



PDRC

Making your dream into reality

Professional Development and
Research Center (PDRC)

Annual Report 2016



Annual Report 2016

**Professional Development and
Research Center (PDRC)**

Contents

Acknowledgment.	1
Abbreviation and Acronyms.	2
Message from the chairperson	3
Letter from the executive director	4
Major highlights of the report.	5
Executive summary	6
1. Introduction.	7
2. Program and activities overview ..	12
3. Services overview.	21
4. Monitoring and evaluation	14
5. Individual donors/supporters.	26
6. Student case studies/prof iles	27
7. Financial summary	28
8. Challenges and lessons learned	30
9. Future plans.	31
PDRC Team.	32

Acknowledgment

This report summarizes the activities, results and learnings that occurred from January to November, 2016. The report was written and compiled by PDRC's program manager Mr. Rup Sunar.

It covers all activities undertaken in 2016. The evidence was further supplemented by case studies, testimonials and supporting data. The PDRC board chair and executive director also provided additional insights and analysis. The report team thanks everyone who contributed their input and expertise.

PDRC gratefully acknowledge the contribution of its institutional partners and individual donors for their generous support. This includes government agencies, INGOs, private sector and individual donors. A special word of thanks is given to our Canadian friend Karl Brown, for his editorial support and positively impacted on the lives of disadvantaged youth through his unique leadership training sessions.

Our great appreciation is also offered to the students who achieved incredible results over the year. Their accomplishments have always motivated us to work harder and continuously improve.

Abbreviation and Acronyms

AVID:	Australian Volunteer for International Development
UGRAD:	Global Undergraduate Exchange Program
YEST:	Youth Empowerment in Science and Technology
EDD:	Empowering Dalit Daughters
NCE:	National Campaign for Education
CTEVT:	Council for Technical Education and Vocational Training
DEED:	Dalit Employability Enhancement Database
CECI:	Center for International Studies and Cooperation
PSC:	Public Service Commission
MoE:	Ministry of Education
VDC:	Village Development Committee



Message from the chairperson

As we have completed our first decade journey as an establishment, we are pleased to have an opportunity to reflect on our important accomplishments over the last year. This annual report represents a small glimpse into the work our organization does, and the ways in which we have had a direct and positive impact on the people with whom we work. The report further provides an introductory analysis of the important milestones and challenges in our areas.

I am humbled and honored to assume the role of the president. I am deeply grateful to my predecessors, their leadership and contribution to PDRC during their presidency for the growth of this organization. Indeed, the growth of PDRC has been propelled collectively, by the individuals and all the past presidents and past members of the PDRC Board. I look forward to continuing this important work towards fulfilling the mission of PDRC.

With their continued support and our very dedicated PDRC staff members, I am confident that we will be steadfast in addressing the pressing challenges we are facing today. Our staff has distinguished themselves as a team with dedication, integrity and professionalism. We are confident that the team will continue to make outstanding contributions to PDRC.

PDRC has celebrated 10 years as an organization (2005-2016) and has a long list of remarkable achievements. We are located in Kathmandu but serve the youth coming to Kathmandu for their higher studies. In that sense, PDRC has created strong outreach and education programs, conducted policy research and developed excellent human resources in varying fields.

PDRC has provided the support in areas where resources are greatly needed, toward the goal of educating one of the most disadvantaged groups. After a wealth of achievements, however, a great deal of work still needs to be done to reach the goal.



Letter from the executive director

Dear friends and supporters,

It is a pleasure to look back on 2016, our eleventh year, and to celebrate its success! PDRC continues to grow in the numbers of youth we reach. We have selected 18 more students for scholarship this year from a rigorous process of written exam and interviews, as well as academic standing, inclusiveness of caste and gender, geographical proximity and financial condition. The new scholars brought the total number of students' alumni to 170. We continue to believe that education is the best gift that we can give to the underprivileged youth in Nepal. This investment has a multiplier effect on society.

Youth Empowerment in Science and Technology, PDRC's signature program, is also now in its 11th year. We have been able to produce 43 doctors and 27 engineers with scholarships guaranteed by the government under their social inclusion scheme. On top of that, we have been assisting youth with counseling, information dissemination, leadership training, and preparatory classes for competitive exams and lobbying for reducing in tuition fees.

Our new partnership with chance for change (C4C), allowed us to launch a mentorship project in three public schools in the Kathmandu valley. We believe that this will contribute to improving the learning achievement of challenged students, representing disadvantaged families. This was launched as a pilot project and will be expanded to public schools in remote areas.

With the theme "inform, empower and engage", PDRC has also formed an alumni to assist PDRC in promoting its programs and activities as well as organizing programs to build the social network and cooperation among graduates. All youth, both present and past, are inspired by this initiative.

PDRC has enjoyed the volunteer support of its board members from the very beginning. They are professionals engaged in different occupations. Therefore, we are also working to channel their variety of skills sets, interest and abilities to help us in achieving our goals.

We couldn't serve the needs of disadvantaged youth without the fantastic support and contribution from our friends and loyal donors. Thank you so much for this support.

Warm regards,

Birendra Biswakarma
Executive Director

Major highlights of the report

Here are some of the highlights of the main activities undertaken and our achievements from January to November, 2016.



- Currently 76 students have received financial support from the Dr. Tom Jacobsen Fund. Among them, 44 are male and 32 are female.
- 267 students were provided with academic and career counseling services
- 27 youth were equipped with leadership training
- 1 student got selected for the global UGRAD program, which is a scholarship provided by the American government to study for one semester at a designated university in the US.
- PDRC provided PSC preparatory classes to 27 candidates, among which 6 have passed the written exam. Six governmental and non-governmental organizations have joined this consortium.
- PDRC conducted preparatory classes for 26 candidates for the UN traineeship program. Among them, three students were selected for an internship at UN agencies in Nepal.
- PDRC received one AVID (Australian Volunteer for International Development) volunteer. Her name is Leyla Rahimi and she will be working with PDRC till May, 2017. Her assignment includes capacitating staff, developing coaching models and providing leadership and job readiness training.
- 6 PDRC students received full scholarships from the Student Scholarship aid Development Fund for studying grade XI and XII in sciences.
- The Government of Nepal has introduced a new education bill, which will create a paradigm shift in the education sector of Nepal.
- The Social Welfare Council approved PDRC's 2016 plan of action and budget for implementation.
- PDRC helped 66 students in receiving scholarships provided by the higher secondary education board to study 10+2 in education, humanities, management and science.
- 14 PDRC students were merited with an award by Dalit Bikas Samiti, from the Ministry of Federal Affairs and Local Development

Executive summary

This report is the synopsis of PDRC's work in 2016. It includes the major activities accomplished over the year to achieve the objectives and implement the past learning.

