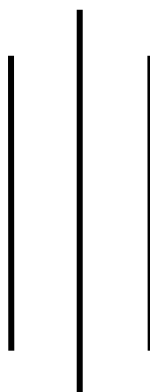


Full Project Proposal

Promotion of Sustainable Governance through Advancing Human Rights, Dignity and Socio-Economic Empowerment of Dalits at Dhangadhi Sub-Metropolitan in Nepal-PAHAL

Submitted to:



Submitted by:

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Submission Date: 16September, 2020

SOUTH ASIA STRATEGIC GRANTS PROGRAM (SAGSP)

FULL PROPOSAL SUBMISSION FORMAT

Section 1: Details of Organization

Full Name of Organization	Rastriya Dalit Network (RDN) Nepal		
Date of Establishment	November 03, 2003	Registration No	681/060-District Administration Kailali
Primary focus/area of organization	<p>Thematic Interventions:</p> <ul style="list-style-type: none"> • Dalit Rights & Dignity • Human Rights & Social Justice • Land Rights & Natural Resources <p>Cross-Cutting Interventions:</p> <ul style="list-style-type: none"> • Gender Equality & Social Inclusion (GESI) Mainstreaming • Climate Justice and Environmental Sustainability • Peace, Security and Conflict Sensitivity • Human Rights Based Approach (HRBA) to Development • Anti-Corruption 		
Address	Dhangadhi sub-metropolitan city-5 HasanpurKailali		
District	Kailali		
Province	Sudurpaschim Province		
Email ID	rdnnepal@yahoo.com	Website	www.rdnnepal.org.np
Contact	Name of the contact person	Mr. Ganesh BK, Central Chairperson	
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Section 2: Project Proposed

Project Title	Promotion of Sustainable Governance through Advancing Human Rights, Dignity and Socio-Economic Empowerment of Dalits at Dhangadhi Sub-Metropolitan in Nepal-PAHAL
Overall Goal	To contribute advancing the dignified life of Dalits or their socio-economic transformation through accountable, transparent and democratic governance system with active participation of civil society organizations
Specific Objectives <i>Please specify in your objective what change will take place and for whom.</i>	<ol style="list-style-type: none"> 1. To strengthen the capacity of elected representatives and local government bodies on social accountability considering the covid-19 pandemic context. 2. To increase the meaningful participation of Dalits in decision making forums to end social discriminatory practices and access services resources through legal awareness and strengthening democratic institutions 3. To improve access of Dalits focusing youth and women in employability for their resilient livelihood options through promoting economic governance.

<p>Indicative main activities For each of the objectives above, outline in point form the main activities to be undertaken by the proposed project. Please ensure these activities are reflected in the description and in the budget.</p>	<p>A. Project personnel B. Project kick-off/induction Meeting C. Orientation to elected representatives, CSOs and government line-agencies on the use of social accountability tools adopting safety measures in covid-19 pandemic situation at ward level D. Lobby and advocacy for Dalit friendly planning and budget through analysis of local government budget E. Conduct Public Hearing and broadcast from Local FM radio F. Installment and application of mobile apps for E-Governance G. Support local government to formulate Support local government to formulate Dalit Empowerment and Inclusion Strategic Plan H. Formation and strengthening ward-level Dalit Rights Forums (DRFs) I. Advocacy campaign to increase the meaningful participation of Dalits in government agencies and social structures J. Publish and disseminate the IEC materials related to constitutional rights of Dalits K. Municipality level training among elected Dalit women, rights activists and member of judicial committee L. Situation analysis concerning socio-economic issues of Dalits M. Policy review and feedback on planning and budget of provincial government through webinar dialogue N. Policy conference of Dhangadhi sub-metropolitan for service delivery targeting socio-economic rights of Dalits O. One Days ward level Orientation on Economy Literacy and Budget Advocacy targeting representatives of Dalit Rights Forum P. SWC project Approval/Monitoring Visit Q. Mobilization of Budget Advocacy Expert (part Time 50%)</p>
<p>Duration of the Project</p>	<p>15 November, 2020 to 14 January, 2022 (14 Months)</p>
<p>Summarize in point form how the project will contribute to advancing the core themes of the SASGP</p>	<p>The project will contribute advancing the core themes of South Asia Small Grants Program (SASGP) as increasing public sector and accountability and transparency, Strengthening democratic institutions through People's Participation and Rule of Law and promoting economic governance as outlined below;</p> <ul style="list-style-type: none"> • Strengthen the capacity of local government on social accountability tools • Increase the meaningful participation of Dalits in decision making forums adopting democratic practice • Strengthen the judiciary committee to ensure Access to Justice (A2J) for vulnerable groups from Dalit community. • Facilitate right holders' employment opportunities through economic governance
<p>Total Project Budget (LKR)</p>	<p>NPR 8,571,480</p>
<p>Grantee Contribution (LKR)</p>	<p>-</p>
<p>Amount of Grant Requested (LKR)</p>	<p>NPR 8,571,480</p>

Section 3: Context and Situational Analysis (maximum of 2 pages):

3.1 Operational Context:

The newly promulgated constitution of Nepal-2015 has significant provisions to uplift the socio-economic rights of Dalits and vulnerable groups. There have been some good opportunities and scope with the establishment of local structures for the required collaboration and coordination with government agencies. Nepal has been a state party of more than 22 international human rights instruments. The Constitution of Nepal has adopted the principle of federal democratic governance structure, republicanism, secularism, and inclusiveness and social justice progressive provisions. The Constitution has safeguarded several fundamental rights including women's right, Dalit's rights and right to equality and non-discrimination extensively. It also enacted comprehensive and integrated Muluki Civil and Criminal Codes which are considered to be radical departure from Nepal's traditional criminal justice system. We have elected representatives in all 3 government layer.

Due to the lack of industrial development, more than 76% people of Nepal depend on agriculture. We have social diversity as more than 100 languages are spoken and 120 different caste/ethnicities are found in the country. There is new development in science and technology. Similarly, the average temperature is increasing by 1.8 to 4 degree in global basis through which we have to face great challenges of covid-19 pandemic. Nepal has been locked-down since last 5 months. As a result of this, all the industries, educational institutions, transportation, tourism are fully closed and human life has become more suffering. Similarly, The government of Nepal has planned to implement the fundamental rights of citizens by formulating relevant bylaws and procedures and also approved the annual planning and budgeting for this fiscal year. The government of Nepal has initiated to solve the problem of land by forming land problem solving commission.

3.2 Problem Statement:

The total population of proposed project area; Dhangadhi in Kailali district is 1, 47,741 including 19,520 Dalits. Out of the total Dalits, 9,956 are male and 9,564 are female who are economically poor and socially discriminated as they have poor participation in governance mechanism. The governance challenges of area is highlighted by assessing the governance arenas in connection to the core principles of governance. The demand side governance issues are: prevalent discrimination in the society and poor participation of the discriminated groups in governance. The discriminated people are poorly aware of their rights and claiming procedure and mechanisms, lack information and not well organized, and isolated. At supply side, the public officials and law enforcement agencies are not fully aware of social accountability for the protection of the rights Dalits. Public resource allocation is not efficient and decision for such is often influenced by elites, where voices of excluded groups' are not heard. The capacity deficit of responsible institutions and structural/procedural hurdles add further challenges in governance. Poor research, weak knowledge base and limited voice of people in policy making are another challenge.

According to the survey, 60.7% Dalits have experienced denial in entry into public places where as whereas 17% are facing face discrimination while accessing public services government offices. Various stakeholders and civil society organizations have weak ownership and collaboration on the issue of Dalits. Only 52% of Dalits are using electricity facility whereas only 25% of this community is using toilet facility which is the worse condition. About 48% Dalits are using easy source of drinking water. However, for the remaining, easy source was not available. The study shows that 8.7% Dalits are participating decision making. 14.6% Dalits experience discrimination in accessing health services. Dalit women are facing dual problems; caste based discrimination and gender based violence. 43% of Dalit women experience sexual harassment and also facing different five forms of gender based violence which domestic violence accounts for 64%, followed by social violence 17%, rape 8%, sexual abuse 4%, murder 3% and trafficking. Similarly, 57.9% Dalits are literate whereas only 43% has awareness on human rights issues.

