clerics) training program. This two-day program, which is part of the 45-day foundation training organized by the Bangladesh Islamic Foundation, comprised one classroom presentation followed by a one-day field visit the next day (two batches). A total of 101 Imams attended the program;
- A 3-day training course on participatory approaches for senior managers of partner NGOs was organized from 23 to 25 August (1st batch) and from 29 September to 1 October (2nd batch) in Dhaka. A total of 24 senior staff members of 20 partner NGOs attended the course. The course was designed to provide basic knowledge and skills on participatory approaches allowing them to supervise and support adequately their field workers and improve the quality of their extension programs;
- A one-day field visit to several small-scale carp hatcheries in Jessore was organized on 25 August. Representatives of the 11 partner NGOs that participated in the 3-day theoretical training for hatchery owners were invited and 15 NGO workers (senior managers and program officers) participated in the field trip;
- Four batches of a 3-day refresher training course on monitoring and evaluation for partner NGOs were organized from 7 to 15 September in Gazipur and Jessore (2 batches simultaneously). This course emphasized analysis and reporting of monitoring data collected following the introduction of a monitoring and evaluation program by all partner NGOs. A total of 63 NGO staff members (senior staff, program coordinators, or field assistants) from 35 partner NGOs attended this practically-oriented refresher course.

ADMINISTRATION

The list of project personnel as of 30 September 2003 is attached (Cf. Attachment 8). The contract of Mr. Idris Ali was not extended. The vacant messenger position in the Dhaka office will be taken over in October 2003 by Mr. Tapan Chandra Sarker, who held the same

position in Mymensingh. The present contract of the Office Manager, ending 12 October 2003, will not be renewed. Therefor the recruitment process of a new Office Manager was initiated. The job vacancy was advertised and interviews with suitable candidates are scheduled for October 2003.

The project, along with Projukti Peeth (PP), partner NGO, organized a booth at the America Week from 14-16 September in Sylhet displaying project activities and outcomes. During this event the project staff had the opportunity to discuss project activities with many visitors as well as to meet with officials from the American Embassy and the United States Agency for International Development (USAID) and colleagues from different USAID sponsored programs/projects.

The usual assortment of meetings, visitors and field visits was attended during the period 1 July to 30 September 2003. The most important were:

- 1. Dr. Md. Ferdous Alam, Research Coordinator, attended the annual research review workshop organized by the Bangladesh Fisheries Research Institute (BFRI) at Mymensingh, from 30 and 31 July 2003;
- 2. Dr. Md. Ferdous Alam, Research Coordinator, presented a keynote paper at a seminar on poverty alleviation and fisheries organized by Department of Fisheries and Fourth Fisheries Program on 13 August 2003;
- 3. Mr. Johannes Janssen, Project Leader and Ms. Israt Zahura, Research Associate (training), participated in the Technology Fair organized by the Bangladesh Fisheries Research Institute (BFRI) at BFRI, Mymensingh, on 14 August 2003;
- 4. Mr. Johannes Janssen, Project Leader, participated in the Science Week organized by WorldFish Center headquarters at Equatorial Hotel, Penang, Malaysia from 25 to29 August 2003. The program encompassed a three-day workshop followed by a two-day program retreat. The following issues were presented and discussed at the workshop: Research and research support at the WorldFish Center; Assessing the impact of international agricultural research center (IARC) programs and modalities for their impact; Operationalizing the impact pathway paradigm in WorldFish; and Research prioritization at WorldFish. The program retreats focused on "State of program and divisions";
- 5. Mr. Johannes Janssen, Project Leader attended a one-day workshop on the CABI Aquaculture Compendium jointly organized by the DFID supported Support for University Fisheries Education and Research (SUFER) project and CAB International at BRAC Center Mohakhali, Dhaka on 31 August 2003.

ATTACHMENTS

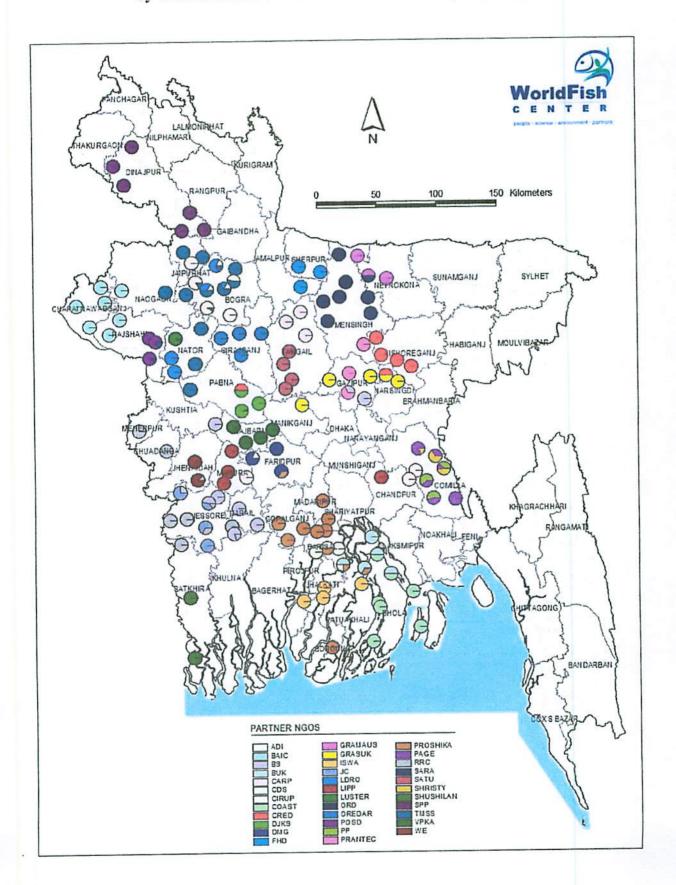
Attachment 1	Some key information in respect to the 2003/04 extension program
Attachment 2	Geographical distribution of aquaculture demonstrations supported by the WorldFish-NGO aquaculture extension effort 2002/03 (NGO-wise)
Attachment 3	Geographical distribution of aquaculture demonstrations supported by WorldFish-NGO aquaculture extension effort 2002/03 (number-wise)
Attachment 4	Status of partner NGO staff according (2003/04) to WorldFish - DSAP filed liaison office
Attachment 5	Status of 2003 budgets and funds release to partner NGOs as of 30 September 2003
Attachment 6	Progress of collaborative research program with BFRI
Attachment 7	Status of research projects with the Universities as of 30 September 2003
Attachment 8	USAID-funded staff list as of 30 June 2003

