

Proposal on
Empowering Dalits for Rights and Inclusion
Project

(One and Half Year)

Submitted to:
Rights, Democracy and Inclusion Fund (RDIF)
Enabling State Programme (ESP)
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1. Introduction of RDN, Nepal

RDN, Nepal is the networks of Dalit NGOs working with Dalit wings of political parties, Dalit NGOs and pro-Dalit activists working through rights based approach in Nepal. It was formed as 'Regional Dalit Network' in 2000 to address different issues of Dalits like discriminative social dogmas, untouchability, social injustice, and social exclusions in mid and far western region of Nepal. Initially, this network was functioned as people's organization or loose forum by leading different rights based movements for initial three years. Then after, it was registered as a non-governmental organization in District Administrative Office, Kailali and social welfare council in 2004. In addition, it has expanded its constituency and solidarity with national and international networks and forums with formal affiliation. It has developed the concept of Dalit's parliament first time in Nepal and submitted the alternative concept and policy for reservation to the government. It has gained success to publicize the issue of *Haliya* both at national and international level. Considering its working approach, its involvement with different types of various organizations, individuals and professionals as well as its involvement in different movements such as: 'Jana Andolan II (people's movement episode - II), *Haliya* movement etc; we renamed it as "Rastriya Dalit Network - RDN" in 2006. To date, it has 20 district chapters (nine in far west region and 11 in mid west region) and regional chapter has been functioned in eastern region. *Haliya* Rights Forum, Dalit Student Network and Dalit Women Council are functioning as its sister organizations. To coordinate with overall district chapter and sister organizations, there is an activist at Kathmandu. RDN has both, organizational and personal membership system. At present, it has above 600 members including 100 organizational and 500 personal memberships. To advise RDN, there is an advisory body comprising of pro Dalit human rights activists, journalists, advocates, professors and other human rights activists. Thus, RDN is a network organization of national NGOs, civil society organizations and Dalit rights activists. In addition, it has developed alliance with National land rights concern group, National land rights forum, National human rights alliance, south Asia regional and People's Uplifting Academy, Nepal and other organizations.

1.1 Vision

"Just and equitable society without caste-based discriminations"

1.2 Mission

To initiate human rights oriented social movements Organizing national level coalition of different Dalit people's organizations, civil society organizations and activists.

1.3 Goal

To ensure economic, social, political rights of Dalit peoples through eliminating caste based untouchability and discriminations.

1.4 Objectives of RDN

1. To streamline Dalit communities in national main stream by establishing social justice and dignified life through the assurance of constitutional and legal rights.

2. To facilitate campaign for constitutional reservation designated for Dalits in state, government and non-government sectors, education, land and shelter; and markets.
3. For eradicating *casteism* and *untouchability*, create pressure in addressing problems and issues of Dalit communities through publicizing different research and case studies related to Dalit issues with regards to economic, social, educational, cultural aspects.
4. To conduct different rights movement and campaigns against discriminative practices.
5. To facilitate different rights campaigns for emancipating Dalit communities from different types of slavery, and socially imposed discriminatory practices and systems like: *Haliya*, compulsory eating of carcass etc.
6. To facilitate and support *Badi* women for different alternative income generating and livelihood improvement activities to emancipate *Badi* women from sex worker.
7. To facilitate the process of Dalit conscientization and campaigns for eliminating *untouchability* among Dalit communities.
8. To publicize different discriminative and exploitative issues of Dalit communities both at national and international level through building greater constituency and alliances with national and international likeminded networks, civil society organizations and institutions.
9. To elaborate RDN by networking with different political parties, human rights organizations, people's organizations, Dalit leaders and other social activists through critical engagement with political parties to widen constitution building process for the welfare of Dalit communities.
10. Conduct different income generation, economic empowerment and infrastructure development activities focusing sole empowerment of Dalit communities.

1.5 Journey of RDN Nepal

1. Formation of 'Dalit Action Team' in 1997. Those members of DAT are the founder of RDN.
2. Initiated to facilitate rights campaigns and movements since 2001 in the name of 'Regional Dalit Network' as ad hoc loose forum or people's organization.
3. Formed formal 'Regional Dalit Network' through far west regional level workshop on 'Need of strong organization for rights' in 2002.
4. Registered as a non-governmental organization in District Administrative Office, Kailali and social welfare council in 2004.
5. Formed a Dalit's parliament and passed different bills in favor of Dalit rights including freedom of Haliyas, proposal for proportional representation of Dalit people in state mechanisms and proposed Nepal as a republican state in 2004. Till date, RDN conducted six episodes of Dalit's parliament.
6. Developed and submitted the alternative concept and policy for reservation to the government to establish fundamental rights of Dalit communities.
7. Renamed it as "*Rastriya* Dalit Network – RDN" through third session of Dalit's parliament in 2006.
8. Got formal approval from District Administration Office and Social Welfare Council as "*Rastriya* Dalit Network – RDN" in 2006.

9. Played crucial role as co-organizer of a campaign on 'Bhabi Nepal Janatako Pahal' (Future Nepal through Peoples' Initiation) at Kathmandu in 2006.
10. Published and disseminated different papers, books, proceedings related to campaigns, Dalit's problems, issues and probable solutions etc. such as, Dalit Year Book, Case Studies of Haliyas, Dalit Adhikar Manch, Dalit Nigrani, calendar etc.

1.6 Major Areas of Intervention

- Political rights for political empowerment.
- Economic rights for economic empowerment and livelihood improvement.
- Social and cultural rights for social justice, equitable society and dignified life of Dalit communities.

1.7 Major Accomplishments of RDN

- Establishment and functioning of Dalit Parliament
- Dalits' council at Districts and Municipalities
- Campaign for Reservations as positive discrimination to Dalits
- *Haliya* rights forum establishment and *Haliya* rights campaigns
- Land rights campaigns
- Dalit activists mobilization
- Campaign for access to and control over natural resources for Dalits
- RDN – itself as popular movement of civil society organizations
- Establishment and functioning of different sister organizations
- Establishment of Dalits rights resource center

1.8 Organizational Chart and details of EC members

Organizational chart of RDN, Nepal and name and background of its current EC members are presented in the annex – I and II respectively.

1.9 Brief CV of proposed key personnel for the project

Brief CV of proposed Team Leader, Monitoring and documentation officer for the purpose this project is attached in Annex – III of this proposal.

2. Context and situation analysis

2.1 Core Problem

Although, government data shows that there are 13% Dalit population in Nepal, different Dalit non-governmental and civil society organizations claimed that around 20% of population of this country is from Dalit communities, which are known to be the most deprived, excluded, exploited, marginalized and vulnerable community. Major discriminatory practices over the Dalit communities are untouchability, inequitable resource (mainly land) distribution, social and cultural identity and so on. Most of Dalit population lives in mid and far western region of Nepal and such discriminative practices and discriminatory practices are severely deep rooted in this region. Similarly, the opportunities so far provided by the government and donors in the name of Dalit empowerment have been greatly concentrated in the Dalits of central and eastern part of Nepal as they have relatively more access and control over in many decision making

platforms. So that, Dalits from mid and far western regions are in shadow of almost state provisioned services and facilities. The initiatives made so far to address the issues of Dalits was insufficient which could be termed as poor program with poor budget for the poor people as a mere social and political experiment from both government and non-governmental sectors. In nutshell, whole mid-west and far Western region has been excluded from national scenario of politics and development. Dalits of those regions are further more vulnerable .

After rigorous advocacy campaigns, lobbying and movements, government of Nepal has emancipated Haliyas through historic declaration during September 2009. RDN Nepal has led the whole advocacy and negotiation process of Haliya emancipation along with civil societies and political parties. Despite of government declaration, there are several Haliyas who are unaware about this declaration and still living as the bonded laborers. Till date there are 1,800 Haliya families to be emancipated in Bajura district (Nepal, national weekly magazine – 15 Nov 2009). This figure could be higher in the far western region of Nepal. Now, this is the high time to aware both Haliyas and their respective landlords about the governmental declaration and emancipates Haliyas. Otherwise, the dream of peace and prosperous Nepal would be under threat.