Dhangadhi sub-metropolitan city lies in boarder of India and as it is 'hotbed' for Covid cases. There are more than 200 people infected from covid-19 and infection rate is being increased. Thousands of Dalit youth have returned from India and now they are jobless. The numbers of Corona Virus infected people have been increasing drastically in India. Particularly, Dalits who are engaged in daily wage work and returned from India are facing the problem of joining their hands to mouth and alsosuffering from starvation. More than 90% of Dalits are still engaged in outside formal sectors without social security (UNDP-2011) for their employability. More than 70% of the Dalits are adopting agriculture as their main occupation but they are landless. Similarly, 76.2% Dalits are engaged in unequal wages under their daily work.

3.1 Causes of the Problem:

The causes of socio-economic, cultural and political problems of Dalits are outlined as below:

- The service delivery agencies belonging to public/private sectors are not fully adopting transparency and accountability due to inadequate internal control and governance delivery system. Similarly, Different social structures (both government and non government) are directly influenced by misuse of political powers.
- The target groups; Dalits of the proposed project area are still living under culture of silence so as to hamper from further opportunity. The decision makers and executer both have attitude of continuing the monopoly and centric empire.
- Social discriminatory malpractice against Dalit community has dragged them to vicious cycle of poverty.
- Civil society organizations and stakeholders have weak ownership towards developing advocacy agendas on Dalits. They have futile collaboration and inadequate collective voice, concerns and action to address the issues.
- Due to the inadequate knowledge on available government plans, policies and public and private resources and services, Dalits are unable to systematically claim for their rights and entitlements
- Additionally, Dalits have very limited access to financial services creating limited opportunities for income generation, business establishment and employment opportunities due to which they are compelled to migrate for working in informal sectors.

3.2 Effects of Problem:

The vicious nexus of the effects of the problem has impacted every domain of the lives of Dalits. Moreover, it has remained as a huge challenge towards ensuring human rights for all, development governance and transformation of local government. Caste based discrimination limits the livelihood options of Dalit making them economically vulnerable and insecure as they cannot run business like hotel and dairy. Due to discriminatory labour relationship, Dalit face discrimination in job opportunities mainly in hotel and restaurant and they are discriminated groups from participating in democratic processes which is a serious obstacle to inclusive democracy. Participation of Dalits in political process and representation in government is significantly low compared to their population.

3.3 Rationale of Project:

The intervention is timely and relevant in such as way that the government of Nepal has also available plans, policies and guidelines to promote deepening democracy, social accountability and good governance. In addition, different international treaties on Human Rights (HR) standards have been ratified. The new constitution of Nepal has also provisioned to uplift the civil and political as well as socio-economic rights of Dalits. Therefore the project has been designed to implement in Dhangadhi sub-metropolitan city of Kaillai district in Sudurpaschim province in Nepal.

Section 4: Narrative Description of the Project (maximum of 5 pages):

4.1 Goal, overall Objectives and Contribution to aim

Project Goal:

The overall goal of the project is to contribute advancing the dignified life of Dalits or their socio-economic transformation through accountable, transparent and democratic governance system with active participation of civil society organizations

Overall Objectives:

The anticipated goal of the project will be achieved by setting 3 specific objectives as outlined below;

1. To strengthen the capacity of elected representatives and local government bodies on social accountability considering the covid-19 pandemic context.
2. To increase the meaningful participation of Dalits in decision making forums to end social discriminatory practices and access services resources through legal awareness and strengthening democratic institutions
3. To improve access of Dalits focusing youth and women in employability for their resilient livelihood options through promoting economic governance.

The objectives with measurable indicators mentioned above will organize, empower and mobilize the target beneficiaries (Dalits) to exercise their socio-economic rights.

Contribution to aim:

The goal of the project will contribute in three thematic interventions as; i) Dalit Rights & Dignity, ii) Human Rights & Social Justice and iii) Land Rights & Natural Resources. It will also contribute the core themes of South Asia Small Grants Program (SASGP) as; i) increasing public sector accountability, transparency ii) strengthening rule of law iii) promoting civil society participation and media as well as iv) strengthening democratic institutions and practices. Further, the project results also concur with policy commitment to implement special targeted policies ensuring socio-economic empowerment of Dalits by government of Nepal.

Similarly, the project will also directly contribute to achieve Sustainable Development Goal no 3-Good Health, 8-Economic Growth, 10-No Inequality, 11-Sustainability, 15-Life on Land and 16-Peace and Justice which target explicitly Dalits and their needs. It will aid to implement the constitutional and legal provisions in regards to socio-economic empowerment of Dalit communities.

The proposed objectives are also directly aligned with first two objectives of SASGP as; i) to promote greater transparency, accountability, rule of law, and responsiveness in their respective governments; ii) To broaden the space to meaningfully engage with democratic institutions including those related to the criminal justice sector, anti-corruption bodies, human rights commissions, election administration, parliament, media and local governments and rest objective is contributed by the cross-cutting intervention of the project.

4.2 Contribution of Activities to the Project Objectives

In order to achieve the anticipated objectives of the proposed action, the project activities have been set out linking with supporting area and South Asia Small Grants Program (SASGP). The activities under each objective implementation model are designed based upon the past learning and best practices of Rastriya Dalit Network from similar interventions, experience and expertise. The implementation process and minimum standard for each activity will be further detailed out at the beginning of the project while developing detail implementation plan (DIP).The key activities of the project have been described as below:

Activities under objective-I: (To strengthen the capacity of elected representatives and local government bodies on social accountability considering the covid-19 pandemic context)

- A. Project personnel:** RDN Nepal will have a team of professionals for overall implementation of project comprising of Team Leader- 1, Admin and Finance Officer-1, Social Mobilization Officer-1 and Social Mobilizers=5 by providing specific responsibilities for project implementation.
- B. Project kick-off/induction Meeting:** The project will organize one event of project kick-off/induction meeting at the beginning of the project. The main objective of the meeting will be to start-up the project by informing the key stakeholders; municipality office, civil society organizations, human rights organizations and government line agencies about the project activities and its implementation procedures. A total of **25** participants will take part in the meeting by adopting safety measures (physical distancing practice, use of mask and sanitizer) in covid-19 pandemic context as per the government rules and regulations. The feedback of stakeholders will be seriously undertaken and adjusted in upcoming implementation plan for the further effectiveness of project interventions.
- C. Orientation to elected representatives, CSOs and government line-agencies on the use of social accountability tools adopting safety measures in covid-19 pandemic situation at ward level:** The capacity of elected representatives, CSOs and government line agencies will be enhanced on social accountability tools. They will be capacitated to use certain Social Accountability (SA) tools such as public hearing, public audit, social audit, community score cards will systematically for the transparent service delivery process of public sectors/ duty bearers by organizing **19** events (one event in each ward) of **one day orientation** at ward level on respective subject-matter. A total of **20** participants ensuring equal representation of women (compulsory) will join one event adopting safety measures in covid-19 pandemic situation as per government rules and regulation.
- D. Lobby and advocacy for Dalit friendly planning and budget through analysis of local government budget:** The project will analysis the current fiscal year planning and budget of Dhangadhi sub-metropolitan city for finding the gaps through Dalit prospective considering their socio-economic development. The gap analysis will be carried-out by adopting certain social accountability tools and techniques through hiring a resource person having expertise on pro-poor budget analysis. Based on the identified gaps, target groups, these will be well documented as evidences and they will be mobilized for various advocacy interaction for lobby with local government particularly ward offices on Dalit friendly planning and budget at project target location (all 19 wards of Dhangadhi sub-metropolitan during budget session. The participants of the activity will be Dalits ensuring minimum 40% women from respective community who have been directly targeted for the project also known as right holders.
- E. Conduct Public Hearing and broadcast from Local FM radio:** A total of 19 episodes of 19 events of ward level public hearing will be lively broadcasted from local FMs with an aim to sensitize the duty bearers on the socio-economic issues of Dalits. Each event of public hearing will consist of 25 participants among both target beneficiaries and relevant stakeholders. Before conducting the public hearing, the resource-person will conduct exit-poll/perception survey that aims to predict the final results on the basis of the information collected from the right holders and relevant stakeholders. The role of the resource person will be to facilitate the public hearing session from technical aspect. These interventions aim to fetch the written commitment of stakeholders for addressing the issues of Dalits.
- F. Installment and application of mobile apps for E-Governance:** Rastriya Dalit Network (RDN) Nepal will install and apply mobile to strengthen the E-Governance for creating the access of both target beneficiaries and stakeholders in wider level. The main aims of this mobile apps is to monitor the Economic, Social and Cultural Rights (ESCR) of Dalit communities that will contribute in social accountability and responsiveness of duty bearers and concerned

stakeholders as well as human rights institutions. The approaches and methodologies for developing the apps are outlined below;

