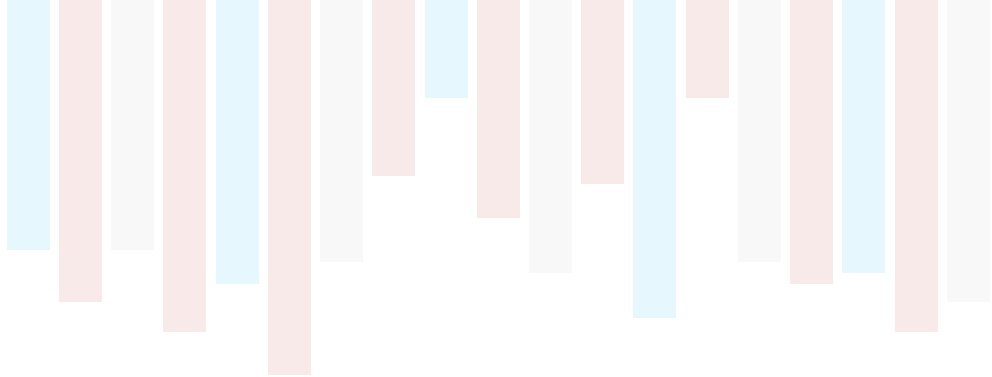




MAKING  
YOUR **DREAM** INTO  
**REALITY**





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# 1. About PDRC

**T**he Professional Development and Research Centre (PDRC) is a non-profit organization and team of dedicated people working to increase marginalized 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 Dalit and other marginalized youth from all areas of Nepal to pursue their dreams.



## Mission statement



To ensure quality, value-based and employable education for Dalit and marginalized communities in Nepal



## 2. Letter from the Board President

**A**s the newly re-elected Board President, it gives me great pride to share my reflections in another exciting PDRC Annual Report. This past year has been especially important for me as I have been elected anonymously as President for a third consecutive term allowing me to continue to contribute my energy, passion and enthusiasm in support of quality higher education for Dalit and other marginalized communities. I would like to express my heartfelt gratitude to my fellow Board members for trusting in my leadership and vision for PDRC. I am excited about what lies ahead for us in the next year.

After the three year tenure of our previous Board, we have elected a new Executive Committee which includes both new and returning members. We have been deliberate in building a new Board that is more inclusive, has stronger representation from women, marginalized communities and youth to reflect the values of PDRC. We are so proud of and grateful to our past Board members for what they have contributed mentally,

physically and financially to the organization's growth in the difficult days since our inception. With their ongoing support and commitment of our new Executive Committee, I am confident that together we will achieve great success.

The work carried out by PDRC continues to be mission centric rather than project oriented. Our ultimate goal is to produce hundreds of qualified and competitive professionals from Dalit and other marginalized communities and ensure their equal representation in leadership roles in public, private and progressive sectors. As always, we aim to do this by providing access to quality higher education and through programs and services that are both stable and sustainable. For this purpose we have been seeking partnerships and donors that are committed to supporting our mission in a long-term capacity, and not just with short-term resourcing. This process has enabled the building of critical relationships with individuals and organizations who have provided commitment and exemplary works for rest of

the community. We continue to concentrate our efforts on strategic programs that bring positive and sustainable changes in the lives of deprived and discriminated people. We continue to implement programs that are results oriented and address clear gaps in educational services and programs.

Over the past year we have also achieved significant success with our flagship Public Service Commission (PSC) program as a result of positive collaboration with other Dalit NGO's and government agencies. As a result of these strategic and collaborative partnerships we are now even closer to realizing our ultimate goal of securing at least two secretary positions to be held by qualified Dalit at the highest level of government bureaucracy. We wish to thank all partners who have provided their generous support in making this program successful and effective.

Though we have made good progress in terms of achieving our goals, we still have a long way to go. There continues to be challenges in terms of realizing our dreams. We are noticing a gradual and consistent increase in the number of students who require support from our organization and who are now demanding access to quality higher education. Due to our limited resources we are not

in a position to support all of the many bright and talented students who are in need of our services and programs. In addition, government policy continues to exclude Dalit and other marginalized communities and as a result, a considerable population of youth remains beyond our visibility. Despite our best efforts, we continue to lack both financial and human resources to adequately support the needs of our deserving student population. However, we are unwavering in our commitment to our goals and mission and will continue to support these youth, and believe in their right to achieve higher education and secure a better life. In order to create a better environment for achieving higher education, we continue to seek supportive hands willing to work in partnership with us. There is a saying that a collection of water drops eventually becomes an ocean. We are confident that our continued efforts and partnerships will continue to create momentum, and that together, we can achieve larger social change and the realization of higher education for all youth.

Finally I wish to thank our dedicated and motivated PDRC staff, our friends, volunteers, well-wishers, youth and other supporters who have contributed immensely over the past year to making our dream a reality.

With best regards,  
**Kamala Hemchuri**  
PDRC Board President



## 3. Letter from the Executive Director

It is with great pleasure that I share with you another Annual Report!

Last year was an exciting year and we accomplished a great deal. Our 4th Executive Board successfully completed another three year term. We now have a newly elected Executive Board of thirteen members including five female members. We have had the opportunity to collaborate with various stakeholders including parents and well-wishers. Their positive feedback about the organization has motivated us to enhance our student services as a whole, and for the benefit of the community. We have worked to improve our internal organizational communications through using Google tools. We were able to successfully run our programs and provide services to the benefit of Dalit and underprivileged students. We successfully tested our online education tools to support students in preparing for competitive examinations. We are hopeful to launch this program in 2015 allowing us to better support rural and regional students. We are currently

developing a new program that will see many of our young, enthusiastic and passionate students providing volunteer service in government schools to improve the quality of higher education.

I noticed a significant increase in the number of students/youths visiting PDRC throughout the year indicating an increased awareness and visibility of PDRC and the opportunities available through our programs and services. We continued to provide counseling for Dalit students but also a large number of non-Dalit students to assist them in planning for their future. As we know, information is power, and students who are able to receive information about our programs and services are better able to grasp the opportunities available. As most students own a mobile we have had good success with disseminating information through a sparrow SMS system which is both cost and time effective. In addition, strong use of social media, in particular Facebook, has also resulted in active daily engagement with our

students and youth throughout Nepal keeping them up to date with program information, deadlines, and other opportunities.

We continue to be challenged by a lack of resources to inhibit our ability to expand our programs and services and better meet the demands of youth for quality higher education. However, we have had good success in further developing our scholarship and sponsorship programs. We are so grateful for the interest and financial support from private donors to be able to offer both scholarship and sponsorship opportunities and appeal to our supporters in Nepal and abroad to consider sponsoring at least one student in their name or a beloved's name. We will launch the sponsorship program officially in the first quarter of 2015.

I would like to extend my gratitude to our key supporters and allies: our

Advisory members for their valuable advice, our Board members for their time and expertise, the PDRC staff for all their hard work, our students and parents for showing their interest and faith in PDRC, our volunteers and the CECI/Unitererra program for their support and encouragement, our PDRC supporters (national and international) who contributed their support to our mission, and our school/college authorities who provided scholarships and subsidies to our students. These contributions to improving Dalit and other marginalized youth access higher education motivate us to work harder.

The year 2015 will be a remarkable year for us as PDRC prepares to celebrate its 10 year anniversary since inception in 2005. This is a significant milestone for us as an organization and I hope you will join us in celebrating our collective efforts and achievements.

