



## Terms of Reference (ToR) For Youth Activism and Advocacy Training

---

### 1. Introduction of the Organization:

Rastriya Dalit Network (RDN) Nepal is the national level Dalit organization working in the field of Dalit rights, land rights, Haliya rights, Kamaiya rights and Human Rights through community mobilization, capacity building and advocacy campaigns since the time of its establishment. It is working all over the country in 77 Districts. It has one Dalit activist in each district and 7 provincial chapters formed and functional. RDN Nepal is registered as a non-governmental organization in District Administration Office, Kailali and affiliated in Social Welfare Council in 2003 AD. It organizes the General Assembly each year and election in each three years through democratic practice. It has regular audit and social audit from the very beginning.

### 2. Situation of Harawa-Charawa in Nepal

The agriculture bonded labours; Harawa-Charawa system from Nepal has not been emancipated by government of Nepal yet. As per the civic monitoring report conducted by FLeAG at Saptari, Siraha and Dhanusha at the end 2019 with the support of the Freedom Fund (FF), at least 50% Harawa-Charawa (s) are unable to get citizenship certificate. As a result of this, they are deprived from government resources and services. The study also concluded that Harawa-Charawa in the proposed working districts are still compelled to sustain their life by taking loan with landlords in high interest rate. They are taking loan to fulfil their general instrumental needs such as treatment, food and cultural activities. The civic monitoring report mentions that the interest rate is from 36% -120% in an annual basis. They are deprived from freedom of employment selection, dignified labour exercise, and minimum wages. It is case of serious human rights violation and crime as per the constitutional and legal provision. More than 90% of Harawa-Charawa are still engaged in outside formal sectors without social security (UNDP-Human Index Report-2011). Additionally, they 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. This results into insecurity of productive life and job. It is observed that Harawa-Charawa families' resident at proposed working districts have lowest human development index, high landslide & drought risks/ vulnerability indices, and low multiple adaptation capability index.

### 3. Project Overview:

Rastriya Dalit Network (RDN) Nepal has been implementing the project entitled as “*Strengthening the Capacity of HarawaCharawa Networks in collaboration with Haliya and Kamaiya movement by infuening government policy to end agriculture bonded Labours in Nepal (SABAL)*” for the period from 1<sup>st</sup> April, 2021 to 31<sup>st</sup> December, 2023 with the financial support of the Freedom Fund in close coordination with Forced Labours elimination Advocacy Group (FLeAG) and Harawa-Charawa, Haliya and Kamaiya (HCHaK) organization. The project has envisioned two outcomes as;

- i) The Harawa-Charawa networks formed, strengthened, and mobilized to contribute the united movement of the agriculture bonded labour
- ii) FLEAG platform mobilized to advocate for changes and implementation of legislative, policies and programs of provincial and federal government in favor of agricultural bonded labours

The project is being directly implemented 8 south east terai districts, namely: **Saptari, Siraha, Dhanusha, Mahottari, Sarlahi, Rauthat, Bara and Parsa) of province 2 in Nepal**, which are below the national average in terms of per capita income, educational attainment and human development index. In addition, the project will coordinate and collaborate with local implementing partners SCDC and JDC at Saptari, DJKYC at Siraha, CIC at Dhanusha, KMJS at Bardiya, EDC at Doti and PeaceWin at Bajura also FLeAGto conduct policy advocacy at local, provincial and federal level in regards to rights, emancipation and rehabilitation of **Haliyas, Harawa-Charawa and Kamaiyas-HCHaK** communities

### 4. Summary of the Work:

At the beginning of the project period the project will conduct **3** days activism training at Bardibas to HC youth with an aim to enhance their capacity on HC issues, their rights, and existing legal frameworks to support the networks mobilization at local, district and national level. They will be trained on the context of HC, their key challenges, their rights, bondedness, skills to communicate their challenges publicly, advocacy skill, leadership and network/alliance building. A total of **30** HC youths (*older youth-9 and young new leaders-21*) ensuring gender balance will be selected from the meeting of municipality and district level HC networks meeting. They will represent from existing working municipalities/rural municipalities at Saptari, Siraha and Dhanush based on their interest and willing power for potential contribution for capacity building and mobilization of HC networks in close coordination with existing partners of the FF (Saptari-SCDC and JDS, Siraha-DJKYC, Dhanusha-CIC). The trained HC youth will be mobilized to provide their support during planning and implementation of various activities of the project and advocacy intervention focusing the issues of HC. They will be regularly monitored and followed-up to track their ongoing initiatives for the further sustainability of the project. After the training, the project team leader will develop a schedule to connect regularly with the team and systematically coach them through mentoring approach. The trainees will be able to express the issues and challenges of HC community fluently in the public. Some selected national and district HC network members will be invited to share their experience in this training.

