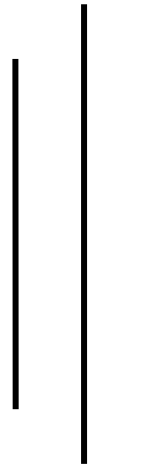


*Component –Technical Assistance on Network Capacity Development*

## **National Capacity Building Project for Harawa/Charawa and their Organizations in Nepal - NCB Project**

**Submitted to:**



**Submitted by:**

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**Submission Date: 15 March, 2018**

## PROJECT SUMMARY AND DESCRIPTION:

<b>Project Name</b>	<b>“National Capacity Building Project for Harawa/Charawa and their Organizations in Nepal - NCB Project”</b>
<b>Duration of the project</b>	<b>1 April, 2018 to 31 March, 2021</b>
<b>Area</b>	Technical Assistance on Network Capacity Development
<b>Goal</b>	Support each network’s development, strengthening network members’ leadership for advocacy, collective bargaining and negotiation skills, enabling members to challenge all the forms of exploitation and claim their rights
<b>Outcome (s)</b>	<ol style="list-style-type: none"><li>1. Strengthened capacity of Harawa/Charawa and their networks for organizational development</li><li>2. Increased access of Harawa/Charawa and their networks in government resources and services</li></ol>
<b>Output (s)</b>	<ol style="list-style-type: none"><li>1.1 Increased capacity of Harawa/Charawa and their networks on organizational development at local, district and national level</li><li>1.2 Enhanced leadership quality of Harawa/Charawa and their networks for collective evidence based advocacy</li><li>2.1 Enhanced technical capacity of Harawa/Charawa for accessing government services and resources</li></ol>
<b>Activities</b>	<p><b>1.1 HCF organizational Development</b></p> <ul style="list-style-type: none"><li>1.1.1 Facilitate local level Harawa/Charawa meeting</li><li>1.1.2 Facilitate district level Harawa/Charawa meeting</li><li>1.1.3 Facilitate national level Harawa/Charawa meeting</li><li>1.1.4 Organizational Capacity Building of HC networks through mobilization of Harawa/Charawa Activists</li><li>1.1.5 Mobilization of project coordinator to conduct evidence based Advocacy</li><li>1.1.6 Harawa/Charawa Conference at Rural and Urban Municipality level</li><li>1.1.7 Organize District level conference of Harawa/Charawa organizations</li><li>1.1.8 Conduct national conference of Harawa/Charawa organizations</li></ul> <p><b>1.2 HCF Capacity Building:</b></p> <ul style="list-style-type: none"><li>1.2.1 Leadership Development Training for Harawa/Charawa leaders</li><li>1.2.2 Training on collective bargaining and basic negotiation skills</li></ul> <p><b>2.1 Access to Government Services and Resources:</b></p> <ul style="list-style-type: none"><li>2.1.1 Orientation Program on government resources and services</li><li>2.1.2 Current budget Analysis of Local Government</li><li>2.1.3 Provincial level round table discussion with policy makers and key stakeholders on issues of Harawa-Charawa</li></ul> <p><b>3. Cross-Cutting Intervention:</b></p> <ul style="list-style-type: none"><li>3.1 Review and Coordination meeting with Freedom Fund Partners</li></ul>
<b>Target Beneficiaries</b>	<b>Local, District and National Harawa-Charawa Network Members</b>
<b>Coverage Area</b>	3 districts (Siraha, Saptari and Dhanusha) in province-2 of Nepal
<b>Total Requested Budget</b>	<b>NPR 7,817,700</b>
<b>Funder</b>	The Freedom Fund (FF)
<b>Contact Person</b>	Mr. Ganesh B.K. Chairperson Rastriya Dalit Network (RDN) Nepal Contact- +977-9851082733 (Cell) Email: <a href="mailto:ganeshbikal@gmail.com">ganeshbikal@gmail.com</a>

## 1 Executive Summary:

The proposed project “**Network Capacity Building Project for Harawa/Charawa and their Organizations in Nepal - NCB Project**” has been designed with an aim to support each network’s development, strengthening network members’ leadership for advocacy, collective bargaining and negotiation skills, enabling members to challenge all the forms of exploitation and claim their rights. The objectives of the projects are; i) strengthened capacity of Harawa/Charawa and their networks for organizational development ii) increased access of Harawa/Charawa and their networks in government resources and services.

The objectives of the project will be achieved by increasing the capacity of Harawa/Charawa and their networks on organizational development at local, district and national level. The project will also enhance leadership quality of Harawa/Charawa and their networks for collective evidence based advocacy and technical capacity of Harawa/Charawa for accessing government services and resources.