Over the last decade, PDRC has been nationally recognized in turning Dalit youth's dreams into reality through higher education. The number of post graduates and professionals is increasing significantly within the Dalit community. This was made possible by providing excellence in information, services and research to contribute to the professional development and career success of Dalit youth. Educated, professional and competent Dalit are holding posts within government to effect and influence decision making policies that positively impact Dalit as individuals and community. We believe that such human resources have advocated for the continued equality of educational rights of Dalit and the elimination of discrimination from Nepal.

We have been able to provide scholarships to 76 students from 10+2 to master's level spanning different academic programs. Similarly, 267 students received counseling services to help them make informed decisions about their education and careers. Similarly, hundreds of students have received scholarships from different institutions to complete their designated course. These are scholarships provided by government agencies as well as

embassies of the foreign countries. Similarly, we have been consistently supporting Dalit candidates in preparing for the public service commission exams and they have been producing spectacular results. 4 candidates from PDRC successfully entered into government service. On top of that, we also held leadership trainings to equip Dalit youth with the relevant knowledge and skills to be successful in their chosen career.

PDRC International, USA has been recently registered in the USA with two major goals. Firstly, to raise funds to support the education of underprivileged students in Nepal. Secondly, it facilitates in obtaining scholarships and access opportunities to different colleges and universities in the United States.

This organization is for all excluded groups, so support for every section society is needed. We are happy to see the overwhelming support and concern from individuals. PDRC's annual report is organized in different chapters. The first chapter provides an overview of the organization including the rationale for our existence and objectives. The second and third chapters account for our programs, services and achievements. Chapter four to nine cover the accountability and transparency of the organization including the testimonials of our beneficiaries.

1

Introduction

1.1 Background

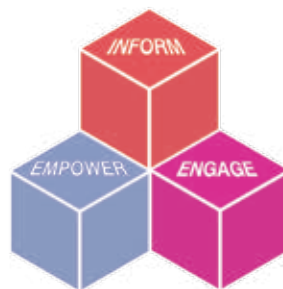
The Professional Development and Research Center (PDRC) is a non-profit organization and team of dedicated people working to increase marginalized Nepalese Dalit youth's access to quality, higher education. Through our programs and services we equip students with the academic competencies, professional skills and financial support they need to pursue their academic and professional careers confidently and successfully. We actively engage the next generation of Dalit leaders in social and academic research and inclusive democracy and create positive social change as a result. We have been delivering our programs and services since 2005, inspiring and engaging marginalized

and Dalit youth from all areas of Nepal to pursue their dreams.

Education is recognized as a fundamental right and basic need of all individuals. Without access to education, the sustainable empowerment of an individual becomes impossible. In order to ensure the right to education for the Dalit community, the value based initiatives and efforts of various agencies are essential. As an organization established by the people, PDRC has been working voluntarily to promote the access and right to formal education for Dalit that can and has led to improved, dignified and productive lives within society.

Vision: To create a discrimination FREE society through education.

Mission: To ensure quality, value-based and employable education for Dalit and the marginalized communities of Nepal



1.2 Rationale

Although the caste system is officially abolished in Nepal, Dalit, who constitute about 20% of the population, suffer from the most abhorrent discrimination and exploitation, especially in rural areas, where their mistreatment is pervasive. In Nepali, the word “Dalit” denotes the “untouchable” caste, the lowest in the hierarchy. These are among the most oppressed people anywhere. The statistics are appalling: The literacy rate of Dalits (6 years and above)

stands at a mere 52.4% compared to the national average of 65.9% and it is 34.5% for Tarai/Madhesi Dalits. Only 24.7% of Hill Dalits and 11.8% of Tarai/Madhesi Dalits complete 8th grade which is far behind the national average of 41.7%. Dalits also comprise only 1.6% of those with SLC degrees and above, and only 0.8% of those with a Bachelors’ Degree (National Social Inclusion Survey’12 and International Dalit Solidarity Network). Similarly, the literacy

rate of Dalit women is at only 45.5%. Women from the Musahar and Dom communities are at the bottom with a literacy rate of 17.4% and 17.9% (National Census, 2011). This is not just within the education sector; the trend permeates throughout other social institutions. In civil service exams, most of the seats allocated for Dalit often go unused due to the lack of information or competent candidates.

Access to information plays an important role in the development of a person and their career. There are plenty of opportunities available for marginalized groups but they often go unused or

misused due to lack of knowledge. Therefore, it's very important to disseminate the information far and wide across the country so that students can take advantage of the opportunities. Most of our programs and services are designed to address the unmet needs of Dalit youth. In addition to that, we need to capacitate our youth with the knowledge and skills required to meet the demands of the job market. It is with this objective in mind that PDRC has been informing, empowering and engaging Dalit youth through various means to contribute to their professional development youth, and in return the success of their communities.

1.3 Objective

Since its inception, PDRC has developed programs and activities with the purpose of meeting four strategic goals. Below is the list of strategic objectives aligned with the four strategic goals.