- Linkage of micro economic, social and economic issues of Dalits with macro level in broader for Local to Global (L2G) advocacy during Universal Periodic Review (UPR) process
- Installment of mobile apps (portal) through the technical support of Information Communication Technology (ICT) expert
- Upload the questionnaire in apps once it will be finalized by subject-expert having strong knowledge on human rights instruments through consultative process
- Analysis and compilation of data/information which will be stored in the mobile apps
- Disseminate the fact and findings of mobile apps in wider level among target beneficiaries and stakeholder through the development and publication of Dalit Rights Year Book.

It will be also continued beyond the project period by connecting this with other on-going and further projects of the organization by adding the value as RDN has been publishing the year book since last 2003. It is not only for stakeholders but also for right holders (Target group/community).

G. Support local government to formulate Support local government to formulate Dalit Empowerment and Inclusion Strategic Plan: The project will coordinate local government (Dhangadhi sub-metropolitan city) to formulate the Dalit Empowerment and Inclusion Strategic Plan. To facilitate the overall process of policy formation of local government, one subject-expert will be hired for 10 days by providing the specific roles and responsibilities with fixed terms and condition. Within 10 days time allocation, a resource person will widely consult with target groups, relevant stakeholders and local government bodies. At the end of his consultative process, one consultation workshop will be organization to collect the feedback. Then, the plan will be drafted by incorporating the feedback to hand-over respective local government body. The local government mechanism will also share and contribute partial resources for the development of that plan.

Activities under objective 2: (To increase the meaningful participation of Dalits in decision making forums to end social discriminatory practices and access services resources through legal awareness and strengthening democratic institutions)

H. Formation and strengthening ward-level Dalit Rights Forums (DRFs): The project will form a total of 19 Dalit Rights Forums (DRFs) at all 19 wards of Dhangadhi sub-metropolitan city (project targeted area). These 19 networks also known as loose networks and civil society organizations (CSOs) at local level will be strengthened through regular periodic meetings, in-depth discussion, interaction, knowledge building and information sharing/dissemination for lobby and advocacy for the voice and concerns of target beneficiaries. Each forum will consist of 15-20 members represent from different settlements/clusters of Dalits within respective ward. The forum will be more inclusive ensuring the proportionate participation of diversified groups among Dalits such as women, people with disabilities, elderly people, single women and youth etc. During the regular meetings of these networks elected Dalit women representatives and other human rights activists will be engaged as invitees (special guests) for their support and solidarity in wider level. Particularly, These 19 forums/networks will be organized, empowered and mobilized for the following specific purposes/areas;

- Collective Advocacy to end Caste Based Discrimination and Untouchability (CBD&U)
- Conduct interaction/discussion with elected representatives to access public services/resources including policy review and feedback of local government
- Aware Dalit communities on constitutional and legal provision as well as Human Rights (HR) instruments, COVID-19 pandemic situation
- Facilitate Dalit participation in local government planning, implementation and monitoring process
- Coordination and collaboration with land problem solving commission at local level for accessing rights to land

- Lobby and advocacy to formulate local law/act regarding empowerment and transformation of Dalits

Similarly, the project will select 5 Dalit settlements in project target area as model villages for massive interventions to upscale the past learning accessing services resources of local government. For this, **Model Village Engagement Plan** will be developed and implemented. Similarly, the specific achievements will be documented as **E-Bulletin** and disseminated to replicate the best practices through official face-book page and website of the organization. A total of 5 Dalit Human Rights Defenders (HRDs) will be developed, trained and mobilized for the process. To link the micro issues of Dalits in policy influence, there will have one sub-metropolitan city level "**Dalit Elected Representatives Forum**" which will influence the voice and concerns of Dalits in decision making process of local government. For the further sustainability impact beyond the project period, all 19 ward level Dalit Rights Forums will be recorded in the roaster of ward offices so that the networks will prepare and submit the plan/proposal to tap the government resources. The project will also support to develop the graduation plan/exit strategy of these networks.

- I. **Advocacy campaign to increase the meaningful participation of Dalits in government agencies and social structures:** The project team will be mobilized to conduct inclusion audit for the assessment of existing participation of Dalits in various government agencies and social structures (User Groups-UGs, Mother Groups-MGs, Community Forestry User Groups-CFUGs, School Management Committee-SMC, Health Management Committee-HMC, Political Parties and Cooperatives etc). Based on the fact and finding, the evidences will be used for 19 events (one in each ward) of advocacy campaigns (delegation, interaction, submission of memorandum, dialogues) will be carried-out with an aim to increase proportionate meaningful participation of Dalits in government and non-government organizations mentioned above. Social Mobilizers and Dalits activists will be fully oriented and mobilized for that process.
- J. **Publish and disseminate the IEC materials related to constitutional rights of Dalits:** In order to deliver the knowledge on constitutional and legal provisions as well as Human Rights (HR) protection mechanisms among community people, the project team will produce five types of IEC materials: (i) Pamphlets/leaflets-5,000 (ii) Brochures-2000 copies (iii) Message Cards-2,000 copies). Those visual materials will be circulated by social media (face-book, face-book page, organizational website and posted in public places in collaboration with local authorities to aware the mass. Content of the IEC will be finalized with consultation with target beneficiaries, subject-experts, CSOs and local authorities.
- K. **Municipality level training among elected Dalit women, rights activists and member of judicial committee:** One event of 2 days training will be organized to elected Dalit women, rights activist and member of judicial committee Altogether 25 participants will be trained on the role and responsibilities of the judiciary committees and the members including related normative framework on Dalits. Due to COVID-19 pandemic situation, required safety measures such as use of masks, sanitizer, gloves, maintaining social distancing will be applied and also use the electronic communication means (webinar, Facebook and Viber groups etc.).

Activities under objective-3 (To improve access of Dalits focusing youth and women in employability for their resilient livelihood options through promoting economic governance)

- L. **Situation analysis concerning socio-economic issues of Dalits:** At the inception of the project, situation analysis also known as baseline survey will be carried-out in project targeted area with an aim to create knowledge based on enquiries within specific and practical socio-economic figures of Dalits that is impacted by covid-19 pandemic context. The analysis will undertake livelihood and market development assessment, **loan period and payment duration of Micro-Finance Institutions (MFIs)**, resource analysis and value chain. Similarly, it will also focus to assess the response of duty bearers, participation in decision making process, collective

bargaining skill, and legal awareness level of Dalits. The fact and findings of the study will be used as baseline indicators of the project. A group of research team will be formed including a leader researcher and enumerators. The lead researcher will prepare detail methodology of the analysis and facilitate the process accordingly.

M. Policy review and feedback on planning and budget of provincial government through webinar dialogue: The project will conduct one event of on-line zoom/webinar policy dialogue with multi-stakeholders such as members of parliament, policy makers from federal and provincial level, respective ministries, and government line agencies, civil society organizations, human rights organizations, trade unions and chamber of commerce. The event will critically review the planning and budget of Sudurpaschim province and provide the feedbacks/recommendations to provincial government for further adjustment targeting the economic rights of Dalits and other vulnerable groups.