Attachment 1 Some key information in respect to the 2003/04 extension program

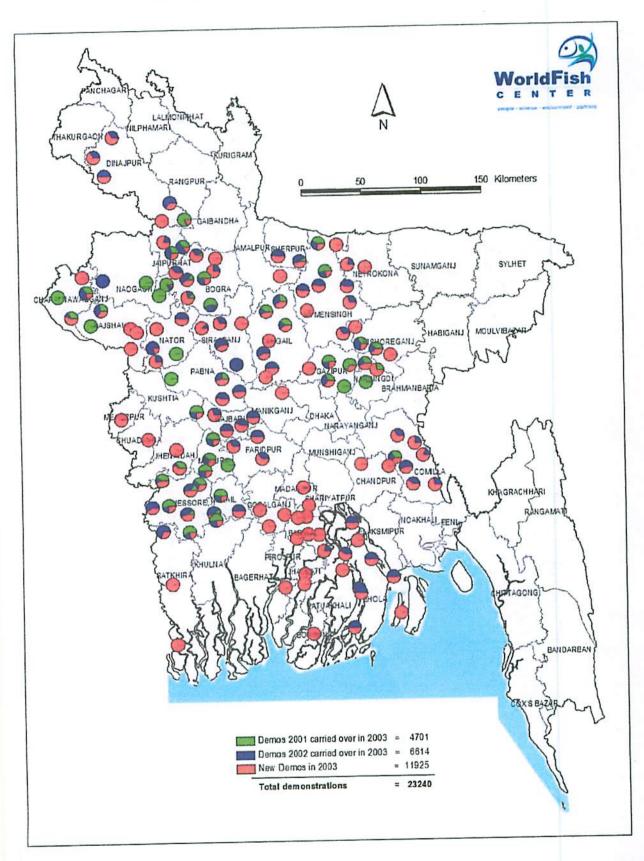
	2001/02	2002/03	2003/04	Total
Demonstration Farmer Groups (DFG)	342	868	1,447	2,657
Demonstration	4,701	6,614	11,925	23,240
Secondary demonstration	1,034	6,432	•	7,466
Total demonstrations	5,735	13,046	11,925	30,706
Average pond/plot size (ha)	0.116	0.134	0.131	0.129
Surface area (ha)	665	1,748	1,563	3,977

¹ new DFG members who joined the group in second and third year of extension support

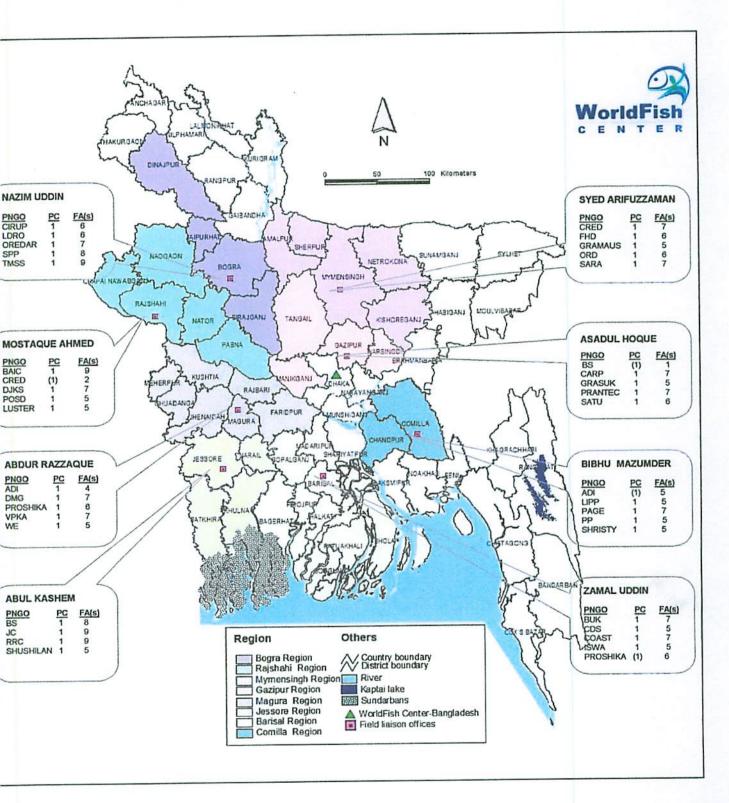
Attachment 2 Geographical distribution of aquaculture demonstrations supported by WorldFish-NGO extension effort 2003/04 (NGO-wise)



Attachment 3 Geographical distribution of aquaculture demonstrations supported by WorldFish -NGO aquaculture extension effort 2003/04 (number-wise)



Attachment 4 Status of partner NGO staff (2003/04) according to WorldFish – DSAP field liaison office