The extended project proposal has been developed jointly with the Harawa-Charawa and their networks at local, district and provincial level in consultation with a wide range of relevant stakeholders. The constructive inputs and feedback of Freed Fund through various communication channels (email, skype call and meetings) were taken into consideration. Similarly, the skype meeting was conducted with its head office on 22<sup>nd</sup> May, 2019 to discuss on the implementation modality of the project. In addition, series of consultations were carried-out with consultant and program advisor of Freedom Fund at Nepal. The concern of local partners has also been addressed through intensive discussion and coordination. The action draws the lesson learned from RDN Nepal’s involvement in networking capacity building of Harawa-Charawa since last 1<sup>st</sup> April, 2018.

The project will be implemented by Rastriya Dalit Network (RDN) Nepal with the financial support of Freedom Fund (FF) targeting **2,478** Harawa/Charawa known as forced labour represents from 90 Saving & Credit Groups, 3 District Harawa/Charawa Rights Forum and 1 National Harawa/Charawa Rights Forum at 3 districts (Siraha, Saptari and Dhanusha) in province-2 of Nepal.

A total of **NPR 7,817,700** has been requested from Freedom Fund for the implementation of project from 1 April, 2018 to 31 March, 2021. The project will adopt Human Rights Based and participatory approach in course of project planning, implementation, monitoring and evaluation.

## 2 Context and Justification:

The federal governance structure was introduced for the first time in Nepal. There are 3 layers of government; local, provincial and federal. It was observed that all the government mechanisms are engaged in course of formulating new contextual plan and policies targeting the socio-economic rights of people. The political and economic context in the country has been changed and new development opportunities has evolved to mainstream the agendas of most marginalized and vulnerable people like ex-bonded labors as a whole. A new government is in place with more than two third majority with high level of political willpower. It is expected that the political stability will remain in the country and open new avenues for development.

The federal government has devolved more powers to the local and provincial governments. In the changed context where the local and provincial governments wield power, advocacy for ensuring the

rights of the ex-bonded labors need to be done with the local and provincial governments. The local and provincial governments are in the process of formulating new policies, Acts and laws.

Therefore, the project will focus more on enhancing the network capacity development of Harawa/Charawa and their organizations so that they could advocate for their emancipation and rehabilitation. The saving and credit groups as well as Harawa/Charawa networks at districts and national level have been well established in the proposed coverage area but the capacity of such people organizations is observed to be enhanced for the spontaneous functionality that would contribute impacting sustainability and safe landing of the interventions.

## **2.1 Problem Analysis:**

Harawa/Charawa is the system of forceful bonded labor being practiced since the Rana era in the middle Terai of Nepal. The issue of bonded labour among the Harwa/Charawa community is perpetuated based on a variety of inter-connected social, economic, cultural, political, and systemic underlying causes. The underlying causes of victimizing Harawa-Charawa families includes their landlessness i.e. lack of ownership of cultivable land, with combination in lack of education or vocational skills, increases their vulnerability to landowners' and/or money lenders' demands. The deepening process of poverty into vicious circle faced by Harwa-Charawa family means that when additional financial expenses arise the only option is to obtain a loan from the landlord. Once a loan is taken, the landlord/ money lenders expect the borrowers and their families to provide labour indefinitely to pay off the debt. On the other hand, combination of interest rates, as high as 60% to 72% per annum, and extremely low wages resulted in years of bonded labour and even to hereditary debt.

The experience of Harwa-Charawa constitutes forced labour as they are forced to work for the landowner and/or money lender under threats of demanding immediate and full payment of the loan or expulsion the worker from the land of residence in the hovel that was provided as a mercy and exerting physical abuse as well. Nonetheless Harawa/Charawa from Dalit communities are facing severe social discriminations such as boycott in public places like: public water tap, temples and so on; and various forms of humiliation. Although Government of Nepal officially declared the emancipation of other form of forceful and bonded labor systems like: Haliya slavery system in 2008, Kamaiya slavery system in 2000 and Kamlahari slavery system in 2013; Harawa/Charawa system has not been emancipated yet. The moot question is about the abuse of first generation of human rights i.e. civilian and political rights. Due to lack of land ownership certificate, almost Harawa/Charawa family members do not have citizenship certificate from the state; from which Harawa/Charawa are excluded from the state provisioned benefits and facilities. Similarly, issue of child labor is also pertinent to address as we are living in the twenty-first century.