N. Policy conference of Dhangadhi sub-metropolitan for service delivery targeting socio-economic rights of Dalits: Based on the evidences of the situation analysis, one event of sub-metropolitan level policy conference will be organized at Dhangadhi with a view to enhance the capacity of local government and other service providers for delivery the services targeting socio-economic rights of Dalits. The conference will be held by representation from mayor, deputy mayor and all wards chairs, elected Dalit representatives of Dhangadhi municipality as well other service providers (office of cottage and small industry, technical trainings providers-TTP, CTEVT, Micro-Finance Institutions-MFIs, trade unions, Chamber of Commerce, Consumers Protection Forum as well as target community. One consultant having expertise on relevant subject-matter (economy governance) will be hired to systematically facilitate the meeting. Altogether, there will be 25 participants in the conference. At the end of conference, Dalit Representatives Forum will be formed to monitor service delivery process as watch dog.

O. One Day ward level orientation on Economy Literacy and Budget Advocacy targeting representatives of Dalit Rights Forum: With an aim to enhance the capacity of members of Dalits Rights Forum, a total of 19 events of one day ward-level orientation will be organized on economy literacy and budget advocacy. Each event will consist of 20 participants ensuring 40% women representation including proportionate participation of other vulnerable groups among Dalits such as single women, people with disabilities and elderly people etc. With the medium of training, the participants will increase their knowledge and skill applying fundamental economic ideas to make rational decisions about the use of limited resources. Similarly, they will be trained on tools and techniques of budget advocacy so that they will influence the government budget as per resource mobilization guideline of local government. Resource person will be hired to facilitate the different sessions of orientation systematically and well arranged way. At the end of each orientation program, advocacy plan will be prepared to conduct the budget advocacy campaigns that aim to increase the access of target groups focusing women and youths in Labor, employment and social security program, prime minister Self-employment program and president women uplift program of federal government for their employability and better livelihood options. Similarly, it will also be linked with chief minister integrated agriculture and livestock development program at provincial level.

P. Social Welfare Council (SWC) Monitoring Visit and Project Approval: In the inception of the project, Rastriya Dalit Network (RDN) Nepal will take the approval from Social Welfare Council (SWC) to implement the project. Similarly, SWC will conduct monitoring visit in the project location at the end of the project for the overall evaluation of the project intervention.

Q. Mobilization of Budget Advocacy Expert (part Time 50%): The project will also mobilize on subject expert entitled as "Budget Advocacy Expert" for 6 months to technically facilitate the overall activities under the project objective no-3. His major role will be to develop the linkage of target groups with duty bearers to ensure the employability for their better livelihood option

4.3 Network and Coalitions:

The project has been designed in wide range of consultation with elected representatives of Dhangadhi sub-metropolitan and target communities as well as relevant stakeholders. The project will be implemented in close coordination with local government body, parliamentarians, respective ministries, political parties and their sister organizations and other relevant government line agencies through constructive engagement. With an aim to bring the synergic impact in wider level, the action will build its collaboration with development partners; USAID's Sajhedari- Support to Federalism (STF) project including GIZ, UNDP, The Lutheran World Federation Nepal, Nepal, FELM, Good Neighbours, UNICEF, SNV, RTI, UN agencies as well as CECI and other civil society organizations. In addition, Technical Training Providers (TTPs), Chamber Commerce, Trade Unions and Micro Finance Institutions (MFIs) will be coordinated for public/private partnership. Similarly, RDN Nepal will coordinate and collaborate with South Asia level civil society movements; Asia Dalit Rights Forum (ADRF), Asian Parliamentary Forum on Dalit Concern (APFDC), South Asia Alliance for Poverty Eradication (SAAPE) and Asian Consortium for Human Rights and Access to Justice as it has alliance and networking with these South Asia level civil society organizations.

4.4 Staff Mobilization Plan:

The proposed staffs of the project will be mobilized based on the **Staff Mobilization Plan** which will be shared to TAF later. Overall programmatic and financial arrangement of **“Promotion of Sustainable Governance through Advancing Human Rights, Dignity and Socio-Economic Empowerment of Dalits at Dhangadhi Sub-Metropolitan in Nepal-PAHAL”** will be managed by RDN Nepal. For the effective management of overall program, Project Management Team (PMT) will review and guide project team. The proposed staffs of the project will be as;

- Mr. Hukum Bdr. Sarki, **Team Leader** of RDN Nepal having more than 12 years of working experience in deepening democracy, human rights, good governance and social accountability will provide his contribution (70%) for overall result based management of the project.
- Mr. Bharat Aagri, **Admin and Finance Officer** of Rastriya Dalit Network (RDN) Nepal will provide his support for smooth and sound financial management system of the organization. He will be charged (60%) in the planned budget of project.
- Mr. Gorakh Sarki has been proposed as **Social Mobilization Officer (Full Time-100%)** for the implementation of project. He has more than 5 years of professional working experience in community development and social Mobilization. He will be mobilized in planning, implementation and monitoring of the project.

Similarly, the project has planned **5 full time based social mobilizers** who will have responsibilities to support and facilitate community level activity implementation in all wards of Dhangadhi sub-metropolitan. They will be selected based on their interest, experience and competency from respective communities ensuring gender balance. For this RDN Nepal has created the **Roaster of Potential Staffs** with their CVs which will be reviewed by Board of Directors and Project Management Team (PMT) for further selection. The proposed staffs will be engaged in result-based participatory planning, implementation, monitoring and reporting to achieve the anticipated results of the project. ***(The brief CVs of Indicative Personnel who will be implementing the Project have been referred in Annex-III with their qualification and experience)**

4.5 Gantt Chart to map project timelines

The implementation plan of the project has been developed with time-line (monthly breakdown) by setting the target value. ***(The Gantt Chart to map project timelines has been referred in ANNEX-II)**

Section 5: Capacity Development (1 page)

The project will adopt the Human Rights Based Approach (HRBA) to Development for transferring the capacities to target beneficiaries, elected representatives, government line agencies, civil society organizations and other relevant stakeholders by sharing information and knowledge. The target groups and stakeholders will be regularly involved in the whole project cycle starting from the development of project plans, implementation of the activities, regular monitoring, providing feedbacks and reporting of the project results. The project will carry-out the following implementation strategies/approaches as mentioned as;

- **Activist Based Campaign (ABC):** As RDN Nepal has 20 years of working experience on evidence based advocacy, activism and movement building for advancing human rights and social justice of Dalit communities, the project will continued its Activist Based Campaign (ABC) to ensure the social-economic empowerment initiatives for sustainable Development:
- **Adopting Safety Measures:** Considering the current covid-19 pandemic context, the project team including target beneficiaries will adopt the safety measures; physical distance, using mask, sanitizer and glove etc as well as optimum means of communication technology and field work while implementing the project activities.
- **Community Empowerment and Human Rights Based Approach:** Project will adopt human rights based approach to development that empowers and Dalit community to systematically claim for their rights and entitlements.
- **Gender Equality and Social Inclusion (GESI) Mainstreaming:** This project will ensure the equal participation of all sections (caste/sex/ethnicity) of the community to bring about sustainable changes in the households and societies, contributing in GESI. Minimum 50% women participants will be ensured in project planning and implementation.
- **Coordination and Collaboration:** The action will employ strategies to coordinate and collaborate with concerned government agencies. It will also coordinate with civil society organizations to avoid duplication and generate synergetic impacts.
- **Appreciative Inquiry and "Do No Harm" Approach:** The intervention targets to both Dalit and non-Dalit men and women on the issues of discrimination which is considered as a cause of conflict. Thus, this will employ non-confrontational strategies and approaches promoting social cohesion.
- **Accountability and Transparency:** RDN Nepal beliefs on both upwards and downwards accountability for the success of each project and interventions. Thus, both upwards and downwards accountability will be practiced and ensured during the entire project period.
- **Public/Private Partnership:** The project will conduct public/private partnership for synergy building. Particularly, various service delivery agencies; livestock office, agriculture office and office of small and cottage industry will be partnered during the implementation of income generating activities such as livestock promotion, commercial vegetable farming and micro-enterprise development. Similarly, cooperative division office will be coordinated to promote the cooperative led livelihood options. In addition, partnership will be carried-out with ward offices to develop the linkage of Dalit youths in various skill developments trainings.