There are HC groups in the community and networks in more than 20 municipality, 6 districts and a national network. As most of the HC people are illiterate and difficult to express their challenges publicly and difficult to convince the key stakeholders about their difficulties as a bonded labour. Along with that, RDN will organize 6 events (Year-2=3 and Year-3=3) of follow-up meeting of HC youths separately for the regular monitoring and follow-up to track their ongoing initiatives for the further sustainability of the project. The activity will contribute to develop the linkage between older HC leaders and younger youth leaders. One event with 30 participants in each in 2022, one event with 30 participants in each in 2023 and a total of 6 events with 180 participants engaged in follow-up meeting of youths. To develop the linkage of HC youth national and district HC networks, they will be invited to share their views and experience in national and district HC network meetings. Similarly, the required information will be shared to youths by checking them in every 3 month or phone call.

## 5. Scope and process of Work and Methodology:

The scope of the work concentrates on following steps:

- i) Selection of resource person to facilitate 3 days youth activism training
- ii) Discuss with resource person to prepare the schedule of 3 days youth activism training
- iii) Finalize the content of the training and schedule in consultation with the Freedom Fund (FF)
- iv) Selection of participants for the training
- v) Fix date and venue for the training
- vi) Facilitate the training as per the schedule
- vii) Prepare the report of the training and submit it to the Freedom Fund

## 6. Time Frame and Deliverable

The training will start from 6th March, 2022 to 8th March, 2022

- Report of the training with content and manual of the training.
- 80% trainees will be able to speak publicly at least 30 minutes on HC issues.
- Photographs with consents.

## 7. Expected Results:

- **Established linkage of youths with network members - sort of a mentoring scheme to encourage youths to get more involved.**
- **Provided the ongoing support for youths to help them engage and grow their capacity - through phone/meeting, how often, discuss what etc. RDN will engaged the trained youths in various advocacy activities at local and district level. Similarly, the youth mobilization plan will be develop to track the movement of youths in different project activities. Similarly, the follow-up meetings will be held to discuss about the key achievements, lessons learnt, issues/challenges and upcoming plan**

- Develop also the linkage of youths with NGO partners as they will invite some social mobiliser and field workers to join so they get to know each other and build a relationships.
- Explore how youths could get involved in organizing and implementing regular activities and also explore what further capacity building is needed to facilitate this.

### 8. Contents of the Training

Day-First	Day-Second	Day-Third
<ul style="list-style-type: none"> <li>• Expectation Collection by participants</li> <li>• Sharing of Training Code of Conduct</li> <li>• Write-up the problem of HC</li> <li>• Different between problem and issues</li> <li>• Key issues Identification</li> <li>• Cause and effect of the issue</li> <li>• <b>What is Social Mobilization?</b></li> </ul>	<ul style="list-style-type: none"> <li>• Recap of the Day First</li> <li>• Different between Campaign and Movement</li> <li>• Advocacy Cycle</li> <li>• Key 9 stars of advocacy &amp; 7 analysis of advocacy plan</li> <li>• 11 strategies of advocacy</li> <li>• What is Activism?</li> <li>• Key 7 responsibilities of Activists</li> <li>• <b>Networking, Linkage &amp; Collaboration</b></li> </ul>	<ul style="list-style-type: none"> <li>• Recap of the Day 2nd</li> <li>• Media Advocacy and Effective Communication</li> <li>• Stakeholders Analysis</li> <li>• Skill of Speech Delivery</li> <li>• Practice of speech delivery by HC youths</li> <li>• Development of 6 months advocacy plan</li> </ul>

### 9. Copyright

Copyright of all the documents including the information contained in it will remain solely with the Freedom Fund (FF) and RDN Nepal and includes the right to distribute the material or parts of it to local government bodies.

### 10. Expertise

The resource persons (There will be two resource persons) must possess the following qualifications:

- Excellent and demonstrated understanding on activism, facilitating for public speaking advocacy and social mobilization
- Proven experience of having undertaken similar assignments in the past.
- Willing to respond to comments and questions in a timely and appropriate manner.

### 11. Focal Person at RDN

Mr. Hukum Bahadur Sarki, Team Leader of Rastriya Dalit Network (Contact Number-+977- 9848671361 via email: [hukumsarki@yahoo.com](mailto:hukumsarki@yahoo.com)) will be the focal person for the consultant at RDN Nepal.

### 12. Budget

The total budget for youth activism training mentioned in the project document for the year 2021 is **NPR 383,800**. Out of the total approved budget **NPR 30,000** has been planned under the budget head for hiring a resource person.

### 13. Submission

The submission should address the expertise required in this TOR and include:

- Curriculum vitae of resource person highlighting relevant qualifications, work experience and knowledge of working in similar field Specific roles and responsibilities of consultants
- A concept note of the approach, methodology and work plan
- PAN of Consultant
- Statement that you are eligible to apply

### 14. Other Considerations:

The background, basic setting and relevant issues for the RDN Nepal project can be found in the RDN Nepal files. RDN Nepal will provide assistance to the consultant for the necessary backup materials needed during conducting the situation analysis of target communities under the implementation of the project.