2.2 Background and context

Nepal has been ruled by central governing system since 238 years. Those rulers has always blamed for complex geographic regions and complex socio-economic system. In addition to this, there has been monopoly decision making in the top level of state by male of so-called higher caste and bourgeois groups; which has resulted that one group has ruled the whole nation generation to generation. It has caused severe dissatisfaction and conflicts in the Nepalese society.

It is very obvious that Dalit communities are being excluded and exploited in several ways since the very beginning of shah dynasty. Untouchability, lack of citizenship, landlessness, inaccessibility to state mechanisms and private sector employment, and lack of education are the examples of discrimination and exclusion. This is mainly due to the high caste controlled state. Although the newly passed citizenship bill is trying to address the issues of citizenship of sole Dalit communities, there are still severe gaps that Dalits are not able to get citizenship from such corrupt and lengthy bureaucratic mechanism. Till September 2009, 87% of Haliyas were not able to get their citizenship certificate and around 82% of Haliyas are illiterate (RDN, 2009).

After the successful historic people's movement episode II, Nepal is in the transitional phase to embark towards new Nepal through structural transformation in overall political, social, cultural and economical aspects. Meantime, the movement of *Haliyas* (bonded labor widely practiced in mid and far western regions of Nepal) for their emancipation became successful with the initiation and involvement of RDN. This historical breakthrough has compelled state and social elites to ensure civilian and social rights of ex-*Haliyas*. To ensure their political rights and bring them in development mainstream, it is most important to address *Khaliya* system and other mal cultures and practices i.e.

*Jamare*¹ system, *Olke*² system, *Bhoke Chhak*³ system, *Beth*⁴ system etc that are associated with Haliya system.

Till date, the government of Nepal and almost political parties represented in the constituent assembly has expressed their strong commitment to develop new constitution of Nepal by addressing almost social, political and economic issues of women, Dalits, *Janajatis* and people from far remote geographical regions. In this changing national scenario, we do believe that role of civil societies and NGOs like us should also be changed for making strong and people centered constitution of Nepal by creating and mobilizing critical mass to check and pressurize the constituent assembly for driving the whole process of constitution development on real and right track.

District wise HHs of emancipated Haliyas

District	Households	Remarks
Baitadi	2,805	
Dadeldhura	2,634	
Kanchanpur	2,689	
Kailali	500	
Doti	627	
Achham	427	
Bajhang	2,840	
Bajura	1,737	
Darchula	476	

Source: GON, September, 2009

2.3 Baseline information and measurable indicators

Within the three months of program approval, RDN Nepal will complete the context mapping and analysis; submit the baseline information and their measurable indicators along with M&E plan. Similarly, RDN Nepal will submit the overall synthesis report of context mapping and analysis; that will definitely establish the baseline information of project interventions which would also quantify the proposed indicators accordingly.

In September 2008, the Government of Nepal declared the emancipation of Haliyas Some of the fact generated by RDN during its journey of movement in land rights and Haliya issues are as follows:

- About 82% Haliyas are illiterate.
- About 93% Haliyas are completely landless.
- 87% Haliyas have not received citizenship certificate.
- Till September 2009, a total of 14,735 Haliya families have been recorded in far-western region by the government. GON is continuing collection of Haliya's record, although, RDN has already made the government aware that there are more than 35,000 Haliya families in far western region of Nepal.
- As per record of RDN, more than 80% Dalit communities are compelled to practice Khaliya system.

¹ System of offering Jamara (a type of sacred flower used for Dashain festival) on Dashain by Dalits in the door of upper castes (for whom the Dalit family perform his/her traditional occupational works) before blessing to his/her family members.

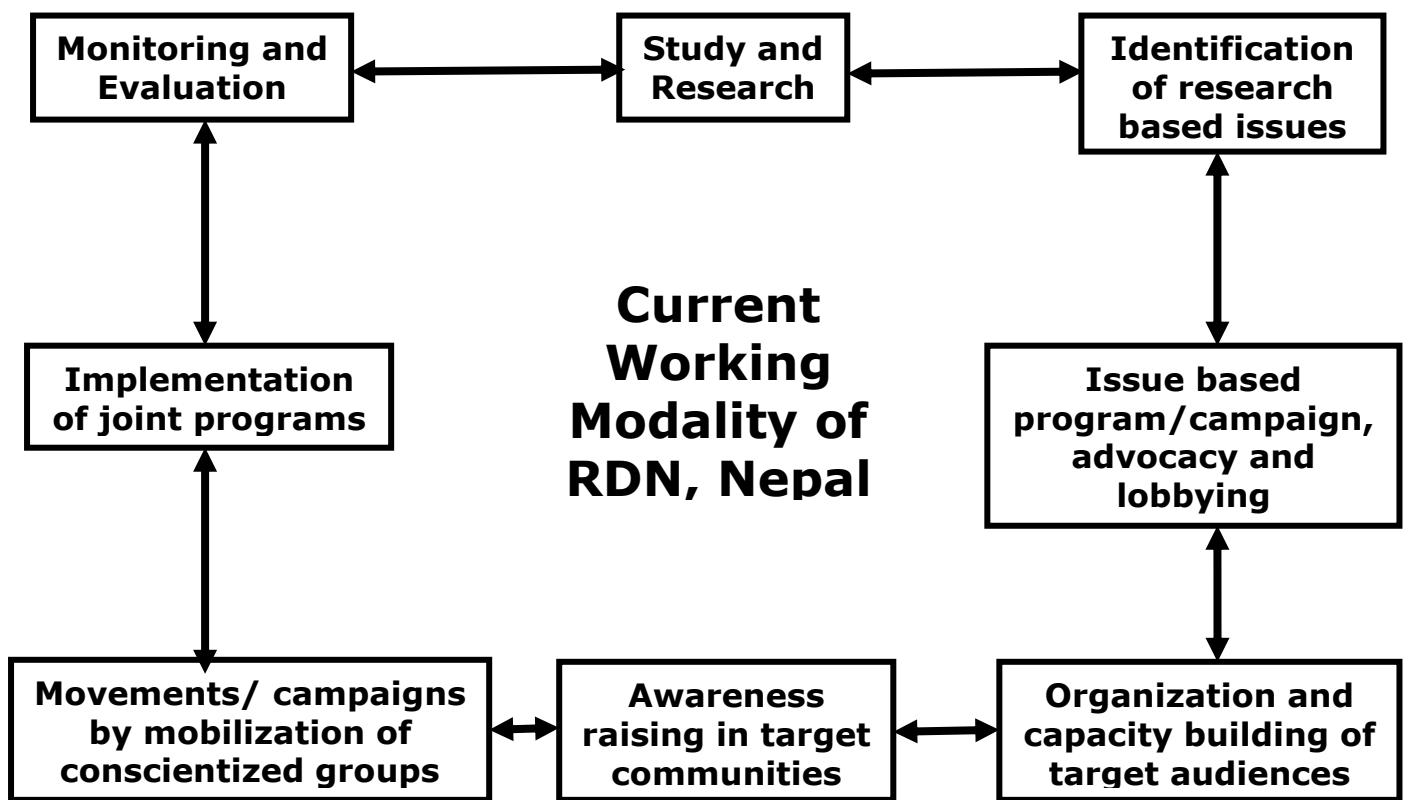
² System of offering small sovenier items by Dalits in the door of upper castes related to their traditional occupation on the 1st day of Bhadra month (Karkat sankranti)

³ A system of free labor by Dalit community for upper caste people's household works like: collection and chopping firewood, carrying cow dung to the farm etc (for whom the Dalit family perform his/her traditional occupational works) without any wage. They only get one time meal on that day.

⁴ System of free labor for agricultural works for upper caste people (for whom the Dalit family perform his/her traditional occupational works) without any wages. They only get tea or refreshment during the work.