The project will contribute significantly for the enhancement of institutional capacity of RDN Nepal and its project team. It will support to develop RDN Nepal to develop own human resources for strengthening its works. Moreover, it will give an avenue to learn from SASGP resources and build synergies in actions. In this respect, the technical assistance from SASGP team will be supportive for developing and improving organization capacity. It also provides opportunities to establish working relationship with other partners of SASGP and funding agencies. The project will also further enhance management and project delivery capacity of project team.

Section 6: Communication and Knowledge Management Plan (1 page)

As communication channel refers to the process of information flow among target groups and stakeholders and also within organizational team member, Rastriya Dalit Network (RDN) Nepal will follow its **Communication Policy** which is already in place and has been updated in changing context. The project team will communicate to the project objectives, activities and achievements through various communication channels; formal and informal as well as official and face to face. The communication and knowledge management plan of the project will target right-holders, stakeholders, civil society organizations, media and government line agencies. Both down-ward and up-ward accountability will be followed in regards to follow the project information.

Mr. Ganesh BK, central chairperson of RDN Nepal will be responsible to communicate in policy level. Particularly, he will coordinate with donor agencies, member of parliaments, respective ministries, civil society organizations and various issue-based social movements at federal level. Mr. Hukumbdr. Sarki, team leader of the organization will be responsible to communicate at project implementation level. He will play front-line roles to communicate and coordinate with various relevant stakeholders, government line agencies and likeminded institutions at provincial and local level.

With an aim to circulate the project information, reports and data to concerned funding agencies and relevant stakeholders, various medium will be used as; email address (rdnnepal@yahoo.com) and official telephone number (+977-91-520604) -landline to deliver the formal official information such as periodic progress reports (programmatic and financial both), fund request, invitation letters etc which will be systematically documented as records for the further use as knowledge management.

Similarly, project staffs will be oriented and guided to use the effective communication channel to bring the uniformity on the project interventions. The project team will follow communication and knowledge management plan of the organization. The project information will be widely disseminated through using organizational website (www.rdnnepal.org.np) and its face-book page (RDN Nepal). Similarly, print and electronic media as well as social media and Informative Education Communication (IEC) materials; posters, pamphlets, booklets will be used to disseminate the information.

With an aim to knowledge management, the project team will manage the project data/information system (PIMS) so as to use the required information for further knowledge management. The generated information under the achievements of each objective wise indicators will be used by right holders, project team, board of director of the organization as well as South Asia Small Grants Program (SASGP) team for various purposes, RDN Nepal will use the information gathered from monitoring using it as evidence of changes in the lives of target communities. The information collected under the project will be systematically documented, published and shared with funding agencies, local government bodies including other relevant stakeholders. The information will also be used as knowledge management and up scaling and replication in other development projects. The success stories/human interest stories will be produced which will be disseminated among the target beneficiaries to replicate the best practices through possible area of collaboration.

Section 7: Potential Risks/Mitigation

It is anticipated that project activities will be smoothly and effectively implemented within stipulated timeframe. There are some risks that may disturb and create barriers.

*(The risk assessment and mitigation strategy matrix has been referred in **ANNEX-I**)

Section 8: Monitoring (1 page maximum)

Rastriya Dalit Network (RDN) Nepal will carry-out the Result Based Participatory Planning, Implementation, Monitoring and Evaluation (PMER) followed by its **Results Based Participatory Planning, Monitoring and Evaluation (M&E) Guideline -2016**. It will ensure the results-oriented planning, monitoring, accountability and learning as well as ensuring quality and compliances. The project team will prepare and submit baseline information and their measurable indicators along with separate monitoring & evaluation (M&E) plan within one month from the agreement signing date. The progress of each activity, output and outcome indicator will be tracked by using the indicator tracking sheet on periodic basis (monthly and quarterly) to setting the target value. The findings of the monitoring will be used to make the necessary adjustments as required. The monitoring will be carried-out by project staffs and board of directors at organizational level.

Following are some of the practical processes/mechanisms of the participatory PMER system that will be followed in this project:

- Development of quality benchmarks (minimum standards) for all major program interventions
- Regular field monitoring visits by the PMER staff to ensure relevance, effectiveness, efficiency, sustainability, quality and compliance of project implementation
- Regular visit to the community will be set up to enable program teams to solicit feedback, complaints and grievances from the communities

In addition, review and reflection workshop will be organized on quarterly basis to reflect progress made and field level learning/challenges. The information collected under the project will be systematically documented, published and shared with funding agencies, government authorities, human right organizations, civil society organizations including other relevant stakeholders and various forums.

The PMER system will ascertain downward accountability by ensuring that the target communities have access to detailed information about the project, budget and quality requirements. Along with local capacity building, complaint response mechanism will be established to provide an opportunity for the communities to give feedback to the program implementation and their voices heard. Similarly, the stakeholders will be widely consulted during planning, implementation and monitoring of the project. It will carry out the **joint monitoring** visits with the participation of target beneficiaries, government authorities and SASGP team.

Rastriya Dalit Network (RDN) Nepal will follow the reporting template guided by the South Asia Small Gants Program (SASGP). In addition, RDN Nepal will also prepare and submit the periodic update of project progress (Monthly Update, Quarterly Progress Report, Six Months Progress Report-SMPR Annual Progress Report-APR and Project Completion Report-PCR) to the South Asia as required. *The M & E plan of the project has been referred in **ANNEX-V**.

Section 9: Sustainability (1 page)

Sustainability concern will be addressed considering several key sustainability factors such as ownership, organizational management capacity, resource creation and mobilization, coordination, linkages and networking, inclusive participation in decision making process, effective program management and implementation capacity, and need identification and planning cycle management.

The key strategies and mechanisms include:

- Strategic links with local government bodies and other ward level organizations and build capacities of Dalits, GESI and Human Rights Organizations
- Capable Dalits, GESI and Human Rights Organizations will gradually takeover responsibilities for supporting process and activities.
- Priority will be given to use locally available material and resources and promote local productions.

- Phase out strategy will be shared among the stakeholders to build their ownership and supports.
- Enhance knowledge of local people on constitutional and legislative rights by developing and disseminating various knowledge products and the local government across the targeted districts will be encouraged and advocated to replicate the knowledge products to amplify the result.
- Establish working relationship with local legal service providers and stakeholders as well as human rights organizations
- Create ownership and engagement of local government as well as community-based stakeholders is always key element for the sustainability of the interventions.
- Similarly, the project will adopt human rights based approach and GESI mainstreaming for the further effectiveness of the project intervention.
- The local government body will be supported to formulate the Dalit Empowerment and Inclusion Strategy Plan for the overall socio-economic development of Dalits in long-run.

The project will enhance capacity of local communities, community institutions and local government agencies. The gained skills, knowledge and collaboration with other agencies will be instrumental in sustaining process and outcome of the project interventions. This capacity building support will be based on the clear and time-bound graduation and phase-out plan. Rastriya Dalit Network (RDN) Nepal emphasizes on preparation and development of sustainability and phase out strategy of the existing groups/networks and peoples' organizations.

Similarly, it will focus on strengthening synergetic collaboration and partnership with RDN Nepal's other existing projects and programs supported by the Freedom Fund (FF), International Labour Organization (ILO) and United Nations Development Programme (UNDP), government and other development stakeholders as well as local bodies for making greater combined impacts in socio-economic empowerment initiatives of Dalit communities at project targeted area. On the other hands, an exit plan and graduation guideline of model village, Dalit rights groups will be prepared in a participatory way with working CSOs in close coordination with local government body and followed to phase-out/exit programs from target areas. The phase-out strategy of project will be developed and shared with local government.

Section 10: Declaration, Signature and Date:

We agree to fully follow the core themes of the South Asia Small Grants Program (SASGP) while implementing the project funded by the grant. We further understand that we are responsible for compliance with all the requirements of the laws of Nepal government concerning VAT/PAN/other taxes and annual renewal of registrations as applicable.



