

PDRC
Making your dream into reality

Professional Development and
Research Center (PDRC)

Annual Report

2015





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About PDRC



Professional Development & Research Center (PDRC) was established in 2005 with the commitment to make difference in the lives of Dalit and marginalized youths. We exclusively work in the education sector with an objective to increase their access to quality higher education. They are further equipped with the professional skills and competencies so that they can be a true professionals in their chosen career. We do support and encourage next generation leaders to be actively engaged in social research to promote inclusive democracy in the country by providing research-based information to the policy makers.

Vision

*To create a
discrimination
free society through
education*

Mission

*To ensure quality,
value based
and employable
education for Dalit
and marginalized
community*



Message from the President



Kamala Hemchuri
president

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I am feeling honor and privileged in giving message in the report of 2015 of PDRC as a board President. Remembering the days when I entered into the organization 7 years ago, still I really feel scared. Actually, I had put my goodwill that I had earned working in the area of rights of Dalit and marginalized communities for over 25 years in stake. There was a sense of insecurity among us whether we could continue our organization in such a tough situation to realize our dreams of making our youths educated, competent and professional. Nevertheless, we strive to find out a solution of our adversity; with the cooperation and contribution of our board members, advisory committee, staff, well-wishers, donors, we were able to dismantle the mountains of obstacles and impediments that were in front of us in those days. We realized that collective efforts of all can lead us towards the direction achieving our goals.

After short period of my entry and collective endeavor of all of us, organization gained a momentum and eventually, we have completed a decade and have been able to establish PDRC as one and only leading organization in the area of higher education and competency development of Dalit and marginalized youths.

We worked genuinely and honestly to accomplish our mission to bring the organization at this level. Though works carried out by PDRC is extraordinary and imitating, still inadequate to provide services as per the need of community. In the course of a decade we have just been able to lay a foundation for our mission to be accomplished, now it is a time for us to make resolution for the expansion of the areas of our works compressively based on our experiences and learning.

Our dream is to establish PDRC as a role model and leading organization in the nation. Whatever initiatives it takes, objectives should be influencing in the areas of policies and programs of the nation in terms of reform of education system. Future of the organization lies on our determination towards achieving our mission.

Finally, I express my gratitude to all who have contributed and cooperated for the growth, stability and sustainability of the organization.

With best regards,
Kamala Hemchuri
President

Message from Executive Director

I'm very happy to present you another annual report of PDRC. This report is all about the activities undertaken, achievement made and the struggle encountered in 2015. On top of that, this report is also about the new partnership we have formed and important lessons we have learnt. In a nutshell, 2015 remains one of the most epic years for PDRC because we have successfully completed a decade long journey of our establishment. I hope you will enjoy reading this report.

PDRC is a very much result oriented organization and that is our engine of existence as well. Therefore, we are always inextricably tied to individual need of the students and their educational goal and career. By helping individual students to achieve their goal, we are addressing the national priorities of country and our community.

This is the age of collaboration and partnership. Therefore, PDRC focuses in forming partnership with the national and international organizations working for common cause and seek collaborative solutions to of the problems faced by our people. In addition, we are looking forward to partnering with the government schools in relation to help learning achievement of the students.

At PDRC, we focus on three things for result: information, empowerment and engagement. We are working hard to improve the situation of underprivileged youth in response to address the growing inequality in Nepalese society. We are striving to bring large numbers of youth in the mainstream and continuously investing in their education that allows them to have a great career in their lives and in return also contribute back to the society. We believe that these empowered youth will propel the leadership forward.

We are deeply engaged in constructive dialogues with the stakeholders and we are glad that some of them are taking serious steps to achieve the goal. In 2015, we have had an opportunity to work with several government agencies and realized that it brought significant changes in the lives of our youth and in their family.

Putting it simply, we need support and cooperation of the people from all walks of life so that we can maximize the contribution. Individual should step forward and offer their support to develop the next generation of leaders through quality education.



**Birendra
Biswakarma**
Executive Director

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That's why PDRC is more committed to explore more needy and deserving students from Dalit community and try to find the every solution to meet their educational needs. We believe that our current efforts will contribute to solving broader challenges that impact Dalit in Nepal. In this report, you will see how we are making difference in the lives of individual students. We sincerely believe that our efforts and contributions will be able to contribute to create a dignified society for many generations to come.

The results we have produced continue to motivate us. As you read this report, you will see the unbelievable stories of the students who have entered into the medical and engineering profession. We are very happy and satisfied for having played some role for their achievement. For Dalit, this achievement counts for the force of the thousands of people.

Spanning almost ten years, PDRC's journey has been full of challenges and marked by the small but meaningful achievements. We have realized that these achievements have inspired thousands of youth across the country and this means lot for the organization likes ours.

PDRC has been continuously working in the field of education since the establishment. It has made our work specific and result oriented. At the same time, we have also witnessed the gaps in the school programs. Many students have found failed in three major subjects in SLC and the foundation of these three subjects played crucial role in deciding the future career of the students. Therefore, from this year onward, we have decided to make our priority shift to the secondary school as well. We are launching mentorship program that attempt to guide students in their most formative years and help making an informed choice about their educational goal and career. On top of that, we are also planning to use technology to have interactive sessions of Mathematics, English and Science.

I would like to thank Dr. Tom Jacobsen for his generous support that has brought changes in the lives of our students. Similarly, I would also like to take this opportunity to appreciate advisory board, board members and staff members for their support and dedication. We know there are several opportunities ahead and committed to unlock the barriers to scale up the new beginning. Finally I would like to record my thanks to the students who really worked hard to achieve the result.

Birendra Biswakarma

Executive Director

4 Highlights from 2015

Here are the major highlights of the activities and achievement we have accomplished in 2015.

- Provided educational support to the earthquake affected 1205 students from 30 government schools in the 4 VDCs of 2 districts namely Sindhupalchok and Dolakha. The educational support includes uniform (shirt, pant or skirt, sweater), shoes and socks, bag, copies and pencils sufficient for one year.
- One book published, one policy review in higher education undertaken and 1 research related to the employment also conducted
- 4 students clicked in the MBBS entrance exam conducted by the ministry of education
- 3 students have been selected for Global UGRAD program from Nepal. This is a merit-based global competition program conducted by US government.
- 91 candidates were supported for PSC exam preparation classes. Out of them, 5 candidates have successfully passed the exam taken by public service commission and now recruited in the government service.
- Formed a consortium of 10 governmental and non-governmental organizations under the leadership of Dalit Development Board (DDB), a government entity. PDRC served as the secretariat office for this consortium.