Sincerely,  
**Birendra Biswakarma**  
PDRC Executive Director

## 4. Highlights from 2014

- Published our five year strategic plan through an exhaustive consulting process in order to revitalize our vision, refocus our activities, and to set clear goals for the next five years
- Formed a consortium of nine different organizations including two government bodies to conduct the public service commission exam preparation support. PDRC acted as secretariat office in this consortium.
- Conducted an exam preparation class for 91 prospect applicants for government service; 5 youth passed the tough entrance exam and were successfully hired into government jobs
- Published a research-based book entitled “Traumatic past, Stagnant Present”; on Dalit history and struggles authored by Dr. Tara Lal Shrestha
- Formed the PDRC Students Association in order to ensure youth participation in our work, and at the same time prepare youth with leadership skills and development
- Provided 16 Payback scholarships and 12 Plus Two Scholarships to new students
- Provided academic counseling services to 398 students
- Supported more than 75 SLC graduates to get HSEB scholarships
- Supported 58 students to get Mahatma Gandhi scholarships
- 5 students qualified MBBS, 4 students qualified BE entrance exams



PSA executive team taking oath.



- Provided 5 Research Grants for graduate students working on Dalit research
- Enrolled 17 Dalit youths in Academic Discourse on Dalit course
- Co-organized a national level conference entitled “Caste-based discrimination at School and 100+ attended this conference
- Provided services to over 190 students through the PDRC resource center
- Conducted a policy review entitled *“Inclusion and higher education policy of the government of Nepal, with special focus on Dalit community”*
- Actively participated in 2 consultation meetings to devise policy frameworks and practical guidelines for national action to improve the situation of Nepalese youth
- Hosted 3 international volunteers from Canada to support the development of PDRC
- Co-facilitated the Australia Awards national level information seminar on scholarship opportunities for study in Australia
- Registered over 850 youth in our DEED employment database
- Achieved more than 1900 Facebook page ‘Likes’



Candidates appearing in the selection exam of PSC preparation.

## 5. Executive Summary

**H**igher education is a promising strategy for upward mobility of socially excluded communities, social equalization and social transformation. Higher education gives individuals the opportunity to develop independent thought, action and inspires people to live dignified lives. As a result of improvements in lower level education in Nepal, the demand for quality higher education that is open and inclusive has become urgent. However, many people are unable pursue higher education because of exclusionary conditions, practices and policies. Therefore, improving social inclusion in and access to quality higher education has been the topic of much discussion in Nepal.

Significant developments have been made in higher education in Nepal including growth in the size and number of institutions, increased student enrolment, increased budget and greater accessibility. However, many students continue to have limited exposure and access to the higher education due to reasons such as economic, social, and cultural exclusion. It is obvious that the marginalized groups continue to suffer far more than those with wealth and status. The result is a further infringement on individuals' rights to freedom and life of dignity.

PDRC has been a constant voice in raising the concerns of Dalit youth through offering educational programs and services, advocacy work, policy dialogue and supporting the government in implementing affirmative action in the higher education sector since 2005. The year 2014 has been an important year for PDRC as we come to the end of the first decade of our formal existence as an organization. In spite of the challenges and struggles, PDRC has now become a household name among Dalit youth who wish to pursue higher education. As such, we know that we are under intense pressure to deliver more and better programs and services to meet the demand for quality higher education among Dalit and other marginalized youth.

This annual report shares our reflections on our many successes and challenges in meeting the growing demand from youth to pursue higher education with limited resources. In the year 2014 we invested significant time and energy in strengthening our organizational foundation, actively conducted reviews of higher education government policy and facilitated critical policy debate, examined and critiqued social inclusion strategies, participated in consultation processes to stimulate the debate on the inclusive youth policy,



## 6. Overview of PDRC Programs & Services:

### 6.1 Dr. Tom Jacobsen Fund

The “Dr. Tom Jacobsen Fund” is a support fund established by Norwegian engineer Dr. Tom Jacobsen to provide financial assistance to needy and talented Dalit youths in pursuing quality higher education in their chosen field. Under this fund, we provide scholarships and Payback scholarships. Scholarships are provided to students doing their 10+2 and do not need to be repaid. However, the payback scholarship is provided to students studying bachelors or an above degree and must be repaid upon acquirement of employment. The main purpose of the later is to build a sustainable approach for financial support of Dalit youths.

In February and November, PDRC provided 12 scholarships and 13 payback scholarships to students

in the medical, engineering, law, science and business fields. The main purpose of this scholarship is to create and strengthen the environment for Dalit students where they can focus in their studies; meanwhile they can also be more accountable to their family, society and community. An autonomous selection committee was employed using a standardized procedure composed of written test and interviews to select the awardees based on genuine merit, but also taking into account the caste hierarchy within Dalit as well as gender, geographical proximity, financial condition and academic standing.

The uniqueness of this program is that, once the awardees are selected, we provide them support until their designated course is completed. Selected students receive this support on a monthly basis.

PDRC is pleased to welcome the following 22 scholars from different streams as 2014 Dr. Tom Jacobsen Scholarship recipients through Dr. Tom Jacobsen fund.



Scholarship/payback scholarship recipients in 2014.

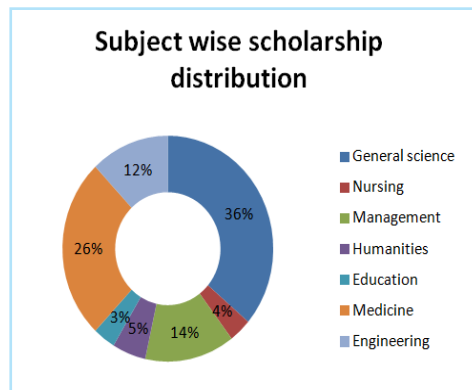
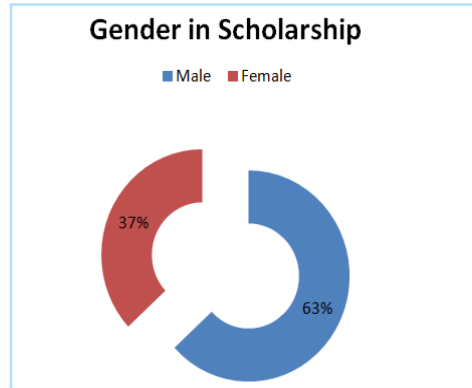
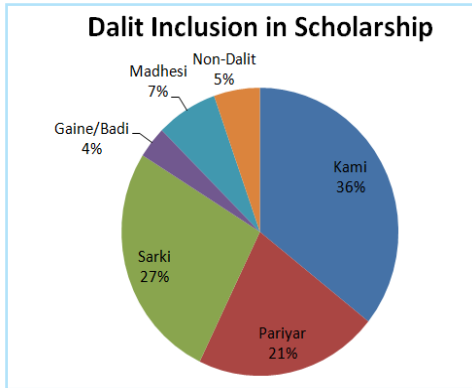
## Meet our scholars: Class of 2014

S.N.	Name of the scholars	Field of study	Level of study	Support duration
1	Arjun Bahadur B K	MBBS	Bachelor	4.5 Years
2	Laxmeshwor Mahara	MBBS	Bachelor	4.5 Years
3	Binita Nepali	B.Ed.	Bachelor ICT	3 Years
4	Kapil B K	B.Ed.	Bachelor	3 Years
5	Dipu Paswan	Nursing	Intermediate	3 Years
6	Ganga Sundas	BE	Bachelor	4 Years
7	Sujit Kumar Darnal	MBBS	Bachelor	4.5 Years
8	Subhas Chandra Mandal	MBBS	Bachelor	4.5 Years
9	Prakash Kumar Bishwakarma	BE	Bachelor	4 Years
10	Monalisha Bishwakarma	B.Sc.	Bachelor	3 Years
11	Sharmila B K	Law	Bachelors degree	5 Years
12	Madhuri Karki	BBS	Bachelors	3 Years
13	Manjila Nepali	Science	10+2	2 Years
14	Sujan Roka	Science	10+2	2 Years
15	Manita B K	Science	10+2	2 Years
16	Dina Bohara	Science	10+2	2 Years
17	Gyanendra Gandhari	Management	10+2	2 Years
18	Tara Singh Bhull	Science	10+2	2 Years
19	Priti Baraili	Management	10+2	2 Years
20	Suresh Sarki	Science	10+2	2 Years
21	Shishir Achhami	Science	10+2	2 Years
22	Mohan Salami Magar	Science	10+2	2 Years
23	Gagan Lohar	Science	10+2	2 Years
24	Prakash Tiruwa	Science	10+2	2 Years