	(2SU) IstoT		\$65°\$E8	884,629	12,630	737,648	169,693 US dollar = 57	AND DESCRIPTION OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED	September 2003)	
	Total (No/Tk)	006'11	965'497'87	THE RESERVE THE PARTY OF THE PA	104,057	13,454,040	E9E,E18,6	896'EII	848,001	25,711
35	Welfare	720	816,269		TOP ULL	214,175		114'065'9	5,832,046	86'881'9
34	VPKA	OSE	1,037,828		t05'98	049'441	\$65,47	100,943	145,923	145,92
33	TMSS	057	2,464,310		597,22-	177,630	190,121	765,711	127,607	177,60
35	ddS	007	2,054,443	972,892,1	812,78	262,356	504,250	343,890	217,308	217,30
18	SHUSHILAN	720	052,516	278,874	161626	055,681	865,572	243,311	867,181	67,181
30	Shristy	250	LEL'695	752,044			0	580,021	134,240	134,24
57	UTAZ	300	011,672,1	1,223,070	690'101	101,871	22,295	874,89	148,378	148,37
28	SARA	320	1,085,920	070,169	849'96	354,699	413,784	192,297	161,221	161,22
77	RRC	050	2,107,239	1,668,243		857,971	130,805	187,711	166,038	£0'99I
56	Proshika	009	2,337,362	1,942,507	720,08-	180,876	E11'669	244,293	182,777	185,777
72	PRANTEC	320	1,865,644		ccoint	L79'5E9	758,875	LL8'69t	991'097	40'086
74	dd	750	928,300	ELL'174'1	669,01-	246,082	756,852	215,238	152,155	152,15
23	POSD	052	885,758	257,100	\$81,66	144,655	116,280	L60'88	111,883	111,88
77	PAGE	320		189'767		£70,791	192,48	866,801	648,181	131,84
17	OKEDAR	320	1,756,630	016,629	119,284	142,040	152,371	108,548	131,067	.90'181
70	ORD			736,127	12,639	118,182	660'471	158,495	136,083	136,082
61	LUSTRE	300	1,618,820	1,248,340	LLL'7-	798'494	425,984	LL6'66I	160,294	190,29
18	LIPP	520	852,758	492,426		146'961	178,42	606'601	130,675	130,672
LI	ГДКО	520	658,259	946,194		866,8981	32,784	106,242	182,782	182,782
91	1 DBO	300	949'487'1	1,164,885	474,811-	\$69,655	421,573	011,791	186,401	305,091
SI	VMSI	0\$7	2,093,328	1,659,390	28,142	904'119	6LL'LLS	234,922	148'907	706,841
14		720	\$12,000	£08,E94		182,521	33,044	\$98'46	147,373	I47,373
-	GEYZNK Gramans	720	E05'19L	454,885		735,374	0	946'591	187,084	187,084
		720	019'602'1	1,048,335		387,084	281,975	668'861	180,377	180,377
	FHD	320	049'119'1	1,243,790	168'501	750,225	425,763	986,985	67,723	640,728
	DMG	300	1,161,188	8£6,8£7	758,67	664,881	E01'961	123,238	546'051	S76'0SI
_	DIKS	320	1,120,196	712,852	217,42	230,429	148,670	t99'9LI	102,377	102,377
_	CKED	057	2,230,065	504'97L'I	164,15	408,629	406'119	255,836	190'117	190,712
	COAST trust	320	1,307,763	832,213	159'77	308,234	112,262	197,781	672,681	6LS'68I
	CIRUP	300	1,611,692	1,243,804	12,174	LLL'877	775,624	541'561	158,136	158,136
	CDS (Chandradip)	720	LZS'759	177,202		502,309	42,412	118,328	142,722	142,722
_	CARP	320	1,793,730	010'96E'1	-32,988	166'906	SLL'SSI	232,653	672,551	672,581
	BOK	320	1,056,000	000,276	7/1'I	567,626	£90'611	706,821	125,230	125,230
-	SS	057	2,167,232	1,706,420	757,52	£\$8,762	677,482	257,311	212,725	
_	BAIC	057	2,316,206	1,801,222	247,52	621,564	909,229	828,732	732,482	717,725
_	VDI .	057	2,133,008	1,684,641	766,8-	654,552	057,942	253,563	235,188	732,482
.01	OĐN	tolq/bnoq	Intot	WorldFish	2,002	1-0	2-0	6-3	735 188	732,188
T	UON	No of planned	Spnq		balance		əmllatani			budget cmaining

THERE OF TOOM PARTE ...

с инэшповия

Attachment 6 Progress of collaborative research program with BFRI (as of 30 September 2003)

• Refinement of aquaculture technologies through NGOs

For the fulfillment of the objectives, two local NGOs i.e. NICHATA and JNDP at Muktagacha upazila, Mymensingh were selected for refinement of two technologies such as "Integrated rice fish farming and improved carp nursery management". In integrated rice-fish farming, a fish production of 260 to 276 kg/ha (i.e. Rajpunti) was observed in boro season with in 3 months culture period. While in improved carp nursery management, the survival rate rohu and catla was found to be 62-68% and 65-70%, respectively in single stage condition.

• Culture potentials of Small indigenous fish species, bata (Labeo bata) in semiintensive culture system

Semi-intensive culture of carps with small fish bata was under taken for the period of 6 months in on-farm management. A fish production of 2,074-2,466 kg/ha in six months was achieved. The contribution of bata in total production was 10-14%.

• Carp brood stock development and minimization of inbreeding depression problems in hatcheries

Experiments were conducted in a number of hatcheries in Mymensingh and Jessore. The selected ponds of hatcheries were prepared and stocked with improved rohu (*Labeo rohita*) at a density of 7,500/ha in May 2003. Evaluation of growth performances between improved rohu stocked and respective hatchery stock is being continued until December 2003. Thereafter, reproductive performances of the fish will be evaluated from during the coming breeding season (March to June 2004).

Low-cost agro-based fish feed trials on carp and cat fish in the field condition

This trial was conducted in farmer's pond for the period of 7 months during March-September 2003 with rohu, catla, mrigal and silver carp at a density 15,000/ha. Two experimental diets each consisting of 22% protein with locally available ingredients that were tested in on-farm condition. After 7 months of culture period, it was observed that the best growth in weight and survival of experimental fish was significantly higher (P<0.05) in formulated feeds (ie. fish meal 5%; rice bran 50%, mustard oilcake 10%, soybean cake 26%, wheat flower 2%, molasses 6%, vitamin premix 1% where crude protein content was kept 22%) in comparison to traditional feeds (ie. rice bran 60%, mustard oilcake 40%).