Strategic goal 1:

Encourage and support Dalit youth to pursue higher education

Strategic objective:

- 1.1 Assist Dalit youth in making informed career decisions
- 1.2 Support and encourage Dalit students to pursue careers in science and technology
- 1.3 Provide financial support for needy and deserving Dalit students to pursue higher education
- 1.4 Facilitate national and international scholarships or resources in favor of Dalit youth

Strategic Goal 2:

Create employment opportunities for Dalit youth

Strategic objectives:

- 2.1 Identify Dalit youth who are qualified for employment opportunities in the government, private sector and development agencies
- 2.2 Encourage and support Dalit youth in entering public service to influence positive policy change for the Dalit community

Strategic Goal 3:

Facilitate discussion of Dalit issues in the mainstream discourse

- 3.1 Strengthen Dalit movement by encouraging scholarly discussions, research and publications
- 3.2 Expand PDRC's network among concerned government agencies and INGOs working in the education sector
- 3.3 Leverage the participation of PDRC's student alumni in pursuing the long term goals of PDRC

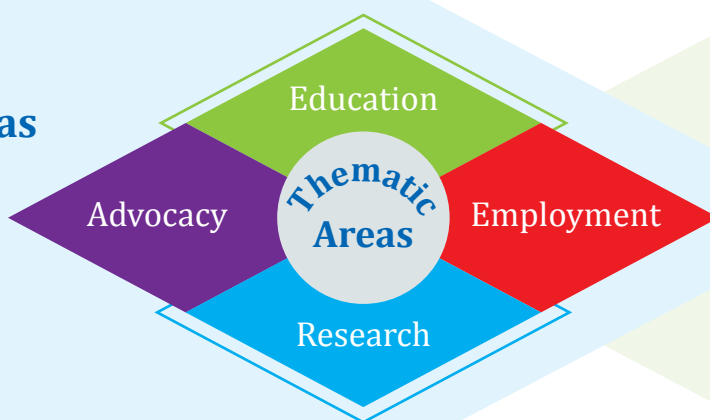
Strategic Goal 4:

Improve the infrastructure and human resource capability of PDRC

- 4.1 Create an efficient physical and technical environment
- 4.2 Enhance the capability and capacity of human resource
- 4.3 Make efficient use of external resources

1.4 Thematic areas

PDRC's thematic areas focus on education, employment and advocacy. These are the core competencies and the pillars of our work.



1.5 Target beneficiaries

The main target beneficiaries of PDRC are disadvantaged youth, from poor economic backgrounds and remote areas. Dalit women are also the focal point, and are the center of many programs offered through PDRC.

1.6 Partnership and collaboration

We always emphasize on working collaboratively or in partnership with organizations that share our goals. In 2016, we partnered with the following institutions to create innovative solutions to meet

student challenges and build strong, equitable and sustainable communities through education, engagement and collaboration. Here is a glimpse of our partnerships:

S.N.	Partnership/collaboration	Profile	Type of association	Key result
1	JARLA AS Company, Norway	Technology	MoU	Provided scholarships to 76 students, run programs and organizational operation cost
2	UNICEF Staff Association	Union	One time financial support	Provided education materials to 1205 children, vocational training to 30 disadvantaged woman affected by the earthquake
3	Chance for Change (C4C)	INGO, UK	MoU	Provided financial support to launch school mentorship program in three schools of Kathmandu valley.
4	Australian embassy	Australian government	MoU	Received one long term volunteer to work as program implementation advisor.
5	Center for Technical Education and Vocational Training (CTEVT)	Government agency	Expertise support to earthquake survivors	30 earthquake affected youth received vocational training
6	Partnership with 4 different civil society organizations	Consortium	MoU	Conducted preparatory class for 25 Dalit candidates for government jobs
7	National Examination Board	Government agency	Program implementation support	66 Dalit students received full scholarship for study in 10+2
8	Indian Embassy to Nepal	Indian government	Program implementation support	49 Dalit students were awarded the Mahatma Gandhi scholarship and 2 the Golden Jubilee Scholarship

1.7 Our value proposition

PDRC is committed to striving towards eliminating the discrimination that currently exists in Nepal. This will be achieved with the continued and concerted effort of providing Dalit youth the investment of support and assistance for access to education.

At the same time, our focus extends beyond just supporting our students in striving to increase their impact but also the influence that can be provided in increasing Dalit representation within the government and thereby influencing governmental policies and decisions. As an organization, we

Create value by providing:

- Trusted and credible advice to ensure long-term relationships
- Innovative and competitive solutions
- Beneficiary choice for reliable and transparent support to access to higher education

Enhance value by providing:

- Service features and benefits that highlight our organization's differences and experience within the sector
- Leadership as a catalyst for a sustainable society, that strives to ensure Dalit representation is present within the higher education sector as well as government decision making bodies
- A voice of leadership through community involvement, participation and investment that is made towards Dalit youth, the community and the country.



2

Program and activities overview

2.1 Youth Empowerment in Science and Technology (YEST)

The YEST program is designed to prepare high school graduates successfully complete tough entrance examinations in medical, engineering and v technical colleges. The YEST program helps students develop a penchant for science and technology and encourages them to carve a niche in the field. Under this program, we provide technical, financial and motivational

assistance to students so that they can stay focused on their aspirations, study-chart and win glorious admission to the most prized colleges inside and outside the national with full or partial scholarships.

In 2016, 5 students passed the competitive medical exam as the following details outline:

S.N.	Name of the student	Field of study/ program	Name of the institution	Scholarship granting institution
1	Niru Diyali	MBBS	College of Medical Science, Bhairahawa	Ministry of Education (MoE)
2	Deu Bahadur B K	MBBS	Manipal Medical College, Pokhara	Ministry of Education (MoE)
3	Ramji Ram	MBBS	National Medical College, Birgunj	University Grant Commission
4	Pankaj Ram	MBBS	National Medical College, Birgunj	University Grant Commission
5	Rukesh Kumar Ram	MBBS	National Medical College, Birgunj	University Grant Commission



Niru Diyali
College of Medical
Science, Bhairahawa



Deu Bahadur B K
Manipal Medical
College, Pokhara



Ramji Ram
National Medical
College, Birgunj



Pankaj Ram
National Medical
College, Birgunj



Rukesh Kumar Ram
National Medical
College, Birgunj

It is also important to note that 6 of the students who studied medical sciences with the financial support from the Dr. Tom Jacobsen Fund have passed a highly

competitive exam to become a government medical officer. Public Service Commission (PSC) will make the final announcement at the end of December.

2.2 Dr. Tom Jacobsen Scholarship Fund

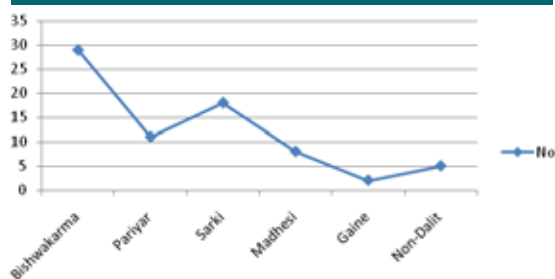
The Dr. Tom Jacobsen Fund was established through the financial support of the Norway-based company JARLA AS. This fund is named after its CEO Dr. Tom Jacobsen, a professional engineer. The objective of this fund is to provide financial support for higher education through full and payback scholarships. PDRC selects and provides support to the individuals in need of assistance as a result of economic challenges and extreme poverty. The beneficiaries of this program are only the Dalit and marginalized students of Nepal. Once the students are selected for specific programs of study, they are provided support until they complete their designated course.