## Our continuing scholars

S.N.	Name of the students	Field of study	Level of study	Support timeline
1	Dikshya Rasaili	Science	10+2	2013-2015
2	Mamata Bishwakarma	Management	10+2	2013-2015
3	Rashmila Pariyar	Management	10+2	2013-2015
4	Rita Purkoti	Management	10+2	2013-2015
5	Krishna Nepali	Science	10+2	2013-2015
6	Anima Bishunkhe	Science	10+2	2013-2015
7	Rup Kulal	Science	10+2	2013-2015
8	Deepak Gahatraj	Pharmacy	Diploma	2013-2015
9	Smarika Nepal	Science	10+2	2013-2015
10	Santosh Nepali	Human Biology	Bachelor	2010-2014
11	Shila Sunar	MBBS	Bachelor	2010-2014
12	Sujan B K	MBBS	Bachelor	2010-2014
13	Mohan B K	MBBS	Bachelor	2010-2015
14	Juna Nepali	BE	Bachelor r	2010-2014
15	Anita Nepali	MBBS	Bachelor	2010-2015
16	Basanta Mote	BE	Bachelor	2010-2014
17	Pawan Kumar Mijhar	BE	Bachelor	2010-2014
18	Pratikshya Budhathoki	Law	Bachelor	2010-2015
19	Ashok Mijhar	MBBS	Bachelor	2011-2015
20	Dipendra Magrati	MBBS	Bachelor	2012-2015
21	Ramesh Nepali	BE	Bachelor	2012-2016
22	Dinesh Dutraj	BPH	Bachelor	2012-2016
24	Rajendra Sunar	BBA	Bachelor	2012-2016
24	Smita Magar	BPH	Bachelor	2012-2016
25	Sudhan Poudel	BBA	Bachelor	2012-2015
26	Chhabi Lal Nepali	MBBS	Bachelor	2012-2017
27	Kailsah Bishwokarma	MBBS	Bachelor	2012-2017
28	Santa Bahadur Sharki	BE	Bachelor	2012-2017
29	Bijay Pariyar	MBBS	Bachelor	2013-2015
30	Santosh Ramtel	MBBS	Bachelor	2013-2015
31	Tensuba Maurati	Law	Bachelor	Withheld

Here is the pie chart display of scholarship distribution analyzed from different dimension.



## 6.2 Youth Empowerment in Science and Technology (YEST)



Engineering students attending virtual interaction with IT experts.

**P**DRC was born with the launch of this program in 2005. Under this program, we prepare high school graduates for competitive entrance examinations in medical, engineering and other technical programs. We conduct preparation classes in the field of medical and engineering to prepare ideal candidates from Dalit community. After the reemergence of democracy, the government of Nepal, through ministry of education, has allocated 9% reservation in the field of medical and engineering study. This has played a significant role in stopping the allocated seats going unfilled by Dalit.

In 2014, 5 PDRC students achieved success in the medical entrance exam conducted by ministry of

education. The selected students will be pursuing their MBBS in different medical colleges affiliated to Kathmandu and Tribhuvan University. Similarly, 4 PDRC students cleared the engineering entrance exam this year. Out of them, 1 will be studying enrolled in Institute of Engineering, Pulchowk and three other will be enrolled in different engineering programs in the colleges affiliated to Pokhara University. Finally, 3 PDRC students passed B.Sc. agriculture entrance exam conducted by Institute of Agriculture and Animal Science (IAAS), Rampur, Chitwan.



## Ram Suphal Ram MBBS, Graduate 2014

“It is the dedicated effort of PDRC towards the aspiring medical students that I have been able to get into medical program. The tailored-made preparation classes at PDRC are very helpful entrance exams. Thank you once again and best of luck to all other medical and engineering aspirants, who will be appearing next week.”



## 6.3 Academic and Intellectual Discourse on Dalit

**A**I Discourse is the flagship program of PDRC which embodies our commitment to inform the next generation about the history of caste-based discrimination and untouchability. We have been conducting this program since 2011 and the 4<sup>th</sup> batch graduated this year on 27 June, 2014. Through this program, the next generation leaders of the country are gaining knowledge on Dalit and the links they need to accelerate their further studies to contribute more robustly to strengthen Dalit movement through research and academic works. This program is designed to encourage and foster the knowledge of historically neglected community among the next generation of Nepalese leaders. It offers young leaders an unparalleled opportunity



*AI Discourse participants in the class.*

to meet and share their ideas with some of Nepal's dedicated leaders from academia to media.

PDRC selects 20-25 promising young leaders for the annual five week academic discourse. The program includes workshops, discussion with the national and international speakers, and



*JNU Professor Edward A. Rodrigues talking about "Cast and the Republic: Critical Reflection on Modernity and Human Rights in South Asia"*

mentorship and networking opportunities with the recognized leaders in each field. The program is concluded by the announcement of five research grants to graduates working on a master's level thesis on a topic relevant to Dalit.

**Rajesh Sunam**, class of 2014: "After taking AI Discourse, I found this course extended beyond the

curriculum of university. I also came to know many things about the socio-economic and political issues related to Dalit, which were largely ignored by the academia. I have collected so many things to bring them outside and this course further invoked me to read more. In essence, this course has been inspirational to me."

## 6.4 PSC Exam Preparation Support

**PDRC**, with the support of eight other consortium members including two government bodies, conducted the Public Service Commission Exam preparation support from 8 September, 2014. This is a four month long extensive class conducted with the vision to prepare ideal candidates from the Dalit community for the competitive exam conducted by the Public Service

Commission, a government body responsible to recruit government employees. This year we have been conducting preparation class and 91 applicants have been selected for the course.

We decided to form the consortium and approached other organizations to participate for the purpose of achieving our shared vision and preparing ideal candidates for



Selected candidates for PSC preparation class after orientation.

the public service commission exams. This will eventually ensure Dalit's participation in the state bureaucracy. PDRC has been acting as the secretariat for this consortium.

Forming the consortium is a strong example of collaborating to deliver our services and help improve the outcomes in future. In addition,

the consortium has helped us to build effective relationships among partners. Most importantly, it enables us to share the relevant skills, experience and expertise in a way that complement one another in terms of improving outcomes for beneficiaries. We are also able to deliver the PSC program to a much larger numbers of youths.

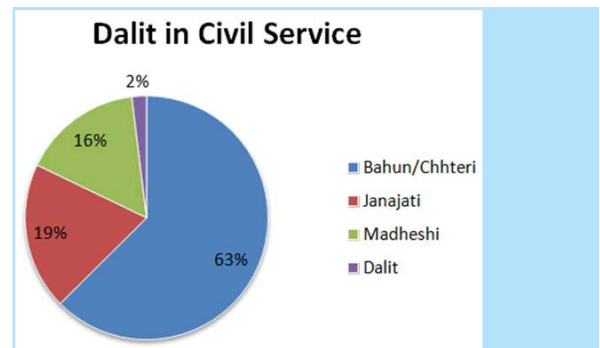
The Interim Constitution of 2007 and the second amendment of Civil Service Act have become the profiled initiatives by the government of Nepal to ensure inclusion at the state level. These acts have ensured a certain percentage of postings must be filled by candidates from different disadvantaged groups such as Dalit. According to the provision, 45% of posts are for women, Adibasijanjati, Madhesi, Dalit, disabled (differently-abled) and candidates from remote areas.