**2.2 Description of Participants/Beneficiaries:** The project will directly target **2,478** Harawa/Charawa known as forced labour represents from 90 Saving & Credit Groups, 3 District Harawa/Charawa Rights Forum and 1 National Harawa/Charawa Rights Forum at 3 districts (Siraha, Saptari and Dhanusha) in province-2 of Nepal

**2.3 Stakeholder Analysis:** The relevant stakeholders have been intensively coordinated during the preparation of the project proposal. Name of the major stakeholders at local, provincial and federal level are outlined as below:

**Local Level:** Harawa/Charawa and their organizations, Ward Office, Municipalities, Rural Municipalities,

Citizens groups, CSOs, private sectors, Media, Police office, Various user committees, Local elected body, DAO, DCC, District Court, Nepal Bar Association, political parties, ex-masters, media

**Provincial Level:** Ministries, more specifically, Ministry of Social Development, Ministry of Economic Affairs and Planning, Ministry of Land Management, Agriculture and Cooperatives, Members of Provincial Assembly, Office of the Chief Minister and provincial level CSOs, High court, media

**Federal Level:** Office of Prime minister, Ministry of Agriculture, Land management and cooperative, Ministry of Labor, Ministry of Economic Affairs and Planning, Member of Parliament, Political parties, Supreme court, National Dalit Commission, National Human Rights Commission, National Women Commission, National Planning, media

#### **4. Organizational Experience:**

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 last 17 years. It is working all over the country in 77 Districts. It has one Dalit activist in each district and 45 district chapters formed and functioning. RDN Nepal is registered as a non-governmental organization in District Administration Office, Kailali and affiliated in Social Welfare Council in 2004. 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.

It has ample of experiences advocating on the issues of forced labors and modern slavery. It implemented the project namely *“Empowering ex-bonded labours (freed Haliyas) for Rights and Inclusion Project”* from June, 2010 to December, 2012. The emerging issues of Harawa-Charawa community were mainstreamed ensuring their participation in the policy through organizing Dalit Parliament which has been one of the advocacy forums for influencing issues of marginalized community in the government’s policies. In nutshell, Harawa-Charawa communities are part of each Dalit movement organized by RDN Nepal. Albeit, the efforts made by RDN for addressing Harawa/Charawa issues and their emancipation is very minimal and inadequate.

In addition, it has also been advocating on human trafficking all over the country with mobilizing its Dalit activists under Dalit rights campaign. RDN Nepal has been strengthening capacity of forced labors like: freed Haliyas, ex-Kamaiyas and ex-Kamlaharis and their networks by facilitating on various advocacy campaigns such as civic conferences focusing on land and labors rights in Nepal; people’s caravan on the rights of forced labors as well as building their networking and alliance with likeminded agencies.

Although there are some achievements in laws and policies, which are not enforced resulted that they are not enjoying their rights and entitlements for dignified lives. The crux of the problem of Harawa/Charawa lies in the land ownership and citizenship certificate. Therefore, the project has been designed to empower and strengthen Harawa-Charawa communities by developing skills of advocacy, collective bargaining and negotiation for their emancipation.

## **5. Lesson Learned from the past project:**

Based upon the result based participatory planning, implementation and monitoring of the project, the past project successfully implemented as it met its anticipated results over the agreed period. The major lessons learnt through implementing the past project are mentioned as below:

- Alternative innovative and creative campaigns can concentrate the relevant stakeholders quickly in regards to influence the issue of rights holders (Harawa/Charawa) in decision making forums
- Implementation of the project through human rights based approach to development ensures the cost effectiveness and efficiency
- Fruitful community based empowerment and activism are those tools which contribute enhancing the capacity of rights holders through delivery of knowledge and skill. As a result of this, the plan and policies of the state mechanism at different levels are highly influenced which is also the process of human rights based approach
- Continuous lobby and advocacy as well as public/private partnership is essential with the local partners of Freedom Fund, political parties and local elected government and its officials.
- Leadership and critical engagement of the rights holders have led towards ensuring the sustainability of the project
- Coordination with stakeholders and FF partners, effective communication delivery system to Harawa-Charawa and their networks and regular follow-ups by project staffs on plan of action are highly required to achieve the anticipate results of the project implementation.

