

## Terms of Reference (ToR) For Training to district HC network members on advocacy skill and leadership

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### 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:

RDN will facilitate national HC rights forum to organize 1 events of 3 days training on advocacy skill and leadership development to district HC networks from all 8 working districts. The advocacy agendas identified from the training later linked with advocacy plan initiated by the Freedom Fund which will be prioritized for further advocacy initiatives. The trainings will prepare the district-wise advocacy plan for its effective implementation by aligning with other on-going activities of the project. The role of the national HC network members will be to monitor the event engaging together with RDN and the FF partners' team members.

One event with 24 participants (4 from each 6 districts) in 2021 engaged in advocacy skill and leadership trainings. In addition, the project will organize one event of 2 days refresher training to district HC network members from all 8 districts on advocacy skill and leadership development. The event will review the district level advocacy plan and prepare the plan for the further advocacy intervention. One event with 32 participants (4 from each 8 districts) in 2022 engaged in refresher training.

**The Freedom Fund partners will be coordinated during the training activities so that we will achieve the advocacy priorities together through this better collaboration. The training will be focused on building the capacity of Network to engage with government in practical terms like demanding services, following processes to apply for support, highlighting key issues and what is needed to address them.**

#### 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 training to district HC network members on leadership and advocacy skill
- ii) Discuss with resource person to prepare the schedule of 3 days
- iii) training to district HC network members on leadership and advocacy skill
- iv) Finalize the schedule in consultation with the Freedom Fund (FF)
- v) Selection of participants for the training
- vi) Fix date and venue for training
- vii) Facilitate the training as per the schedule
- viii) Prepare the report of the training and submit it to the Freedom Fund

#### 6. Content of the training:

- I. What is advocacy? (Principle, tools, elements, process and skills)
- II. Leadership Development (Definition, Types, elements, characteristic of leadership)
- III. Human Rights Based Approach (HRBA) to development in advocacy and Leadership
- IV. Effective Communication and Coordination for Leadership and advocacy skill
- V. Stakeholders Analysis
- VI. Collective Bargaining Skill**
- VII. Networking and Collaboration with government and non-government agencies**
- VIII. Development of 3 months advocacy plan

#### 7. Time Frame and Deliverable

The training will start from **5th February, 2022 to 6 February, 2022 (Tentative Date)**

- Course contents
- Manual of the training
- Report
- Photographs with consents

#### 8. Expected Results:

- **Enhanced capacity of ability and confidence of district HC network members to systematically claim for their rights issues**



- Increased the engagement of HC network members with government by focusing on one key issue per meeting rather than saying all the issues facing the HC in every meeting. The HC network will be targeted achieving better results.
- Developed 3-6 months action/advocacy plan with activities they are going to do, with whom, support by whom, when etc. They will be mobilized to implement the agreed activities.
- The district network will be facilitated to develop a mechanism for ongoing support required so as to share with RDN along with the Freedom Fund (FF).
- District HC network members will get mentoring and support to implement activities as per the periodic plan

## 9. Copyright

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

## 10. Expertise

The resource persons (2 resource person) must possess the following qualifications:

- Excellent and demonstrated understanding on activism, advocacy and leadership skill
- 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 258,800**. Out of the total approved budget **NPR 20,000** has been planned for

## 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.