## PSC Consortium Members:

 राष्ट्रिय दलित आयोग	 उपेक्षित, उत्पीडित र दलित वर्ग उत्थान विकास समिति	 दलित गैर सरकारी संस्था महासंघ	 दलित सेवा संघ	 नेपाल राष्ट्रिय दलित समाज कल्याण संघ
 दलित अहिला संघ	 समता फाउण्डेशन सानेपा	 राष्ट्रिय दलित कर्मचारी समाज नेपाल	 व्यावसायिक विकास तथा अनुसन्धान केन्द्र (PDRC) सचिवालय	

## Representation of Dalit in Civil Service

As per the latest research conducted, Dalit has the lowest share (2%) whereas Brahmin/Chhetri has the highest share (63%) in civil service. The total number of civil servants until April 2014 is 79,089.



Source: DEPARTMENT OF CIVIL PERSONNEL RECORDS, courtesy: Purna Bishwakarma

## Successful Candidates of 2014

The PSC exam preparation class, jointly conducted by the Dalit NGO Federation, Feminist Dalit Organization, NNDSWO, NDPS Nepal, DWO, Samata Foundation and PDRC, is proud to present the following five successful candidates who succeeded in the highly competitive entrance exam and have become part of the Nepali State bureaucracy.



**Raj Kumar Dulal**

Gaunshaha-4, Lamjung  
Ministry of General Administration

## Congratulation



**Deepak B K**

Lungra-2, Accham  
Ministry of Foreign Affairs



**Madhu Mijar**

Hadikhola-8 Makawanour  
Ministry of General Administration



**Manoj B K**

Taralal-1, Bardiya  
Ministry of General Administration



**Shankar Owd**

Tikapur-6, Kailali  
Karmachari Sanchaya Kosh



## Raj Kumar Dulal

“I am working as a government officer today; PDRC’s two courses namely **Academic and Intellectual Discourse on Dalit** and **PSC Especial Preparation Class** immensely helped me to reach to this stage. The first widened my horizon to look at Dalit issues critically from different perspectives, while the later empowered me with the relevant theoretical knowledge and writing skill that eventually unfolded my innate ability. On top of that, it motivated me to work hard and I succeeded to find a path that will lead to the gate of success.”

## 6.5 Dalit Employability Enhancement Database (DEED)

Lack of employment opportunities and lack of inclusion are the main challenges faced by Dalit youths when looking for a job. In addition, problems of caste-based discrimination in the workplace further complicate their chances for future career paths. The government introduced an inclusion policy in the employment sector in 2007. Despite this provision, large numbers of Dalit youths are still unemployed and underemployed. Further, their access to employment is limited by their rather short education career and disconnect between the training offered and qualifications required by the labor market.

In response to this call, PDRC launched a nation-wide database in order to promote Dalit youth employment in government, private sector and development agencies. The main purpose of this initiative can be organized in three categories; policy intervention, implementation support and capacity building of youth. In addition, we insist on the importance of data and evidence as a basis of action. We also believe that this database is a valuable resource that offers a wealth of information in a user-friendly format.

PDRC is looking to capitalize on this knowledge and explore opportunities for bringing complementary

stakeholders together to improve employment outcomes for youth. This may also be an opportunity to link donors to youth employment in Nepal. The database is available through the DEED website [www.deednepal.org](http://www.deednepal.org)

The total number of members registered in DEED has reached 835. In order to build the capacity of our youth, we conducted activities in the areas of research, and UN/USAID traineeship.

### 6.5.1 DEED Research



*Participants brainstorming during research workshop.*

The DEED report shared with Helvetas in 2014 describes the difficult context of employment among educated Dalit youths, with the overwhelming issues of unemployment and underemployment. This situation of “educated but not employed”

requires statistically based qualitative research to identify the reasons behind unemployment and underemployment, from the perspective of educated Dalit youth, and to come up with strategies to address the identified barriers. Therefore, PDRC has been

conducting an explorative research entitled “Dalit Employment: A research on unemployment and underemployment among educated Dalit youth” using a sample of 400 educated Dalit youth who hold at least a Bachelor’s Degree and registered in DEED.



Participants discussing during research workshop.

## 6.6 Preparation for UN/USAID traineeship conducted

In September 2014, as a part of DEED program, PDRC supported twenty two youths from Dalit and marginalized communities in preparing their applications, and conducted preparation tests to help them better perform in the final selection for UN Traineeship program 2014. The preparation program included simulation of written test, Computer Based Test (CBT), an experience sharing session with ex-UN Trainees and mock interviews. The written test followed the “Aptitude Test” format, which is a formal part of this UN-led program.

This also helped us to understand the competency level of educated Dalit youths regarding written and spoken parts of selection process. Eventually, two of the participants were selected by the program and have already started work in their related field under this program. Despite the low number of successful candidates, this preparation has had a positive impact on youth and their professional skills and competencies so that they can strongly present their candidacy for opportunities on the job market.

In August 2014, as part of the DEED program, PDRC supported twelve youth from the Dalit community, in preparing and applying for the USAID Internship Program. The preparation program included support in CV and cover letter writing, simulation written test and mock interviews.



The applicants were advised to apply for a relevant sector, supported by their academic background and interests. One student was successful in their application. All candidates benefitted from this training which has helped them to enhance of their professional competencies and skills. The enthusiasm and positive feedback for this program has encouraged us to elaborate an improved plan in the coming years.

## 6.7 Policy Research and Advocacy

### 6.7.1 Nepal's higher education and Dalit: A Policy Overview

Higher education in Nepal doesn't fall under the priorities of government and funding agencies. Taking this fact into consideration, PDRC conducted a policy review entitled "Nepal's higher education and Dalit: A Policy Overview."

Higher education is considered a mechanism which contributes to human resources development in order to produce the skilled human resources needed for the development and enlightenment

of the society. Therefore, public and private interests in higher education are growing in each and every society. As a result, the UN international Convention on Economic, Social and Cultural Rights (1966) has declared, under article 13, that higher education shall be made equally accessible to all, on the basis of capacity, by every appropriate means, and in particular by the progressive introduction of free education. Also, the article 26 of the declaration of human rights states that "access to higher education must be equal for all, on the basis of their corresponding merits."

In other words, higher education has been considered as the key to social equalization through transformation of the society across the social strata of the nation. While discussing access to education in general, and higher education in particular, only a small portion of Nepali Dalit could get this opportunity to get higher education degree. Those are the repercussions of the historical constraints Dalit were denied education for centuries. However, it seems that Nepal is trying to move from a 'caste society' to an inclusive one, and many new initiatives are being discussed to favor people's access up to the higher education.

Given the background, the paper explores the link between education and state of marginality, and describes the importance of higher education to overcome marginality/social exclusion. While doing so, this paper provides an overview of higher education policies in Nepal, and a review the policies to identify

policy gaps and conclude with some suggestions for future policy development and implementation.

## 6.7.2 Research Grants

With the purpose of supporting a next generation of leaders on Dalit issues, PDRC provides research grants up to Rs. 20,000 to the graduates of its AI Discourse. In 2014 we provided five research grants. One of them is sponsored by PDRC's president Kamala Hemchuri entitled "Dr. Megh and Kamala Research Grant."

The grants constitute a part of PDRC's contribution to the development of social science and the continuous renewal and strengthening of research capacities in Nepal, through the funding of primary research conducted by postgraduate students and professionals.

The main purpose of these grants is to support research activities



2014 Research Grant recipients.



and the writing of Master’s thesis dissertations on Dalit issues. NRs. 20,000 was awarded to each of the five selected graduates of PDRC’s AI Discourse. Only the candidates who have taken their 2<sup>nd</sup> year exam and are now undergoing proposal/thesis writing are eligible to apply for the grant.

The first research analyzes manifestos of major political parties to see their Dalit inclusive representation. Similarly, the second research deals with the issue of Dalit women’s inclusion in local governance in Kavre and Siraha district. The third research is about the interpretation of gender inequality among Dalit men and women. Studying the patent and trademark legislation and Dalit entrepreneurship is the main crux of the fourth research. Finally, the fifth research examines the changing patterns in the traditional occupations of Dalit in Nepal.