## **5. Project Description**

### **5.1 Project Goal, Outcomes and Output (s)**

**Goal:** Support each network's development, strengthening network members' leadership for advocacy, collective bargaining and negotiation skills, enabling members to challenge all the forms of exploitation and claim their rights

#### **Outcome (s)**

- 1 Strengthened capacity of Harawa/Charawa and their networks for organizational development
- 2 Increased access of Harawa/Charawa and their networks in government resources and services

#### **Output (s)**

- 1.1 Increased capacity of Harawa/Charawa and their networks on organizational development at local, district and national level
- 1.2 Enhanced leadership quality of Harawa/Charawa and their networks for collective evidence based advocacy
- 2.1 Enhanced technical capacity of Harawa/Charawa for accessing government services and resources

## **Implementation Methodology and Activities**

*The project will adopt the following implementation methodologies:*

- i) **Human rights based approach:** Project will adopt human rights based approach to development that empowers and strengthens Harawa/Charawa to claim their rights through enhanced skills, collective bargaining and negotiation for emancipation.
- ii) **Streamlining Gender Equality and Social Inclusion (GESI) Approach:** Maximum participation of Harawa/Charawa women will be ensured in each and every phase/steps of project. On the other hand, participation of different caste people compelled to work as Harawa/Charawa will also be ensured for wider social inclusion. Till date, GESI approach is ignoring the social acceptance aspect. Until and unless we cannot promote social acceptance, the dream of democratic republic Nepal's constitution would not be actualized. This project will initiate some innovative steps for social acceptance during project implementation as a key strategy.
- iii) **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.
- iv) **Private Sector Engagement:** The project will facilitate to align Harawa/Charawa families with private sectors especially the micro finance institutions (MFIs) to increase their access for financial resources.
- v) **Alliance, Networking and collaboration:** Alliance, networking and collaboration are the key factors for bringing synergetic effect/impact of any project or interventions. RDN Nepal will work closely with local government bodies to make decisions and implement those decisions in increasing access to public services, entitlements and resources for Harawa/Charawa. In addition, project will build excellent rapport with different political parties and civil societies for their solidarity in claim the rights of emancipation by Harawa/Charawa.

**Activities:** In order to achieve the anticipated objectives of the project, the following activities have been set out linking with the supporting area and priority of Freedom Fund. The activities under each objective implementation model are designed based upon the past learning and best practices of Rastriya Dalit Network (RDN) Nepal from similar interventions, experience and expertise of implementing partners. The description of the project activities has been outlined below:

## 1.1 HCF organizational Development

- 1.1.1 **Facilitate local level Harawa/Charawa meeting:** A total of **32** events on meeting of HC networks are planned at rural and urban municipality level Harawa/Charawa networks. Those meetings will be conducted with an aim to review the past and plan for the next according to the availability of network members. Coordinating logistical details to enable network leadership to attend meetings.
- 1.1.2 **Facilitate district level Harawa/Charawa meeting:** The rights holders (Harawa/Charawa) will be facilitated to organize their **12** events of meeting at 3 districts (4 meetings in each district) on periodic basis. Harawa/Charawa leaders at district level will participate in those meetings. Those events of discussion will be conducted in working districts to develop roles and responsibilities

of network leaders, methods on establishing democratic processes for creating group policies and systems, tips for engaging volunteers, and guidelines for conducting productive meetings.

- 1.1.3 Facilitate national level Harawa/Charawa meeting:** Similarly, two events of Harawa/Charawa rights forum at national level will be conducted to discuss on the overall emerging socio-economic and political agenda of Harawa/Charawa. The meeting will be focused in line with the strategic plan of Harawa/Charawa organizations. The advocacy plan will be developed throughout the meeting to conduct evidence based advocacy at local, provincial and federal level.
- 1.1.4 Organizational Capacity Building of HC networks through mobilization of Harwa/Charwa Activists:** During the project implementation, 3 Harwa/Charwa Activists will be mobilized at 3 working districts to enhance the organizational capacity of Harwa/Charwa and their organizations. They will be mobilized in different project activities advocating their rights in different duty bearers. They will be trained and mobilized in the target areas to identify the issues and evidences for advocacy. The trained activists will also play a key role to empower the right holders to increase their access to public resources and services.
- 1.1.5 Mobilization of Project Coordinator for evidence based advocacy:** RDN Nepal will mobilize one project coordinator to conduct evidence based advocacy on the issues of Harwa/Charwa at local, provincial and federal level. **The issues of Harwa/Charwa** will identified, prioritized for the further advocacy action.
- 1.1.6 Harawa/Charawa Conference at Rural and Urban Municipality level:** 6 events of Harawa/Charawa Conference will be organized by rights holders' networks at 3 working rural municipalities and 3 urban Municipalities of 3 working district for strengthening HC organizations. Rights holders will be organized, empowered and mobilized for their rights adopting democratic practice. The conferences will be common plate forums to rigorously discuss on the emerging socio-economic and political issues of HC at local level. The freedom fund partners working in respective working areas will participate the conferences to provide their support and contribution.
- 1.1.7 Organize District level conference of Harawa/Charawa organizations:** Each event of Harawa/Charawa conference will be conducted in 3 districts to consolidate the issues of Harawa/Charawa systems. Governmental officials, political party representatives, civil societies and other relevant personnel will participate on those conferences. The freedom fund partners working in respective district will participate the conferences to provide their support and contribution.
- 1.1.8 Conduct national conference of Harawa/Charawa organizations:** One event of 2 days' national conference of Harawa/Charawa organizations will be organization with an aim to develop the network capacity. Rights holders from their Networks/ Organizations at 8 districts will