- 150 Dalit students received full scholarship to study 10+2 in Kathmandu region. This scholarship is provided by the Higher Secondary Education Board (HSEB) under student scholarship bank program. PDRC facilitated the process.
- 352 students have been counseled for their educational pursuit and career
- 210 Dalit students received Mahatma Gandhi scholarship provided by Indian embassy. PDRC disseminated the information and helped students in their process of documentation.
- Had a meeting with south Asia representative of **Library of Congress** and it is going to archive PDRC's recently published book in their library in the Washington DC, USA.
- Conducted policy review entitled higher education and inclusion. This review has diagnosed the higher education policy of Nepal through inclusion perspective.
- Three network meetings held with the universities, think tanks and civil society organizations in India.
- 40 Dalit youth received training and direct support in their process of applying for jobs and internships
- Research conducted entitled "on the dimensionality of Dalit youth employment: issues and concerns." This report has identified some of the challenges faced by Dalit youth and PDRC is going to address this in 2016 program and budget
- 63 students received scholarship and payback scholarship.
- 2 MBBS Doctors and 1 Engineer got government job.
- PDRC President Kamala Hemchuri was brutally attacked by police during peaceful demonstration demanding Dalit rights in new constitution. Her right leg is broken in two places.



5 Executive Summary

PDRC has completed a decade long journey of its establishment. We have accumulated different experiences over the time and this has strengthened our working culture and style. We have produced small numbers of results but we know they hold paramount importance to the community we serve.

PDRC exclusively focus in the education sector because it is critically important to the underprivileged communities like Dalit. Therefore, our all efforts are concentrated towards making the best use of resource allocated and at the same time empower youth with the knowledge and skills needed. As a result, we have been able to produce more than 35 doctors, 27 engineers and hundreds of professionals in other areas too.

Dalit's presence in the government mechanism is very important. Therefore, we have been conducting preparation classes for 5 years now. Prior to this, we have had an extensive consultation with the stakeholders and formed a consortium of governmental and non-governmental Dalit organizations. As a result, 19 youth from Dalit community have been recruited in the government service. In a situation where Dalit movement is deeply divided, this program has strengthened unity among the organizations. Having seen this result, many candidates from Dalit community have been deeply influenced and motivated to enter into the government service. Thus, we need to provide utmost importance to the consortium like this in order

to have a fruitful and constructive engagement with the civil society organizations. In future, this consortium will prove another milestone in our efforts to bring Dalit youth in state bureaucracy.

Landing job after education has been the prime concerns of all. Therefore, we are effortful in continuing activities and programs in the areas of employment. Due to the high demand of youth, we have been trying to address this problem on short as well as long term basis. On the long term side, we have conducted a comprehensive research recently and it has formulated course of action for promoting inclusive recruitment focusing particularly on lobbying with the government and other job providers. The short term action is to prepare underprivileged youth with the knowledge and skill to make an ideal candidate for the job. Other short term measures include conducting workshop and seminars to this end. We conducted workshops and supported 40 youths in their pursuit to employment.

We believe in "little changes and big effects." Therefore, our work seems to be engaged in mundane things but surprisingly they are making changes in the lives of the people and also producing significant results. Therefore, we immensely believe in personal coaching and mentorship. Mentor plays significant role in the lives of the students and therefore we are going to launch a school mentorship program next year. This program seeks to assist subject teachers and guide students in their homework, post class discussions and linking the learning

with future educational goal and career. At the same time, the mentor will also share information about the opportunities available in higher education. Hopefully, this will motivate students to be a hard worker and optimistic.

Despite resource limitation, we have carried out 3 major policy researches this year. The first research deals with the higher education and inclusion followed by the second on employment barriers to Dalit youth. The third research has already been published in the form of book. This book has tried to look at Dalit issues critically from subaltern perspective, highlighting the need of being united and call for non-Dalit intellectual to speak up for unheard people. In addition, the book is expected to spark constructive discussion on Dalit issues from academic perspective.

At last but not the least, we are equally committed to facilitate national and international scholarships to the best interest of Dalit youth. Last year, PDRC provided 63 scholarships and payback scholarship to the students. Similarly, 25 youth got financial support to prepare for the public service commission examinations. 150 received Mahatma Gandhi scholarship. Similarly, 150 youth received full scholarship to study 10+2 in the reputed colleges in Kathmandu. 3 students from PDRC have been selected for Global UGRAD program, a merit-based program that provides an opportunity a semester in one of the selected universities in the USA. In this way, we act as the bridge between students and scholarship providing agencies at home and abroad.

6 General Overview of the Programs and Activities

6.1 Dr. Tom Jacobsen Fund

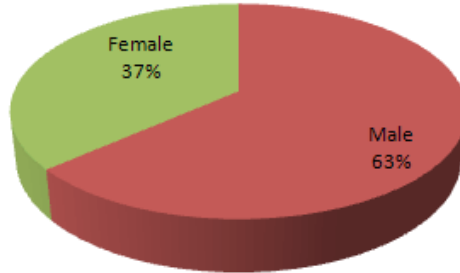
Dr. Tom Jacobsen is a Norway based engineer and scientist who has founded a scholarship fund at PDRC in order to provide financial support to Dalit students. There are two financial assistance schemes at PDRC to help students to progress through further and higher education. Scholarship is provided to the students who are studying in class XI and XII.

Similarly, the payback scholarship is given to the students who are studying in bachelor or above level. They will have to pay the scholarship back after completing their designated course. Last year, 63 students were provided scholarship; out of them 31 were scholarships and 32 payback scholarship.

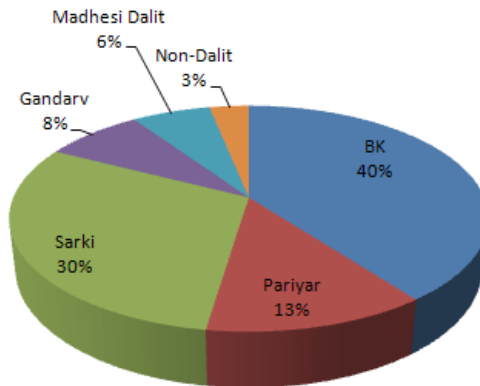


Please turn to the next page to see scholarship distribution in pie-chart categorically:

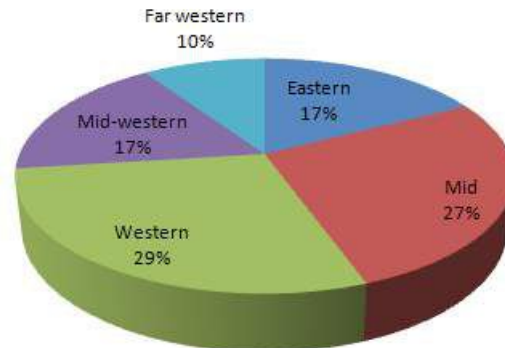
Gender wise distribution: Gender wise scholarship distribution 2015



Caste inclusion in scholarship distribution:



Regional share in scholarship distribution:



6.2 Youth Empowerment in Science and Technology

This program was designed to encourage and support Dalit students to pursue their higher education and develop career in the field of science and technology, with especial focus in medical and engineering preparation. MBBS/BE preparation classes are designed to give information and training needed to succeed in today's highly competitive medical and engineering entrance exams. Such classes include written test, feedback sessions, motivational classes etc. Peer learning is widely practiced in such classes.