2.4 Transformation process and sustainability

It is obvious that sole issues of Dalit communities would not be properly addressed until and unless, there is structural transformation in social, economic, cultural and political aspects. The current process of drafting new constitution of Nepal could be an important opportunity for resolving the issues of Dalit people by structuring inclusive state mechanism and constitutional provisions. This project aims to influence and pressurize the CA and its members as well as key political parties for it. On the other hand, the deep rooted social and cultural dogmas prevailed in Nepalese societies would definitely be another barrier for social, economic, cultural and political transformation. To facilitate the transformation process in sustainable way, RDN Nepal will continuously review and operationalize its t working modality; which could be visualized from the diagram below:



2.5 Involvement of key stakeholders

This project is movement based project that aims to influence and pressurize CA members and political cadre members for assuring Dalit rights (especially of Haliyas and Dalit communities compelled to practice Khaliya system) in social, political, economic and cultural aspects. On the other hand, it equally focuses on eradicating social and cultural discriminative practices and cultures prevailed in Nepalese societies. Process of movement and advocacy will be more effective if the organizer or lead organization could build constituency on the issue and bring solidarity hands for the issue and movement.

On the other hand, it is obvious that there are other projects, political parties, CSOs GOs and I/NGOs working tangibly and intangibly for the betterment of Dalit communities in the proposed project locality. RDN will coordinate with all of

them for building wider constituency in overall program activities of the project 'Empowering Dalits for Rights and Inclusion Program'. More specifically, RDN will join its hands for solidarity with district forest office, district education office, district public health office and the district administration for the rights and inclusion of Dalit communities in decision making level of different VDC and cluster level institutions as well as CBOs. Likewise, RDN will critically engage with district administration and political parties to emancipate Haliyas as per the historical declaration of GON. Similarly, RDN will critically engage with political parties and its sister organizations both at local and national level for greater representation of Dalit cadre members on their decision making level as well as for influencing the nation restructuring and transformation process.

2.6 Past experience in same geographical context

RDN was formed by the involvement of local Dalit activists active in the mid and far west region of Nepal. Further it has expanded its working area throughout Nepal. In nutshell, RDN is the movement based organization. During the course of time, it has developed both funding and non-funding partnership with several I/NGOs, civil society organizations (CSOs), political parties and other stakeholders. Some of funding partnership and projects could be visualized from the table below:

SN	Project	District/s	Duration	Donor/partner
1	Empower and mobilize Dalit community in the collective fight against HIV and AIDS project	Doti, Dadeldhura, Achham and Kailali	1 Year	Action Aid Nepal
2	Dalit rights campaign	12 districts of mid and far west	2001 to 2010	Action Aid Nepal
3	<i>Haliya</i> rights campaign	Dadeldhura and Baitadi	2003 to 2010	CSRC
4	Land rights campaign	Kailali and Kanchanpur	2004 to 2007	CSRC
5	Good governance in natural resource management	Kailali	2003 to 2006	CARE Nepal, SAGUN program
6	Voter education for CA election	Kailali and Bajhang	1 Year	NCARD and Pro-Public

Current declaration of GON to eradicate the Haliya system is a kind of breakthrough in the journey of Dalit movement in Nepal. RDN Nepal is one of the pioneer organizations in bringing the issue of Haliyas as bonded labor's issue as well as land right issues in rigorous discourses. RDN has developed greater constituency of other CSOs like DNF, major political parties and different donors and lobbied with government for their emancipation.

2.7 Contribution to the goal of RDIF

Some of the projects mentioned above have somehow sensitized Dalit communities on their rights. Those projects were milestone not only in sensitizing Dalit communities but uniting them through formation of different

level chapters as well as wings of RDN Nepal in districts and communities. Those projects have been able to establish a kind of base to move ahead on the rights of Dalits by the process of social and gender inclusion, good governance practices and other advocacy campaigns/initiatives for accelerating those processes.

This project has been designed in such a way which can support the RDIF support area of the 'Awareness and capacity building of excluded groups', 'Intra-party democracy and inclusion' and 'Capacity building of partner organization'. Thus, this project aims to contribute in eliminating all types of discriminative practices and cultures and to improve livelihood of Dalit communities through increasing their access to and control over common property resources as well as access to political parties by creating and mobilizing critical mass. By which Dalit's participation in political parties and other local level decision making process will be increased. Similarly, Dalit community will enjoy their cultural, social and political rights by reducing discriminative practices and cultures. On the other hand, this project aims to sensitize district and local level political parties, service providers and bureaucrats on the rights of Dalits, which will make them more accountable towards poor, vulnerable and socially excluded communities. Formation of inter-party networks of Dalit political leaders and cadre members will promote more inclusiveness on their decision making process from the perspective of Dalit communities. In nutshell, this project will be crucial for contributing in social and political inclusion and promotion of sustainable democracy.

3. Capacity assessment and support required for implementing partner

Recently, RDN has conducted its capacity assessment by using spider web tool. Following areas were identified as gap and/or improvement needed to further foster RDN in future for establishing it as a professional network.

3.1. Training for EC members and project staffs

- Skill development on project management and report writing
- Skill development on documentation, monitoring and evaluation
- Team building workshop
- Advocacy skill development particularly in linking inclusion issues of Haliyas at micro-macro level
- Orientation on issue based campaigns

3.2. For organisational development

- Revision of financial and administrative policy
- Development of institutional good governance policy
- Computer software installation

3.3. Office set up and basic equipments

- Office furniture
- Desktop computer, printer and others
- Laptop computer
- Motorbike

This project also aims to build capacity of RDN at significant level by addressing those identified gaps and improvement needed.

4. Project description

“Empowering Dalits for Rights and Inclusion (EDRI) program”

4.1 Goal

“To contribute in promoting social and political status of Dalit communities through structural transformation of Nation”

Overall objective of this project is to eliminate all types of discriminative practices and cultures against Dalit communities through doing away with especially the Hali and Khali system and practices by increasing their access to and control over common property resources as well as access to political parties.

4.2 Specific Objectives

The following are the specific objectives of this project:

1. To aware Dalit communities against discriminative practices and cultures especially Haliya⁵ and Khali⁶ system from grass root level.
2. To increase Dalit communities' access to and control over common property resources as well as in decision making position of political parties and their sister organizations.
3. To build organizational, managerial and technical capacity of project staffs and executive members for effective project implementation and sustainability in addressing issues of Dalit communities.

4.3 Strategies

For smooth and effective implementation of project activities as well as for better impacts of project, RDN Nepal will adopt following strategies during implementation of this project:

- Lobbying and partnership with political parties and their sister organizations for wider constituency building.
- Coordinate with DNF, NNDSWO, NNSWA, LWF, National Haliya Mukti Samaj Maha Sangh etc to avoid duplication and generate synergetic impacts.
- Form/develop and/or strengthen people's organizations by creating alternative platforms through formation of untouchability crime watch centre (UCWC) and other alternative bodies like: VDC, municipality council, DDC and parliaments to pressurize CA to address Dalit issues.
- Micro-macro level linkages of issues for policy influence.
- Critical engagement and partnership with local, national and international media

⁵ *Haliya* is a kind of bonded agricultural labor, which refers to a person who ploughs others' lands in return to the interest of credits he or his ancestor borrowed; all over his life and without land rights.

⁶ System of paying food grains for traditional occupational works of Dalit communities like: sewing, blacksmithing, shoe making etc by ignoring their workload and market labor values.