• Factors affecting adoption of polyculture technology in some selected areas of Bangladesh

Survey conducted during December 2002 to May 2003 in six villages each at Mymensingh, Bogra and Norshingdi to identify the socio-economic characteristics of the adopters of polyculture and also to the changes taken place to adopt technology. Both quantitative and qualitative approaches were followed and analyses were done accordingly. After analyses, it was observed that in Mymensingh, 83% respondents were using the polyculture technology where as in Bogra and Norshingdi it was only 17 and 27%, respectively. The guidelines were partially followed by farmers as per recommendations given by BFRI. However, technology user farmers earned much higher profit than those of non-user farmers. In technology user,

returns per taka invested in polyculture were Tk.2.92 while it was Tk.1.41 for non-technology user.

• Indigenous catfish culture in ponds

Growth trials on indigenous catfish culture in farmer's pond were attempted. A total of 8 farmers from Mymensingh and Jessore areas. Among 8 selected farmers catfish seeds were stocked in 5 farmer's ponds (4 from Jessore and 1 from Mymensingh) during July, 2003. Monthly sampling was carried out in those experimental ponds and average length and weight of 3rd sampling were recorded 15.4 cm and 59 g respectively. The experiment is in progress and final harvesting of fish will be made in April 2004. Under this program a total 15 farmers (including the 8 associated farmers) were also trained in view of improving their knowledge on catfish culture practices.

. Attachment 7 Status of research projects with the Universities as of 30 September 2003

Grant No	Name of the Project	Principal Investigator Name and Address	Project tenure	Existing status	Funds status
01	Feasibility of early shrimp farming with over wintered Golda (Macrobrachium rosenbergii) juveniles	Dr. Mahmudul Karim, Shrimp Culture Specialist, House No.16, Road No. 20, Sector No. 4, Uttara	One year (October 2000 -	Completed and final report available	Approved: Tk. 235,000
		Model Town, Dhaka Bangladesh E.mail: dmkarim@bdcom.com	May 2001)		Disbursed: Tk. 162,527
02	Improved handling and preservation of golda Macrobrachium rosenbergii for producing safe	Drs. Md. Kamal and Md. Nazrul Islam, Professors, Department of Fisheries Technology, Bangladesh	One year (April 2001 -	Completed and final report	Approved: Tk. 250,000
	and wholesome product	Agricultural University, Mymensingh., Bangladesh Tel: (091) 55695-97/2359 E-mail: kamal@royalten.net	March 2002)	available	Disbursed: Tk. 250,000
03	Cost-profit analysis and market testing of value- added product from silver carp and involvement of rural low income people in the production and marketing of value added product	Dr. Nowsad Alam, Professor, Department of Fisheries Technology, Bangladesh Agricultural University, Mymensingh, Bangladesh Email: nowsad@royalten.net	One year (November 2001	Completed and final report available	Approved: Tk. 250,000
			- October 2002)		Disbursed: Tk. 200,000
04	Development of an appropriate technology on Azolla based rice-fish farming	Dr. M.H. Mian. Professor, Department of Soil Science, Bangladesh Agricultural University, Mymensingh, Bangladesh Email: soilbau@mymensingh.net	One year (April 2001 - March 2002)	Completed and final report under preparation	Approved: Tk. 254,800
					Disbursed: Tk. 229,324
05	Ecology of euglenophytes in aquaculture ponds and their role in fish production	Dr. Saleha Khan, Assistant Professor, Department of Fisheries Management, Bangladesh Agricultural	One year, (June 2001 - May	Completed and final report	Approved: Tk. 237,315
	•	University, Mymensingh, Bangladesh Email: salehamk@bdcom.com	2002)	available	Disbursed: Tk. 237,315
06	Economic analysis of the sustainability of supplementary feed-based aquaculture	Md. Rais Uddin Mia. Assistant Professor, Department of Agricultural Finance, Bangladesh Agricultural University, Mymensingh, Bangladesh Tel: (091) 55695-97/2260 Email:	One year, (August 2001 - July 2002)	Completed and final report under preparation	Approved: Tk. 225,000
					Disbursed: Tk. 170,759

Attachment 7 Completed and ongoing Research Projects as of 30 September 2003 (continued)