participate the conference. The conference will elect its new executive board and develop the further strategy for further evidence based advocacy in regards to emancipation and rehabilitation of Harawa/Charawa. The freedom fund partners working in whole three districts will participate the conference to provide their support and contribution.

## **1.2 HCF Capacity Building:**

- 1.2.1 Leadership Development Training for Harawa/Charawa leaders:** One event of 3 days leadership development training will be organized for Harawa/Charawa leaders to further boost up their leadership skills and capacity. About 25 – 30 local, district and national level Harawa/Charawa leaders will participate in those events. These training events will be conducted at district level. This training will further enhance the skills of Harawa/Charawa leaders of all levels which will focus on identifying and developing leaders, group dynamics, conducting effective meetings, effective communication, public speaking and listening skills.
- 1.2.2 Training on collective bargaining and basic negotiation skills:** An event of a three-days training has been planned for key Harawa/Charawa leaders (from groups, district and national networks) comprising of 25 – 30 persons to further boost up their skills and capacity for collective bargaining methods, basic negotiating skills, approaches to manage hostile or confrontational employers, and ways to leverage collective action to negotiate better wages and working conditions, collectively and effectively challenge situations of exploitation, and affect change. This event will be organized at district or national level.

## **2.1 Access to Government Services and Resources:**

- 2.1.1 Orientation program on Government Service and Resources:** One event of 2 days training will be organized to aware Harawa/Charawa leaders on government resources and services. The participants will be oriented on current government plan, policies and guidelines regarding resource mobilization. A total of 18 HC leaders (6 from each districts) will be selected for the orientation. The Harawa-Charawa groups at local level will be mobilized to seek the local resources to address their instrumental needs. The advocacy plan will be developed through by participants through participatory approach for that mission.
- 2.1.2 Current budget Analysis of Local Government:** The trained Harawa/Charawa leaders will be mobilized to analyze the current budget analysis of local government at selected 3 Rural Municipality/Municipality of project targeted district (each in one district). In nutshell, the budget analysis will be carried out through inclusion audit developing standard format and tools. It will be done for the fiscal year 2075/76.
- 2.1.3 Provincial level round table discussion with policy makers and key stakeholders on issues of Harawa-Charawa:** The project will conduct one day provincial level round table discussion to rigorously discuss on socio-economic rights and emancipation issue of Harawa-Charawa. The respective line ministries, political parties, government officials, civil society organizations (CSOs), media will be critically engaged for that discussion. Harawa-Charawa leaders from 8 districts in province-2 will participate the program. The duty bearers and policy makers will be sensitized on the issues of Harawa-Charawa that will contribute to emancipate the system. A total of 50 participants will take part in the round table discussion. One subject expert will be hired to present the working paper.

### 3. Cross-Cutting Intervention:

**3.1 Review and Coordination Meeting with Freedom Fund (FF) Partners:** RDN Nepal will organize review and coordination meeting among Freedom Fund Partners to discuss on the overall key achievements, learning, faced challenges and plan for the next. These meetings will be conducted on quarterly basis (2 times) which will be taken as useful platform forum to share and replicate the best practices of the project interventions. The collective action of FF partners will be developed. The existing 11 FF partners from 3 districts will participate the event which will bring further synergy in regards to implement the project.