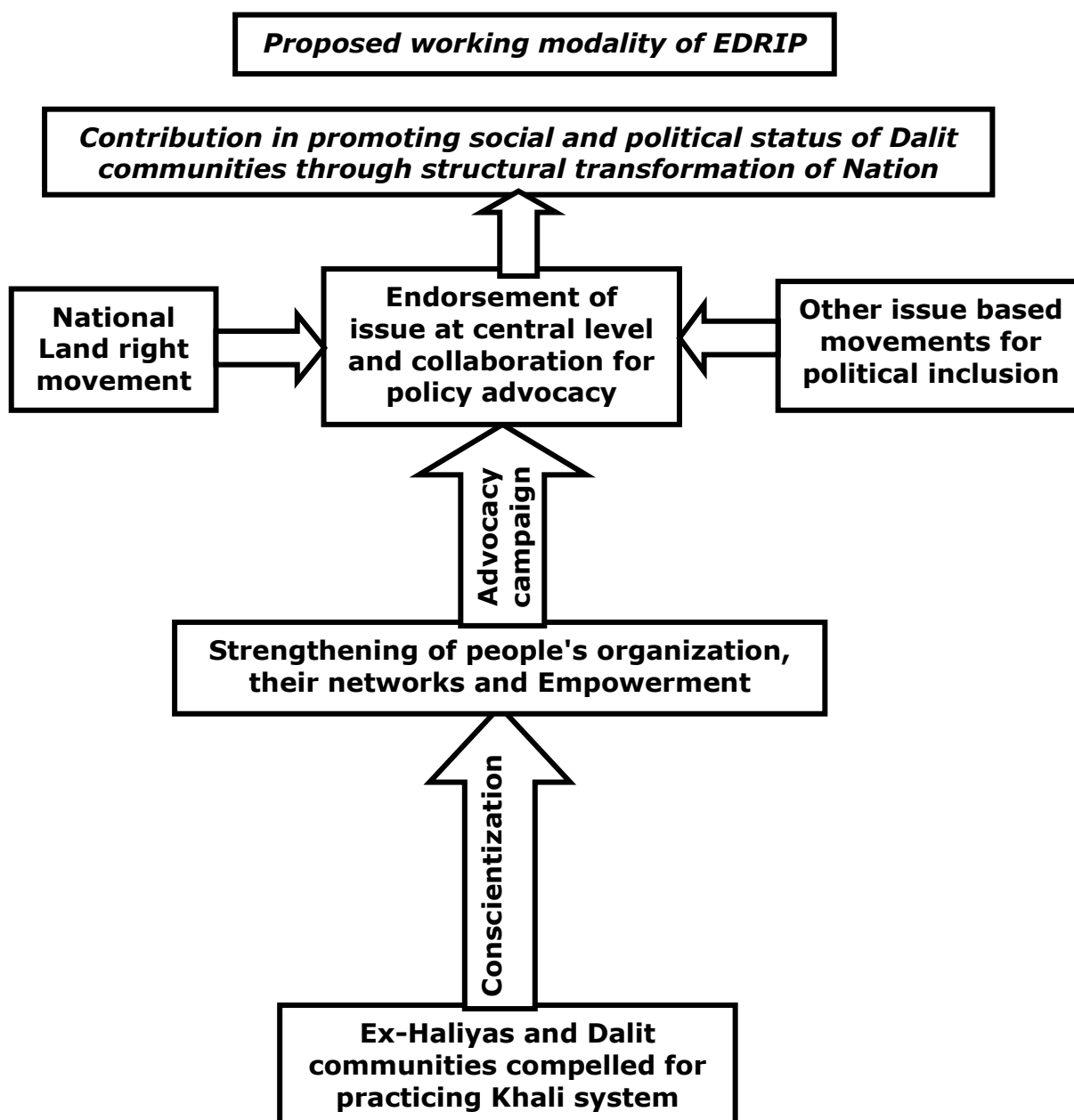
4.4 Geographical areas

Although Haliya system and Khaliya system are being practiced in both mid and far western region of Nepal, those systems are more prevalently practiced in far western region. Thus, this project is proposed be confined in 9 (Darchula, Baitadi, Dadeldhura, Kanchanpur, Kailali, Doti, Achham, Bajhang and Bajura) districts of far western region of Nepal. Those districts were selected on the basis of intensity and degree of discriminative practices and cultures prevailed in the communities. In each district, 2 VDCs will be selected on the basis of Dalit population and degree and intensity of discriminative cultures and practices. [Please visit the table for detail reference]

District wise Population status of Dalits

District	Total Pop	Dalit Pop	% of Dalit
Darchula	121,828	13,009	10.68
Baitadi	234,002	40,232	17.19
Dadeldhura	125,763	24,675	19.62
Kanchanpur	376,871	61,834	16.41
Kailali	614,691	84,472	13.74
Doti	205,686	53,148	25.84
Achham	230,939	65,612	28.41
Bajhang	166,847	26,868	16.10
Bajura	97,959	24,515	25.03

Source: CBS, 2001



4.5 Outputs

To achieve the set goal and objectives, the project of one and half year duration aims to bring following outputs after and/or its completion:

1. Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights and inclusion issues.
2. Equitable participation of Dalit communities in decision making processes of different CBOs, local level management committees and political parties will be significantly increased.
3. Capacity of RDN will be strengthened.

4.6 Project interventions, activities and implementation plan

Implementation plan of project interventions and activities is presented in tabular form at annex IV of this proposal. Whereas, output wise interventions and/or activities of the project are mentioned below:

Output 1: Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights and inclusion issues.

a. A study to collect data of Haliyas in Project districts: A study will be carried out to collect data and explore the Haliya practice and cultures, in 27 selected VDCs of 9 project districts. A team of District RDN and activists will be mobilized for data collection. Household survey will be applied in the VDCs concerned. One resource person will be hired for back-up support.

b. Conscientization of local Dalit communities through workshops cum awareness campaigns against social dogmas and discriminative practices: Based on the facts and findings of data collection, 27 events (each in selected 18 VDCs and 9 district headquarters) of different workshops cum awareness campaigns will be conducted to sensitize and make aware the right holders on their pertinent issues. Those events would create a whim to raise issues of Haliya emancipation, boycotting Khaliya system, increasing political inclusion of Dalits by rigorous discourses both at VDC and district level.

c. Formation/strengthening of peoples' organizations focusing on ex-Haliyas and mobilization: To unite right-holders and bring them in mainstream of advocacy campaigns, people's organization of ex-Haliyas and Dalit communities compelled to practice Khali system will be formed in 18 VDCs and 9 districts and beyond. Weekly meetings of right-holders will be conducted first at VDC level and then at district level to have rigorous and vigorous discourses on local issues and link them at district level discourses. At least 20 Organizational units of RDN will be established in project VDCs.

d. Campaign against Khali system (for establishing fair wages e.g. through boycotting Khali system); and Haliya emancipation and Legal support like: lawsuit etc: Different campaigns for establishing fair wages through boycotting Khali system, emancipating Haliyas will be conducted in 18 VDCs and 9 district headquarters to pressurize the duty bearers and also make aware those people having Haliyas for their agricultural and household works.

Similarly, lawsuit will be submitted in district administration and/or court for the emancipation of Haliyas if necessary. For building greater constituency, rigorous dialogue among Haliyas and landlords with the involvement of representatives from political parties and civil society organizations will be conducted on those Haliya and Khaliya issues.

e. National Dalit Parliament focusing on the issues of Haliya and Khaliya system: An event of National level Dalit Parliament will be conducted to influence and pressurize political parties and state mechanism for ensuring rights and political inclusion of Haliya Dalits. This conference will especially focus on the issue of Haliya and Khaliya system by also facilitating the process of linking issues at micro-macro level.