Like previous years, PDRC conducted MBBS/BE preparation classes from July to September, 2015. These preparation classes are grounded in a simple idea: success requires regular practice and

understanding of the format of the exam. The main purpose of the preparation class is to help students stay motivated and prepared for the final exam taken by ministry of education. On top of that, through encouragement and kind words, we also lift the spirit of the students in difficult times and make an effort to keep their enthusiasm intact all the time.

In 2015, 4 students from PDRC have clicked in the MBBS scholarship entrance exam conducted by the ministry of education. The successful candidates are Niru Diyali, Madhav Sundas, Dev Rasaili and Naresh Nepali. They all passed SLC from the government school. 15 students attended the preparation classe. No entrance exam is taken for engineering this year.



6.3 Academic and Intellectual Discourse on Dalit

Due to the recent devastating earthquake, we couldn't conduct this course on stipulated time. However, the resource allocated for this program was used for more noble cause. We built 3 temporary learning centers and

provided zinc sheets sufficient to built 5 learning centers in Sindhupalchok, one of the hardest-hit districts by recent earthquake. As a result, 70 students have been receiving education without any hassles.

6.4 PSC Exam preparation support

This program was started with the goal to encourage and support Dalit candidate for the government jobs. We formed consortium with the 9 different governmental and non-governmental organizations to conduct these classes. This program was led by National Dalit Commission and PDRC worked as the secretariat office.

On 14 August 2015, we published an advertisement in Kantipur, one of the largest circulated national dailies in the country, followed by the screening process through written test and interview. 59 candidates had applied for this opportunity and we selected only 25 candidates for the preparation class. The selected candidates were recommended to the institution that runs class professionally and PDRC fund for their preparation class. On top of that, we also run motivational classes periodically to keep them stay motivated for government jobs. One has to pass four different phases of exams to be qualified for government officer.



PSC Consortium Members:



Last year, we had supported 91 candidates. Out of that, 5 candidates were able to recruit in the government jobs. Altogether, 15 candidates have been recruited in the government jobs so far. Due to the lack of eligible candidates, some of the seats allocated for Dalit still go unused occasionally. Here are the details of the

successful candidates.

One of the consortium members withdrew its association due to some technical problem and as a result we couldn't support as much candidates as we supported last year. However, we still managed to support 25 candidates this year.



Hurmat Mijar
Ministry of
General Administration



Yubraj Pariyar
Ministry of
General Administration



Manoj K. Rajak
Ministry of
General Administration



Shital S. Ukheda
Ministry of
General Administration



Prem Rasaily
Ministry of
General Administration



6.5 DEED

Dalit Employability Enhancement Database (DEED) is a program run by PDRC with the commitment to prepare the roster of eligible candidates from Dalit community and help them to get the jobs in government agencies, private sector and development agencies. On top of that, we also collect and provide free job posting. Currently, database has 850 registered resumes. We also conduct various workshops and seminars to empower candidates with the knowledge and skill needed to land a job. With our support, 2 candidates namely Indra Tamatta and Shankar Tamatta have been selected for UN Traineeship program. Similarly, 1 candidate named Aster Tolange is selected for traineeship at USAID.



Besides, we also conducted one research entitled “On the dimensionality of Dalit youths employment: issues and concerns.” The number of research sample taken was 400 with minimum 10+2 educational qualification. Among them 241 were male and 159 were female. All the sample members were from Dalit community. The research has indicated some of the areas where our intervention is required and PDRC is planning to address those in upcoming budget and programs.

6.6 Research and publication

PDRC has been consistently focusing on conducting research in the field of education and employment. We have conducted three major researches. These documents will be made available to the policy makers and stakeholders. Series of policy recommendations were made to encourage wider discussion and debate. Here is the short brief of the work carried out. These research reports are expected to serve as the response to addressing the gaps that exist in the field of education and employment and Dalit discourse.

Book published-

PDRC published a book entitled “बलिभरहने अतीत, अलिभरहने बर्तमान” (In english-traumatic past and stagnant present), in which the issues of Dalit have been raised in the form of intellectual discourse from subaltern perspective. The book has further included Nepalese Dalit history, Dalit movement, Dalit literature, Socio-political scenario and the way forward as a food for thought. The critiques have applauded the book saying that it is the first of its kind comprehensive and multi-dimensional book in the Nepalese context written from subaltern perspective.

This book has presented the experiences accumulated by the writer and the data are presented aesthetically and beautifully, linking them with the daily reality of the people. While preparing the book, the writer visited different place and met diverse people at home and abroad. In a nutshell, this book has tried to scrutinize Dalit issues from multi-disciplinary perspective.

The book further presents the basis of taking Dalit movement as an intellectual movement by linking it with the contemporary political, cultural and literary setting. This book also encourages posing new questions and seeking innovative answers to the different perspectives of Dalit movement in Nepal. This book is believed to add on new insights to the Dalit movement. The book contains 450 pages and published from Discourse Publication with the financial support from PDRC. The royalty earned from this book will be distributing to the Dalit students who really need it the most.

This book was unveiled by the former Prime Minister Dr. Babu Ram Bhattarai on 6th January, 2015. Dr. Om Gurung, head of the sociology department at Tribhuvan University was also present in the event.



Policy brief in higher education and inclusion-

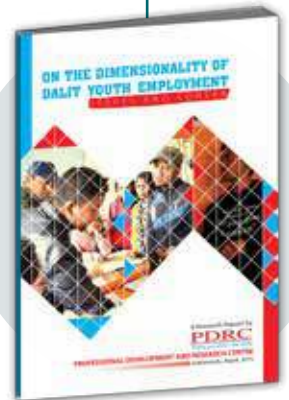
PDRC published a policy review entitled “Nepal’s Higher Education and Dalit: A Policy Review.” The policy has highlighted the need of making higher education accessible to all, on the basis of capacity. The review further explores the link between education and state of marginality; and describes the importance of higher education to overcome marginality/social exclusion. The paper also provides an overview of higher education policies in Nepal, and reviews the policies to identify gaps and conclude some suggestions for future policy development and implementation. This policy review is conducted by Dr. Uddhab Pyakurel, Asst. Professor at Kathmandu, University.



Research on employment barriers to Dalit candidates-

PDRC also conducted research entitled “On the dimensionality of Dalit youth and employment: issues and concerns.” The research sample for this was 400; among them 241 were male and 159 were female. All the sample numbers are from Dalit community.