Grant No	Name of the Project	Principal Investigator Name and Address	Project tenure	Existing status	Funds status
07	Study of inbreeding problems of Thai Pangas (Pangasius sutchi) in Bangladesh using allozyme electrophoresis (Mymensingh region)	Dr. Md. Mukhlesur Rahman Khan Assistant Professor Department of Fish Biology and Genetics Bangladesh Agricultural University, Mymensingh 2202 E-mail: mukhles@royalten.net	One year (December 2001 - November 2002)	Completed and final report under preparation	Approved: Tk. 250,000 Disbursed: Tk. 250,000
08	Socio-economic aspects of freshwater prawn (Macrobrachium rosenbergii) culture development in Mymensingh	Dr. Nesar Ahmed, Assistant Professor, Department of Fisheries Management, Bangladesh Agricultural University, Mymensingh, Bangladesh Tel: (091) 55695-97/2281 Email: nesar@royalten.net	One year (January 2002 - December 2002)	Completed and final report under preparation	Approved: Tk. 126,000 Disbursed: Tk. 126,000
09	Management of Euglenophytes in Aquaculture Ponds for Improving Fish production in Bangladesh	Dr. Saleha Khan, Assistant Professor, Department of Fisheries Management, Bangladesh Agricultural University, Mymensingh, Bangladesh Email: salehamk@bdcom.com	One year (January 2003 - December 2003)	On-going (continuing component)	Approved: Tk. 290,000 Disbursed: Tk. 261,000
10	Study of inbreeding problems of Thai Pangas (Pangasius sutchi) in Bangladesh using allozyme electrophoresis (Bogra region)	Dr. Md. Mukhlesur Rahman Khan Assistant professor Department of Fish Biology and Genetics Bangladesh Agricultural University, Mymensingh 2202 E-mail: mukhles@royalten.net	One year (January 2003 - December 2003)	On-going (continuing component for Bogra)	Approved: Tk. 290,000 Disbursed: Tk. 261,000
11	Development of HACCP Based Quality Management Systems for freshwater Prawn (Macrobrachium rosenbergi) at Field Level for Improved Production, Handling, Preservation and Transportation.	Dr. Md. Kamal and Dr. Md. Nazrul Islam Professors, Department of Fisheries Technology, Faculty of Fisheries, Bangladesh Agricultural University, Mymensingh, Bangladesh.	One year (1 April 2003- 31 March 2004)	On-going	Approved Tk. 250,000 Disbursed: Tk. 100,000
12	Development of a Low Cost Feed Using Local Feed Ingredients for Culture of Freshwater Prawn (Macrobrachium rosenbergi) in Ponds by Rural Farmers.	Dr. Md. Arshad Hossain Professor, Department of Aquaculture, Faculty of Fisheries, Bangladesh Agricultural University, Mymensingh, Bangladesh	One year (1 April 2003- 31 March 2004)	On-going	Approved Tk. 250,000 Disbursed: Tk. 175,000

Attachment 7 Completed and ongoing Research Projects as of 30 September 2003 (continued)

Grant No	Name of the Project	Principal Investigator Name and Address	Project tenure	Existing status	Funds státus
13	Culture and Artificial propagation of freshwater eels (Monopterus cuchia and Mastacembalus armatus)	Dr. S.M. Rahamatullah Professor, Department of Aquaculture, Faculty of Fisheries, Bangladesh Agricultural University, Mymensingh, Bangladesh	One year (1 April 2003- 31 March 2004)	On-going	Approved Tk. 250,000 Disbursed: Tk. 175,000
14	Investigation of Diseases and Development of Strategies for Improved Health Management of Thai pangus (Pangasius sutchi) Cultured in Rural Ponds in Mymensingh District.	Dr. Md. Ali Reza Faruk Associate Professor, Department of Aquaculture, Faculty of Fisheries, Bangladesh Agricultural University, Mymensingh, Bangladesh	One year (1 April 2003- 31 March 2004)	On-going	Approved Tk. 250,000 Disbursed: Tk. 175,000
15	Marketing of Small Indigenous Fish Species (SIS) and Socio-economic Aspects of SIS Producers, Intermediaries and Retailers with Sustainable Livelihood Approach in Three Fish Markets of Mymensingh.	Dr. Mostofa A.R. Hossain Associate Professor, Deptt. of Fisheries Biology and Genetics, Faculty of Fisheries, Bangladesh Agricultural University, Mymensingh Bangladesh	One year (1 April 2003- 31 March 2004)	On-going	Approved Tk. 250,000 Disbursed: Tk. 175,000
16	The Sustainable Livelihood Approach of Prawn Distribution and Marketing System in Mymensingh	Dr. Nesar Ahmed Assistant Professor Department of Fisheries Management Bangladesh Agricultural University Mymensingh	One Year (1 May 2003- 30 April 2004)	On-going	Approved: 218,000 Disbursed: Tk. 152,600
17	GIS study in Mymensingh region for sustainable. aquaculture development and inland fisheries management	DR. M.A. Salam Assistant Professor Department of Fisheries Management Bangladesh Agricultural University Mymensingh	One year (1 September – 31 August 20034	On-going	Approved: 267,000 Disbursed: Tk. 104,000
18	Livelihood assessment of fish seed traders: PRA and household survey	Mr. Mahmud Hasan Lecturer Department of Aquaculture and Fisheries University of Dhaka Dhaka	Seven months (1 August – 28 February 2004)	On-going	Approved: 244,400 Disbursed: Tk. 97,760

