

Proceeding Report of 3 days Leadership Development Training for Harawa Charawa Leaders



Prepared By:

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1. Context & Background:

Rastriya Dalit Network (RDN) Nepal is the national level Dalit organization working in the field of Dalit rights, land rights and Human Rights through community mobilization, capacity building and evidence based advocacy campaigns since last 15 years. It has one Dalit activist in each district and 45 district chapters formed and functional. It was registered as a non-governmental organization in District Administration Office, Kailali and affiliated in Social Welfare Council in 2004. It has experience on empowerment, deepening democracy as well as social inclusion and also the practice of Dalit Parliament since the time of its establishment.

Harawa/Charawa is the system of forceful bonded labor being practiced since the Rana era in the middle Terai of Nepal. The underlying causes of victimizing Harawa-Charawa families includes their landlessness i.e. lack of ownership of cultivable land, with combination in lack of education or vocational skills, increases their vulnerability to landowners' and/or money lenders' demands. Once a loan is taken, the landlord/ money lenders expect the borrowers and their families to provide labour indefinitely to pay off the debt. On the other hand, combination of interest rates, as high as 60% to 72% per annum, and extremely low wages resulted in years of bonded labour and even to hereditary debt.

Rastriya Dalit Network (RDN) has been implementing "Network Capacity Building Project for Harawa/Charawa and their Organizations in Nepal - NCB Project" as an extended project in Saptari, Siraha and Dhanusha district of province-2 in Nepal. The duration of the project is from 1 June, 2019 to 31 May, 2019 with the financial support of Freedom Fund (FF) with an aim to support each network's development, strengthening network members' leadership for advocacy, collective bargaining and negotiation skills, enabling members to challenge all the forms of exploitation and claim their rights.

Under the implementation of the project, 3 days leadership development training was organized from 15-17 August, 2019 at Lahan Siraha. The training was focused to enhance the capacity of H-C leaders on aspects of community based organizations, network and alliance building, importance of leadership skill, institutional analysis as well as development effective communication, evidence based advocacy, campaign management and movement building.

2. Objectives of the training:

- To strengthen the capacity building of Harawa Charawa leaders on leadership development, organizational development and issue based advocacy to systematically claim for their rights and entitlements
- To develop the further action plan to conduct evidence based advocacy interventions at local, district and national level for the emancipation and just rehabilitation of Harawa Charawa

3. Date of Training: 15 August, 2019 to 17 August, 2019

4. Venue of training: Madbari Sewa Sadan, Lahan Siraha

5. Resource Persons of the training:

- Mr. Ganesh BK, Chairperson of Rastriya Dalit Network (RDN) Nepal
- Mr. DB Shah Shankar, Secretary of Rastriya Dalit Network (RDN) Nepal
- Mr. Bala Ram Bhattarai, Consultant of Freedom Fund (FF)
- Mr. Hukum Bahadur Sarki, Team Leader of Rastriya Dalit Network (RDN) Nepal

6. Participants of the training: Altogether there were **36** participants in the training ensuring gender balance as mentioned;

Hill Dalits		Terai Dalits		Janajati		Brahmain/Chhetri		Muslim		Total		
F	M	F	M	F	M	F	M	F	M	F	M	Total
0	4	9	15	2	1	0	3	1	1	12	24	36

The details of participants has been referred in **ANNEX-I**.

7. Process and Methodology:

The overall program was of 3 days. For the training separate schedule, detail lesson plan was prepared. Among the facilitators there were rounds of sharing and discussion was held from the very beginning to finalize the contents and facilitation tools. Even during the programs, facilitators worked as a team where supplement and compliment to each other was on the priority. Schedule enclosed in **Annex -II**.

Similarly, for the program “Participatory” method was adopted. Emphasized was given to make sure where every participants can take part in interactions as much as possible. Under the participatory method the following tools were mainly used to facilitate the sessions:

- Brain storming
- Question/Answer
- Group work and presentation
- Game
- Experience sharing
- Role play

8. Details of Leadership Development Training:

15th August, 2019 (First Day)

The training was jointly inaugurated by Mr. Ganesh BK, chairperson of RDN Nepal, Mr. Bala Ram Bhattarai, consultant of Freedom Fund (FF) and Mr. Raslal Ram, general secretary of National Harawa Rights Forum. They lightened 3 candles to inaugurate the training. All the participants of the trainings including guests were warmly welcomed by Mr. Raslal Ram, general secretary of National Harawa Rights Forum. The specific objectives, agendas and importance of the training were shared by Mr. Hukum Bahadur Sarki, team leader of RDN Nepal.