PDRC welcomes 18 new scholars from 14 different districts spanning over 4 different academic disciplines and fields. New Scholarship holders chosen for 2016.

Total numbers of scholarships distributed in 2016: 76

There are several sub-castes within the Dalit community. Here is a pie-chart display of caste and gender wise distribution of scholarships.

Caste-wise scholarship distribution



Alisha
Science
(10+2)



Arjun BK
Management
(10+2)



Arjun Sunar
Science
(10+2)



Buddhi maya Damai
Science
(10+2)



Chahana BK
Management
(10+2)



Hira Prasad Seti
Film Studies
(Bachelor)



Janaki Dholi
Education
(10+2)



Kripa Sarkee
Science
(10+2)



Krishna Nepali
Science
(10+2)



Manoj Priyar
Science
(10+2)



Mukti Ram
Science
(10+2)



Nirmal Kumar
Science
(10+2)



Prakriti Maurati
Science
(10+2)



Reema Bisunke
Science
(10+2)



Srijana Tiruwa
Management
(10+2)



Suraj BK
Science
(10+2)

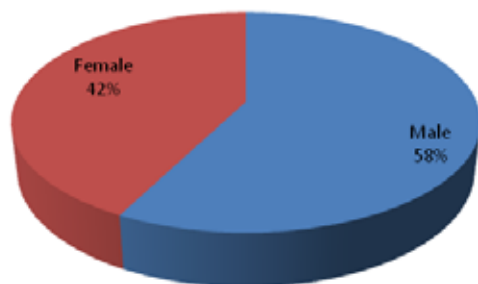


Sushma Nepali
Health Assistant
(Intermediate)



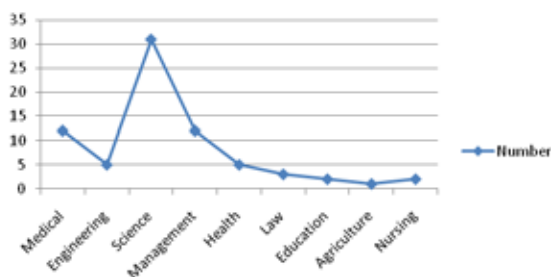
Tilak Raj BK
Sociology
(Masters)

Gender inclusion in scholarship distribution



The 2016 scholars' study- bar chart against field of study:

No. of students against field of study



2.3 Academic and Intellectual Discourse on Dalit

The Academic and Intellectual Discourse on Dalit is a special course designed for the next generation of leaders and scholars and was launched in 2011. This course is a package program devoted to exploring the issues of the Dalit movement from different perspectives. This course is further designed to assess the current state of the Dalit movement, its successes and failures. The course also examines the roles of state and international community in regards to uplifting in the Dalit community. This program brings together a group of 20-25 emerging political and social leaders, government personnel, non-governmental representatives, post graduate students and emerging researchers.

We couldn't conduct this program last year due to funding constraints. Until now, we have conducted 4 courses, produced 72 graduates and provided 13 research grants for conducting thesis research on Dalit issues.

However, we organized a talk program on April 20th, 2016 with Prof. Waris Husain and he spoke on "Minority Protection: A Comparative Constitutional Law." Mr. Husain is an adjunct professor at the Howard University School of law and specializes in international human

rights and business. Prof. Husain shared with the members of the Dalit community the challenges of implanting constitutional provisions ensured for Dalit communities in Nepal. He also discussed the experiences of different countries on what it means to implement a constitution. Around 25 Dalit leaders, lawyers, academicians and youth activist attended



Similarly, PDRC also organized a talk program on Wednesday 14th December, 2016 entitled "If only my caste was different: social categorizations, attitudes and prejudices in India." The keynote speaker at the program was Prof. Prashant Negi from Jamia Milia Islamia University, one of the central universities in India. He is a sociologist and his areas of specializations include exclusion

and topical issues pertaining to Dalit, marginality and deprivation. He has also published extensively on affirmative action, atrocities, civil rights as well as government policies towards the marginalized.

Prof. Negi tried to give the conceptual clarity of social exclusion and also the epistemological debate around caste issues. He further elaborated on the impact of reservation on the scheduled caste and tribes in Indian society.



The program was attended by the scholars, civil society leaders and the students from Tribhuvan and Kathmandu University. Also speaking at the

program, Dalit rights leader Hira Bishwakarma, Moti Nepali and Kamala Hemchuri highlighted the state of inclusion/exclusion in Nepal.

2.4 Dalit Employability Enhancement Database (DEED)

DEED is an employment campaign launched by PDRC with support from the DEED alliance, a group of NGOs working for Dalit rights. The goal of this database is to uplift the Dalit community by increasing employment opportunities for educated youth. It further helps them to build their capacity through skills and competency development and to enhance their employment choices in the competitive job market.

In 2016, 3 candidates were selected for

traineeship at different UN agencies in Nepal. To this end, we assisted them with information dissemination, support in documentation and conduction of written exams, simulation tests and mock interviews.

Similarly, under this program, we also conducted training on leadership to enhance the knowledge and skill of 27 youth in the area of leadership. In this program, participants learnt about the different types of leadership



styles and examined which one best fits their character/personality. Participants also had the opportunity to practice being a leader through situational group exercises and activities to see what works best for them. This program was held on 28th May, 2016.

On 10th December, PDRC organized a sharing event with Puran Singh Nepali, who is PDRC's founding president. Currently, he is the co-founder and engineer lead at Phil, Inc USA. It's an online prescription management and service deliverer. Prior to this, he worked with a few multi-national IT companies such as Yahoo, Shutterfly and Intuit.

He provided tips on true professionalism in one's chosen career. He asked everyone to believe that there are always better solutions, better answers and better people to do things. He advised students to avoid distractions and focus on doing those few things that are truly important. On top of that, he advised students to act with regularity in their action in order to reap the most success in the long run.