### 6.7.3 Inclusive Youth Policy

The Government of Nepal is facing increasing pressure to adopt adequate legislation and policies that better respond to youths’ needs, aspirations and demands. On the 24th of December 2014, PDRC was invited to attend a consultation meeting to elaborate policy frameworks and practical guidelines for national action. This consultation

was organized by “Youth Vision 2025 Drafting Task Force” and formed by the Ministry of Youth Affairs and Sports. The task force is mandated to revisit the current youth policy and develop shared vision for Nepal over the next decade. The task force consulted with the different socio-demographic groups to identify the challenges faced by Nepalese youths. This will directly affect youth development.

In this context, PDRC attended this consultation and made a series of recommendations with regard to the Dalit youths’ major concerns and priorities. In essence, the task force is important to provide an overarching vision for Nepal over the next decade. PDRC’s involvement was crucial in developing and effectively implementing inclusive and participatory public policies on youth. Besides formulating policies, PDRC also stressed that the policies must be followed by effective measures and resources, and comprise a long-term investment that opens up countless opportunities for all stakeholders involved.



Discussion on inclusive youth policy at ministry of youth affairs and sports.

## 7. Services offered

### 7.1 Academic and career counseling

Counseling is the most sought after service of PDRC. Dalit youth encounter very complex problems that tend to interfere with the pursuit of their academic goals and personal growth. Therefore, we launched this program that offer academic counseling services with the commitment to help Dalit youth make informed decisions about their academic pursuits and future careers. While providing this service we take interests, talent and future goal into consideration. In addition,

we motivate students to keep pursuing their dreams despite the daunting challenges.

In addition, we also provide individual/personal counseling to the students to help them overcome their personal problems so that they can focus on the present. We believe that students must not lose the sense of direction and purpose when they encounter problems.

In 2014, we counseled 398 students from 10+2 to master's level.

### 7.2 Orientation and Support for Studies Abroad

Due to the globalization and the conveniences of technology, information has become more accessible. PDRC monitors information on government-funded study abroad programs that offer the opportunity for Nepali youth to travel and study abroad, and disseminate the information through different formal and non-formal networks. PDRC also conducts information seminars, holds preparation support classes and lobbies with the government and other institutions to support the application of needy but talented students from Dalit community. Some of the activities took place in 2014 are:

#### 7.2.1 Information Seminar on Australia Awards

PDRC, in coordination with Australia Awards, organized a seminar entitled "Australia Awards Scholarships - Nepal Intake 2015" with the objective to disseminate information about Australia Awards, its requirement and benefits. Australia Awards are prestigious international scholarships funded by the Australia Government offering the next generation of global leaders an opportunity to undertake



Australia Awards information seminar participants.

study, research and professional development. Presenters discussed eligibility criteria which includes age limit, residency, IELTS requirement, work experience in the relevant field, equivalent concerns and of course the inclusion considerations. They further shared information on general procedures of applying for the award and referred some important link and websites including Online Australia Scholarship Information System, shortly known as OASIS. Participants had the opportunity to ask questions and clarify the application process in preparation for developing their own application package.

The seminar was held at Australia Awards office in Kathmandu, Nepal. Around 36 prospective applicants attended this seminar and they will apply for 2016 intake in 2015.

## 7.2.2 Preparation class for NESA UGRAD program

NESA UGRAD program aims to award scholarships to outstanding

students from non-elite and disadvantaged backgrounds for one year of undergraduate, non-degree studies program in the United States at diverse network of accredited two and four year institutions. Participants are exposed to the community service at local organizations.

PDRC conducted preparation classes designed to help students acquire the skills and confidence to get selected in the competitive tests. Students further practice and learn as per the guidance of professional tutelage. This is a complete course that includes tests, exercises, and reviews of student's submission for the reading, listening, speaking and writing sections. Students also practice mock interview on the same subject.

We selected the highly motivated 12 Dalit students for the preparation classes. None of the PDRC students got selected this year. However, 11 students from PDRC have received this scholarship so far.



Students being prepared for English Language Proficiency Test.

## 8. National and International scholarship facilitation

### 8.1 HSEB Scholarship

**H**igher Secondary Education Board (HSEB) has established a Students Scholarship Bank Program to pursue 10+2 studies from preferred colleges in Nepal. The fields of study have included science, management, humanities and education. However, the students wanting to study science and management need to clear the qualify exam taken by HSEB.

PDRC disseminated this information across the country through its different networks. The information was also published in the leading

dailies of the five development regions from Biratnagar to Dhangadhi.

In addition, with the help of professionals, PDRC also developed model questions and conducted five rounds of entrance model tests. Around 75 students practiced the model test and out of them, 45 students passed highly competitive entrance test and got an opportunity to study 10+2 in the reputed colleges in Kathmandu. Hundreds of students benefited from this program through our information dissemination.



SLC Graduates attempting model test for HSEB's student Scholarship Bank Program.

## 8.2 Mahatma Gandhi scholarship

Embassy of India, Kathmandu provides 2000 scholarship each year for Nepalese students studying in class XI in Nepal. For this, the candidates should be regular student of class XI and studying in any recognized college of Nepal.

PDRC disseminated information across the country through different formal and informal networks. We also counseled students individually to make the effective application.

Prior to this, PDRC also held meeting with the Embassy of India to Nepal and urged them to take the application of Dalit students into especial considerations.

In 2014, with the help of PDRC, 58 students received Mahatma Gandhi Scholarship. All of them are studying 10+2 in different colleges across the country. This support will help them to pay their tuition fees and stationary expenses.

## 8.3 Pokhara University Scholarship

Pokhara University scholarship offer gifted underprivileged students an opportunity of furthering their education by acquiring an undergraduate degree. This is one of the most generous scholarship programs available in the country and provided opportunity to study engineering, management, nursing etc.

The primary objective of the scholarship is to provide the opportunity to students to pursue university degree academic studies and to earn internationally recognized qualification.

Pokhara University provides thousands of scholarship to poor and underprivileged students in its bachelor's program. These scholarships have been helping underprivileged students to acquire the quality education and prepare them to be future leaders through better education.

The students receive full scholarship until their appointed course is completed. This is an opportunity for underprivileged students to grow and flourish. This scholarship will help them to be more competitive in the labor market in the future and in the end, earn themselves a better life.

In this regard, PDRC provided counseling service to the prospective students and conducted preparation class. 3 students got admitted in Engineering and one student got selected for the bachelor's degree in paramedical science.

## 9. Organizational Activities

### 9.1 PDRC Strategic Plan 2015-2019

**PDRC**, through an exhaustive consultation process, has delivered its first Five Year Strategic Plan to guide our work 2015 – 2019. The Five Year Strategic Plan is a critical document and significant achievement in PDRC's organizational development and involved significant contributions from staff, Board, volunteers and external stakeholders. We are so proud of achieving this milestone, and excited to put the plan into action over the coming years. The development of the PDRC strategic plan will help us focus on core directional choices that will best move us towards our hoped-for future. This document will also help us to focus on our vision, refocus our activities, and to work collaboratively towards achieving our collective goals.

This document was produced after intensive planning process that began with a review of PDRC's vision, mission, and values in the

present context. The strategic framework is based on analysis of strengths and weaknesses, together with the challenges, and opportunities we face today. We have therefore adopted four key goals with supporting strategies that will form a framework for organization's activities through to 2019. Goal one is aimed at encouraging and supporting Dalit youth to pursue higher education. Goal two details PDRC's role in creating employment opportunities for Dalit youth. Goal three focuses on facilitating discussion Dalit issues in the mainstream discourse. Goal four envisions improving the infrastructure and HR capabilities of PDRC.

Together, these goals provided concrete expression of the values that inspire us. They will serve us as the roadmap of as we continue our journey towards the achievement of PDRC's vision: to create a discrimination FREE society through education.