### 6. Implementation Calendar (Time-Line):

	Activity	Unit	Total Target	Time-Line (2019-2020)				Responsible	
				June-Aug	Sept-Nov	Dec,019-Feb,2020	March-May	Lead	Support
<b>1.1</b>	<b>HCF organizational Development</b>								
1.1.1	Facilitate local level Harawa/Charawa meeting	Event	30					PS	HCN
1.1.2	Facilitate district level Harawa/Charawa meeting	Event	12					PS	HCN
1.1.3	Facilitate national level Harawa/Charawa meeting	Event	2					PC	HCN
1.1.4	Organizational Capacity Building of HC networks through mobilization of Harwa/Charwa Activists	Person	3					PMT	HCN
1.1.5	Mobilization of project coordinator to conduct evidence based advocacy	Person	1					PMT	HCN
1.1.6	Harawa/Charawa Conference at Rural and Urban Municipality level	Event	6					HCN	PS
1.1.7	Organize District level conference of Harawa/Charawa organizations	Event	3					HCN	PS
1.1.8	Conduct national conference of Harawa/Charawa organization	Event	1					HCN	PS
<b>1.2</b>	<b>HCF Capacity Building</b>								
1.2.1	Leadership Development Training for Harawa/Charawa leaders	Event	1					EC	PMT
1.2.2	Training on collective bargaining and basic negotiation skills	Event	1					EC	PMT
<b>2.1</b>	<b>Access to Government Services and Resources</b>								
2.1.1	Orientation Program on government resources and services	Event	1					EC	PMT
2.1.2	Current budget Analysis of Local Government	Times	3					PMT	PS
2.1.3	Provincial level round table discussion with policy makers and key stakeholders on issues of Harawa-Charawa	Event	1					EC	HCN
<b>3</b>	<b>CROSS-CUTTING INTERVENTION</b>								
3.1	Review and Coordination meeting	Times	2					EC	HCN

	with Freedom Fund Partners.							
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\* Note: HCN=Harawa-Charawa Network, PMT=Project Management Team, EC=Executive Committee and PS=Project Staffs

## 7. Sustainability:

The project will enhance capacity of Harawa/Charawa and their Networks/ Organizations to link service delivery agencies for increasing access to public/private resources services. They will be trained on organizational management and local resource mobilization. The saving and credit groups of Harawa/Charawa at local level, district as well as national Harawa/Charawa rights forums will be strengthened for the further sustainability.

The project will also mobilize Harawa/Charawa activists to coordinate and collaborate with local and provincial governments. The project will support target beneficiaries and their Networks/ Organizations to develop linkages with rural municipalities and municipalities including existing other non-governmental agencies in the project areas for future collaboration.

## 8. Assumptions and Risks

### 8.1 Assumptions:

The following are assumptions identified for positive conditions:

- Local Government Operation Act, 2017 is implemented effectively and participation in local institutions is convenient.
- Government and other actors continue strongly supporting inclusion and having progressive and human rights friendly new Constitution.
- Harawa/Charawa will actively participate in the project activities and lead advocacy efforts.

### 8.2 Risks:

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 as mentioned below:

risks	Mitigation Measures
<b>Internal Risks</b>	
<ul style="list-style-type: none"> <li>• Low Level of Understanding/Poor Operational Capacity of Harawa-Charawa and their networks</li> </ul>	<ul style="list-style-type: none"> <li>• The project will enhance network capacity building of Harawa-Charawa and their networks to create the common understanding on organizational capacity development. Similarly, the project will organize series of capacity building trainings/orientation to fight against forced labour system and increase their access in government service and resources.</li> </ul>
<ul style="list-style-type: none"> <li>• Negative Impact on daily income and livelihood options of Harawa-Charawa: Harawa-Charawa are compelled to manage time to participate the programs by leaving their daily</li> </ul>	<ul style="list-style-type: none"> <li>• The project will prepare the seasonal calendar and implement the project activities accordingly. Similarly, the periodic coordination meeting among FF partners will be organized to bring the synergy and reduce duplication.</li> </ul>

wage.	
<b>External Risks</b>	
<ul style="list-style-type: none"> <li>• Harawa-Charawa masters and their family members have influential role in decision making process</li> </ul>	<ul style="list-style-type: none"> <li>• As Harawa-Charawa masters and their family members have been represented in local elected government, journalists and political leaders, such personalities will be motivated towards eliminating forced labour system. The project will adopt appreciative enquiry to bring the positive change in the society through collective voice and action.</li> </ul>
<ul style="list-style-type: none"> <li>• All forms of forced labors in Nepal are freed expect Harawa-Charawa</li> </ul>	<ul style="list-style-type: none"> <li>• The project will focus its special attention on evidence based policy advocacy to emancipate this system. The labor and social security committee under provincial parliament will be sensitized to bring this agenda for further processing.</li> </ul>
<ul style="list-style-type: none"> <li>• Natural calamities, famine and epidemic would disturb the normal life of communities</li> </ul>	<ul style="list-style-type: none"> <li>• The project work plan will be prepared considering the natural calamities and risk. The target groups will also be capacitated to cope with adverse effects of such risks.</li> </ul>
<ul style="list-style-type: none"> <li>• Delay in implementing the provision of newly promulgated constitution of Nepal:</li> </ul>	<ul style="list-style-type: none"> <li>• The target groups will be aware on the provisions of new constitution. They will continuously lobby and advocate for effective implementation of constitution.</li> </ul>
<ul style="list-style-type: none"> <li>• Political disturbances</li> </ul>	<ul style="list-style-type: none"> <li>• The Risk Management Office in the region will be coordinated for minimizing such risks. Empowering and ownership of the project by target communities can reduce such risks.</li> </ul>