This research has tried to identify the gaps in relation to getting job in different agencies. The research has also made series of recommendations that Dalit youth need supporting in documentation, acquiring skills and enhancing proficiency in english and computer. This research was undertaken under the leadership of Dr. Ganga Ram Bishwakarma, Asst. Professor at Apex College



6.7 Advocacy

PDRC has been consistently advocating for Dalit to have their voice heard on the issues concerning them. Similarly, PDRC also lobbies with the government and other bodies to defend and safeguard their rights.

By doing this, we are supporting and enabling people to express their views and concerns on the issues related to them. This also increases their access to information and

services and at the same time defends and promotes their rights and responsibilities.

In this connection, we provide advocacy support when the students need them. This also helps students to access information they need to have good career. We also collaborate with other organizations to speak on behalf of the community. Here are some of the works that were undertaken last year under this theme.

Stakeholders meeting with HSEB:

Higher Secondary Education Board (HSEB), Nepal provides scholarships to the students through student scholarship bank program. This scholarship is provided to the students who represent underprivileged groups and have passed SLC from the government schools. However, one has to clear the entrance test taken by the board.

Prior to the entrance exams, PDRC lobbied with different stakeholders with regard to making the best use of student scholarship bank program to the best interest of underprivileged students. Our main focus was how to ensure maximum

numbers of Dalit SLC graduates get benefited from this scholarship. In this connection, we attended stakeholders meeting on 27th June, 2015 and this meeting was well attended by high profile dignitaries including member of the parliament and also the president of Higher Secondary Association Nepal (HISSAN) Mr. Umesh Shrestha, Higher Secondary Education Board's Vice Chair Prof. Chaitanya Sharma, Director at Department of Education Mr. Khagendra Prasad Nepal, representative from National Campaign for Education (NCE), DWO president CM Bishwakarma etc. PDRC program manager Rup Sunar attended this meeting from



PDRC and shared existing practical problems encountered by scholarship aspirants. Having PDRC worked in this program from inception, he also made series of recommendations in order to make the scholarship program effective and result oriented. The program was hosted and chaired by Shita Ram Ghale (Pariyar), member secretary, National Dalit Commission.

Another follow up meeting was also held at National Dalit Commission where the HSEB scholarship head of Kathmandu Valley Mr. Janga Bahadur Aryal and HISSAN General Secretary Yubraj Sharma were present. The meeting discussed on different modalities for providing scholarships to the students from private schools.

Last year's scholarship distribution is given in the chart below:

Region	Madhesi/ Muslim	Disable	Poor/Merit/ Remote	Janajati	Dalit	Martyr/ Victim	Total
Biratnagar	79	2	150	74	30	0	337
Hetauda	81	2	140	119	75	0	420
Janakpur	27	0	109	0	9	0	145
Kathmandu	138	2	682	462	133	85	1594
Pokhara	5	2	322	146	167	0	646
Butwal	99	3	368	179	143	0	802
Nepalgunj	12	4	158	107	90	0	381
Dhangadhi	0	0	170	40	32	0	242

Source: HSEB scholarship distribution 2014

Higher Secondary Education Board (HSEB), through its affiliated colleges across the country, can provide 12000 scholarships to the students. However, they provided only 4567 scholarships last year. On top of that, many students who have applied for the scholarship are not getting them due to technical reasons.

Therefore, PDRC took initiation to organize stakeholders meeting and it demanded the fair distribution of the scholarship throughout the country across many categories. This year's data is yet to be made public. However we believe that this intervention has helped many students to get this scholarship.

Stakeholders meeting with CTEVT:

Vocational training is one of the highly demanded training by the people but unfortunately the supply side is very weak. On top of that, the students from the weak economic background can't afford this. The government

of Nepal has introduced some scholarships for underprivileged students but the implementation is very poor. It is with this reason; with the help from National Dalit Commission, PDRC called for a meeting on 1st July, 2015 to talk about



the implementation of the scholarship program provided by the Council for Technical Education and Vocational Training (CTEVT). This meeting was attended by CTEVT's member secretary Dr. Ramhari Lamichhane, Deputy Director for special scholarship program Mr. Sridhar Nepal. Among the other participating organizations were PDRC, DWO etc. From PDRC, executive director Birendra Biswakarma and Research & Advocacy Officer DB Biswakarma took part in

the meeting. The meeting was hosted and chaired by National Dalit Commission's member secretary Mr. Sita Ram Ghale (Pariyar).

PDRC team raised current scenario of the number of scholarships allotted for students living under the line of poverty. On top of that, the team also inquired about private institution's refusal to provide scholarship forms to Dalit candidates. Concerned authorities agreed to address the raised issues at the earliest possible.

Meeting with the ministry of Education:

A stakeholder's meeting held on Wednesday 29 July, 2015 at the Ministry of Education in presence of education minister honorable Chitra Lekha Yadav. The meeting mainly discussed on scholarships provided to Dalit students from school to PhD level, with especial focus on scholarship given by Higher Secondary Education Board (HSEB), Council for Technical

Education and Vocational Training (CTEVT) and University Grant Commission Scholarship. This meeting was coordinated by National Dalit Commission (NDC).

After raising practical problems faced by Dalit students while accessing above mentioned scholarships, the Ministry of Education has



asked delegation to come up with issues categorically and also assured for revisiting the policy, if required. The ministry also assured to include Dalit's representation from central to local level in relation to education of Dalit. Meanwhile, CTEVT made a commitment to revisit its 9% scholarship provision for Dalit in diploma courses.

Among the participating organizations were Ministry of Education (Honorable minister accompanied by joint and deputy secretaries), National Dalit Commission (member secretary), Dalit Bikas Samiti (vice chairman), University

Grant Commission, HSEB, HISSAN, CTEVT, PABSON, Badi Bikas Samiti and PDRC. From PDRC, president Kamala Hemchuri and executive director Birendra Biswakarma participated in the meeting. Both urged concerned authorities to make scholarship provisions trouble-free and accessible by addressing policy faults and loopholes. For example, HSEB can provide as much as 12000 scholarships to study 10+2 across the country annually. However, last year's data reveals that only one third of the total scholarships were distributed.

7 Services Offered

7.1 Academic and career counseling

Youth is period where there is possibility of being hugely influenced by different factors and external circumstances. Therefore, this is a time where they need proper counseling so that they can have proper information that leads to make them good decision for their education and career. It is with this reason; PDRC has been highlighting this program with utmost importance.

Under this program, despite difficulties, we motivate students to set their sights on the long term education and career goals and pursue with the discipline and single-mindedness.