### 9.2 PDRC Annual General Meeting

**PDRC** held its 5th General Convention on Saturday November 1st, 2014 and elected a new executive team.

Kamala Hemchuri was re-elected as the President of PDRC after serving successfully as President for two tenures. Bhim BK was elected as Vice



Newly elected PDRC's Executive Board. 3 members were appointed later to make the team more inclusive.

President whereas Ram Charmakar was elected as a General Secretary. Yaduni Das was elected as Secretary, and Sabitra Pariyar was elected as the Treasurer of the Board. Leela Rasaily, Pompa Sonar, Hem Lamsal, Dr. Ganga Ram Biswakarma, Jagu Bisunke, Santosh Nepali, Dr. Rabina Rasaili and Raj Kumar Gandarv were elected as Executive Members. New to the Executive team this year is the appointment of a Student Representative to be filled by the current PDRC Students Association

President, Santosh Nepali. The team is highly inclusive in terms of gender and representation of different Dalit castes.

In taking the oath of the office, President Kamala Hemchuri reported that she was committed to empower Dalit youths and advancing the Dalit movement through education. She further highlighted the need to develop a new generation of leaders in a changing political and economic landscape.

## 9.3 PDRC organized career workshop in collaboration with US Embassy

Professional development and Research Center (PDRC) organized a career workshop entitled “PDRC Career Development Workshop 2014” in collaboration

with US Embassy on 22 April, 2014 at SAP Falcha, Babarmahal. Twenty educated youths from various educational and professional backgrounds participated in



PDRC student being mentored during career workshop.

the workshop. The purpose of this workshop was to explore the potentials in educated Dalit youths and equip them with skills and competencies required for their professional career. Human Resource experts from US Embassy drove the workshop as resource person in facilitation of PDRC team

in presence of PDRC president and US Embassy HR Department Head. The resource persons from the Embassy made the presentations on CV/ cover letter writing, Dos/ Don'ts of interview, documentation procedure, and career management. The presenters also highlighted the recruitment procedure in US Embassy along with the current trends in job market. In addition, the presentation also included session on leadership, network and team work. The participants were awarded with workshop certificate at the end of program.

## 9.4 National Workshop on Caste Based Discrimination



A national workshop entitled “Equity and Inclusive Education Issue: Caste-based Discrimination

at Schools” was organized in Kathmandu on 19 April, 2014. This workshop was organized by



Samata Foundation in collaboration with Professional Development and Research Center (PDRC), NNDSWO, Dalit Welfare Organization (DWO), and National Campaign for Education-Nepal. The main objective of this workshop was to discuss various types of caste-based discrimination faced by Dalit children at school. It also examined causes and effects of caste-based discrimination at school, followed by the national and international programming response towards a discrimination-free school. Scholarly papers were presented on the topics of caste-discrimination in schools, institutional and programmatic responses to discrimination, causes and effects of discrimination and equity and inclusive education specific to Dalit issues. Presentations were followed

by a question and answer period.

Around 100 participants representing different organizations including concerned government agencies were present in the meeting. The outcome document submitted to government and other stakeholders to urge to take necessary measures to address caste based discrimination in school.



## 9.5 Kathmandu University Higher Education and Inclusion Conference

In early 2014, Kathmandu University organized a national conference entitled “Higher Education and Social Inclusion in Nepal” to address the dominance of high caste and elite groups in higher education and limited enrollment of students from marginalized communities. PDRC attended this event and raised the important issue of inclusive

policy for enrolment of socially and economically excluded students. In higher education in Nepal Brahmin/Chettri has the highest attainment rate in higher education compared to other ethnic and caste groups, whereas the educational attainment in Dalit is very low. The educational attainment of different caste/ethnic group is shown below:

Caste/Ethnicity	Bachelors and above (%)
Brahmin/Chhetri	5.4
Other marginalized communities of Terai	2.7
Janjati	2.0
Minority religious group (Muslim)	1.6
Dalits	0.4
<b>Nepal</b>	<b>3.4</b>

*Source : Nepal Population Report 2011*

During the conference two important issues were raised: first, how to create more transparent and accessible enrolment processes and second, how to develop support systems to ensure student success and retention after enrollment.

The conference also addressed the lack of policies or plans to increase the enrolment of socially and economically disadvantaged communities in higher education reflecting a dire need to advance equity in higher education in Nepal.

## 9.6 Volunteer Contributions



### David Shenwill (1-18 July 2014)

David Shinwell worked with PDRC as a Leave for Change short term-volunteer as a Strategic Planning Advisor. During his short time with PDRC David worked closely with the PDRC management team and Executive Board to deliver PDRC’s first Five Year Strategic Plan.



### Aisha Paquette (1-12 Dec 2014)

Aisha Paquette-Dioury worked with PDRC as a Leave for Change short-term volunteer as a Fundraising Advisor. She designed and developed the **Sponsorship Package Program** that seeks individual and corporate donors at home and abroad who could support Dalit students to complete their Plus Two level education.

## Jennifer Sills (Aug 2014 – Jan 2015)

Jennifer Sills worked with PDRC as Program Implementation Advisor, with a focus on scholarship programs and student services. Jennifer carefully reviewed the scholarship programs and services and worked closely with staff to implement changes that would support the growth of the programs and organization. In addition, she supported the development of promotional material, monitoring and evaluation tools, and gender and social inclusion content.



## 9.7 Few glimpses of 2014



Former PM Babu Ram Bhattarai speaking in a book launching ceremony



PDRC team during 21<sup>st</sup> March rally



Dr. Mahesh Baskota, Dean of KU School of Arts, talking to AI Discourse participants



PDRC team during international Human Rights Day

## 10. Case study and impact

### 10.1 Ganga Sundas



Ganga Sundas is from the eastern part of the country and has five siblings. Her father is engaged in a traditional occupation and with his meager income supports his family and eight member and as well as pays for their education. Ganga started attending government school when she was six years old and has experienced caste-based discrimination and feelings of embarrassment and powerless during her time at school. Despite this, Ganga persevered and through hard work has been able to successfully progress through school. When she was ten years old, she was offered full scholarship to study at Budhanikantha School, one of the most prestigious educational institutions in Nepal. As a result of the improved learning environment she no longer had to deal with the pangs of discrimination and humiliation and was able to focus on her studies. She successfully completed the School Leaving Certificate (SLC) with excellent grades. PDRC supported her in A Level.

Ganga constantly contacted PDRC for guidance in pursuing higher education. With support from PDRC she decided to apply for a Bachelor's degree in Engineering and was accepted to Pulchowk Engineering College, one of the best government engineering colleges in the country. Ganga describes PDRC as having "played an important role while frustration was engulfing me. PDRC's support helped me to stay calm and make decisions after proper thinking and wider consultation. I am happy with my decision and excited about my career." In addition, Ganga says that "after coming into contact with PDRC, I came to know more about my community and responsibilities toward the society. The organization supported me in every possible way". She is also one of the payback scholarship recipients now.

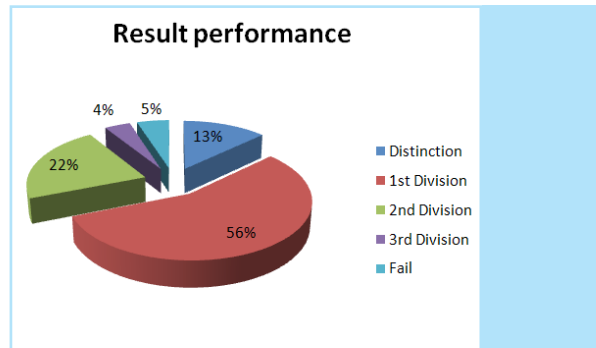
PDRC extends warm congratulations to Ganga and all of her achievements!

# 11. Monitoring and Evaluation

**P**DRC is committed to maintaining effective monitoring and evaluation practices to ensure all programs and services continue to be delivered in a timely, relevant and accountable manner.