## 9. Project Management, Coordination and Communication

Overall programmatic and financial arrangement of “**National Capacity Building Project for Harawa/Charawa and their Organizations in Nepal - NCB Project**” will be managed by RDN Nepal. For the effective management of overall program, RDN Nepal Project Management Team (PMT) will review and guide project team. RDN Nepal will have a team of professionals for overall implementation of project comprising of Team Leader (Full Time-100%), Project Coordinator (Full Time-100%), Finance Officer (Full Time-100%) and Harawa-Charawa Activists (Full Time-100%) which will be well managed by providing specific responsibilities as mentioned below:

Position	Major Roles & Responsibilities
Team Leader	<ul style="list-style-type: none"> <li>• Ensure overall management, fund raising, establish M&amp;E system of the project, technical backstopping to Harawa-Charawa networks on identified areas,</li> </ul>
Project Coordinator	<ul style="list-style-type: none"> <li>• Overall responsible for the implementation of the project in the field level, prepare the periodic reports of the project and submit to team leader</li> </ul>
Finance Officer	<ul style="list-style-type: none"> <li>• Overall financial documentation and accounting of the project transactions, financial reporting of project funds, tracking of budget in line with activities and strategic support to the project team</li> </ul>
Harawa-Charawa	<ul style="list-style-type: none"> <li>• Play forefront role in organizing, awareness building and empowering Harawa/Charawa families and communities, Support and facilitate community level activity implementation</li> </ul>

On the other hands, RDN Nepal will coordinate and collaborate with rights holder’s organizations (Harawa-Charawa and their networks), civil society organizations (CSOs), local government, Freedom Fund Partners at local level. The respective line ministries and parliamentarian at provincial level will be consulted. The project will follow the effective communication channel. In nutshell, the major role of

RDN Nepal will be network capacity building of Harawa-Charawa and their networks/organizations at local to national level. RDN Nepal will mobilize their project staffs for their full presence in the project target areas with an aim to enhance the network capacity of Harawa-Charawa and their networks.

Similarly, Freedom Fund (FF) will provide the technical backstopping support to RDN Nepal for the effective implementation of the project. The main role of FF through mobilizing its consultant will be to create the “Movement Building”. It will provide the legal support to target communities (Harawa-Charawa) who are survivors of various discriminatory practices such as caste based discrimination and untouchability, gender based discrimination as well as fair and equal wages through registration of cases. In addition, Freedom Fund will establish the linkage and coordination of rights holders and their networks/organizations with government mechanism and civil society movement from local to national level.

#### **10. Ensuring Accountability and Governance:**

The project will ensure the accountability by promoting equitable participation of rights holders in project planning, implementation and monitoring, child safe guarding, Person with Disabilities (PwDs) Mainstreaming as well adopting “Do No Harm” approach.

The target populations 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. Similarly, the child protection issue will be seriously considered.

The project will systematically adopt the principle of “Appreciative Inquiry (AI)” and “Do No Harm” approach. The stakeholders will be critically engaged to timely deliver the services to Harawa/Charawa and also to develop the Harawa/Charawa issue as social common agenda.

RDN Nepal adopts inclusive and participatory approach to arrange the overall management of the organization. In addition, it continuously practices social accountability tools such as social and public auditing, community score cards, gender budget tracking, gender analysis, inclusion audits to promote good governance and accountability.

#### **11. Monitoring & Evaluation, Reporting:**

##### *11.1 Monitoring System*

Rastriya Dalit Network (RDN) Nepal will follow the results-based planning, monitoring and evaluation system. The following key actions will be taken to maintain systematic monitoring and evaluation processes;

- The project will submit baseline information and their measurable indicators along with separate monitoring & evaluation (M&E) plan within one month from the agreement signing date.
- The periodic monitoring will be conducted based upon the outcome/output M& E matrix.
- The project will manage the data base Project Information Management System (PIMS) to use in periodic progress reports
- Diversified participants will be facilitated to develop an action after completion of each trainings/orientations and consultation meetings so as to follow up accordingly.
- The inclusion audit will be carried out to bring the facts and figures as evidences for further advocacy interventions.