He wanted the youth to speak up. Therefore, he suggested students never be afraid of asking questions and seek professional favors. Finally he opined, "There are always problems in the society. Therefore, try to find the solutions that give you business."

Around 20 youth with engineering and management degrees attended this program.

2.5 PSC Exam Preparation Support

The PSC exam preparation support program is PDRC's initiative for offering financial, technical and moral support to candidates from the Dalit community seating for the exam conducted by the Public Service Commission- a government agency responsible for recruiting government officials. Throughout the phases of examination and subsequent tests- PDRC





guides, motivates and helps the candidates in every possible way to ensure their successful recruitment in the public sector.

Last year, we supported 25 students for the public service commission exam. Among them, 4 candidates supported by PDRC were recruited

for government jobs. Similarly, we have been supporting 27 candidates this year and their final exam is due in February, 2017. The following four organizations including 5 individuals have made financial contribution to conduct this class in 2016.



Bhoj Raj Shreepaili,
Ministry of General Administration

Santosh Nepali,
Ministry of General Administration



Anju Sunar,
Ministry of General Administration

Madhu Sunam,
National Human Rights Commission



Jaya Bahadur B.K.
Nepali Airlines

S.N.	Name of the contributor	Status/profession	Remarks
1	Samata foundation, Nepal	Dalit NGO	Policy think tank on Dalit
2	Dalit Welfare Organization, Nepal	Dalit NGO	One of leading Dalit NGO in Nepal
3	Nepal Dalit Personnel Society- Nepal	Union of a Dalit staffs in government service	Responsible for technical advice and service to the consortium
4	PDRC	Dalit NGO	Secretariat office
5	Dr. Meg Bishwakarma and Kamala Hemchuri	PDRC president and her spouse	
6	Mr. Anil B Gajmer	Businessman	
7	Dr. Man Bahadur B K	Joint-secretary, Government of Nepal	Highest ranking government officer from Dalit community
8	Mr. Dambar Bishwakarma	Deputy superintend, Government of Nepal	
9	Mr. Raj Kumar Dulal	Officer, Tribhuvan International Airport	Graduate of PDRC's earlier consortium support

In 2016, the following candidates who got government service in a gazette level. support from PDRC have been recruited in the



Dalit Welfare Organization



Samata Foundation



Nepal Dalit Personnel Society



Professional Development and Research Center (PDRC)



Dr. Megh BK and Kamala Hemchuri



Anil B. Gajmer



**DSP
Dambar B. Bishwakarma**



Dr. Man B. BK



Raj Kumar Dulal

2.6 Research and advocacy

PDRC conducts research on Dalit's status in higher education. We also assess and monitor the effectiveness of the resources allocated and mobilized for Dalit's education. We promote informed advocacy based on the research findings and provide suggestions for policy overhaul to policy makers.

PDRC advocates for Dalit's right to quality education. It involves monitoring, networking, campaigning and lobbying for policy change in higher education. As an active member of the National Campaign for Education (NCE) and Dalit NGO federation (DNF), PDRC proactively participates in advocacy and solidarity agenda proposed by fellow education workers and NGOs.

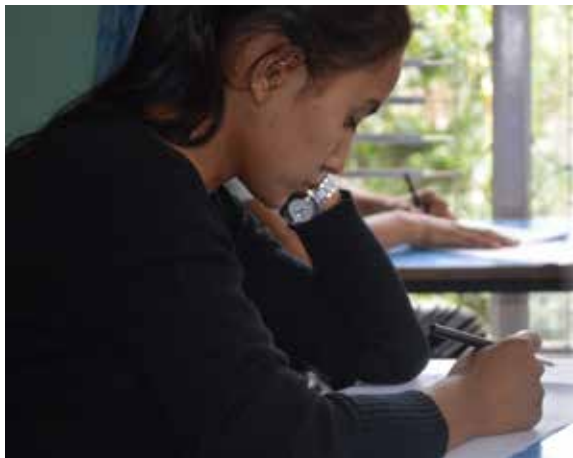
Due to our continuous effort with the ministry of education and other stakeholders, the center for technical education and vocational training (CTEVT) has decided to increase the scholarship quota of Dalit from 9% to 15%. The National Dalit Commission played a leading role in making this

policy change. CTEVT is a national autonomous apex body of the technical and vocational education and training sector for producing technical and skillful human resources required for the nation.

Similarly, during the third week of July 2016, PDRC in collaboration with the National Campaign for Education (NCE) and the Dalit Welfare Organization (DWO) organized a stakeholder's consultation workshop on comprehensive discussion for a newly passed bill on education. The new bill has accredited Early Childhood Development (ECD) to Class 8 as the primary education while class 9- class 12 has been defined as the secondary level education. This bill is expected to be a milestone in revamping the country's education system. The participants included the representatives from the ministry of education, the department of education, higher secondary schools associations, political leaders and other stakeholders working in the education sector.



2.7 School Mentorship Program (SMP)



This mentorship program is launched with the financial support of the UK based INGO named Chance for Change (C4C). Currently this program has been piloted in three public schools of Kathmandu, Bhaktapur and Lalitpur. This will study the effectiveness of the program and will be expanded to the public schools in remote areas. The main objective of the program is to coach individual students so that they can perform better in three major subjects namely English, Mathematics and Science. The failure rate of students in the aforementioned subjects is found to be increasing each year over the last decade. The majority of these students tend to be from the vulnerable communities including daily wage bearer.

Three mentors with a minimum 10+2 degree were selected and deployed in the community schools of the valley. Prior to the placement, they were trained with highly professional teachers from the reputed educational institutions in the country. On top of that, they were also equipped with different leadership skills and tools to be effective in their mentoring to the low learners in the classrooms. In a nutshell, this program is guided by a peer-to-peer learning model.

The mentors take classes together with the

students and observe student's participation in the learning process. They further follow up with the students to see if they have gained conceptual clarity. Similarly, the mentors regularly check the homework of the students, followed by the regular weekly tests. Finally, the mentors also provide information on the opportunities available in higher education so that they can make an independent decision about their further education and career.

This research is being undertaken under the leadership of Dr. Ganga Ram Bishwakarma, and the research team including PDRC's program manager Rup Sunar, Human Resource Development Officer Riban Mangrati and Research/advocacy officer DB Bishwakarma.



