

Terms of Reference (ToR)

(POLICY ANALYST)

Badabon Sangho

Subject: Selection of Policy Analyst

Background:

Badabon Sangho is a women rights and women-led organization in southwest region of Bangladesh. Started with feminist approach by engaging women who face the worst forms of violence and discrimination regarding land ownership, race, natural disaster and are even expelled from their own lands but is forced to remain silent to raise their voice or ask for their rights. It has group-based structure and governance. Group members are from rural women, lower caste, *Dalit*, widowed, separated, divorcee, religious minorities, fisher-folks, migrant workers, crab farmers and indigenous minorities.

Our group works on issues concerning women specially addressing land and water-bodies rights, climate change and racial discrimination. Specifically, these issues a) economic justice - women's control over land and fisher-folk access to the state water-bodies, b) racial justice- combat hate speech, fight stigma against *Dalit* women; c) climate justice- protection of water-sources, mangrove forest, rivers, organic cropping; d) combat violence against women and girls.

There are 50% of women involved in agricultural labour in the rural areas but despite this equal share of labour, equal share of land ownership is a rare case for women. Even land holdings for male headed households are often more than twice the size of those headed by women has been found in a study. During a 2013 study, through a FAO, it was estimated that the proportion of agricultural land owned by women had shrunk from 3.5% to 2% in the last 20 years. It does not help that households headed by unmarried women or widows with only daughters or no children are often excluded from land reform programme.

Context analysis:

Though women and girls are entitled of inheritance land, water-bodies, but often they are deprived. Women don't have documents and awareness regarding claiming land ownership. Social and cultural norms are also preventing them to claims inheritance land to successors. In an area where land and water-bodies grabbing are rampant, providing land literacy to disadvantaged and socially excluded women and girls and addressing barriers of inheritance laws and local customs that prevent women's land ownership.

In order to initiate a strategic advocacy, Badabon Sangho has facilitating a network called 'Women's Land Rights Network' that consisting of 14 women's rights and women-led organisation across the country. These network members are facilitating local level campaign

and collective movements. Collective movements includes press conference, rallies and assemblies against women's land grabbing, pollution and abuse.

Given the above, Badabon Sangho intend to conduct a secondary review and investigate civil laws are associate to inheritance properties rights. At the end of the review a policy brief would be prepared.

About the position:

The Expert has the responsibility to prepare a policy brief based on secondary review of inheritance properties rights. This policy brief will describe policy suggestions and recommendations that will help to establish uniform family code and/or equality. The work of the policy analyst is a consultant position and will be engaged and paid one-time basis.

Work with: Senior Programme Officer, Badabon Sangho

Audience of this policy brief:

The policy brief will be used to seize attention-

- a) Women's rights activists,
- b) Policy actors- senior and mid-level officials of ministries
- c) Journalists, political leaders, NGOs' workers, artists, and labour associations' leaders
- d) Women's rights and women-led groups who are working at the grass root level might be willing to utilize the policy suggestion in their ongoing equality campaign.

Therefore, government officials particularly law commission, Ministry of Land, Ministry of Women Affairs and other networks and civil society organisations directly working for women rights will the key audience.

Responsibilities

- Assess the secondary information, data, guideline, manual, policies and laws in line with the rights to lands particularly focus on women's land rights.
- Assess these finding and prepare a policy brief for national level advocacy
- Assist in drafting, outlining and designing of the policy brief for external stakeholders.
- Assist in preparation of policy brief based on the consultation meetings.
- Assist in finding out specific recommendations to put forward in advocacy level.

Language

Bangla, English.

Duration:

1st November 2023 to 31st January 2024

Value of Contract

The value of the contract would be determined in non-profit experiences and analyzing the submitted proposals. The proposals must include amounts of Vat/Tax as per the country's law.

Process of Quotation Submission: Interested candidates may submit updated CV and expected one-time basis remuneration by email to hr.badabonsangho@gmail.com or in hard copies to 9/12, Block-D, Lalmatia, Dhaka within 23st October 2023.