We provide educational and career counseling to the students based on their needs, talent and career goals. This helps them to make an informed choice about their education and future goal. This program is carried out throughout the year and this is a need based support. Through motivation and kind words, we try to instill tremendous confidence among the students so that they can focus in bettering the life of an individual and society. The counseling also covers some of the unseen problems of the students such as emotional highs and lows related to their education performance, family circumstances and transition from teen age to adulthood. In 2015, we counseled 352 students throughout the year.



7.2 National and international scholarship facilitation

Indian embassy scholarship:

Indian embassy in Nepal has been investing adequate financial resources to educational sector of Nepal. They have been providing scholarship to the Nepalese students in Nepal and India. Among many scholarships provided by the Indian embassy, Mahatma Gandhi scholarship is probably the scholarship provided in large numbers. This scholarship is provided approximately to the 2000 students for 2 years.

In this connection, PDRRC disseminated information to the Dalit students from different channels. The embassy introduced online application system from this year and it was very difficult for Dalit students. Therefore, we assisted students in their online application procedures in person and via telephone to the students living out of the Kathmandu valley.

By our support and counseling, 210 Dalit students received this scholarship in 2015. The money provided under this scholarship is sufficient at least to pay the tuition fees of the students. The students who got this scholarship are from science, management, humanities and education background.



HSEB students scholarship bank program:

Higher Secondary Education Board (HSEB), Nepal provides scholarships to the students through student scholarship bank program. This scholarship is provided to the students who represent underprivileged groups and have passed SLC from the government schools. However, one has to clear the entrance test taken by the board.

PDRC runs series of simulation test in order to best prepare the students for this competitive exams. In this respect, PDRC conducts model test based in the syllabus followed by the board.

These preparation classes are designed to basically serve as platform to the students where they prepare and discuss about the questions being asked in the most competitive exam. We also run motivation classes to shift low self esteem of the students into something that will boost their confidence and charter a course of action for better career.

In the year 2015, PDRC disseminated information through the widely circulated newspaper named Kantipur. After that, PDRC



conducted series of model tests to make students familiar with the formats of the exams. For this exam only, 200 students provided with the counseling service and out them, 150 students have been granted scholarship in Kathmandu alone. Students from other part of the country have also been benefited but there is no any such record maintained even at the HSEB head office.



Global UGRAD Scholarship:

Three PDRC students have been selected for 2015-16 “The Global Undergraduate Exchange Program” (also known as the Global UGRAD program), which provides one semester scholarship to the outstanding undergraduate students around the world for non-degree full time study in the United States along with the community service, professional development and cultural enrichment. It’s a matter of pride that all students selected from Nepal are from PDRC.

The technological innovation has brought information at the fingertips of the users.

There are so many opportunities available but this requires competitive skills to be benefited. Therefore, a week-long preparation classes on writing test and interview including preparing personal statement and statement of purpose. This put our candidates at better edge to compete with the other highly qualified candidates that this country has to offer.

They will be joining the universities in January, 2016. The selected candidates are Sangita BK, Ayub Das Pariyar and John Das Pariyar. 14 students were selected for this preparation support.



Dalit Bikas Samiti Scholarship:

Dalit Development Board (DDB) provides scholarships to the students. The scholarship is given to the students from different stream and geographical proximity. Last year, DDB provided **379** scholarships in 10+2 level and out of them 36 students were from PDRC.



8 Organization Activities

8.1 GESI policy

Social inclusion has been one of the most talked about topic in Nepal in the recent past and PDRC is always committed to uphold the spirit of inclusion within its programs and services. However, it was not addressed in the policy document. Having adopted this policy, PDRC is looking forward to some programmatic strategies that can make its programs,

implementation modalities and activities more GESI-friendly.

PDRC has recently integrated the policies and programs that promote gender equality and social inclusion in the planning, implementation, practices, monitoring and evaluation of initiatives undertaken by and within an organization.

8.2 Australian volunteer

The Australian government has recently endorsed PDRC's request to provide Australian volunteers for managing new program to be implemented by PDRC in 2016.



8.3 PDRC President Beaten up by Police

Police has brutally attacked the peaceful rally organized by Dalit, demanding Dalit rights in new constitution. 26 Dalit rights activists and the leaders including PDRC president Kamala Hemchuri were seriously injured. Her right leg is broken in 2 places and according to the doctor

she has to take complete bed rest for six months. According to the eye witness, the police officer hit her leg mercilessly dozen times. To the very next day of the clash we witnessed massive media coverage of unlawful use of excessive force against Dalit.



8.4 Workshop on educational and livelihood status of Madhesi Dalit

PDRRC, in partnership with the Center for International Studies and Cooperation (CECI) organized a day long workshop entitled “Existing Educational and Livelihood Status of Madhesi Dalit” on Saturday 14 March , 2015. The main purpose of the workshop was to bring Madhesi Dalit into a platform and discuss their educational and livelihood challenges and also seek probable solutions.

This workshop was attended by 57 participants including the youth from grassroots level. Other participants were Madhesi youth studying different colleges and universities in Kathmandu.

2 papers were presented by the prominent academicians namely Dr. Bidhyanath Koirala and Hira Bishwokarma . Based on the outcome of this discussion, PDRRC will design and implement the project in the selected districts in Terai.



8.5 Earthquake support

The devastating earthquake of 25 April and aftershock of 12 May 2015 left many of us socked because it killed more than 9000 lives, rendered many people homeless and damaged the infrastructure worth of corers of rupees. Several district severely affected including Kathmandu, Sindhupalchok and Dolakha.

To the very next day of the earthquake, we quickly sprang into action to respond. Firstly, we went to Godawari to quickly

assess the needs of the ground and then provided food supply support to 35 Dalit households. The support includes 1 sack of rice, lentils, vegetable, cooking oil and tents. We mobilized PDRRC’s friend circle to fund and distribute resources.

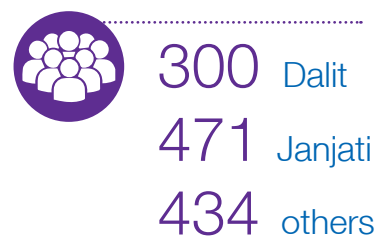
After that, we decided to focus in the education sector. PDRRC team assessed one of the most affected districts named Sindhupalchok; we decided to build 3 learning centers out there and provided

the zinc sheet sufficient to build learning centers. In addition, PDRRC team also made five days volunteer contribution in this connection. This learning center was later used as the classroom for class 8, 9 and 10.

After that, on 16 September 2015, we partnered with UNICEF Staff Association in order to distribute educational materials support to the 1205 students from 4 VDCs of 2 districts called Sindhupalchok and Dolakha. Here are the details of the figure in that case.



PDRRC's Support to Earthquake Affected areas



9 Testimonials

Indra Bahadur Tamatta, 2015 Trainee, UNRC Field Office, Dhangadhi

I am pleased to take this opportunity to share my personal view about Dalit Employability Enhancement Database (DEED) and its invaluable support for creating my CV and motivation letter to apply for UN Traineeship Programme – IV cohort. Similarly, Professional Development and Research Centre (PDRC) also conducted simulation written test, Computer Based Test- CBT for having an idea on what kind of question come in and how to score good marks in actual written exam.