On the occasion of inauguration ceremony, Mr. Ganesh BK, chairperson of RDN Nepal, Mr. Bala Ram Bhattarai, consultant of Freedom Fund (FF), Mr. Binod Bishunke, executive director of Dalit Jana Kalyan Youth Club (DJKYC) and Ms. Sarada Chaudhary, program coordinator of Shreerajpur Community Development Center (SCDC) expressed their opening remarks. The inauguration program was held in the chairpersonship of Mokasin, chairperson of District H-C rights forum, Siraha and facilitated by Mr. Sanjay Mahara, program coordinator of Rastriya Dalit Network (RDN) Nepal.

Then the formal session of the training was carried-out through the details of introduction (Name, address, representing organization, designation, likes and dislikes as well as significant changes initiated by them). The expectations of participants were focused as mentioned below;

- Strengthening Harawa Charawa networks/organizations

- Institutional Development, alliance and networking building
- Practical use and implementation of leadership development
- Tools of knowledge and evidence based advocacy at local, provincial and federal level
- Elimination of social discriminatory practices such as caste based discrimination and untouchability, gender based violence, unequal wages etc
- How to advocate for the emancipation and just rehabilitation of Harawa-Charawa?
- Common understanding of H-C leaders on advocacy agendas and their roles and responsibilities

Similarly, the role a responsibility of participants for overall reporting, evaluation, management and entertainment was also divided as mentioned below:

Area	Day-1st	Day-2nd	Day-3rd
Reporting	Shib kumar ram	Amit kumar saha	Mo. kashim
Evaluation	Shyam sundra sada	Rajbati mandal	Aashma khatun
Management	Lagendra sada	sumitra khang	Deblal ram
entertainment	Aashma khatu	Panwati debi dash	rajbati mandal

Himal Gaire from CMC Nepal facilitated on mental health and psycho-social problem in H-C community and role of H-C leaders for long-term solution.

Then the current emerging issues of Harawa Charawa were identified through participatory approach and prioritized based on the needs of H-C campaign. The session was facilitated by Mr. Bala Ram Bhattarai, consultant of Freedom Fund (FF).

Identified Issues of Harawa-Charawa

- Identity
- Education
- Employment opportunity
- Emancipation with debt alleviation
- Access and Control
- Land ownership
- Citizenship
- Housing
- Health
- Vital Registration
- Caste based discrimination and untouchability
- Fair and equal wages
- Gender based violence
- Just rehabilitation of Harawa Charawa

Among the advocacy issues mentioned above, a total of 6 issues of Harawa Charawa were prioritized as;

- Emancipation of Harawa Charawa by state with debt alleviation
- Data collection as well as verification and distribution of identity card
- Just rehabilitation of H-C with appropriate land (minimum 10 Katta of Land)
- Guarantee of education, health and employment with wages, equality and liberty
- Meaningful participation of Harawa Charawa in decision making forums
- Development and implementation of plan and policies in the presence of H-C

16th August, 2019 (Second Day)

At the beginning, the first day of the training was reviewed and reflected. Mr. DB Shaha Shankar, secretary of RDN Nepal and also the resource person of training facilitated to divide the participants into four groups. The group members worked on the overall review; strengths, weakness, opportunity and challenges of Harawa Charawa campaign.

Overall Strengths:

- Creation of enabling environment for the emancipation of Harawa-Charawa
- Increased support and solidarity from national and international agencies
- H-C programs have been diverted towards human rights based approach (HRBA) to approach
- Increased access of H-C in financial resources by establishing and strengthening cooperatives
- Increased concern and sensitization of local, provincial and federal government on H-C issue
- Participation of H-C in different decision making forums
- Political parties and duty bearers have widely accepted the socio-economic issues of H-C and addressed in their manifestos and programs.
- Newly promulgated constitution-2015 has significant provision for the rights ex-bonded labors such as freed Haliyas, ex-Kamaiyas, Kamlharis and Harawa-Charawa

Weakness/Areas to be improved:

- Harawa-Charawa cannot have been emancipated yet through structural transformation of the nation
- There is no exact definition of Harawa-Charawa and their authentic data is not at hand
- There is not any formal agreement between Harawa-Charawa and government of Nepal
- H-C and their networks/organizations at local, district and national level do not have common understanding and clear agendas regarding the emancipation and just rehabilitation
- The learning of freed Haliyas and ex-Kamaiyas rehabilitation program cannot have been assimilated
- Lack of public/private resource mobilization

Opportunities:

- Possibility for the declaration of the emancipation of Harawa-Charawa
- H-C networks/organizations are being more functional and active
- Integrated bonded labor prohibition act is being processed
- The newly promulgated constitution of Nepal has provisioned to provide the land to Dalits once
- The federal democratic republic Nepal is under the practice of inclusive development
- Targeted programs are being implemented by government of Nepal

Threats/Challenges:

- Although government of Nepal at local, provincial and federal level is sensitized on the issues H-C, it has lack of willingness for the emancipation of H-C
- Common understanding of leadership on the rights and rehabilitation issue of H-C

The training session was concluded by Mr. Ganesh BK, central chairperson of Rastriya Dalit Network (RDN) Nepal. Then, Mr. DB Shah Shanker presented the overview on advocacy, campaign management and networking/alliance.

17th August, 2019 (Third Day)

Mr. Ganesh BK facilitated on group, organization, leadership and leadership skill as well as types of leadership. Then, Bala Ram Bhattarai shared his views on access to justice, public service and resources as well as planning and budgeting of local government.

Finally, the action plan was developed through participatory approach to enhance the network capacity building of Harawa-Charawa and their organizations as outlined below:

SN	Activity	Unit	Total Target	Time-Line (2019-2020)				Responsibility
				Q-1	Q-2	Q-3	Q-4	
1.1.1	Facilitate local level Harawa/Charawa meeting	Event	30	■		■		H-C Activist
1.1.2	Facilitate district level Harawa/Charawa meeting	Event	12		■	■	■	Program Coordinator
1.1.3	Facilitate national level Harawa/Charawa meeting	Event	2	■		■		Team Leader
1.1.6	Harawa/Charawa Conference at Rural and Urban Municipality level	Event	6		■			H-C Activist
1.1.7	Organize District level conference of Harawa/Charawa organizations	Event	3			■		Program Coordinator
1.1.8	Conduct national conference of Harawa/Charawa organization	Event	1				■	Team Leader

On the closing ceremony of the training, Mr. Ganesh BK, chairperson of RDN Nepal, Mr. Bala Ram Bhattarai, Mr. Dipesh Kumar Chaudhary, chairperson of BIDC, Mr. Ganesh Ram, executive director of JDS and all chairperson of 3 district H-C rights forum expressed their closing remarks and emphasized on the timely emancipation of Harawa Charawa and their just rehabilitation. The closing session was chaired by Mr. Dasan Mandal, central chairperson of national Harawa Charawa rights forum and facilitated by Sanjay Mahara, program coordinator of RDN Nepal.

At the end of the training, the signature campaign was conduct on the common evidence based advocacy agendas of Harawa Charawa.

9. Achievements/Outcomes of the Training:

- The capacity of H-C land their networks/organizations strengthened on aspects of network and alliance building, importance of leadership skill, institutional development ,effective communication, evidence based advocacy, campaign management and movement building.
- The action plan developed to conduct evidence based advocacy campaigns at local, district and for the emancipation of H-C

ANNEX-I (List of the Participants):

