Organisational Profile

Badabon Sangho
(A Women’s Rights Organisation)

Kathamari, Vakotmari, Rampal, Bagerhat, Bangladesh
Contact: +88-01732-396585; Email: badabonsangho.bd@gmail.com
Website: www.badabonsangho.org
Our Vision

“To establish a society based on freedom of expression, in which all people particularly women and girls have full and effective participation in the social and economic development process”

Our Mission

“To build up the capacity of disadvantaged, vulnerable and socially excluded peoples especially women and girls, towards improving their livelihoods and addressing other socio-economic issues in a participatory approach.”

About Us

Badabon Sangho is women rights and women-led organisation, working for single mother, separated, widow, divorce, never married, women with disabilities, religious minorities, elderly, and girls. It is (a non-profit and non political organisation) working since January 2015 by a group of motivated and dedicated women development activists in Southwest region of Bangladesh.

Strategic Areas

The socio-economic realities of targeted communities are really vulnerable due to climate change (i.e. salinity, cyclone, sea level raise), lack of income generating options and fragile cultural-social ethnicity. Shrimp cultivation, extension of salinity, public and private land investment have caused mass-scale occupational displacement and unemployment. Insecure livelihoods has caused dislocation in family structure with consequent multiplication of women headed households and intensification of poverty. Women has very little knowledge and control over land and property, while lots of private companies investing in lands. Target communities are failed to join in the economic activities due to lack of skill, finance and assets.
OUR WORK IS CURRENTLY FOCUSED IN THREE KEY STRATEGIC AREAS:

Women's organisation and wellbeing

We the group put heads together to facilitate local level protest events to protect property rights, access to water-bodies and drinking water, environmental justice and violence against women. In addition, continuous meetings, coaching and mentoring supports provide to committee members to enhance capacity in articulation, speaking and expression. A total of 3,320 women and girls were mobilised, organised and engaged in 66 women organisations.

- Courtyard sessions on health and nutrition
- Female Health Worker's capacity development
- Protest events, rallies, meetings
- Policy advocacy

Women's control over lands and water-bodies

We work to make them aware on land and water-bodies' ownership documents i.e. how to claim property including understanding on parcel maps, transfer deed, registration, succession certificate, tax receipts and mutation records. Women’s capacity development, supporting with tools and methods and assist with spatial data and map are the integrated part of the programme. Team facilitate local
level planning with database and mapping engaging local elected bodies. Essentially, the team works to promote objective and subjective security of women's tenure rights.

- Spatial data collection and mapping
- Land literacy training
- Meeting with local authorities and land offices
- Database of women's successors and open display
- Legal aid support to claim ownership

**Violence against women and girls**

In order to expel women from property rights, silent and open violence against women and girls increasing day by day. Programme expanded its support to 900 women and girls for next three years and engaging men and boys to change their own behaviour.

- Engagement of men and youths
- Involvement with legal aid committee and local elected bodies
- Use of folk songs, posters and flipchart
- Legal aid assistance

**Women in climate change**

In the Bay of Bengal belt and Sundarbans mangrove forest areas, women are adversely affected by climate and environmental changes i.e. intrusion of salinity, cyclone, water logging, sea level raise, and onwards land investment. Increased air pollution, enormous CO2 emissions, commercial attitudes and behaviour and growing marine traffic,
negatively impacting on women’s reproductive health, livelihoods and traditional events. Team facilitate local climate resilience planning with database and mapping. Technical skill transfer for income generation is one of the key tools, similarly creation of evidences and stories for policy discourse as well essential, we work for.

- Skill transfer training
- Meeting with stakeholders
- Facilitation of Women’s Water Committee
- Evidences and stories documentation
- Policy discourse
 OUR APPROACH

**Empowerment**

We believe that communities are best-suited to identify their needs, and the steps required to change their lives. We work to create economic options, build capacity and self-reliance of grassroots women so they are able to lead their own socio-economic development activities.

**Inclusion**

We take steps to address socially exclusion issues, including religious minority, differently able, elderly, Dalit, widow, women and indigenous people's participation, awareness and facilitate inclusion sensitive platforms.