USAID-funded staff list as of 30 September 2003 Attachment 8

Dr. Johannes Janssen Senior Aq. Scientist/Project Leader Ol September		Attachment 8 USAID-lunded start list as of 50 September 2003 No. Name of Staff Date Employed						
Prof. Md. Ferdous Alam Research Coordinator O1 July 01		The state of the s		1.8-1.13-1.13-1. ALT. 1.4-1.13-1.13				
Naseem Aleem Dr. Khondker Murshed-e-Jahan¹ Research Associate Research Assistant Researc	•		=	· •				
A	il I			I * I				
Resaul Karim Ms Israt Zahura Research Associate Kh. M Shameem Kamal Ms Manuara Azim Mohammed Mokhlesur Rahman Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (Extension) Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (Extension) Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mohamed Research Assistant (Extension) Research Assistant (Extension) Research Assistant (Extension) Mohammed Mohamed Research Assistant (Extension) Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Research Assistant (M&E) Mohammed Mohamed Research Assistant (M&E) Research Assistant (M&E	11 1							
Research Associate 15 June 03	I			· '				
7Kh. M Shameem KamalResearch Assistant01 July 998Ms Manuara AzimResearch Assistant01 July 999Md. Jahirul HoqueResearch Assistant (M&E)11 March 0110Mohammed Mokhlesur RahmanResearch Assistant (M&E)11 March 0111Md. Abul KashemResearch Assistant (Extension)20 May 0112Md Nazim UddinResearch Assistant (Extension)29 May 0213Md Abdur RazzaqueResearch Assistant (Extension)29 May 0214Syed ArifuzzamanResearch Assistant (Extension)29 May 0215Mir Mostaque AhamedResearch Assistant (Extension)29 May 0216Md. Asadul HoqueResearch Assistant (Extension)29 May 0217Md. Khabirul HasanResearch Assistant (M&E)9 June 0218Ms Chamon Ara BegumResearch Assistant (M&E)9 June 0219Saiful IslamResearch Assistant (M&E)1 July 0220Ferdous AliResearch Assistant (M&E)11 May 0321Shamin ParvezResearch Assistant (M&E)11 May 0322Zamal UddinResearch Assistant (Extension)14 May 0323Bibhu Bhushan NazumderResearch Assistant (Extension)15 June 0324Md. Shakil Ahmed KhanResearch Assistant (Extension)15 June 0325Reza Md Ali Kareem²Office manager10 Feb. 0226Bijoy Bhushan DebnathAdministrative Officer01 May 9929Ms Maksuda KhanamAdministrative As	II I							
8Ms Manuara AzimResearch Assistant01 July 999Md. Jahirul HoqueResearch Assistant (M&E)11 March 0110Mohammed Mokhlesur RahmanResearch Assistant (M&E)11 March 0111Md. Abul KashemResearch Assistant (Extension)20 May 0112Md Nazim UddinResearch Assistant (Extension)29 May 0213Md Abdur RazzaqueResearch Assistant (Extension)29 May 0214Syed ArifuzzamanResearch Assistant (Extension)29 May 0215Mir Mostaque AhamedResearch Assistant (Extension)29 May 0216Md. Asadul HoqueResearch Assistant (Extension)29 May 0217Md. Khabirul HasanResearch Assistant (M&E)9 June 0218Ms Chamon Ara BegumResearch Assistant (M&E)9 June 0219Saiful IslamResearch Assistant (M&E)9 June 0220Ferdous AliResearch Assistant (M&E)1 July 0221Shamin ParvezResearch Assistant (M&E)11 May 0322Zamal UddinResearch Assistant (Extension)14 May 0323Bibhu Bhushan NazumderResearch Assistant (Extension)15 June 0324Md. Shakil Ahmed KhanResearch Assistant (Extension)15 June 0325Reza Md Ali Kareem²Office manager10 Feb. 0226Bijoy Bhushan DebnathAdministrative Officer01 May 9027Khan Golam RasulAccounts Officer01 June 9628Md. Billal HossainAdministrative Assis	<u> </u>							
Md. Jahirul Hoque Research Assistant (M&E) 11 March 01	II 1							
Mohammed Mokhlesur Rahman Mohammed Mokhlesur Rahman Research Assistant (M&E) Mohammed Mokhlesur Rahman Research Assistant (Extension) Mohammed Mohamed Research Assistant (Extension) Mohammed Mohamed Research Assistant (Extension) Mohammed Mohamed Research Assistant (Mace) Mohammed Mohamed Research Assistant (Extension) Mohammed Mohamed Research Assistant (Extension) Mohammed Mohamed Research Assistant (Extension) Mohammed Mohamed Research Assistant (Mace) Mohammed Mohamed Moh	8	Ms Manuara Azim		1				
Md. Abul Kashem Research Assistant (Extension) Md Abdur Razzaque Research Assistant (Extension) Md. Abdur Razzaque Research Assistant (Extension) Md. Abdur Razzaque Research Assistant (Extension) Md. Asadul Hoque Research Assistant (Extension) Md. Khabirul Hasan Research Assistant (Extension) Md. Khabirul Hasan Research Assistant (Extension) Md. Khabirul Hasan Research Assistant (M&E) Md. Chamon Ara Begum Research Assistant (M&E) Mg. Chamon Ara Begum Research Assistant (M&E) Saiful Islam Research Assistant (M&E) Research Assistant (M&E) Ferdous Ali Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E)	9	Md. Jahirul Hoque	, ,					
Md Nazim Uddin Research Assistant (Extension) Md Abdur Razzaque Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Re	10	Mohammed Mokhlesur Rahman	, ,	1				
Md Abdur Razzaque Research Assistant (Extension) Mir Mostaque Ahamed Research Assistant (Extension) Md. Asadul Hoque Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistan	11	Md. Abul Kashem	•	1 -				