## Students Monitoring and Evaluation:

We monitor the progress of the students twice a year. PDRC monitoring and evaluation officer travel different part of the country to accurately measure the progress of the students. Academic standing, attendance, involvement in the leadership and extra-curricular activities are taken into consideration during the assessment. There are some changes to existing student evaluation and addition of a student self-evaluation to better identify issues and support students in achieving success. The pie-chart above shows the summary of the latest result of the ongoing scholarship recipients.



## Program monitoring and evaluation:

Student survey and survey strategies are developed to better monitor and evaluate PDRC student services and engage youth in programs. Formation of PDRC Students Association is one of the most important events in 2014 and the president of PSA represents in the PDRC board. This will ensure youth's involvement in PDRC activities and policy making.

PDRC also developed an effective HR policy to better monitor staff performance. The staff capacity was also developed to better manage staffs as a result of working with the organizational development advisor from CECI/Uniterra.

PDRC board is one of the highly diverse and skillful team. The board also constantly provides feedbacks on program development and evaluation.

## 12. Partnership/Collaborative Network

**P**DRC is motivated by and committed to collaborate, and in this spirit, we believe that together we can achieve great things. It has always been our top priority to build collaborative partnership and networks and the year 2014 we have had particular

success in building our collaborative network by strengthening our key partnerships, creating new alliances, and developing new contacts which support our goal of empowering marginalized youth in achieving higher education. These include:

Partner/Alliance/Contact	Profile	Focus area	Type of association
Jarala AS Company, Norway	Limited company	Consultancy and technology development	MoU Signed
Center for International Studies and Cooperation (CECI)	International NGO	Natural resource, economic livelihood, inclusion, disaster risk management	Provide volunteers and financial support
Helvetas Intercooperation	International NGO	Skill development, inclusion	MoU signed
Ministry of Local Development and Federal Affairs	Government of Nepal	Inclusion	Member of the consortium formed for preparing Dalit youth for public service commission exams
Ministry of Education	Government of Nepal	Education	Helping government of Nepal to implement reservation program in MBBS and other technical subjects
PDRC support Group in North America, USA	Non-governmental organization	Dalit	Financial and in-kind support

National Campaign for Education (NCE Nepal)	National chapter for Global Campaign for Education	Education	Member organization
Embassy of India to Nepal	Embassy	Education	Recommend and prepare Dalit students for all the scholarship provided by Indian embassy
Embassy of Srilanka to Nepal	Embassy	Education	Recommend and prepare Dalit students for the scholarship provided by the government of Srilanka

## Individual donors and supporters:

We gratefully acknowledge the financial support of the individual donors who enable us to offer scholarships, sponsorships and services to thousands of students. Individual donors provided significant support to PDRC in 2014. This support further enables us to provide the next generation of leaders with academic excellence and leadership skills. Individuals and organizations interested in providing financial or in-kind support to PDRC are invited to contact us at [pdrc@wlink.com.np](mailto:pdrc@wlink.com.np)

### Pravin Karki

Mr. Pravin Karki from USA has generously sponsored six students in completing their Plus Two level education in the field of science and technology.

### Reemaya Nepali

Reemaya Nepali from USA has generously sponsored three students for the completion of their Plus Two studies. She was a treasurer in our previous board.



## Karen Lorum

Karen Lorum of Norway has generously sponsored one student studying Bachelor's degree in public health for the duration of his studies.



## Raj Senchury

Raj Senchury from USA donated two chrome books for PDRC to conduct online preparation classes in competitive entrances preparation classes.



## Jennifer Leonard

Jennifer Leonard of Canada generously donated an iPad to PDRC for student and staff use. David Shinwell handing over the gift on behalf of Jennifer Leonard.

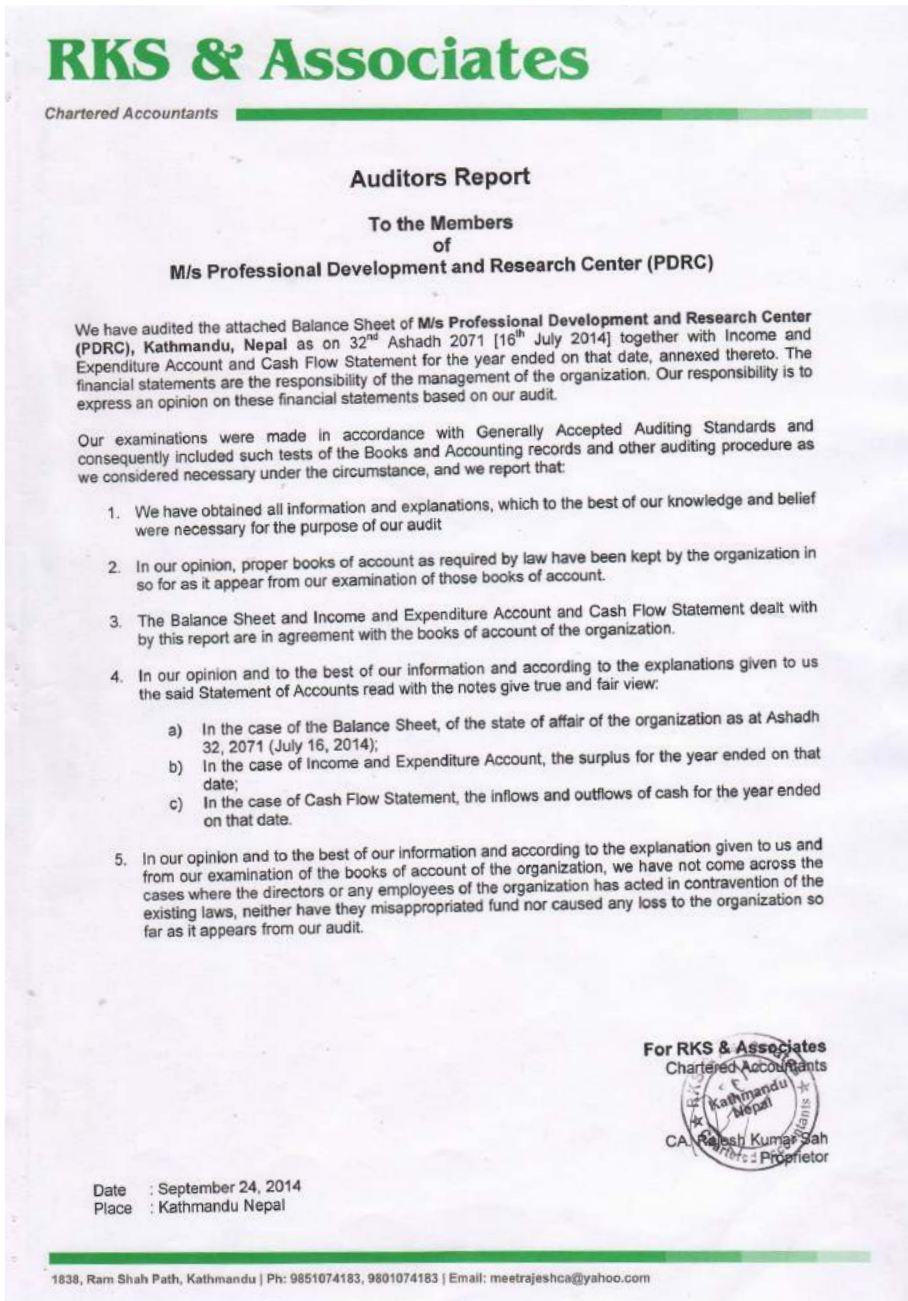
## Prem and Shanti Poudel

Prem and Shanti Poudel from Palpa, Nepal have generously provided a scholarship for a student studying Bachelor's Degree in Social work.