3

Services overview

3.1 Academic and career counseling

PDRC has won the hearts of hundreds of Dalit youths through its Academic and Career Counseling service. Many students who come to PDRC are from rural areas and they lack information about various opportunities. Through our counseling service, youth receive updated and need based information for their academic and career queries and are able to

make independent yet informed choice about their colleges, field of study and work.

Over the years, 267 students were provided counseling services which included but were not limited to psychological, mental or emotional, educational and career related problems/concerns.



3.2 Facilitation of national/international scholarships

Dalit youth's rightful access to qualitative higher education and different opportunities for professional development being its main motto, PDRC makes it a point to facilitate scholarships provided by different institutions to our students by providing information dissemination, documentation and other services. It is said that information is the most powerful tool to unlocking one's future in today's digital era. Lest any Dalit youth be excluded from the information she/he needs to make

his/her future better. PDRC has been providing information dissemination services, whenever institution like the National Examination Board, Pokhara University, the Fulbright scholarships and Australia awards begin their selection process. Similarly, we lobby for tuition fee reduction at various colleges and institutions. We also do policy advocacy to ensure Dalit community's rightful and logical representation in the decision making body. Here are some key achievement from our support and intervention.



S.N.	Name of the scholarships	Institution	PDRC's support/ intervention	Result/Output
1	Student Scholarship Bank	National Examination Board	Counseling, Information dissemination, supported in documentation, conducted mock test	66 student got full scholarship to study 10+2 in different programs
2	Undergraduate scholarship	Pokhara University	Counseling, Information dissemination, supported in documentation process	
3	Students Financial Assistance Aid Fund		Counseling, Information dissemination, supported in documentation process	6 students receive full scholarships to study 10+2 in science
4	Mahatma Gandhi and Silver Jubilee Scholarship	Indian Embassy to Nepal	Counseling, Information dissemination, supported in documentation process	51 students have applied for the scholarship and result is yet to be published.
5	Global Undergraduate Exchange Program	Bureau of Educational and Cultural Affairs, USA	Counseling, Information dissemination, supported in documentation, mock test and interview	1 student got selected to study in the USA.
6	Meritorious Award	Dalit Development Board, Ministry of federal affairs and local development	Information dissemination, documentation support	14 PDRC students from different part of the country got this scholarship

3.3 Resource center/library

PDRC has established a well-equipped resource center with 10 computers connected by high speed internet. The main purpose of this resource center is to provide free digital learning resources for college and university students. They mainly use this library to focus on study, use the online database and reference materials and meet in study groups. This resource center is established by the financial support from the Center for International Studies and Cooperation (CECI).



This resource center also has a collection of 1500+ books in different strata. The books are suited to the interest and aptitude of the students

of different fields of study and we provide an environment conducive to the building of self-learning.

3.4 Support to the earthquake survivors

The educational materials distributed after the earthquake was already covered in our 2015 annual report. Apart from that, we also conducted vocational trainings with the technical support from the CTEVT in the Sindhupalchowk and Dolakha, two of the most severely affected districts.

In Sindhupalchowk, we conducted electrician training in two VDCs namely Shipapokhari and Thulosuribari. 10 youth that consists of disadvantaged group and women were benefited from this training. In Nepal, the electrical work is generally considered a man's occupation but the majority of the participants of this training were female.



This has fundamentally changed the role of women and the mindset of the local villagers. One of the beneficiary told us,

"Prior to this training, I used be confined in my household chores and I was completely reliant on my husband for my expenses. After this training, I have started my own earnings and I'm also able to support my family. I have enjoyed my freedom more than ever."

4

Monitoring and evaluation

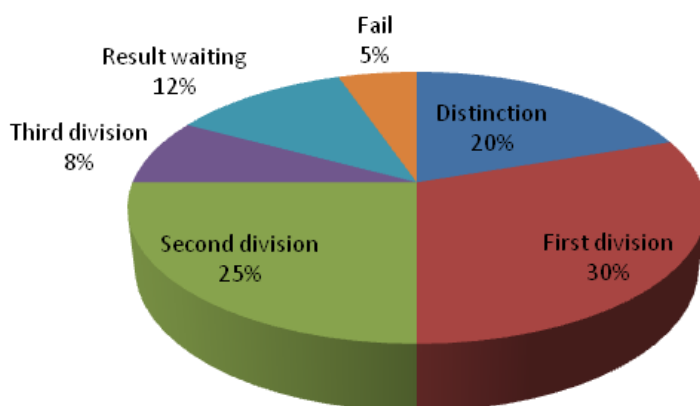
PDRC is committed to maintaining effective monitoring and evaluation practices to ensure all programs and services continue to be delivered in a timely manner.



Students monitoring:

We constantly monitor the progress of the students, asking students to update their progress status monthly. In addition, students are also asked to submit their progress report once in three months. 2 times a year, our officers' travel to different parts of the country and collect the progress reports of students. The pie-chart below shows the summary of the latest academic performance of the 2016 scholarship holders.

Academic Performance till Nov, 2016



In 2016, altogether 76 students got scholarships from PDRC. Here is the statistics of their latest academic performance. Among them, 15 students scored distinction, 23 scored first division, 19 scored second division and 6 scored third division. Similarly, 4 students failed the exam and 9 students are waiting for their result.

While collecting the progress report, we also inquired student's attendance and involvement in extracurricular activities. It is found that student's attendance is vital to their success.

Involvement in extra-curricular activities also positively impact student's performance.

It's highlighted that 2 PDRC students scored the highest mark in the universities. **Ramesh Nepali** who is the civil and rural engineer student at Pokhara University became the faculty topper. Similarly, **Sujit Kumar Darnal** who is the medical final year student at KIST medical college also topped the Tribhuvan University in his program.

Program monitoring and evaluation:

During the last week of October, representatives from the Social Welfare Council came to visit PDRC to see if the programs are implemented in line with the annual plan of action. They submitted their report to the concerned government authorities who really appreciate the work that PDRC has been carrying out. In addition to that, we asked our beneficiaries to complete a survey form to monitor and evaluate our services and programs. PDRC has also established an informal group of students in the form of alumni and the head of that alumnus is on the PDRC board and voices the concerns of youth. This also ensures the participation from the decision making to implementation of PDRC's work.