Syed Arifuzzaman Research Assistant (Extension) 29 May 02	12	Md Nazim Uddin		1				
Mir Mostaque Ahamed Research Assistant (Extension) Md. Asadul Hoque Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Res	13	Md Abdur Razzaque	Research Assistant (Extension)	_				
Md. Asadul Hoque Research Assistant (Extension) Research Assistant (M&E) Md. Khabirul Hasan Research Assistant (M&E) Research Assistant (M&E) Saiful Islam Research Assistant (M&E) Ferdous Ali Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) I July 02 Research Assistant (M&E) Research Assistant (Extension) Sume 03 Md. Shakil Ahmed Khan Research Assistant (M&E) Research Assistant (Extension) Research Assistant (Extension) Sume 03 Sume 03 Md. Shakil Ahmed Khan Research Assistant (Extension) Research Assistant (Extension) Research Assistant (Extension) Administrative Officer Office manager Office manager Officer	14	Syed Arifuzzaman	1	1 7				
Md. Khabirul Hasan Research Assistant (M&E) Saiful Islam Research Assistant (M&E) Research Assistant (M&E) Saiful Islam Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Shamin Parvez Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (M&E) Research Assistant (Extension) Research Assistant	15	Mir Mostaque Ahamed	Research Assistant (Extension)	_				
18Ms Chamon Ara BegumResearch Assistant (M&E)9 June 0219Saiful IslamResearch Assistant (M&E)1 July 0220Ferdous AliResearch Assistant (M&E)11 May 0321Shamin ParvezResearch Assistant (M&E)11 May 0322Zamal UddinResearch Assistant (Extension)14 May 0323Bibhu Bhushan NazumderResearch Assistant (Extension)15 June 0324Md. Shakil Ahmed KhanResearch Assistant (M&E)1 July 0225Reza Md Ali Kareem²Office manager10 Feb. 0226Bijoy Bhushan DebnathAdministrative Officer01 May 9027Khan Golam RasulAccounts Officer01 June 9628Md. Billal HossainAdministrative Assistant01 August 9929Ms Maksuda KhanamAdministrative Assistant01 August 9930Ms Fahmida Ahmed³Receptionist03 June 0331Md. Abdur RazzakDriver01 May 8932Md. DulalDriver01 May 9933Md. Nazrul IslamDriver01 October 0134Tapan Chandra SarkerMessenger01 June 9835Md. Idris Ali⁴Messenger01 June 9836Md. Abdul Wahab³Messenger01 September	16	Md. Asadul Hoque	Research Assistant (Extension)					
Research Assistant (M&E) 1 July 02 20 Ferdous Ali 21 Shamin Parvez 22 Zamal Uddin 23 Bibhu Bhushan Nazumder 24 Md. Shakil Ahmed Khan 25 Reza Md Ali Kareem² 26 Bijoy Bhushan Debnath 27 Khan Golam Rasul 28 Md. Billal Hossain 29 Ms Maksuda Khanam 29 Ms Fahmida Ahmed³ 30 Ms Fahmida Ahmed³ 31 Md. Abdur Razzak 31 Md. Nazrul Islam 32 Md. Nazrul Islam 33 Md. Nazrul Islam 34 Md. Nazrul Islam 35 Md. Idris Ali⁴ 36 Md. Abdul Wahab³ 36 Md. Abdul Wahab³ 37 Research Assistant (M&E) 31 July 02 31 In May 03 31 Md. Abdul Wahab³ 31 Md. Abdul Wahab³ 32 Md. Abdul Wahab³ 33 Md. Abdul Wahab³ 34 Messenger 35 Md. Abdul Wahab³ 36 Md. Abdul Wahab³ 36 Md. Abdul Wahab³ 37 Research Assistant (M&E) 36 In May 03 37 In May 03 38 In Makesuda Khanam 38 Research Assistant (Extension) 38 In May 03 39 In May 90 30 Ms Fahmida Ahmed³ 30 In May 99 30 Ms Fahmida Ahmed³ 31 Md. Nazrul Islam 32 Driver 33 Md. Nazrul Islam 34 Messenger 35 Md. Idris Ali⁴ 36 Md. Abdul Wahab³ 37 Messenger 38 Md. Abdul Wahab³ 38 Md. Abdul Wahab³ 40 In May 98 41 July 02 41 In May 03 41 July 03 41 July 02 41 July 03 41 July 04 41 July 05 41 July 02 41 July 03 41 July 04 41 July 05 41 July 02 41 July 02 41 July 03 41 July 04 41 July 05 41 July 03 41 July 04 41 July 05 41 July 03 41 July 04 41 July 04 41 July 03 41 July 03 41 July 03 41 July 03 41 July 04 41 July 03 41 July 04 41 July 02 41	17	Md. Khabirul Hasan	Research Assistant (M&E)					
Ferdous Ali Shamin Parvez Research Assistant (M&E) Research Assistant (Extension) Research Assistant (M&E) Research Assistant (Extension) Research Assist	18	Ms Chamon Ara Begum	Research Assistant (M&E)	9 June 02				
Shamin Parvez Zamal Uddin Research Assistant (Extension) Shamin Os Shamin O	19	Saiful Islam	Research Assistant (M&E)	1 July 02				
22Zamal UddinResearch Assistant (Extension)14 May 0323Bibhu Bhushan NazumderResearch Assistant (Extension)15 June 0324Md. Shakil Ahmed KhanResearch Assistant (M&E)1 July 0225Reza Md Ali Kareem²Office manager10 Feb. 0226Bijoy Bhushan DebnathAdministrative Officer01 May 9027Khan Golam RasulAccounts Officer01 June 9628Md. Billal HossainAdministrative Assistant01 August 9929Ms Maksuda KhanamAdministrative Assistant01 May 0230Ms Fahmida Ahmed³Receptionist03 June 0331Md. Abdur RazzakDriver01 May 8932Md. DulalDriver01 May 9933Md. Nazrul IslamDriver01 May 9934Tapan Chandra SarkerMessenger01 July 9335Md. Idris Ali⁴Messenger01 June 9836Md. Abdul Wahab³Messenger01 September	20	Ferdous Ali	Research Assistant (M&E)	11 May 03				
Bibhu Bhushan Nazumder Research Assistant (Extension) Md. Shakil Ahmed Khan Research Assistant (M&E) Office manager Office manager Office manager Research Assistant (M&E) Office manager Office manager Office manager Officer Off	21	Shamin Parvez	Research Assistant (M&E)	11 May 03				