Output 2: Equitable participation of Dalit communities in decision making processes of different CBOs, local level management committees and political parties will be significantly increased.

a. Assessment of Dalits' participants in different CSOs and/or management committees (like: forest users group, school management committee, health service management committee etc.): An assessment of Dalit's (especially Haliyas and Dalit communities practicing Khali system) representation in different CSO, CBOs and other local level management committees will be conducted in selected 9 districts to make visualize about Dalit's status and also sensitize duty bearers and other civil societies on Dalit inclusion issue. This assessment report would be milestone for advocating the issues of Haliya and Khaliya emancipation and their inclusion in the development process.

b. Advocacy initiatives for equitable participation of Dalits in different CSOs and management committees as well as in decision making level of political parties and their sister organizations: On the basis of assessment report, 27 different advocacy initiatives will be conducted in those selected 9 districts and 18 VDCs and beyond. Such initiatives will bring a whim and rigorous discourses on the issues, which will ultimately facilitate to increase representation of Dalit communities in political parties and their sister organizations. On the other hand, RDN will facilitate dialogue among political parties and local/district Dalit cadre members of respective political parties. The objective of those initiatives is to increase representation of Dalit communities in political parties and their sister organizations by widening and deepening the issues of Haliya and Khaliya. These initiatives will also create a space for representation of ex-Haliyas and other Dalit communities compelled to practice Khali system in those committees.

c. RBA Training for VDC secretary, political party representatives, school teachers, school management committee and health post management committee: A total of 18 events of RBA training for VDC secretary, political party representatives, school management committees will be conducted in those 9 selected districts. This training will be crucial to make aware those duty bearers on the inclusion issues of Dalits especially of Haliyas and community compelled to practice Khali system.

d. Orientation on equitable planning and budgeting for Dalit activists and other Dalit political leaders: On the basis of those analysis and assessment reports, 18 events of orientation on equitable planning and budgeting for Dalit activists, Dalit political leaders and representatives from service providing institutions will be conducted in those selected 9 districts. These training will aware them on equitable planning and budgeting as well as provide some skills and/or tips useful for them in future to come.

e. Formation and strengthening of interparty network of Dalit leaders and/or cadre members: During project period, interparty network of Dalit political leaders and/or cadre members will be formed, strengthened and mobilized in those selected 9 districts and 18 VDCs level. To form and strengthen those networks, RDN will coordinate with potential CA members who had played vital role during Haliya movement and their emancipation. These networks will be crucial in facilitating the overall advocacy process on the issues proposed by this project. Furthermore, these networks will play watchdog role to sustain the project achievements after phase out.

f. District Dalit conference focusing on the issues of Haliya and Khaliya system: Each event of Dalit conference will be conducted in those 9 districts to consolidate the issues of Haliya and Khali systems. Governmental officials, political party representatives, civil societies and other relevant personnel will participate on those conferences.

Output 3: Capacity of RDN will be strengthened.

a. Training for EC members and staffs

- Skill development on project management and report writing.
- Professional skill development on Documentation, Monitoring and Evaluation
- Team building workshop
- Professional advocacy skills particularly in linking inclusion issues of Haliyas at micro-macro level
- Orientation on issue based campaigns

b. Organisation development

- Revision of Financial and administrative policy, development of institutional good government policy
- Computer software installation

c. Others

- Trimester bulletin publication.
- Exposure visit for both staff and executive members.

4.7 Target audiences or beneficiaries

Empowering Dalits for Rights and Inclusion Program aims to primarily focus with almost Dalit communities in the project working districts. Similarly, it will also focus political parties (both at district and national level), GOs (VDC, DDC and other service providing offices) and I/NGOs, different management committees like: school management, health service management and private etc working in project districts as its secondary target audiences. Furthermore, Dalit activists,

change agents and other non-Dalit societies will also be benefited from the implementation of this program.

4.8 Expected outcomes/changes

Following outcomes or changes are expected after implementation of Empowering Dalits for Rights and Inclusion Program. Those expected outcomes/changes are given below.

- Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights issues.
- Formed and/or strengthened people's organizations of Haliyas and Khaliyas.
- Significant number of Haliyas will be emancipated through campaigns and law suit.
- Fair wage rate will be established and practiced through boycotting Khaliya system.
- Equitable participation of Dalit communities in decision making processes of different CBOs and other local level management committees will be significantly increased.
- Practices of equitable planning and budgeting for Dalit communities in local government level will be increased.
- Equitable representation of Dalit communities in decision making processes of political parties and their sister organizations will be increased.
- Inter-party Dalit network will be formed, strengthened and mobilized both at VDC and district level.
- RDN executive members and project staffs will be oriented and trained on project management.
- Financial and administrative policy will be revised and institutional good governance policy will also be developed.

4.9 Indicators of outcomes

Following indicators could be anticipated as the major outcomes or changes after and/or during implementation of Empowering Dalits for Rights and Inclusion Program. Due to lacking of some baseline information, it could be difficult to project numerical figures required for the indicators. Albeit, RDN will submit detail monitoring and evaluation plan with required baseline information within three months of project approval through the process of context analysis/mapping.

- Discriminative practices against Dalits will be reduced.
- Families of Haliyas will be emancipated.
- Fair wage rate will be established and practiced through boycotting Khaliya system.
- Increased access to and control over of Dalit communities in common property resources as well as in decision making levels of political parties and their sister organizations.

- Representation of Dalit communities in decision making level of different CBOs and other local level management committees will be increased by 10%.
- Practices of equitable planning and budgeting for Dalit communities will be initiated in VDC and other service providing institutions.
- Equitable representation of Dalit communities in decision making processes of political parties and their sister organizations will be increased by 8%.
- RDN executive members and project staffs will be oriented and trained on project management, reporting, documentation, monitoring and evaluation, advocacy and inclusion etc.
- Financial and administrative policy will be revised and institutional good governance policy will also be developed.

4.10 Monitoring and evaluation process/system

As aforesaid, RDN Nepal will complete the context mapping and analysis; submit the baseline information and their measurable indicators along with separate M&E plan including M&E framework within the three months of program approval. The overall monitoring process will be as per the M&E plan.

RDN has proposed one position i.e. Monitoring and documentation officer for this project to lead the overall monitoring process of project interventions. For tracking the activity implementation process, RDN will develop separate formats and/or monitoring formats; orient to all district and VDC level activists and change agents to make them familiar on the formats. On the other hand, periodic review and reflection (on trimester basis) of program activities with the involvement of district level activists and VDC level change agents will be crucial to monitor and track the activities implementation status. For the purpose of evaluation of project, RDN seeks support from RDIF/ESP to conduct its mid-term and/or final evaluation jointly.

4.11 Inception period

As it is the one and half year project, there will not be inception period. The data collection and analysis on Dalit Haliya will be prepared within 3 months of project approval and/or implementation. After completion of data collection and analysis, RDN will conduct one event of "review and reflection workshop" to finalize the report and project workplan by incorporating inputs and feedbacks from concerned stakeholders. The report of data collection will be a milestone for the baseline information and targets of project for monitoring and evaluation.

4.12 Risks and assumptions

Although it is anticipated that activities of Empowering Dalits for Rights and Inclusion Project will be smoothly and effectively implemented on the targeted timeframe, there may be some risks assumed by RDN those could disturb and create barriers for implanting program interventions and activities. Those assumed risks are as follows:

- Long term strike and blockade by different agitating groups
- Delay in constitution drafting process
- Other armed groups may be formed in western and hilly region
- Natural calamities, famine and epidemic would disturb the normal life of communities.

In such cases, RDN will timely inform RDIF/ESP and make mutual concurrence for further heading towards future of the project.

4.13 Unintended impacts

It is experienced that advocacy initiatives and breakthrough activities may create short term confrontation between Dalit communities and the so called elites in the communities. Similarly, counseling and critical engagement with local administration, political parties and key social elite actors could play crucial role to create win-win environment in the conflict situation. As RDN Nepal has tremendous experiences of transforming such short term confrontation into win-win situation, it will provide additional efforts for maintaining harmonious relationship among both Dalit and non-Dalit communities.

4.14 Sustainability

RDN Nepal is a Dalit activist based organization. It has been lobbying and advocating on the social, political, cultural, educational and economic rights and issues of Dalit communities since the very beginning of its establishment. Since its establishment, Dalit activists (its founder and other members) have been working both at paid (while there is/was project) and non-paid volunteer basis with the same dedication and commitment. On the other hand, RDN has district chapters in all districts proposed for this project, which would be more crucial to continue advocacy initiatives and movements on the issues identified and prioritized during and/or after the project period. Similarly, different wings or departments within RDN will also play vital role for continuing advocacy on those issues until and unless it will be addressed.