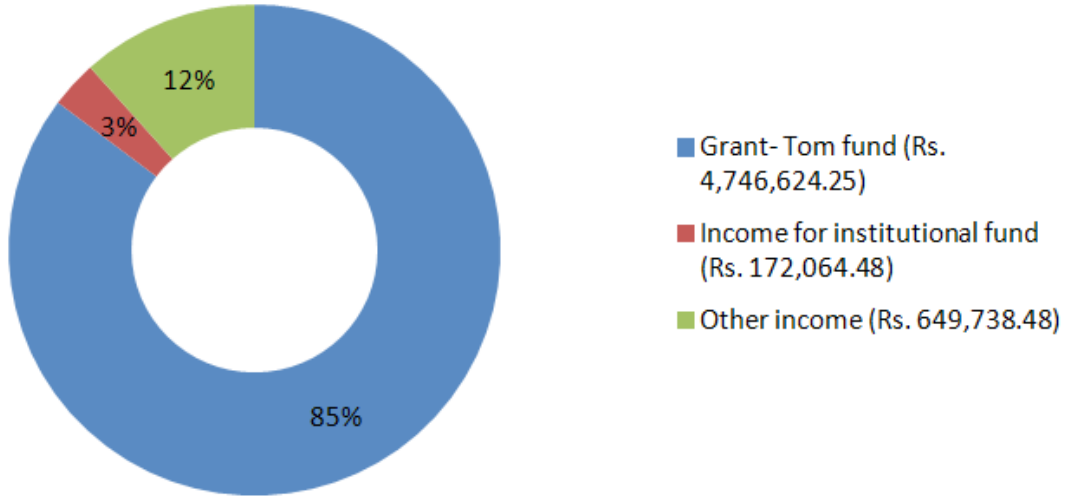


# 13. Financial Summary

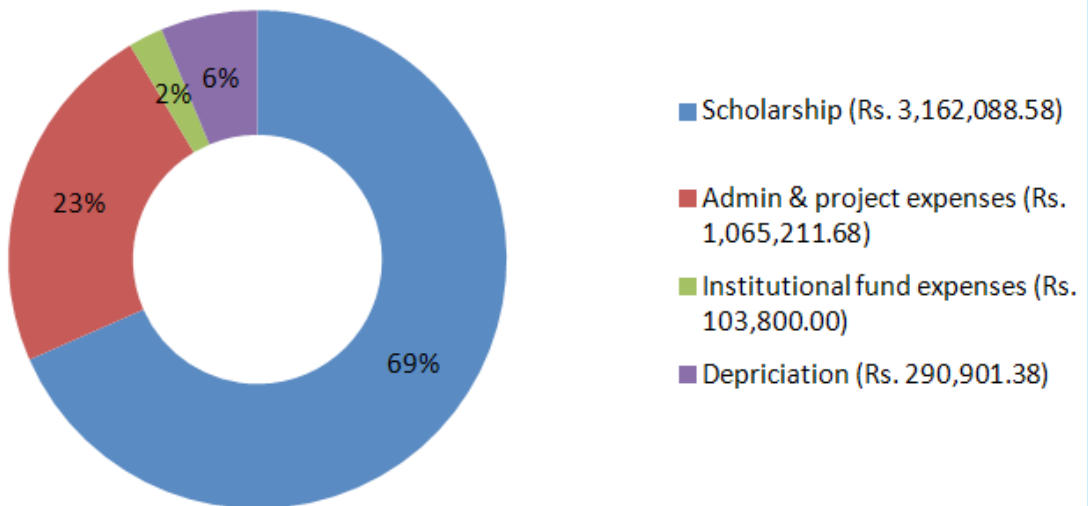
A major part of PDRC’s income flows into the organization in the form of scholarship from individual and institutional donors. The summary of the audit report from 1<sup>st</sup> Shrawan 2070 to 32 Ashad 2071 is shown in the pie chart below.



## Inflows



## Outflows



# 14. Media and social media

Here are some Media Clips of PDRC's research based book launching ceremony held in Kathmandu, Nepal.



Social media can empower youth to share ideas and information, have their voice heard and allows for better access to the existing opportunities. Social media, especially Facebook, has been the most effective and trusted medium

of information dissemination. It can also be used for wider purposes such as setting national agenda, improving service delivery, and giving our youth a direct access to public-sector leaders.

**Total likes: 1900**



**Active facebook users: 1400**

**PDRC fans: Women: 28%**



**and Men: 72%**



**Crushing majority are 18-34 years**

## 15. LESSONS LEARNED

This year has been a busy and productive year for PDRC. PDRC is constantly being challenged to maintain its high level of educational programming, while also endeavoring to try new, innovative programs and develop new partnerships that will contribute to the sustainability of the organization. This process has been both challenging and rewarding, and has resulted in much organizational growth and learning over the past year. Our main lessons learned over the past year include:

- The support of our dynamic and engaged Board of Directors, including past Board members, is critical to our success. We have made significant efforts to engage professionals from a variety of fields, women in leadership positions, professionals from marginalized communities, as well as a Student Association representative, to better represent the diversity in our communities and strengthen our approaches.
- The strength of our international partnerships is a direct result of maintaining a high level of trust, transparency, accountability, integrity and commitment to our organizational values, instilling confidence in our international partners to support our work.
- Despite difficult times, we have persevered and maintained the support of our partners and connection with our students through an unwavering commitment to our values and mission.
- As the demand increases for quality higher education, PDRC will be challenged to provide adequate resources, accurate information, services and programs to meet the needs of a dynamic and motivated young population. We must prepare for this increasing demand by strategically focusing our energy on our programs with the most impact, and accept that our capacity has limits.
- Maintaining contact with our students, encouraging, motivating, mentoring and inspiring them to achieve their dreams *ALWAYS* results in success, even when we have limited resources to offer them. Motivational support is sometimes our most valuable service and has a significant impact, and should not be overlooked.
- While visibility of PDRC has increased in Nepal, local support has been slow to develop. We have learned that the social

change necessary to obtain more local support is slow, but we are committed to continuing to advocate for social inclusion and the elimination of caste-based discrimination in Nepal, and believe the results will be positive.

- The development of our Five Year Strategic Plan was a difficult but necessary process. Through our perseverance and commitment to strengthening our organizational foundation and developing this key document, we strengthened our

team, our donor support, our programs and identified a clear path towards greater success. We are very proud of this accomplishment.

- Part of achieving social change and sustainability as an organization is to foster leadership among our youth. Youth leadership, mentorship, peer learning and internships are critical approaches to developing the capacity of our youth, and will result in both short and long term positive changes.

## 16. Future course of action

**B**ased on the past year of successes and challenges, and using the Five Year Strategic Plan as our guideline, PDRC is actively planning for action in the following areas;

- **Innovation:** As we anticipate increasing demand for quality higher education from Dalit and other marginalized communities, we will seek to develop programming that meets the needs of our female youth, provide access to students in rural and remote areas, expands our use of digital learning technologies, and enhances youth leadership.
- **Sustainability:** Ensuring the sustainability of our programs will become more critical as we seek to expand our donor base and educational programs and

services. We are committed to strategically enhance sustainability by instilling the values of reciprocity, service, and partnerships in all of our programs, partnerships and services.

- **Social Change:** PDRC is committed to creating social change and the elimination of caste-based discrimination by diversifying our partners, funders and supporters, engaging Dalit and non-Dalit youths and partners, and partnering on projects that engage the most marginalized of communities in a variety of geographic areas. We are committed to working on greater policy change and ensuring representation of Dalit and other marginalized communities at the highest level of government.

# Who is who at PDRC ?

## 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



**Santosh Nepali**  
Member



## Management Team



**Birendra Biswakarma**  
Founder/Executive Director



**Rup Sunar**  
Program Manager



**D. B. Biswakarma**  
Research & Advocacy Officer



**Babu Nepal**  
Students Monitoring  
& Evaluation Officer



**Riban Mangrati**  
HR Development Officer



**Pabita Poudel**  
Admin and Finance Associate



**Purna Maya Biswakarma**  
Office Helper



**PDRC**  
*Making your dream into reality*

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