S.N	Name	District	Organization	Position
1	Mo. Kasim	Siraha	HC Network	District Chairperson
2	Ganesh BK	Ktm	RDN Nepal	Central Chairperson
3	Balaram Bhattarai	Ktm	Freedom Fund	Consultant
4	D.B Sahasankar	Sunsary	RDN Nepal	Secretary
5	Raslal Ram	Siraha	HC Network	General Secretary
6	Sarada Chaudhari	Saptari	SCDC	Program Coordinator
7	Binod Bisunkhe	Siraha	DJKYC	Executive Director
8	Hukum Sarki	Ktm	RDN Nepal	Team Leader
9	Shaymsundar Sadaya	Siraha	HC Network	District Secretary
10	Lagindra Sada	Saptari	HC Network	Central Secretary
11	Manodevi Sada	Saptari	HC Network	District Member
12	Sumitra Khang	Saptari	HC Network	District Member
13	Sanjaya Mahara	Siraha	RDN Nepal	Program Coordinator
14	Chatmitar Mandal	Siraha	HC Network	District Member
15	Shiva kumar Mandal	Siraha	HC Network	Lahan Minicipality H C Member
16	Laxman Kumar Ram	Saptari	HURYC	Social Mobilizer
17	Amit Kumar Saha	Dhanusa	CMC Nepal	Social Mobilizer
18	Bipati Devi Ram	Siraha	HC Network	District Member
19	Sovit Ram	Saptari	HC Network	Surunga Municipality HC Member
20	Gulet Ram	Saptari	HC Network	District Member
21	Dev lal Ram	Saptari	HC Network	District Chairperson
22	Thakan Paswan	Dhanusa	HC Network	District Secretary
23	Shree Prasad Sada	Dhanusa	HC Network	Central Vice Chairperson
24	Soljharu Paswan	Dhanusa	HC Network	District Member
25	Himal Gaire	Ktm	CMC Nepal	Team Leader
26	Rajwati Mandal	Siraha	HC Network	Central Member
27	Phul kumary Gupta	Dhanusa	HC Network	Ganesh Nath Charnath HC Member
28	Ashma Khatun	Dhanusa	HC Network	District Chairperson
29	Radha Chaudhary	Siraha	HC Network	Sukhipur Munacipalty D-C Member
30	Ram Dulary Das	Siraha	HC Network	District Member
31	Dasan Mandal	Saptari	HC Network	Central Chairperson
32	Panwati Devi Das	Saptari	HC Network	District Member
33	Ganesh Ram	Saptari	JDS	Executive Director
34	Kapleshwar Saha	Siraha	BIDC	Program Coordinator
35	Dipesh K. Chaudhary	Siraha	BIDC	Chairperson
36	Bharat Aagri	Ktm	RDN Nepal	Admin and Finance Officer

ANNEX-II (Schedule of the Training):

Leadership Development Training for Harawa Charawa Leaders
15-17 August, 2019, Lahan Siraha

Content

Time	Contents	Methodology	Facilitation
Day-1st (15 August, 2019)			
8:00 AM-8:30 AM	Breakfast		
8:30 AM-9:00 AM	Inauguration of the Training		
9:00 AM-10:00 AM	Introduction, Objective Sharing, Expectation Collection, Ground Rules Setting and Division of Roles and Responsibilities	Discussion and Presentation	Hukum Bdr. Sarki
10:00 AM-1:00 PM	Identification and Prioritization of H-C issues	Group Work and Presentation	Bala Ram Bhattarai
1:00 PM-2:00 PM	Lunch		
2:00 PM-2:30 PM	Mental Health and Psycho-Social Problem in H-C Community and Role of H-C Leaders for Long-term Solution.	Presentation and Discussion	Himal Gaire
2:30 PM-3:45 PM	Overall Review of H-C Campaign.....What went well and What did not?, Learning, Challenges as well as Way Forward	Presentation and Group Work	Ganesh BK/DB Shah Shankar
3:45 PM-4:00 PM	Tea and Snacks		
4:00 PM-5:30 PM	SWOT analysis of H-C Networks (S=Strengths, W=Weakness, O=Opportunity and T=Threat)	Participatory Discussion	Hukum Bdr. Sarki
Day-2nd (16 August, 2019)			
8:00 AM-8:30 AM	Breakfast		
8:30 AM-9:00 AM	Recap of Day First	Participatory Discussion	Sanjay Mahara
9:00 AM-10:30 AM	Group, Organization, Types of Leadership	Presentation	Ganesh BK
1:30 AM-1:00 PM	Advocacy, Movement Building, Campaign and Networking	Presentation and Discussion	DB Shah Shankar
1:00 PM-2:00 PM	Lunch		
2:00 PM-3:00 PM	Leadership Skill for Organizational Development	Presentation and Discussion	Ganesh BK
3:30 PM-3:45	Tea and Snacks		
3:45 PM-5:30 PM	Framework for H-C Campaign	Presentation and Discussion	Ganesh BK
Day-3rd (17 August, 2019)			
8:00 AM-8:30 AM	Breakfast		
8:30 AM-9:00 AM	Recap of Day First	Participatory Discussion	Sanjay Mahara
9:00 AM-12:00	Issue Based Activities (Access to Justice, Access to Resources, Budget Advocacy etc)	Presentation and Discussion	Bala Ram Bhattarai
12:00 -1:00 PM	Closing of the Training with Lunch		