As this project aims to address the issues of Dalit communities and seek way forwards for their dignified life, RDN will definitely provide its maximum attention and efforts for the very success of this project not only during project period but beyond also. In nutshell, the sustainability of project activities or initiatives will be ensured on the basis of the key advocacy motto – “Leadership and critical engagement of the rights holders”.

5. Management and coordination/communication

Overall management of “Empowering Dalits for Rights and Inclusion Program (EDRIP)” will be managed by RDN, Nepal. For the effective management of overall program, RDN will form a management and/or advisory committee to review and guide project team. RDN will have a team of professionals for overall implementation of “Empowering Dalits for Rights and Inclusion Program (EDRIP)” comprising of Team Leader, Monitoring and documentation officer, accountant and office helper. The Project team leader will be primarily

responsible for overall management of program activities and personnel management. On the other hand, RDN will strengthen and mobilize some of its EC members as well as district and VDC level activists to facilitate the planned activities of EDRIP on the basis of their expertise for short term work. RDN chairperson and/or Team Leader will coordinate with donors and other stakeholders including district level activists and VDC level change agents. Similarly, they will be fully responsible to coordinate with different stakeholders both at national and district levels for the betterment and effectiveness of program and its activities.

As RDN has district chapters in all districts proposed for this project, communication and coordination from community to district to center and vice versa will be more smooth and effective for implementation of the project.

6. Coordination

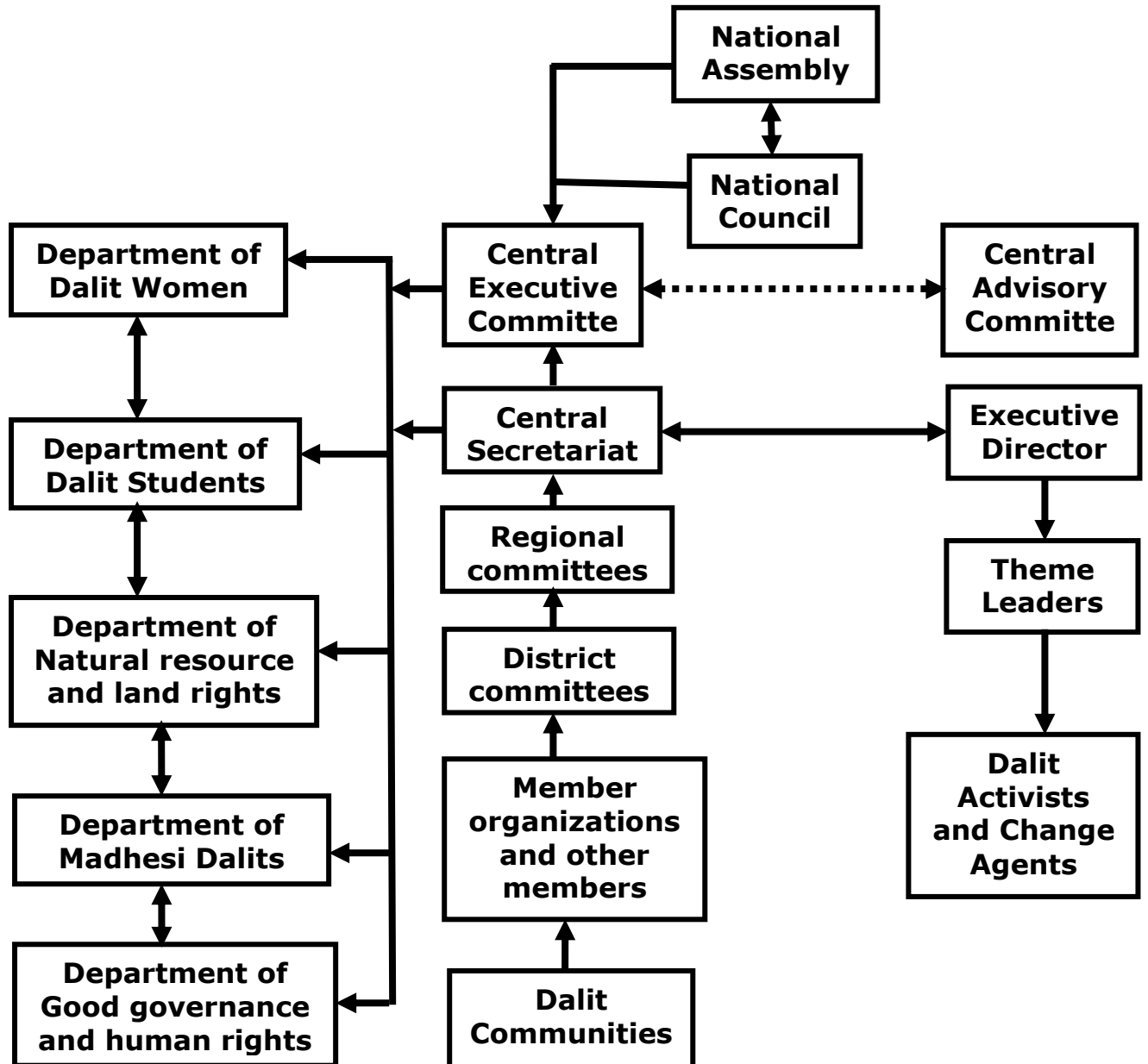
RDN believes that coordination with likeminded organizations and programs is most crucial for the effectiveness and better result of any program. On the other hand, it is obvious that there are other projects, political parties, CSOs GOs and I/NGOs working tangibly and intangibly for the betterment of Dalit communities. RDN will coordinate with all of them to bring their support and solidarity in overall program activities of Empowering Dalits for Rights and Inclusion Program. More specifically, RDN will join its hands for solidarity with district forest office, district education office, district public health office and the district administration for ensuring the rights and inclusion of Dalit communities in decision making level of different VDC and cluster level institutions as well as CBOs. Similarly, RDN will critically engage with political parties and its sister organizations both at district and national level for greater representation of Dalit cadre members on their decision making level as well as **for influencing the nation restructuring and transformation process.**

7. Budget

Overall budget of Empowering Dalits for Rights and Inclusion Program (EDRIP) will be of NRs. 11,597,040 (GB£ 94,430.43); of which RDN will contribute NRs. 83,000 (GB£ 1,013.68) and seeks rest amount **NRs. 11,514,040 (GB£ 93,416.75) from RDIF.** Detail of line item wise budget is attached herewith proposal in annex – V.

8. Annexes

Annex - I: Organizational Chart of RDN, Nepal



Annex II: Name, Designation and brief Background of current Executive Members

SN	Name	Designation	Background
1	Mr. Ganesh BK	Chairperson	<ul style="list-style-type: none"> • M. A., B. Ed. • 20 years experience in Dalit movement • Chairperson of Human rights alliance • Hon. Member of high level land reform commission, Government of Nepal.
2	Mrs. Neera Jairu	Vice Chairperson	<ul style="list-style-type: none"> • S.L.C. • 10 years experience in Dalit movement • 5 years experience in women movement
3	Mr. Mohan Oad	General Secretary	<ul style="list-style-type: none"> • S.L.C. • 15 years experience in Dalit movement
4	Mr. DB Shankar	Secretary	<ul style="list-style-type: none"> • B.L. • 10 years experience in Dalit movement
5	Mr. Anil Ghimire	Treasure	<ul style="list-style-type: none"> • S.L.C. • 15 years experience in Dalit movement
6	Mr. Puran Singh Dayal	Member	<ul style="list-style-type: none"> • I.A. • 25 years experience in Dalit movement • Hon. member, Constitutional Assembly of Nepal
7	Mr. Bhagi Rath Oad	Member	<ul style="list-style-type: none"> • S.L.C. • 11 years experience in Dalit movement
8	Mr. Janga Bdr. Sunar	Member	<ul style="list-style-type: none"> • S.L.C. • Former VDC vice-chairperson • 11 years experience in Dalit movement
9	Mr. Leela Tamata	Member	<ul style="list-style-type: none"> • I.A. • 10 years experience in Dalit movement • Campaign coordinator CEAD
10	Mrs. Sharada BK	Member	<ul style="list-style-type: none"> • S.L.C. • 15 years experience in Dalit movement • Psycho-social counselor in Koshi flood victim
11	Mr. Hukum Bdr Sarki	Member	<ul style="list-style-type: none"> • B. Ed. and ongoing M. Ed. • 6 years experience in Dalit movement • Dalit activist and Campaign coordinator in RDN, Institutional capacity development officer in CARE Nepal