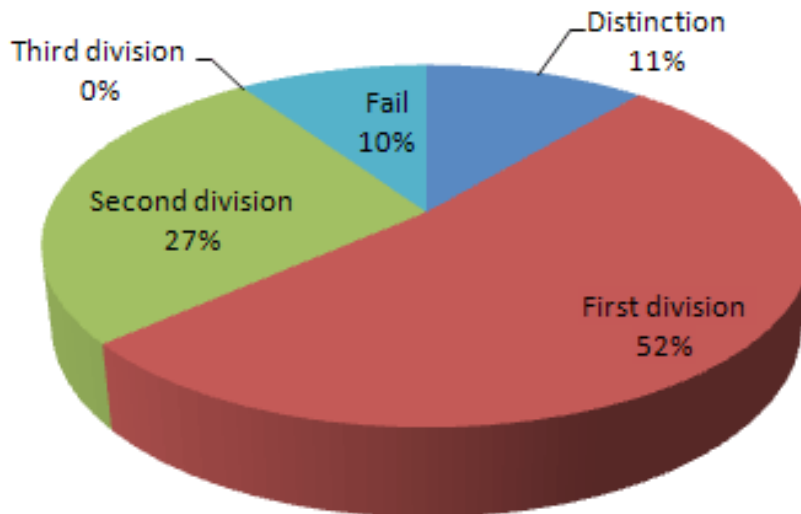
When I passed written exam PDRC and DEED involved me preparing for interview by keeping their close guidance through necessary material supply for interview which improved my confidence in interview attendance. Finally I was selected, now I have realized responsibility, dedication, hard work and learning attitude in a person can make a huge difference in life. At last I am in the initial phase of my career in development sector, therefore I have nothing more to add except UN Secretary General's advice that "Keep your head above the clouds and your feet firmly planted on the ground – then move step by step."



10 Monitoring and Evaluation

PDRC constantly monitor and evaluate the progress of the students and here is the quick glimpse of progress of the students in the recent exam held.

Performance in the recent exam



Last year, 63 students received scholarship from Dr. Tom Jacobsen Fund. Among them, 11% passed recent exam in distinction which is praiseworthy. Similarly, 52% passed exam in first division

where as 27% passed in second division. Among total, 10% students got failed. Such students were called and inspected for their poor performance. They were also provided with the counseling to do better next time.

11 Partnership and Collaboration

PDRC firmly believes in the culture of collaboration and therefore work to form collaborative partnership and

network with national and international agencies. Here are some of the new partnerships we have formed last year.

Partner/alliance / contact	Profile	Focus area	Type of association
Australian embassy	Government agencies	Providing volunteer	MoU signed
Ministry of federal affairs and local development	Government	Providing financial support for public service exam preparation support	MoU signed through National Dalit Commission and Dalit Development Board (DDB).
UNICEF Staff Association	Nepal chapter of Global UNICEF Staff Association	Financial support to provide educational materials to the students affected by the devastating earthquake	MoU signed
Council for Technical Education and Vocation Training (CTEVT)	National autonomous apex body of Technical and Vocational Education and Training (TVET) sector	Production of technical and skillful human resources required to the nation.	Formed partnership to provide technical skills to the selected 40 youth from Dolakaha and Sidhupalchowk.
University Grant Commission (UGC), Nepal	UGC is responsible for allocation and disbursement of grants to the universities and their campuses	Regulating their activities and formulating policies and programs on establishment of new universities.	Agreed to review 2071 plan from Dalit's perspective
Higher Secondary Education Board (HSEB), Nepal	A government body responsible to running 10+2 education system in the country	Granting approval to colleges, developing curriculum, conducting examinations and publishing result, supervising higher secondary education program, undertaking research and liaison with national and international institution	Asked to support in school environment reform program

12 Individual Donors/ Supporters

In 2015, PDRC launched plus two sponsorship programs aiming to provide Dalit and other marginalized youth with access to higher education through financial sponsorship at the secondary level education. The goal of this program is to support needy and deserving Dalit youth in achieving higher education by removing

financial barriers, providing high quality student service and support, and advocating on behalf of marginalized communities. PDRC promotes this program year around, and accepts sponsorship application on an ongoing basis. Here are some of the generous people who started supporting students in 2015.

Dr. Anjali Rasaili



Dr. Anjali Rasaili is the first female student of PDRC hostel established in 2003 AD. Currently, she is studying M.S. on Gynecology at the BP Koirala Institute of Health Sciences, Dharan.

With the small stipend she receives from the

college, she provides a scholarship to one student for assisting her 10+2 in science education. This scholarship is provided to Sima BK, who scored 86.5% in SLC from government school and currently studying in grade 11 at Little Angels College, Hattiban.



Kareen Lorum

Kareen Lorum is the resident of Norway and she has been travelling to Nepal for years. She has been financially assisting to Bikas Gayak, public health student in Pokhara University and supported this year too. She has promised to support him until his designated course completed.

Reemaya Nepali

Reemaya Nepali is the past board member of the PDRC. Currently, she has been living in the United States of America. She is supporting three PDRC students for their 10+2 education.

The names of the students are Sujana Bhusal (Class-XI, Education), Ganesh Pariyar (Class-XI, Social Science) and Pavitra BK (Class-XII-Science).