PDRC also conducts bi-yearly performance appraisals of its staff. We have also endorsed 2 additional policies namely- child protection and; a gender and social inclusion policy to strengthen governance within the organization.

5

Individual donors/supporters

PDRC explores and accepts sponsorships for students from low-income families, by providing financial aid for those who need it most. The main objective of this endeavor is to help exceptionally talented students from disadvantaged groups in becoming doctors, engineers and scientists.

We award scholarship to the students who have overcome the adversity of their family's circumstances to be among the best in national level competitions. Here are some details of the sponsored scholarships:

S.N.	Name of the scholarship	Scholarship provider	No. of students	Field of studies	Remarks
1.	Dr. Ramesh K Sunar scholarship	Dr. Ramesh Sunar, USA	2	Science (10+2) and Law (bachelor)	
2.	Dr. Anjali Rasaily scholarship	Dr. Anjali Rasaily, Nepal	1	10+2 science	
3.	Dr. Ganga Ram BK Scholarship	Dr. Ganga Ram B K, Nepal	2	10+2 studies	PDRC board member
4.	Karin Lorum (Norway)	Karin Lorum	1	Bachelor in public health	For 4 years course
5.	Reemaya Nepali Scholarship	Reemaya Nepali, USA	2	For 10+2 studies	PDRC previous board members
6.	Samita Sen Scholarship	Samita Sen, Honkong	1	Bachelor in film studies	
7.	Joy Poppe Scholarship	Joy Poppe, UK	1	Masters in sociology	
8	Raj Century Scholarship	Raj Century, USA	1	Bachelor's in law	
9	Hakkon Kyrkjeide Scholarship	Hakkon Kyrkjeide, Norway	1	Medical science	
10	Dipika Poudel Scholarship	Dipika Poudel, Nepal	1	Secondary level	Medical professional

Here we present you satisfaction and life changing testimonials from our various stakeholders including the beneficiaries, partners and the community members on

how PDRC has turned their dreams into reality. For this year, we present you the extraordinary achievement of our student Mr. Ramesh Nepali.



Ramesh Nepali, Engineer (2011-2016)

Ramesh Nepal belongs to the Dalit community and he is from Jumla, one of the most remote areas in Nepal. He attended his local public school which had 210 students in a single classroom. His family was very poor and his parents are uneducated. They had a little land which was their sole source of income. There was a time when his parents couldn't even afford his exam and tuition fees. He once almost decided to discontinue his education.

In the meantime, his mother received a few loans from the local cooperative to pay his dues school fees. His family couldn't afford to pay for the separate tuition class when he was in 10th standard. Therefore, he worked in teachers homes and had his fees waived. Finally, he scored the highest marks in 10th standard, popularly known in Nepal as the school leaving certificate.

Having been encouraged by teachers and other locals, his father withdrew an additional loan and sent him to Kathmandu for further studies. One of his relatives put him in contact with PDRC and we decided to provide him full support through the Dr. Tom Jacobsen Fund. He successfully completed 10+2 from Capitol Hill College securing 72.9%. After that, with the guidance from PDRC, he attended the entrance exam and got a full scholarship from Pokhara University to study a Bachelor of Civil and Rural Engineering. He has maintained a high academic standing throughout his undergraduate program and has become a role model for his entire district.

He further opined, "I always dreamed of going to university and becoming an engineer, but because of my parent's economic condition, I was never sure a university education would be possible. Tom Jacobsen fund's support from 2011 to 2016 really helped me in fulfilling my dream. Now, I am the overall faculty topper in the Bachelor of Civil and Rural Engineering 2011 with a CGPA of 3.76 out of 4. I am always grateful for this opportunity and determined to give back to the society as well."



Dr. Ganga Ram Biswakarma (Donor):

As a PDRC board member, I have seen that a relatively small amount of money can change the lives of youth, their families and communities significantly. Therefore, I have decided to sponsor 2 students from this year. I am sure this is going to be an amazing experience!

PDRC receives its support from individual donors and institutions. The total received in 2016 was

NPR. 98, 71,014.00 and our expenditure was NPR. 86, 99,019.00

NBSM **NBSM & Associates**
Chartered Accountants
(Independent Member of GDS-Devex Group International)

6th Floor, Block A, Four Square Complex
Narayan Chaur, Naxal, Kathmandu, Nepal.
P.O.B : 8357, Phone: 977-1-4433069, 4415242
Email: info@nbsm.com.np, URL: www.nbsm.com.np

Auditors Report

To the Members
of
M/s Professional Development and Research Center (PDRC)

We have audited the attached Balance Sheet of **M/s Professional Development and Research Center(PDRC), Kathmandu, Nepal** as on 31st Ashah 2073 [15th July 2016] together with Income and Expenditure Account and Cash Flow Statement for the year ended on that date, annexed thereto. The financial statements are the responsibility of the management of the organization. Our responsibility is to express an opinion on these financial statements based on our audit.

Our examinations were made in accordance with Generally Accepted Auditing Standards and consequently included such tests of the Books and Accounting records and other auditing procedure as we considered necessary under the circumstance, and we report that:

1. We have obtained all information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit
2. In our opinion, proper books of account as required by law have been kept by the organization in so far as it appear from our examination of those books of account.
3. The Balance Sheet and Income and Expenditure Account and Cash Flow Statement dealt with by this report are in agreement with the books of account of the organization.
4. In our opinion and to the best of our information and according to the explanations given to us the said Statement of Accounts read with the notes give true and fair view:
 - a) In the case of the Balance Sheet, of the state of affair of the organization as at Ashad 31, 2073(July 15, 2016);
 - b) In the case of Income and Expenditure Account, the surplus for the year ended on that date;
 - c) In the case of Cash Flow Statement, the inflows and outflows of cash for the year ended on that date.
5. In our opinion and to the best of our information and according to the explanation given to us and from our examination of the books of account of the organization, we have not come across the cases where the directors or any employees of the organization has acted in contravention of the existing laws, neither have they misappropriated fund nor caused any loss to the organization so far as it appears from our audit.