Md. Shakil Ahmed Khan Research Assistant (M&E) Reza Md Ali Kareem² Office manager Administrative Officer Nhan Golam Rasul Accounts Officer Md. Billal Hossain Administrative Assistant Administrative Assistant Nhan Golam Rasul Nhan Golam Rasul Administrative Assistant Nhan Golam Rasul Nhan Golam Ras	22	Zamal Uddin	Research Assistant (Extension)	14 May 03				
Reza Md Ali Kareem² Office manager Administrative Officer Reza Md Ali Kareem² Office manager Administrative Officer Officer	23	Bibhu Bhushan Nazumder	Research Assistant (Extension)	15 June 03				
Bijoy Bhushan Debnath Administrative Officer Chan Golam Rasul Accounts Officer Accounts Officer Administrative Assistant Ol August 99 Ms Maksuda Khanam Administrative Assistant Ol May 02 Ms Fahmida Ahmed³ Receptionist Ol May 02 Ol May 02 Ol May 03 Ol May 04 Ol May 05 Ol May 06 Ol May 07 Ol May 08 Ol May 09 Ol May 09 Ol May 09 Ol May 09 Ol May 89 Ol May 99 Ol July 93 Ol June 98 Ol May 99 Ol June 98 Ol June 98 Ol May 99 Ol June 98 Ol June 98 Ol September	24	Md. Shakil Ahmed Khan	Research Assistant (M&E)	1 July 02				
Khan Golam Rasul Md. Billal Hossain Ms Maksuda Khanam Ms Fahmida Ahmed³ Md. Abdur Razzak Md. Dulal Md. Nazrul Islam Tapan Chandra Sarker Md. Abdul Wahab³ Accounts Officer Administrative Assistant Administrative Assistant Driver Driver Driver Messenger Messenger Messenger Messenger Messenger O1 June 96 O1 August 99 O1 May 02 O3 June 03 Une 03 Une 03 O1 May 89 O1 May 99 O1 May 99 O1 October 01 O1 July 93 Messenger O1 July 93 Messenger O1 June 96 O1 May 02 O3 June 03 O1 May 89 O1 May 99 O1 October 01 Messenger O1 July 93 Messenger O1 June 98 O1 September	25	Reza Md Ali Kareem ²	Office manager	10 Feb. 02				
28Md. Billal HossainAdministrative Assistant01 August 9929Ms Maksuda KhanamAdministrative Assistant01 May 0230Ms Fahmida Ahmed³Receptionist03 June 0331Md. Abdur RazzakDriver01 May 8932Md. DulalDriver01 May 9933Md. Nazrul IslamDriver01 October 0134Tapan Chandra SarkerMessenger01 July 9335Md. Idris Ali⁴Messenger01 June 9836Md. Abdul Wahab³Messenger01 September	26	Bijoy Bhushan Debnath	Administrative Officer	01 May 90				
Ms Maksuda Khanam Ms Fahmida Ahmed³ Receptionist O1 May 02 O3 June 03 O3 June 03 O4 Md. Abdur Razzak O7 Md. Dulal O7 Md. Nazrul Islam O7 Messenger O7 Messenger O7 July 93 O7 Md. Idris Ali⁴ Messenger O7 Messenger O7 Messenger O7 June 98 O7 Messenger O7 June 98 O7 Messenger O7 September	27	Khan Golam Rasul	Accounts Officer	.01 June 96				
30 Ms Fahmida Ahmed³ Receptionist 31 Md. Abdur Razzak 32 Md. Dulal 33 Md. Nazrul Islam 34 Tapan Chandra Sarker 35 Md. Idris Ali⁴ 36 Md. Abdul Wahab³ Receptionist 37 Driver 38 Driver 39 Driver 30 May 89 31 May 99 32 Driver 31 Driver 32 Driver 33 Messenger 34 Driver 35 Messenger 36 Messenger 37 Driver 38 Driver 39 Driver 30 Driver 30 Driver 31 Driver 32 Driver 33 Driver 34 Driver 35 Driver 36 Driver 37 Driver 38 Driver 38 Driver 39 Driver 30 Driver 30 Driver 31 Driver 32 Driver 33 Driver 34 Driver 35 Driver 36 Driver 37 Driver 38 Driver 38 Driver 39 Driver 30 Driver 30 Driver 30 Driver 31 Driver 32 Driver 33 Driver 34 Driver 35 Driver 36 Driver 37 Driver 38 Driver 38 Driver 39 Driver 30 Driver 30 Driver 30 Driver 30 Driver 31 Driver 32 Driver 33 Driver 34 Driver 35 Driver 36 Driver 37 Driver 38 Driver 38 Driver 39 Driver 30 Driver 30 Driver 30 Driver 30 Driver 30 Driver 30 Driver 31 Driver 31 Driver 32 Driver 33 Driver 34 Driver 35 Driver 36 Driver 37 Driver 38 Driver 38 Driver 39 Driver 30 Driver 31 Driver 30 Driver	28	Md. Billal Hossain	Administrative Assistant	01 August 99				
31 Md. Abdur Razzak 32 Md. Dulal 33 Md. Nazrul Islam 34 Tapan Chandra Sarker 35 Md. Idris Ali ⁴ 36 Md. Abdul Wahab ³ Driver Driver 01 May 89 01 May 99 01 October 01 01 July 93 01 June 98 01 June 98 01 September	29	Ms Maksuda Khanam	Administrative Assistant	01 May 02				
32Md. DulalDriver01 May 9933Md. Nazrul IslamDriver01 October 0134Tapan Chandra SarkerMessenger01 July 9335Md. Idris Ali4Messenger01 June 9836Md. Abdul Wahab3Messenger01 September	30	Ms Fahmida Ahmed³	Receptionist	03 June 03				
33Md. Nazrul IslamDriver01 October 0134Tapan Chandra SarkerMessenger01 July 9335Md. Idris Ali4Messenger01 June 9836Md. Abdul Wahab3Messenger01 September	31	Md. Abdur Razzak	Driver	01 May 89				
34 Tapan Chandra Sarker Messenger 01 July 93 35 Md. Idris Ali ⁴ Messenger 01 June 98 36 Md. Abdul Wahab ³ Messenger 01 September	32	Md. Dulal	Driver	01 May 99				
35 Md. Idris Ali ⁴ Messenger 01 June 98 36 Md. Abdul Wahab ³ Messenger 01 September	33	Md. Nazrul Islam	Driver	01 October 01				
36 Md. Abdul Wahab ³ Messenger 01 September	34	Tapan Chandra Sarker	Messenger	01 July 93				
50 1/10/11/2001 // 4/11/2001	35	Md. Idris Ali ⁴	Messenger	01 June 98				
	36	Md. Abdul Wahab ³	Messenger	01 September 98				
37 Md. Mahade Hasan Babul ³ Messenger 01 July 01	37	Md. Mahade Hasan Babul ³	Messenger	01 July 01				

Costs shared DSAP (80%), FRIAP (20%)

Costs shared by WorldFish HQ (50%); CBFM-2 (25%) and DSAP (25%)

Costs shared by CBFM-2 (50%) and DSAP (50%)

up to 16 September 2003