- The pre and post evaluation will be conducted during trainings/workshops and orientations as exit poll.

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 including other relevant stakeholders and various forums.

#### *11.2 Use of Monitoring Information:*

Rastriya Dalit Network (RDN) Nepal uses 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 Harawa/Charawa and their organizations to encourage them for their network capacity development.

#### *11.3 Evaluation:*

RDN Nepal, along with The Freedom Fund, will facilitate to conduct the final evaluation of the project with an aim to facilitate a process, which will document project outputs and outcomes. Eventually, the process will also mobilize the various stakeholders to take action based on this documentation. It will be conducted at the end of the project. An independent evaluator will be designated for the responsibility to assess the overall scope and process of the project and total objectives met by it, in close coordination with multiple stakeholders

#### *11.4 Reporting Plan:*

Rastriya Dalit Network (RDN) Nepal will follow the reporting template guided by the Freedom Forum. In addition, RDN Nepal will provide periodic update of project progress on an ad hoc basis as and when required.

### **12. Budget and Justification:**

Overall budget of the project **NPR 7,817,700** has been planned which will be requested from Freedom Fund (FF).

**NNEX-I(LOGICAL FRAMEWORK):**

Outcomes/Outputs/Activities	Objectively verifiable indicators	Activities
<b>Goal:</b> Support each network's development, strengthening network members' leadership for advocacy, collective bargaining and negotiation skills, enabling members to challenge all the forms of exploitation and claim their rights		
<b>Outcomes:</b>		
<b>Outcome-1:</b> Strengthened capacity of Harawa/Charawa and their networks for organizational development	<ul style="list-style-type: none"> <li>• No of Harawa-Charawa Networks at local, district and national level are functional</li> <li>• No of organizational plan, policies and guideline revised/updated and indorsed through democratic practices</li> </ul>	
<b>Output-1.1:</b> Increased capacity of Harawa/Charawa and their networks on organizational development at local, district and national level	<ul style="list-style-type: none"> <li>• No of meeting conducted by Harawa-Charawa and their networks at local, district and national level</li> <li>• No of Harawa-Charawa conferences conducted adopting democratic practices</li> <li>• No of Harawa-Charawa activists trained and mobilized</li> </ul>	<ul style="list-style-type: none"> <li>▪ Facilitate local level Harawa/Charawa meeting</li> <li>▪ Facilitate district level Harawa/Charawa meeting</li> <li>▪ Facilitate national level Harawa/Charawa meeting</li> <li>▪ Organizational Capacity Building of HC networks through mobilization of Harwa/Charwa Activists</li> <li>▪ Mobilization of project coordinator to conduct evidence based Advocacy</li> <li>▪ Harawa/Charawa Conference at Rural and Urban Municipality level</li> <li>▪ Organize District level conference of Harawa/Charawa organizations</li> <li>▪ Conduct national conference of Harawa/Charawa organizations</li> </ul>
<b>Output-1.2:</b> Enhanced leadership quality of Harawa/Charawa and their networks for collective evidence based advocacy	<ul style="list-style-type: none"> <li>• No of Harawa/Charawa leaders capacitated on leadership development</li> <li>• No of advocacy plan developed and implemented.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Leadership Development Training for Harawa/Charawa leaders</li> <li>▪ Training on collective bargaining and basic negotiation skills</li> </ul>
<b>Outcome-2:</b> Increased access of Harawa/Charawa and their networks in government resources and services	<ul style="list-style-type: none"> <li>• No of local and provincial government delivered their commitment on rights and emancipation of Harawa-Charawa</li> <li>• Amount of money (NPR) leveraged from local government to their communities</li> <li>• No of Harawa-Charawa accessed in public services and resources</li> </ul>	
<b>Output-2.1:</b> Enhanced technical capacity of Harawa/Charawa for accessing government services and resources	<ul style="list-style-type: none"> <li>• No of Harawa-Charawa trained on government services and resources</li> <li>• No of Harawa-Charawa networks established coordination and linkage with duty bearers for government services and resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Orientation Program on government resources and services</li> <li>▪ Current budget Analysis of Local Government</li> <li>▪ Provincial level round table discussion with policy makers and key stakeholders on issues of Harawa-Charawa</li> </ul>