Mr. Ganesh BK, Central Chairperson

Name and Title

16 September, 2020

Date of Signature



ANNEXURE I: RISK MATRIX

L = Likelihood of the risk happening (5 = almost certain, 4 = likely, 3 = possible, 2 = unlikely, 1 = rare);

I = Impacts of the risk on the program (5 = severe, 4 = major, 3 = moderate, 2 = minor, 1 = negligible);

R = Perceived Risk Level for the program (5 = extreme, 4 = very high 3 = high, 2 = medium, 1 = low)

Potential Risk	Period	Potential Impact	Expected			Risk Mitigation Strategies/Management
			L	I	R	
Continued COVID-19 threat and lockdown	During and beyond project period	High	5	4	5	<p>If the situation remains same, it may be difficult to gather more than 25 participants in each activity.</p> <p>Mitigation Measures: The project will adopt safety measures; use of mask, sanitizer and social distancing practice and also coordinate local government bodies.</p> <p>If the covid-19 situation will get worse, there will be fearful condition and project will adopt;</p> <ul style="list-style-type: none"> • Maximum use of technology such as telephone and webinar/zoom meeting to implement the planned activities of the project. We will make necessary adjustment in project planning and budget. <p>If the situation will get better</p> <ul style="list-style-type: none"> • The planned activities of the project will be completed by developing fast track methodology as per implementation calendar of the project.
Different criminal and armed groups may be formed Terai	Implementation phase	Low	3	2	3	RDN Nepal will maintain very low profile for field mobility and Basic Operating Guidelines (BOGs) will be fully followed.
Natural calamities, famine and epidemic	During August-December	High	5	4	5	Situation analysis of prone area will be assessed and contingency plan will be prepared
Barriers to marginalized and vulnerable groups to participate in governance due to existing socio-economic rights	Implementation phase	Low	3	4	2	Intensive social mobilization, mainstreaming GESI at all levels, regular consultation with stakeholders.

ANNEX-II: INDICATIVE ACTION PLAN with TIME-LINE (GANTT CHART)

SN	Activity	Unit	Target	Implementation Calendar (October, 2020 to December, 2021)														Responsible	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	Lead	Support
A	Project personnel	Person	8	√	√	√	√	√	√	√	√	√	√	√	√	√	√	EC	PMT
B	Project kick-off/induction Meeting	Event	1	1														EC	PMT
C	Orientation to elected representatives and CSOs on the use of social accountability tools adopting safety measures in covid-19 pandemic situation at ward level	Event	19		5	5	5	4										SM	PMT
D	Lobby and advocacy for Dalit friendly planning and budget through analysis of government budget at ward level	Event	19				9	10										SM	PMT
E	Conduct public hearing and broadcast from local FM radio	Ward	19						6	6	7							SM	PMT
F	Instalment and application of mobile apps for E-governance	Time	1				1	1	1	0								PMT	EC
G	Support local government to formulate Dalit Empowerment and Inclusion Strategic Plan	Plan	1										1					PMT	EC
H	Formation and strengthening ward-level Dalit Rights Forums (DRFs)	Wards	19	√	√	√	√	√	√	√	√	√	√	√	√	√	√	SM	PMT
I	Advocacy campaign to increase the meaningful participation of Dalits in government agencies and social structures	Event	19							6	7	6						SM	PMT
J	Publish and disseminate the IEC materials related to constitutional rights of Dalits	Time	1			1												PMT	EC
K	Municipality training among elected Dalit women, rights activist and member of judicial committee	Event	1				1											PT	EC
L	Situation analysis concerning socio-economic Issues of Dalits	Time	1	1	1													PMT	EC
M	Policy review and feedback on planning and budget of provincial government through webinar dialogue	Event	1			1												EC	PMT
N	Policy conference of Dhangadhi sub-metropolitan for service delivery targeting socio-economic rights of Dalits	Event	1													1		EC	PMT
O	One day ward level Orientation on Economy Literacy and Budget Advocacy targeting representatives of Dalit Rights Forum	Event	19							6	6	7						PMT	EC
P	SWC Monitoring/Project Approval Costs	Event	2		1											1		EC	PMT
Q	Mobilization of Budget Advocacy Expert (part Time 50%)	Person	1				1	1	1	1	1	1						PMT	EC

*Note: EC=Executive Committee, SM=Social Mobilizer, PMT=Project Management Team, PT=Project Team

ANNEX-III: BriefCVs of Indicated Personnel

I. For the Position of Team Leader-70%

Mr.HukumBahadurSarki, Dhangadhi sub-metropolitan city-6 Kailali, Email: hukumsarki@yahoo.com Contact: +977-9848671361 (Cell)

Mr.Sarkiisprofessional development member of staff with more than 12 years of working experience in diversified thematic and cross-cutting interventions in course of **Result Based Participatory Planning, Implementation, Monitoring and Evaluation** of the project. He has knowledge and skill as core competencies on Human Rights Based Approach (HRBA) to development, deepening democracy fund raising, Gender Equality and Social Inclusion (GESI) Mainstreaming as well as project management. He has different international exposures of **Geneva-Switzerland, Loas, PDR and Bangladesh**to attend various trainings and workshops.

Academic Qualification

- **Master of Degree in Rural Development (M.A.)** from Rastriya College, SukhadKailali-Running
- **Bachelor of Education (B.Ed.)** from Kailali Multiple Campus (T.U.), Nepal in 2006 AD
- **Intermediate of Art (I.A.)** from Kailali Multiple Campus (T.U.), Nepal in 2000 AD
- **School Leaving Certificate (SLC)** from Raghunath Secondary School (Board of Nepal) in 1998 AD

Working Experience:

- **Team Leader** for Rastriya Dalit Network (RDN) Nepal for the overall management of all projects from 15th June, 2019 to till date
- **Program Officer** for the **Lutheran World Federation Nepal** from 1st December, 2017 to 14th June, 2019 under Nepal Development Program (NDP) supported by Australian Lutheran World Service (ALWS)
- **Social Development Officer** for the Lutheran World Federation Nepal from 10thJuly, 2013 to 30th November, 2017 under Action for Advancing Freedom of freed Haliyas, ex-Kamaiyas and Kamlharis Project supported by Finn Church Aid (FCA)
- **Team Leader** for Rastriya Dalit Network (RDN) Nepal from 1st July, 2010 to 31st Dec, 2012 under Empowering Dalits for Rights & Inclusion Project supported by Rights, Democracy and Inclusion Fund (RDIF)
- **Monitoring & Documentation Officer** for SEBAC Nepal from 1stOct, 2009 to 30th June, 2010 under Food Security Project supported by World Food Program (WFP)
- **Institutional Capacity Building Officer** for **CARE Nepal** from 3rdOctober, 2008 to 31st August, 2009 under Doti Poverty Reduction Project supported by European Commission (EC)
- **Dalit Activist Coordinator** for RDN Nepal from 1stMay, 2006 to 31st September, 2008 Under Human Rights Campaign against Caste based discrimination and Untouchability supported by Action Aid International Nepal (AAIN)

Research and study:

1. **A study to collect data on ex-Haliya (Base line study)** in 27 VDCs of 9 districts in far western region conducted by Consortium for Land Research and Policy Dialogue (COLARP) and RDN Nepal
2. **A Rapid Participatory Ethnographic Evaluation and Research (PEER)** onVoices from the Community: Access to Health Services by the Government of Nepal (GoN), Population Division Ministry of Health and Population (MoHP), with support from Nepal Health Sector Support Programme (NHSSP) 2012
3. **End Line Survey** conducted by LWF Nepal under the Enhancing Dignity of Freed Haliyas, Kamaiyas and Kamlharis-FreedHaKK Project (2012-2014)

2. For the Position of Admin and Finance Officer-60%

Mr. Bharat Aagri, Dhangadhi sub-metropolitan city-8 Kailali, Email: bharat.aagri@gmail.com, Contact: +977-9848445353 (Cell)

Academic Qualification:

- Bachelor Business of Art (BBS) from Kailali Multiple Campus in 2006 AD
- Intermediate of Commerce (I.Com) from Kailai Multiple Campus in 2000 AD
- School Leaving Certificate from board of Nepal in 1998 AD

Working Experience:

Mr.Aagri has more than 14 years of working experience in administrative and financial management of various projects of funded by **diversified funding agencies and development partners**. He has been working as **Admin and Finance Officer** under various diversified project implemented by Rastriya Dalit Network (RDN) Nepal since 1 January, 2005 to till date as outlined below;

- Network Capacity building of Harawa-Charawa and their organizations in Nepal-NCP Project from 1 April, 2018 to 30 September, 2020 with the financial support of the **Freedom Fund (FF)**
- Ensuring Access to Justice (A2J) for Women and Vulnerable Groups through Legal Awareness Project from 5 August, 2020 to 20 December, 2020 with the financial support of **United Nations Development Programme (UNDP)**
- Strengthening Public Advocacy and Awareness for promoting Human Rights of freed Haliyas, ex-Kamaiyas, Kamlharis and Harawa-Charawa by eliminating Forced Labours system in Nepal (SAHAS) from 1 April, 2020 to 30 September, 2020 with the financial support of **International Labour Organization (ILO)**
- Advancing the Effective Role & Representation of Dalit MSAs including needy and selected women and disadvantaged groups through Promoting Accountable and Inclusive Governance as well as Mentoring-Adhicar/Parliament Support Project (PSP) from 15 August, 2019 2019 to 30 November, 2019 with the financial support of **United Nations Development Program (UNDP)**
- Collective Voce for Human Rights and Dignity-AAWAZ Project from 1st December, 2016 to 31st March, 2018 with the financial support of **Governance Facility (GF)**
- Improve Public Financial Management Project from 1st May, 2013 to 31st April, 2016 with the financial support of **Centre for International Studies and Cooperation (CECI)/PRAN**
- Strengthening Public Awareness and Advocacy to end Caste Based Discrimination and Untouchability (CBD&U) Project from 1 July, 2013 to 31 December, 2013 with the financial support of **Enabling State Programme (ESP)**
- Empowering Dalits for Rights and Inclusion Project-EDRIPI July, 2010 to 31st December, 2012 with the financial support of **Rights, Democracy and Inclusion Project (RDIF)**
- Participatory Democratic Initiative-PDI from 1 July, 2010 to 31 December, 2012 with the financial support of **Action Aid International Nepal (AAIN)**
- Dalit Rights Campaign-DRC from 1stJanuary, 2005 to 30 June, 2010 with the financial support of **Action Aid International Nepal (AAIN)**

3. For the Social Mobilization Officer-100% (Full-Time)

Mr.GorakhSarki, Dhangadhi sub-metropolitan city-16Kailali, Email: gorakhsarki@gmail.com
Contact: +977-9868445595 (Cell)

Key Expertise:

- Participatory planning and implementation of the project
- Well acquainted with Rights Based Approach (RBA) to development.
- Capacity to make sustainability plan of the program.
- Good communication Skill.
- Familiar with the current policies of government as well as rules, regulation and strategies.

Academic Qualification:

- **Bachelor of Business Studies (BBS)** from Aishorya Multiple Campus (T.U.), Nepal- Ongoing
- **+2 Commerce** from Basu Devi Higher Secondary School (HSEB), Nepal in 2010
- **School Leaving Certificate (SLC)** from Basu Devi Higher Secondary School (Board of Nepal) in 2008

Working Experience:

- **Project Officer** for Youth Peace Council (YPC) from 15 June, 2018 to 31 July, 2020 under the implementation of Peace and Social Cohesion Program
- **Social Mobilization Officer** for Rastriya Dalit Network (RDN) Nepal from 1st January, 2015 to 31 May, 2018 under the implementation of Collective Voice for Human Rights and Dignity-AAWAZ funded by Governance Facility (GF)
- **Community Motivator** for Forum for Rural Dalit (FORDA) Nepal from 10th August, 2013 to 31st November, 2014
- **Facilitator** for SudarshanSamaj Nepal under Literacy Nepal Campaign from 13th March, 2013 to 13th June, 2013

OTHER RELEVANT ACHIEVEMENTS:

- i. Obtained better working experience in the field of **evidence and knowledge based advocacy** on Dalit human rights, gender based violence and caste based discrimination and untouchability
- ii. Mainstreaming the **GESI inMCPM** process and the cases of **CBD&U** documented in project areas reported in different media under working areas of AAWAZ Project
- iii. The proportion of plans submitted by Dalit communities at project are addressed by local government
- iv. Participants of HR education and radio listeners are aware of HR action plan, and can put their views on HR situations
- v. Facilitated the various dialogues/consultation meetings for creating **social cohesion** at community level

ANNEX-IV (Indicative Budget with Details Breakdown)

PARTICULARS										TAF
A.	Project Personnel									2,130,000
B.	Project kick-off meeting									43,100
C.	Orientation to elected representatives and CSOs on the use of social accountability tools adopting safety measures in covid-19 pandemic situation at ward level									712,500
D.	Lobby and advocacy for Dalit friendly planning and budget through analysis of government budget at ward level									405,000
E.	Conduct public hearing and broadcast from local FM radio									361,000
F.	Installment and application of mobile apps for E-governance									400,000
G.	Support local government to formulate Dalit Empowerment and Inclusion Strategic Plan									82,800
H.	Formation and strengthening ward-level Dalit Rights Forums (DRFs)									1,320,000
I.	Advocacy campaign to increase the meaningful participation of Dalits in government agencies and social structures									380,000
J.	Publish and disseminate the IEC materials related to constitutional rights of Dalits									215,000
K.	Municipality level training among elected Dalit women, rights activist and member of judicial committee									129,300
L.	Situation analysis concerning socio-economic Issues of Dalits									407,500
M.	Policy review and feedback on planning and budget of provincial government through webinar dialogue									25,000
N.	Policy conference of Dhangadhi sub-metropolitan for service delivery targeting socio-economic rights of Dalits									142,500
O.	One Days ward level Orientation on Economy Literacy and Budget Advocacy targeting representatives of Dalit Rights Forum									864,500
P.	SWC Monitoring Visit /Project Approval Costs									80,000
Q.	Mobilization of Budget Advocacy Expert (part Time 50%)									150,000
Sub-Total: Program costs										7,848,200
Sub-Total: Overhead (9.2%)										723,280
GRAND TOTAL:										8,571,480
DETAILS OF BUDGET										
Budget Line Items				Actual Monthly Gross/Unit Rate	Quantity		Time		Place Percentage	Amount
OVERHEAD										
		Office Assistant	10,000.00	1	Person	15	Month	70%	105,000	
		Admin & Finance Officer	50,000.00	1	Person	15	Month	60%	450,000	
		Office Rent	40,000.00	1	Office	14	Month	25%	140,000	

		Email/Internet	1400	1	Office	14	Months	30%	5,880	
		Office Utilities	4000	1	Office	14	Months	40%	22,400	
TOTAL OVERHEAD										723,280
PROGRAM COST										
A	Project Personnel									
	A.1	Team leader	60,000.00	1	Person	15	Month	70%	630,000	
	A.3	Social Mobilization officer	25,000.00	1	Person	15	Month	100%	375,000	
	A.4	Social Mobilizer	15,000.00	5	Person	15	Month	100%	1,125,000	
										2,130,000
B	Project kick-off meeting									
	B.1	Local travel	500.00	25	Person	1	Day	100%	12,500	
	B.2	Tea & snacks	1,000.00	25	Person	1	Day	100%	25,000	
	B.3	Stationary	200.00	25	Person	1	Time	100%	5,000	
	B.4	Banner	600.00	1	Number	1	Time	100%	600	
										43,100
C.	Orientation to elected representatives and CSOs on the use of social accountability tools adopting safety measures in covid-19 pandemic situation at ward level									
	C.1	Local travel	500.00	20	Person	19	Event	100%	190,000	
	C.2	Tea, snack and lunch for participants	1,000.00	20	Person	19	Event	100%	380,000	
	C.3	Resource Person Fees	5,000.00	1	Person	19	Event	100%	95,000	
	C.4	Stationary	100.00	20	Person	19	Event	100%	38,000	
	C.5	Banner	500.00	1	Piec	19	Event	100%	9,500	
										712,500
D	Lobby and advocacy for Dalit friendly planning and budget through analysis of government budget at ward level									
	D.1	Local travel	500.00	20	Person	19	Event	100%	190,000	
	D.2	Tea & snacks	500.00	20	Person	19	Event	100%	190,000	
	D.3	Resource Person Fees	5,000.00	1	Person	5	Event	100%	25,000	
										405,000
E	Conduct public hearing and broadcast from local FM radio									
	E.1	Resource Person Fees	5,000.00	1	Person	19	Event	100%	95,000	
	E.2	Tea & snacks	500.00	20	Person	19	Event	100%	190,000	
	E.3	Broadcast from local FM	4,000.00	1	Radio	19	Event	100%	76,000	
										361,000
F	Installment and application of mobile apps for E-governance									