Annex III: Brief CV of proposed project personnel

1. For the Position of Team Leader

Kuldip Poudel (40), Bharatpur Municipality – 14, Chitwan

Corresponding Address: via email: kuldip.poudel@gmail.com or via mobile: 9849307222

- M. A. (Sociology), B. Sc. Forestry
- Sound interpersonal skill and very good team player.
- Excellent facilitation and training delivery skill.
- Worked as District Program Coordinator in different districts and projects of CARE Nepal (December 1996 to June 2009).
- Worked as Area Program Manager in Churia Forest Development Project of GTZ.
- Sound computer knowledge in MS application.

2. For the position of Monitoring and Documentation Officer

Kamal Bahadur B.K. (37), Chainpur VDC – 4, Chitwan

Address for correspondence: Cell phone: 9841453004 or Email: kusal_bk@yahoo.com

- Master's degree in Management.
- Excellent facilitation and training delivery skill.
- Well familiar with different monitoring tools and experience in developing information collection formats for data management.
- Very good skill in data and/or information analysis as well as topical and sectoral report writing.
- Around 7 years experience in different programs at different levels including program associate, monitoring and documentation officer, district supervisor etc.

Annex IV: Activity Implementation Plan

	Description	Unit	Qty	Year I				Year II		Remarks
				Qtr I	Qtr II	Qtr III	Qtr IV	Qtr I	Qtr II	
1	Project Management									
1.1	Recruitment of project staffs	Prs	5	√						
1.2	Procurement of office supplies and equipments			√						
2	Program/activity implementation									
2.1	Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights and inclusion issues.									
	2.1.1 A Study to collect data on Haliya	VDC/ dist	27	27						
	2.1.2 Conscientization of local Dalit communities through workshops cum awareness campaigns against social dogmas and discriminative practices	Event	27		7	10	10			
	2.1.3 Formation/strengthening of peoples' organizations focusing on ex-Haliyas and mobilization	VDC/ dist	27		7	10	10			
	2.1.4 Campaign against Khali system (for establishing fair and equal wages through boycotting Khali system) and Haliya emancipation and legal support like: law suit etc.	Event	27		10	10	7			
	2.1.5 National Dalit Parliament focusing on the issues of Haliya and Khaliya	Event	1				1			
2.2	Equitable participation of Dalit communities in decision making processes of different CBOs, local level management committees and political parties will be significantly increased.									
	2.2.1 Assessment of Dalits' participation in different CSOs and/or management committees (like: forest users group, school management committee, health service management committee etc.)	Events	9			5	4			
	2.2.2 Advocacy initiatives for equitable participation in different CSOs and management committees as well as in decision making level of political parties and their sister organizations.	Events	27			6	8	13		
	2.2.3 RBA Training for VDC secretary, political party	Events	18			6	7	5		

		representatives, school teachers, school management committee and health post management committee									
	2.2.4	Orientation on equitable planning and budgeting for Dalit activists and other Dalit political leaders	Events	18		4	6	3	3		
	2.2.5	Formation and strengthening of interparty network of Dalit leaders and/or cadre members.	Events	27			9	5	13		
	2.2.6	District and national level Dalit conference (Focusing on Haliya and Khali system)	Events	10		2	4	4			
2.3	Capacity of RDN will be strengthened.										
2.3.1	Training for EC members										
	2.3.1.1	Professional development on project management, report writing	Prs	5				5			
	2.3.1.2	Professional skill development on Documentation, Monitoring and Evaluation	Prs	3			3				
	2.3.1.3	Team building workshop	Event	1		1					
	2.3.1.4	Professional advocacy skills particularly in linking inclusion issues of Haliyas at micro-macro level	Event	1			1				
	2.3.1.5	Orientation on issue based campaigns	Event	1		√					
2.3.2	Mobilization of activists at districts and VDC level										
	2.3.2.1	Mobilization of activists at District level	Prs	9		√	√	√	√	√	√
	2.3.2.2	Mobilization of activists at VDC level	Prs	18		√	√	√	√	√	√
2.3.3	For staffs and activists										
	2.3.3.1	Revision of Financial and administrative policy, development of institutional good government policy	Event	1		√					
	2.3.3.2	Computer software installation	Event	1		√					
2.3.4	Others										
	2.3.4.1	Exposure visit for staffs and EC members	Event	1				√			
	2.3.4.2	Trimester bulletin publication	Nos	6		1	1	1	1	1	1

Annex V: Detailed Budget with line item wise break-down

	Description	Year I				Year II	Total (A)	Contribution and sources (B)	Expected RDIF funds (A-B)
		Unit	Qty	Rate	Total				
1.	Project Management								
1.1.	Personnel cost								
1.1.1.	Team Leader	Month	19.5	35,000.00	455,000.00	227,500.00	682,500.00	682,500.00	
1.1.2.	Monitoring and documentation officer	Month	19.5	20,000.00	260,000.00	130,000.00	390,000.00	390,000.00	
1.1.3.	Accountant	Month	19.5	15,000.00	195,000.00	97,500.00	292,500.00	292,500.00	
1.1.4.	Program assistant	Month	19.5	10,000.00	130,000.00	65,000.00	195,000.00	195,000.00	
1.1.7.	Office helper	Month	19.5	8,000.00	104,000.00	52,000.00	156,000.00	156,000.00	
	Sub-total of 1.1				1,144,000.00	572,000.00	1,716,000.00	1,716,000.00	
1.2.	Equipments (one time support)								
1.2.1.	Furniture	Set	4	10,000.00	40,000.00		40,000.00	20,000.00	
1.2.2.	Desktop computer, printer and others	Set	1	60,000.00	60,000.00		60,000.00	28,000.00	
1.2.3.	Laptop computer	Set	1	65,000.00	65,000.00		65,000.00	15,000.00	
1.2.4.	Motorbike	Nos	1	140,000.00	140,000.00		140,000.00	20,000.00	
	Sub-total of 1.2				305,000.00		305,000.00	83,000.00	
	Sub-total of 1 (Project Management) - A				1,449,000.00	572,000.00	2,021,000.00	83,000.00	
2.	Program cost								
	2.1. Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights and inclusion issues. (Output 1)								
2.1.1.	A Study to collect data on Haliya	VDC/dist	27	20,000.00	540,000.00		540,000.00	540,000.00	
2.1.2.	Conscientization of local Dalit communities through workshops cum awareness campaigns against social dogmas and discriminative practices	Event	27	12,000.00	324,000.00		324,000.00	324,000.00	