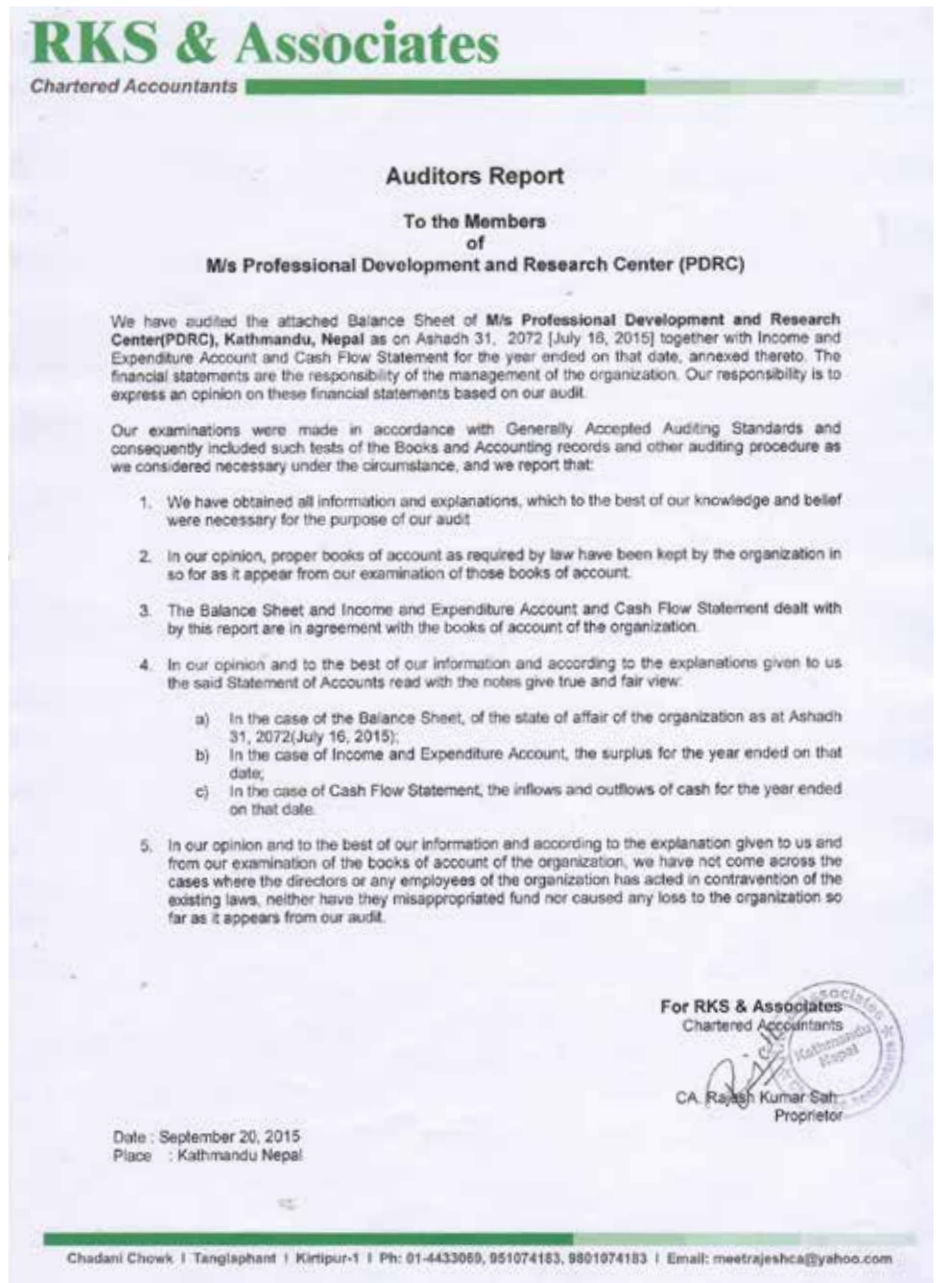


Prem Shanti Scholarship

This scholarship is established by Mr. Prem and Shanti Poudel, permanent resident of Tansen Palpa. Under this scholarship, the support is provided to Sunita Ghimire, Bachelor in Social Work at NIMS College, Lalitpur.

13 Financial Summary

PDRC's major funds come from grant funding in the form of scholarship from individual and institutional donors. The total income is Rs. 5731150 and the expenditure is Rs. 5765485



Professional Development and Research Center (PDRC)

Kalanki, Kathmandu

Balance Sheet as on Ashad 31, 2072 (July 16, 2015)

(Figures in Rupees)

Particulars	Schedule No.	Current Year	Previous Year
SOURCES OF FUNDS:			
Fund Surplus (Deficit)	1	9,554,904.85	9,547,773.66
		9,554,904.85	9,547,773.66
Internal Fund	1	923,934.55	944,667.27
Reserve and Surplus			
Capital Reserve	2	240,034.39	233,127.09
		240,034.39	233,127.09
Total		10,718,873.79	10,725,568.02
APPLICATION OF FUNDS			
Property, Plan and Equipments	3	1,051,758.59	1,271,831.58
		1,051,758.59	1,271,831.58
Investments	4	600,000.00	2,100,000.00
Current Assets, Loans & Advances			
Cash & Bank Balance	5	2,131,310.93	1,847,307.64
Advances & Receivables	6	7,099,264.07	5,555,447.00
		9,230,575.00	7,402,754.64
Less: Current Liabilities & Payables			
Current liabilities & Payables	7	163,459.80	49,018.20
		163,459.80	49,018.20
Net Current Assets		9,067,115.20	7,353,736.44
Total		10,718,873.79	10,725,568.02

Significant Accounting Policies & Notes on Accounts

11

Schedules are the integral part of the Financial Statements

As per our report of even date attached.

Sabitra Pariyar
Treasurer

Pabita Poudel
Finance Head

Birendra Bishwokarma
Executive Director

Kamala Hemchuri
President

For RKS & Associates
Chartered Accountants

CA. Rajesh Kumar Sah
Proprietor

Place: Kathmandu
Date: September 20, 2015

Professional Development and Research Center (PDRC)

Kalanki, Kathmandu

Income and Expenditure Account

For the year ended Aashad 31, 2072

Particulars	Schedule	Current Year (NRs)	Previous Year (NRs)
Revenue :			
Grant-Tom Fund		3,813,049.57	4,746,624.25
Other Income	8	1,356,417.54	649,738.48
Total Revenue:	A	5,169,467.11	5,396,362.73
TOM Fund Expenditures	9	3,182,205.88	3,162,088.58
Office, Administration & Other Project Expenditures	10	1,767,482.87	1,065,211.68
Depreciation	3	233,380.29	290,901.38
Total Expenditures	B	5,183,068.64	4,518,201.64
Surplus of Fund over Expenditures transferred to Fund		(13,601.53)	878,161.09

Significant Accounting Policies & Notes on Accounts
Schedules are the integral part of the Financial Statements

11


As per our report of even date attached

For RKS & Associates
Chartered Accountants


Sabitra Pariyar
Treasurer


Pabita Poudel
Finance Head

 
Birendra Bishwokarma Kamala Hemchandra
Executive Director President


CA. Rajesh Kumar Sah
Proprietor
Place: Kathmandu
Date: September 20, 2015

Professional Development and Research Center (PDRC)