	F.1	Design and development of mobile apps through consultancy service	5,000.00	1	Person	30	Days	100%	150,000	
	F.2	Develop questionnaires through mobilization of subject-expert	5,000.00	1	Person	10	Days	100%	50,000	
	F.3	Analysis of Data/information and dissemination	5,000.00	1	Person	10	Days	100%	50,000	
	F.4	Publication of Dalit Rights Year Book						100%	-	
	F.4.1	Editing /proof reading Cost	5,000.00	1	Person	10	Days	100%	50,000	
	F.4.2	Printing cost including layout	200.00	1	Time	500	copy	100%	100,000	
								100%	-	
								100%	-	400,000
G	Support local government to formulate Dalit Empowerment and Inclusion Strategic Plan									
	G.1	Consultant fees	5,000.00	1	Person	10	Days	100%	50,000	
	G.2	Tea & snacks including lunch	1,000.00	25	Person	1	Day	100%	25,000	
	G.3	Stationary	200.00	25	Person	1	Day	100%	5,000	
	G.4	Banner	800.00	1	Piece	1	Time	100%	800	
	G.5	Projector	2,000.00	1	Number	1	Day	100%	2,000	
										82,800
H	Formation and strengthening ward-level Dalit Rights Forums (DRFs)									
	H.1	Formation of Dalit Rights Watch Forum								-
	H1.1	Tea and snack cost	500.00	30	Person	19	Time	100%	285,000	
	H2	Strengthening Dalit Rights Forum (DRF)								-
	H2.1	Tea and snack cost	500.00	20	Person	57	time	100%	570,000	
	H3	Model Village Campaign								
	H3.1	Mobilization Dalit Human Rights Defenders (HRDs)	5,000.00	5	Person	15	Months	100%	375,000	
	H3.2	Monthly meeting of model village	-	5	Number	70	Time	100%	-	
	H4	Formation of Dalit Elected Representatives Forum								-
	H4.1	Tea and snack cost	500.00	25	Person	1	Day	100%	12,500	
	H4.2	Local Transportation for participants	500.00	25	Person	1	Day	100%	12,500	
	H4.3	Hall Rent	2,000.00	1	Number	1	Time	100%	2,000	
	H4.4	Banner	500.00	1	Number	1	Time	100%	500	
	H4.5	Stationary	100.00	25	Person	1	Time	100%	2,500	
	H5	Strengthening Dalit Elected Representatives Forum								
	H5.1	Tea and snack cost	500.00	20	Person	3	Time	100%	30,000	

	H52	Local Transportation for participants	500.00	20	Person	3	Time	100%	30,000	
										1,320,000
I	Advocacy campaign to increase the meaningful participation of Dalits in government agencies and social structures									
	I.1	Local Travel	500.00	20	Person	19	Event	100%	190,000	
	I.2	Tea & snacks	500.00	20	Person	19	Event	100%	190,000	
	I.3	Banner		1	Piece	19	Event	100%	-	
										380,000
J	Publish and disseminate the IEC materials related to constitutional rights of Dalits									
	J.1	Pamphlets/Leaf let	25.00	5000	Piece	1	Time	100%	125,000	
	J.2	Brochures	40.00	2000	Copy	1	Time	100%	80,000	
	J.3	Message Card	5.00	2000	Piece	1	Time	100%	10,000	
										215,000
K	Municipality level training among elected Dalit women, rights activist and member of judicial committee									
	K.1	Tea snacks including lunch and accommodation for participants	1,500.00	25	Person	2	Days	100%	75,000	
	K.2	Local Transportation for participants	500.00	25	Person	2	Way	100%	25,000	
	K.3	Hall rent	3,000.00	1	Number	2	Days	100%	6,000	
	K.4	Resource persons	5,000.00	2	Persons	2	Days	100%	20,000	
	K.5	Banner	800.00	1	Piece	1	Day	100%	800	
	K.6	Stationary	100.00	25	Person	1	Time	100%	2,500	
										129,300
M	Situation analysis concerning socio-economic Issues of Dalits									
	M.1	Enumerators	1,200.00	15	Persons	10	Days	100%	180,000	
	M.2	Lead Researcher	5,000.00	1	Persons	20	Days	100%	100,000	
	M.3	Orientation to enumerators							-	
	M.3.1	Tea, Snacks & Lunch	1,500.00	15	Persons	1	Day	100%	22,500	
	M.3.2	Local Travel	500.00	15	Persons	2	Way	100%	15,000	
	M.3.3	Hall Rent	2,000.00	1	Number	1	Day	100%	2,000	
	M.3.4	Stationary	200.00	15	Persons	1	Time	100%	3,000	
	M.4	Publication of Situation Analysis report								
	M.4.1	Editing	5,000.00	1	Persons	5	Days	100%	25,000	
	M.4.2	Proof Reading	5,000.00	1	Persons	2	Days	100%	10,000	
	M.4.3	Printing including lay-out	100.00	500	Copy	1	Time	100%	50,000	

											407,500
N	Policy review and feedback on planning and budget of provincial government through webinar dialogue										
	N.1	Consultant fees	10,000.00	1	Persons	1	Day	100%	10,000		
	N.2	Communication Reimbursement	500.00	30	Persons	1	Time	100%	15,000		
											25,000
P	Policy conference of Dhangadhi sub-metropolitan for service delivery targeting socio-economic rights of Dalits										
	P.1	Hall Rent	3,500.00	1	Number	1	Day	100%	3,500		
	P.2	Resource Person	10,000.00	1	Persons	1	Day	100%	10,000		
	P.3	Banner	1,000.00	1	Piece	1	Day	100%	1,000		
	P.4	Local Travel	500.00	50	Persons	2	Way	100%	50,000		
	P.5	Tea & Snacks including lunch and Accommodation	1,500.00	50	Persons	1	Day	100%	75,000		
	P.6	Projector	3,000.00	1	Number	1	Day	100%	3,000		142,500
Q	One Days ward level Orientation on Economy Literacy and Budget Advocacy targeting representatives of Dalit Rights Forum										
	Q.1	Tea, Snacks & Lunch for participants	1,000.00	20	Persons	19	Event	100%	380,000		
	Q.2	Hall Rent	1,000.00	2	Number	19	Event	100%	38,000		
	Q.3	Stationary	100.00	20	Person	19	Event	100%	38,000		
	Q.4	Resource Person	3,500.00	2	persons	19	Event	100%	133,000		
	Q.5	Projector (Multi-media)	2,000.00	2	Number	19	Event	100%	76,000		
	Q.6	Local Travel for participants	500.00	20	Persons	19	Event	100%	190,000		
	Q.7	Banner	500.00	1	Number	19	Event	100%	9,500		864,500
R	R.1	SWC Monitoring Visit /Project Approval Costs	80,000.00	1	Event	1	Time	100%	80,000		
											80,000
S	S1	Mobilization of Budget Advocacy Expert (part Time 50%)	50,000.00	1	Person	6	Months	50%	150,000		150,000
TOTAL PROGRAM COST											7,848,200
Total Overhead Cost @ 9.2%											723,280
GRAND TOTAL											8,571,480