Date: 21st September, 2016
Place: Kathmandu Nepal

For NBSM & Associates
Chartered Accountants

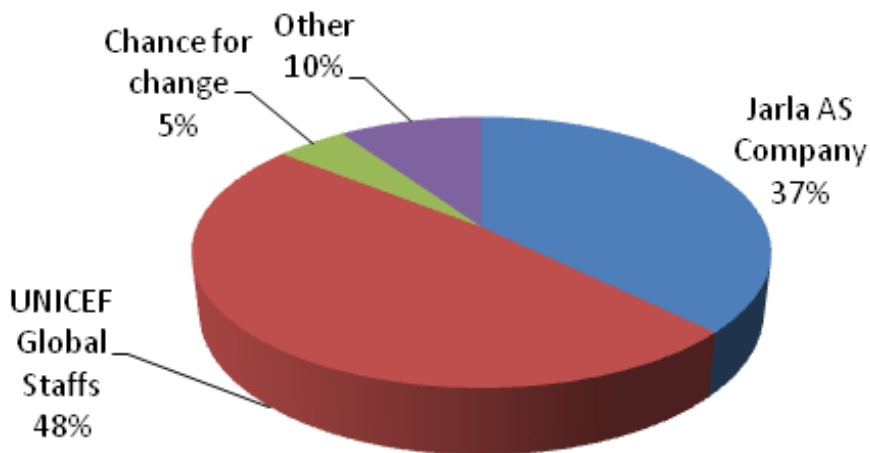
Kathmandu Prasad Grawal, FCA
Partner

NBSM & Associates
Chartered Accountants
Kathmandu, Nepal

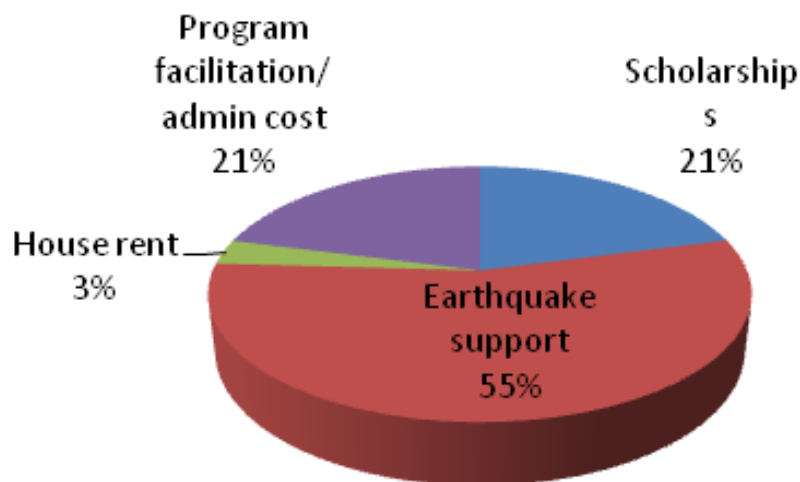
CGI
INDEPENDENT MEMBER

The details of the income and expenses were shown in the pie-chart below.

Inflows



Outflows



8

Challenges and lessons learned

2016 has been a very productive year. We are constantly challenged to maintain a high level of services and standards, while also launching new and innovative programs. However, the sustainability of the organization and our

programs has become a matter of great concern. This means to say that we need to look for additional funding for organizational growth and prosperity. Here are some of the challenges we encountered over the year:

- Ann increased demand from student and we are challenged to provide adequate resources, information, services and programs to meet the diverse need of the students.
- PDRC's visibility has grown far and wide in city areas. However, we really need to take our program and services to the grassroots and support the deserving youth
- One of the greatest challenges of sustainability is fostering leadership among our youth. To this end, we have formed students' alumni but failed to allocate resources and support system to flourish it.
- Maintaining contact with our graduates has become another difficult task. It is very important to keep them in contact and present their success stories as a role model to others.
- PDRC is known for its impactful work and high level of trust, transparency, accountability and commitment. We need to keep this intact and continue striving for the excellence in service.
- PDRC is the only organization in the country that exclusively works for Dalit's higher education. We still need to win the trust of the government and development partners as a leader in the higher education sector. We need to expand our scope of work and broaden our perspective like engaging in policy debate, research and advocacy at a local and global level.

During the next year, PDRC will continue to learn from its past successes and failures to address the unmet educational needs of our youth. Through active collaboration, we will

work to promote education and employment of youth and reaching out to organizations and stakeholders. Several key elements will drive our efforts:

Innovation: we have recently launched a very innovative program called the school mentorship program. This program has been launched in the form of action research. After the assessment of the results, we will expand this program to the public schools in remote areas. This will help underprivileged students in their learning achievements as well as improving their scores in three major subjects so that they can make a better future.

Transformation: our programs and services are designed to contribute to social change in the long run. Therefore, we will be focusing more on policy research and advocacy as well as ensuring our participation in state bureaucracy and the decision making level.

Sustainability: we are working hard to ensure sustainability through service back to the society. We will reach out to the people who have benefited from our program in the past and now are in the position to give back to society. Similarly, we will also be exploring diversified funding resources as well as working in collaboration and partnership. On top of that, we will promote our individual sponsorship programs aggressively.

Collaboration/partnership: the national and international network and linkages have made significant contribution to the social impact in the past and continue to play an important role to improve the situation of vulnerable communities. Therefore, we will be developing our partnerships and associations with the organization working in the education sector both at home and abroad.

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 Charmakar
General Secretary



Yaduni Das
Secretary



Sabitra Pariyar
Treasurer



Lila Rasaili
Member



Pompa Sonar
Member



Dr. Gangaram Bishwakarma
Member



Jagu Bisunke
Member



Raj K. Gandarv
Member



Dr. Rabina G Rasaily
Member



Hem Lamsal
Member



Anju Kandel
Member

Management Team



Birendra Biswakarma
Founder/Executive Director



Rup Sunar
Program Manager



D. B. Bishwakarma
Research & Advocacy Officer



Riban Mangrati
HR Development Officer



Pabita Poudel
Asst. Admin and Finance Officer



Sunita Ghimire
Intern



Purna Maya Bishwakarma
Office Helper



PDRC
Making your dream into reality

Professional Development and Research Center (PDRC)

Kalanki-14, Kathmandu, Nepal

GPO Box: 24658, Te: +977-1-4277496

Email: pdrc@wlink.com.np

Website: www.pdrc.org.np

 [Facebook.com/ourpdrc](https://www.facebook.com/ourpdrc),  twitter.com/PDRCNepal