Kalanki, Kathmandu

CASH FLOW STATEMENT FOR THE YEAR ENDED ON Ashad 31, 2072

Particulars	Current Year	Previous Year
(A) CASH FLOW FROM OPERATING ACTIVITIES :		
Net Profit before tax and extraordinary items	(13,601.53)	878,161.09
<u>Adjustment for:</u>		
Add: Depreciation	233,380.29	290,901.38
Net Operating Cash Flow Before changes in Working Capital	219,778.76	1,169,062.47
(Increase)/Decrease in Advances	(1,543,817.07)	(1,353,500.80)
Increase(Decrease) in Current Liabilities	114,441.60	(15,869.01)
	(1,209,596.71)	(200,307.34)
(B) CASH FLOW FROM INVESTING ACTIVITIES :		
Increase in Investment in Fixed Deposit	1,500,000.00	600,000.00
Increase in Investment in Shares	-	-
Sale of Fixed Assets	-	3,500.00
Purchase of Fixed Assets	(6,400.00)	(87,761.00)
Net Cash Used in Investing Activities (B)	1,493,600.00	515,739.00
(C) CASH FLOW FROM FINANCING ACTIVITIES :		
Increase in Loan	-	-
Net Cash Flow from Financing Activities (C)	-	-
Net Increase in Cash and Cash Equivalents (A+B+C)	284,003.29	315,431.66
Opening Balances of Cash and Cash Equivalents	1,847,307.64	1,531,875.98
Closing Balances of Cash and Cash Equivalents	2,131,310.93	1,847,307.64

Significant Accounting Policies & Notes on Accounts Schedules are the integral part of the Financial Statements

11

As per our report of even date attached

Sabitra Pariyar
Treasurer

Pabita Poudel
Finance Head

Birendra Bishwokarma
Executive Director

Kamala Hemchuri
President

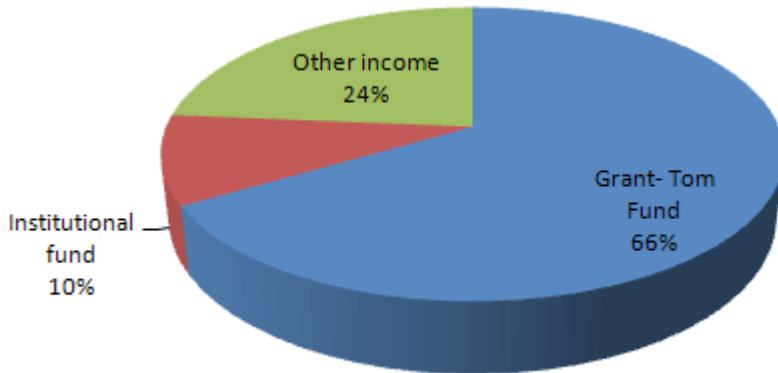
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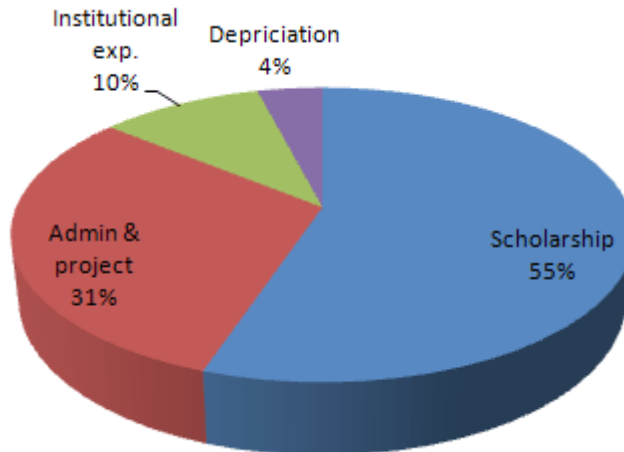
Place: Kathmandu
Date: September 20, 2015

The summary of the financial position is shown in the pie-chart below.

Inflows



Outflows



14 Lessons Learned

This year has been very unique and different as we have completed a decade long journey of our establishment. We gathered different experiences

and insights while implementing the projects. We believe that these learning can be usefully applied on our future projects and programs.

- Collaboration is very important for the growth of the organization. We worked collaboratively with different governmental and non-governmental organizations and realized that collaborating with other organizations is the best way to serve the people easily and swiftly.
- This is the age of information and people are overloaded with the information. Sometimes their mind is clouded with the information which is not useful at all. This distracts the mind and often makes it difficult to make a right choice. Therefore, it is very important to process and provide accurate information to the students.
- When the unprecedented earthquake hit Nepal on 25th May, we sprang to respond quickly. We visited most affected areas and interacted with the people, teachers and students. Having spent some days in the community and schools, we quickly realized that students need support in secondary level so that they can link their study to the subjects of their choice and interests.
- Despite having required academic qualification and information, Dalit youth are not able to benefit from the programs allotted for them. There are some gaps within our education system which demands immediate intervention. Therefore, our youth urgently need the support in obtaining job, soft skills and most importantly an ability to have a good command over written and spoken English.

15 Future Plans

PDRC always strives to introduce new programs and activities to address the challenges faced by Dalit youth. On top of that, our programs and activities are also

updated to make them relevant to time and circumstances. Here are some of the programs that PDRC is planning to launch in 2016.

- We are launching internship program that seeks to lobby with the recruiting agencies to create more internship opportunities for Dalit candidates in their agencies.
- We are also launching mentorship program to support in government school level education through implementing teaching mentorship and educational support that will strengthen quality education for underprivileged youth.
- As indicated by the research, we will also be starting short courses on English writing that help to improve the English proficiency of underprivileged youth and also the study of the internet to give students the opportunity to experience this great new paradigm

PDRC Team

Advisory Board



Dr. Madan Pariyar



Dr. Bidyanath Koirala



Dr. Krishna Bhattachan



Dr. Meg Biswakarma



Dr. Lekhnath Poudel

Executive Board (2015-2018)



Kamala Hemchuri
President



Bhim Bdr BK
Vice President



Ram Charnakar
General Secretary



Yaduni Das
Secretary



Sabitra Pariyar
Treasurer



Lila Rasali
Member



Pompa Sonar
Member



Dr. Gangaram Bishwakarma
Member



Jagu Bisunke
Member



Raj K. Gandarv
Member



Dr. Rabina G Rasaily
Member



Hem Lamsal
Member



Santosh Nepali
Member

Management Team



Birendra Biswakarma
Founder/Executive Director



Rup Sunar
Program Manager



D. B. Biswakarma
Research & Advocacy Officer



Riban Mangrati
HR Development Officer



Pabita Poudel
Asst. Admin and Finance Officer



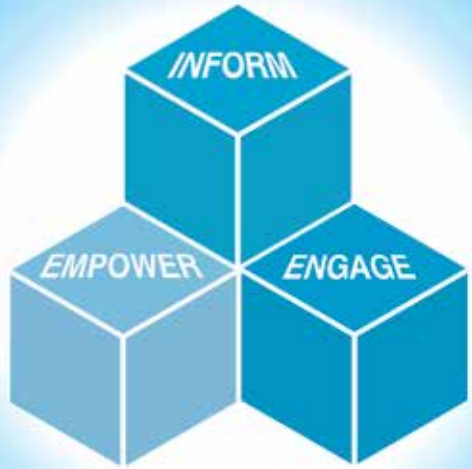
Purna Maya Biswakarma
Office Helper



Sunita Ghimire
Intern



Chandru Sunar
Volunteer



PDRC
Making your dream into reality

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