

Dalit NGO Federation, Central Office, Chakupat, Lalitpur
TOR for the consultant to prepare Strategy for National Dalit Commission (NDC)

1. Background and Justification

Though the Dalit movement of Nepal is considered to be more than 7 decades old but their issues started to be addressed more after the reinstatement of multiparty democracy in 1990. Until 2001 other than National Human Rights Commission no other commissions were formed but in 1996 Maoist waged war against the state demanding state to be more inclusive to get proportionate representation of Dalit, women, indigenous peoples and other backward communities. In the meantime then Prime Minister Sherbahadur Deuba declared 10 points program and announced the state would be more inclusive, justifiable distribution of land to landless and National Dalit Commission and National Women Commission would be formed. With the ordinance of the Council of Minister NDC was formed but its law was passed only in 2017 after making it a constitutional body after the promulgation of the constitution in 2015. Since the enactment of the law the NDC along with other commissions should have been fully functional with the appointment of commissioners but as of now no commissioners neither to NDC nor to many other commissions have been in place. Over the period of 3 years many incidents of violations of Dalit rights have taken place and NDC being almost non-functional the guardianship that NDC was providing is devoid of. Though the civil society organizations of Dalit community have been doing their level best to get justice and draw the attention of the government's law enforcement agencies it has not been found so effective.

DNF being the apex organization of all Dalit CSOs of Nepal have been closely working with NDC since its establishment. There used to be JMC (Joint Monitoring Committee) within NDC which was an informal body to monitor the cases of human rights violation against Dalits and to investigate such incidents as well and in that committee DNF had the representation. Now that committee is not functional as well. Though there are no any commissioners in place, DNF is in close consultation with the NDC which is now being led by the secretary deputed by the federal government who is the first class gazetted officer (Joint Secretary). Over the last six months DNF had two formal meetings with the staff to explore the areas of mutual cooperation so that NDC would be more functional even in the absence of the commissioners (it is not certain when the commissioners would be appointed). One of the area of capacity building of NDC is the formulation of its strategy. The NDC officials have requested to assist it in formulating strategy and take it forward. When the strategy is formulated then it will help set a ground for NDC to move ahead and even when the commissioners are in place and they could take it as a starting point. Therefore, a need of hiring a consultant who could formulate the strategy for NDC in consultation with the existing team of staff and DNF team.

The consultant is expected to prepare strategy for NDC in close consultation with NDC existing staff team and DNF team. The consultant will have to prepare the draft strategy and put it for further review and input by different stakeholders and finalize.

2. Scope of Work

DNF as leading organization on Dalit issue and active member of human rights community, has to ensure that Dalit rights are established and implemented. As provisioned in the article 256 NDC is supposed to play vital role in promoting Dalit rights and also recommend the

government for the implementations of various plans policies and program meant for Dalits. Now a very good opportunity to work with NDC in making its overall strategy and activate it further. This call for consultancy service is to hire the service of consultant/s to provide expert guidance and efficient delivery of a strategy for NDC under the project '*Effective implementation of fundamental human rights of Dalits*' (EIFHRD) implemented by DNF as the national advocacy partner of '*Civil Society: Mutual Accountability Project – Human Rights Strengthening (CS:MAP-HRS)*' implemented by FHI 360 and funded by USAID Nepal. The consultant will prepare Dalit strategy and involve in necessary meetings, consultations and workshops with the stakeholders under the supervision of DNF board and project team.

3. The major objective of this consultancy is to

- To prepare strategy for National Dalit Commission by following entire process of strategy formulation (applying participatory approach as far as possible).
- To contribute in enhancing knowledge and capacity of NDC staff so that they can own the strategy and play effective role in its implementation.

To fulfill these objectives the consultant will carry out the following activities:

A. Desk review and preliminary report

- The expert/s will review all the relevant documents related to Dalit that includes constitution of Nepal, NDC act, CBDU act, policies human rights reports relevant to Dalits, CERD convention and its periodic reports . The expert will also review the strategic frameworks of different HR organizations, draft fifth NHRAP.
- The expert will review the best practices adopted by different countries in relation to Dalit rights/racial discrimination. The expert will consult with the government and non-government stakeholders as key informant regarding the Dalit issue and how that could be addressed.
- The expert will prepare a preliminary draft report in compliance with the format agreed by the NDC and DNF team and put on discussion for its further improvement. The expert will participate and if necessary will facilitate different meetings, consultation and workshop while formulating the strategy.

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B. Report finalization

- The expert will incorporate the inputs received from the stakeholders into a final report adhering to strategic framework.

4. Deliverables and due dates

The timeline of this consultancy is

Selection of consultant	by last third week of
November	
Preliminary questions and areas of coverage for strategy	by fourth week of November
First draft report	by First week of December

Consultations/workshops/ meetings Until report finalization
Final Report
2020

bu Second week of December
by third week of December

5. Selection criteria

Applicants with the following qualification will be preferred:

- Having past working experience of working on strategy issue of Dalits
- Having sound knowledge on constitution of Nepal, political and contextual analysis skill, action researches on Dalit rights, Very good understanding of the legal, political and governance dynamics in Nepal in relation to Dalit rights
- Having sound writing skill
- Having published journals, books, research paper on Dalit rights in the past

6. Duration

This consultancy is of 15 working days between third week of November, 2020 – third week of December, 2020.

7. Point of Contact

On behalf of DNF, the Advocacy Manager of the project EIFHRD will be the point of contact for this consultancy service. However, the consultant will also be required to coordinate with the Team Leader, Executive Director and Executive Board.

8. Place of assignment:

All Kathmandu based respective line agencies, ministries, Secretariat offices as required to be consulted.

Notice for Consultancy

Dalit NGO Federation (DNF) is the apex organization of more than 400 Dalit CSOs of Nepal and has been engaged in its mission of eliminating caste based discrimination and related intolerance with the process of empowerment of Dalits. In order to advance further its mission it implements various advocacy, lobby and empowerment activities in which it applies Human Rights based approach. It is currently implementing CS:MAP HRS project with the funding support of FHI 360/USAID for the last one year. One of the many activities is preparing strategy for National Dalit Commission.

In order to carry out the job DNF intends to hire a consultant having, knowledge, skill and expertise on Human Rights issue in general and Dalit Human Rights in particular. A details of the proposed job is given in the attached TOR. All the candidates having the knowledge, skill and expertise on the job suitable to TOR are asked to submit their concept and remuneration within 7 days of the first publication of this notice to following email link. DNF will select the competitive candidate, however, the preference will be given to the members of Dalit community. dnf@dnfnepal.org / ed@dnfnepal.org

Dalit NGO Federation (DNF)

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