2.1.3. Formation/strengthening of peoples' organizations focusing on ex-Haliyas and mobilization	VDC/ dist	27	15,000.00	405,000.00		405,000.00		405,000.00
2.1.4. Campaign against Khali system (for establishing fair and equal wages through boycotting Khali system) and Haliya emancipation and legal support like: law suit etc.	Event	27	10,000.00	270,000.00		270,000.00		270,000.00
2.1.5. National Level Dalit Parliament	Event	1	200,000.00	200,000.00		200,000.00		200,000.00
Sub total of Output 1				1,739,000.00		1,739,000.00		1,739,000.00
2.2. Equitable participation of Dalit communities in decision making processes of different CBOs, local level management committees and political parties will be significantly increased. (Output 2)								
2.2.1. Assessment of Dalits' participation in different CSOs and/or management committees (like: forest users group, school management committee, health service management committee etc.)	Events	9	25,000.00	225,000.00		225,000.00		225,000.00
2.2.2. Advocacy initiatives for equitable participation in different CSOs and management committees as well as in decision making level of political parties and their sister organizations.	Events	27	15,000.00	210,000.00	195,000.00	405,000.00		405,000.00
2.2.3. RBA Training for VDC secretary, political party representatives, school teachers, school management committee and health post management committee	Events	18	30,000.00	450,000.00	90,000.00	540,000.00		540,000.00
2.2.4. Orientation on equitable planning and budgeting for Dalit activists and other Dalit political leaders	Events	18	20,000.00	200,000.00	160,000.00	360,000.00		360,000.00
2.2.5. Formation and strengthening of interparty network of Dalit leaders and/or cadre members.	Events	27	18,000.00	252,000.00	234,000.00	486,000.00		486,000.00
2.2.6. District Dalit conference (Focusing on Haliya and Khali system)	Events	9	60,000.00	540,000.00		540,000.00		540,000.00
Sub total of Output 2				1,877,000.00	679,000.00	2,556,000.00		2,556,000.00
2.3. Capacity of RDN will be strengthened. (Output 3)								
2.3.1. Trainig for EC members and project staffs								

2.3.1.1. Skill development on project management and report writing	Prs	5	15,000.00	75,000.00		75,000.00		75,000.00
2.3.1.2. Skill development on documentation, monitoring and evaluation	Prs	3	15,000.00	45,000.00		45,000.00		45,000.00
2.3.1.3. Team building workshop	Event	1	100,000.00	100,000.00		100,000.00		100,000.00
2.3.1.4. Advocacy skill development particularly in linking inclusion issues of Haliyas at micro-macro level	Event	1	72,000.00	72,000.00		72,000.00		72,000.00
2.3.1.5. Orientation on issue based campaigns	Event	1	100,000.00	100,000.00		100,000.00		100,000.00
2.3.2. Mobilization of activists at districts and VDC level								
2.3.2.1. Mobilization of activists at District level	# of district	14	120,000.00	1,080,000.00	540,000.00	1,620,000.00		1,620,000.00
2.3.2.2. Mobilization of activists at VDC level	# of VDCs	27	60,000.00	1,080,000.00	540,000.00	1,620,000.00		1,620,000.00
2.3.3. For organisational development								
2.3.3.1. Revision of Financial and administrative policy, development of institutional good government policy	Number	2	50,000.00	100,000.00		100,000.00		100,000.00
2.3.3.2. Computer soft ware installation	Time	1	80,000.00	80,000.00		80,000.00		80,000.00
2.3.4. Others								
2.3.4.1. Exposure visit for staffs and EC members	Event	1	250,000.00	250,000.00		250,000.00		250,000.00
2.3.4.2. Trimester bulletin publication	Nos	6	60,000.00	240,000.00	120,000.00	360,000.00		360,000.00
Sub-total of output 3				3,222,000.00	1,200,000.00	4,422,000.00		4,422,000.00
Subtotal of output 1 + output 2 + output 3 (Programme) - B				6,838,000.00	1,879,000.00	8,717,000.00		8,717,000.00
Sub-total of Project Management + Programme (A + B) - I				8,287,000.00	2,451,000.00	10,738,000.00	83,000.00	10,655,000.00
Overhead (8 %) - II				662,960.00	196,080.00	859,040.00		859,040.00
Grand total (I + II)				8,949,960.00	2,647,080.00	11,597,040.00	83,000.00	11,514,040.00
Total in GB £								89,953.44

Annex VI: Logical Framework

Narrative summary	Objectively verifiable indicators	means of verification	Risks and assumptions
Goal: <i>"To contribute in promoting social and political status of Dalit communities through structural transformation of Nation"</i>			
<p>Purpose/Specific Objectives:</p> <ul style="list-style-type: none"> • To aware Dalit communities against discriminative practices and cultures especially Haliya and Khali system from grass root level. • To increase Dalit communities' access to and control over common property resources as well as in decision making position of political parties and their sister organizations. • To build organizational, managerial and technical capacity of project staffs and executive members for effective project implementation and sustainability in addressing issues of Dalit communities. 	<ul style="list-style-type: none"> • 20,000 Haliya families will be emancipated. • Fair wage rate will be established and practiced through boycotting Khaliya system. • Representation of Dalit communities in decision making level of different CBOs and other local level management committees will be increased by 10%. • Representation of Dalit communities in decision making processes of political parties and their sister organizations will be increased by 8%. 	<ul style="list-style-type: none"> • District admin record, project reports and monitoring reports. • Project record, periodic report, records of different committees. • Project record, records of different political parties and their sister organizations. • Project evaluation report. 	<ul style="list-style-type: none"> • Long term strike and blockade by different agitating parties. • Delay in constitution drafting process • Other armed groups may be formed in western and hilly region. • Natural calamities, famine and epidemic would

<p>Output 1 Dalit communities especially Haliyas and Khaliyas will be aware and empowered on their rights and inclusion issues.</p> <p>Output 2 Equitable participation of Dalit communities in decision making processes of different CBOs, local level management committees and political parties will be significantly increased.</p> <p>Output 3: Capacity of RDN will be strengthened.</p>	<ul style="list-style-type: none"> • Campaign reports, register and photographs. • Campaign reports, register and photographs. • District admin record, project reports and monitoring reports. • Case study report. <ul style="list-style-type: none"> • Project record, records of different CBOs and management committees. • Case study report and/or project evaluation report. • Project record, records of different political parties and their sister organizations. • Meeting minutes of interparty networks. <ul style="list-style-type: none"> • Training reports • Revised documents of financial and administrative policy • Development of institutional good governance policy • Installation of computer software 	<p>disturb the normal life of communities.</p>
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Activities under output 1

- A study to collect data on Haliyas
- Conscientization of local Dalit communities through workshops cum awareness campaigns against social dogmas and discriminative practices
- Formation/strengthening of peoples' organizations focusing on ex-Haliyas and mobilization
- Campaign against Khali system (for establishing fair wages e.g. through boycotting Khali system); and Haliya emancipation and Legal support like: lawsuit etc
- National level Dalit Parliament focusing on the issues of Haliya and Khaliya system.

Activities under output 2

- Assessment of Dalits' participants in different CSOs and/or management committees (like: forest users group, school management committee, health service management committee etc.)
- Advocacy initiatives for equitable participation of Dalits in different CSOs and management committees as well as in decision making level of political parties and their sister organizations
- RBA Training for VDC secretary, political party representatives, school teachers, school management committee and health post management committee
- Orientation on equitable planning and budgeting for Dalit activists and Dalit political leaders
- Formation and strengthening of interparty network of Dalit leaders and/or cadre members.
- District level Dalit conference focusing on the issues of Haliya and Khaliya system.

Activities under output 3

- Training for EC members and project staffs
 - Skill development on project management and report writing
 - Skill development on documentation, monitoring and evaluation
 - Team building workshop
 - Advocacy skill development particularly in linking inclusion issues of Haliyas at micro-macro level
 - Orientation on issue based campaigns
- For organisational development
 - Revision of financial and administrative policy
 - Development of institutional good governance policy
 - Computer software installation

Output1

Year 1 Budget: NRs. 1,739,000.00

Year 2 Budget: NRs. 00.00

Total Budget: NRs. 1,739,000.00**Output2**

Year 1 Budget: NRs.1,877,000.00

Year 2 Budget: NRs. 679,000.00

Total Budget: NRs. 2,556,000.00**Output 3**

Year 1 Budget: NRs. 3,222,000.00

Year 2 Budget: NRs. 1,200,000.00

Total Budget: NRs. 4,422,000.00**Total Programme Cost: NRs.8,717,000.00 (75.7 %)****Operational Cost (Project Management + Overhead)**

Year 1 Budget: 1,028,960.00

Year 2 Budget: 768,080.00

Total Budget: 2,797,040.00 (24.3 %)