**Rights based**

We apply the Human Rights based framework in our organisational project planning, monitoring and evaluation, and management systems, and encourage its use within development throughout communities.

**Who We Work With**

Women (especially single mother, separated, divorce, widow, victims of early/forced marriage), girls and youths.

**Where We Work**

Bagerhat and Khulna district's coastal upazilas i.e. Rampal, Mongla, Dacope and Koir.

**Legal Status**

Badabon Sangho is registered with the Department of Social Services (registration number Bager 931/2016) and NGO Affairs Bureau registration no. 3174.
Current partnership and programmes

- ‘Youth led non-discriminatory succession database for women landowners using ODK android apps' funded by Habitat for Humanity for the period of April 2019 to March 2020.
- ‘Confront Land Induced Violence against Women and Girls' funded by UN Trust Fund to End Violence Against Women and Girls for the period of Dec 2019 to Oct 2022.
- Promote Women's Control over Inherited land' funded by Women's Fund Asia for the period of April 2019 to Dec 2020.
- ‘Women's Land rights events' funded by Association of Land Reform and Development (ALRD) for the period of July 2018 to June 2019.
OUR GOVERNING BODIES

The Badabon Sangho General and Executive Committee is our top decision-making body. Committees meets periodically to discuss and approve our budgets, programmes, strategic, programmatic and organisational development, and constitutional amendments.

Equal Opportunities

Badabon Sangho is an Equal Opportunities employer. We do not discriminate on the grounds of gender, ethnicity, or any other social factor, in the selection or treatment of our staff.

Our Staff Structure

The organogram, (described in Human Resources Policy) displays our staff structure, including lines of management and communication.

Our Management

Senior Management Team

- Executive Director: Lipi Rahman
- Programme Manager:
- Finance and Administration Manager:
OUR POLICIES

Badabon Sangho policies guide our organisational activities, systems and staff. All staff are expected to abide by our policies in their work. Key policies include:

- Financial Management Rules
- Human Resource Manual and Service Rules
- Gender Policy
- Operation Manual
- Child protection policy
- Anti-Sexual Harassment Policy
- Anti-Fraud Policy
- Organisational strategic plan
- Vehicle policy
- M&E Framework

Copies of these policies are available on request.
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Our Policies

- M&E Framework
- Organisational strategic plan
- Anti-Fraud Policy
- Anti-Sexual Harassment Policy
- Operation Manual
- Gender Policy
- Human Resource Manual and Service Rules
- Financial Management Rules

We apply the Human Rights based framework in our organisational project planning, monitoring and evaluation, and promote women and indigenous people's participation, awareness and facilitate inclusion sensitive platforms.

Strategic Areas

- Programme Manager: 
  - Use of folk songs, posters and flipchart
  - Engagement of men and youths
  - Legal aid support to claim ownership
  - Database of women’s successors and open display
  - Land literacy training
  - Spatial data collection and mapping

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Violence against women and girls 

Women's capacity development, supporting with tools, under the right to self-expression. A total of 3,320 women and girls were mobilised, organised and engaged in 66 women organisations.

Women’s control over lands and water-bodies

Women has very little knowledge and control over land and property, while lots of private companies investing in lands. Target communities are failed to join in the economic activities due to lack of skill, finance and assets.

Women headed households and intensification of poverty. Insecure livelihoods has caused dislocation in family structure with consequent multiplication of unemployment.

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Current partnership and programmes

- `Preparing land maps during deed transfer using an open source android based mobile application` funded by UKAiD through Manusher Jonno Foundation for the period of Apr 2019 to Mar 2020.
- `Female Health Worker’s capacity development` funded by Asia Pacific Forum on Women, Law and Development (APWLD) for the period of Oct 2018 to Oct 2020.
- `Women’s capacity development, supporting with tools, under the right to self-expression` funded by Women’s Fund Asia for the period of Apr 2019 to Mar 2020.
- `Use of folk songs, posters and flipchart` funded by Association of Land Reform and Development (ALRD) for the period of Apr 2019 to Mar 2020.
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For more information, visit our website:

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