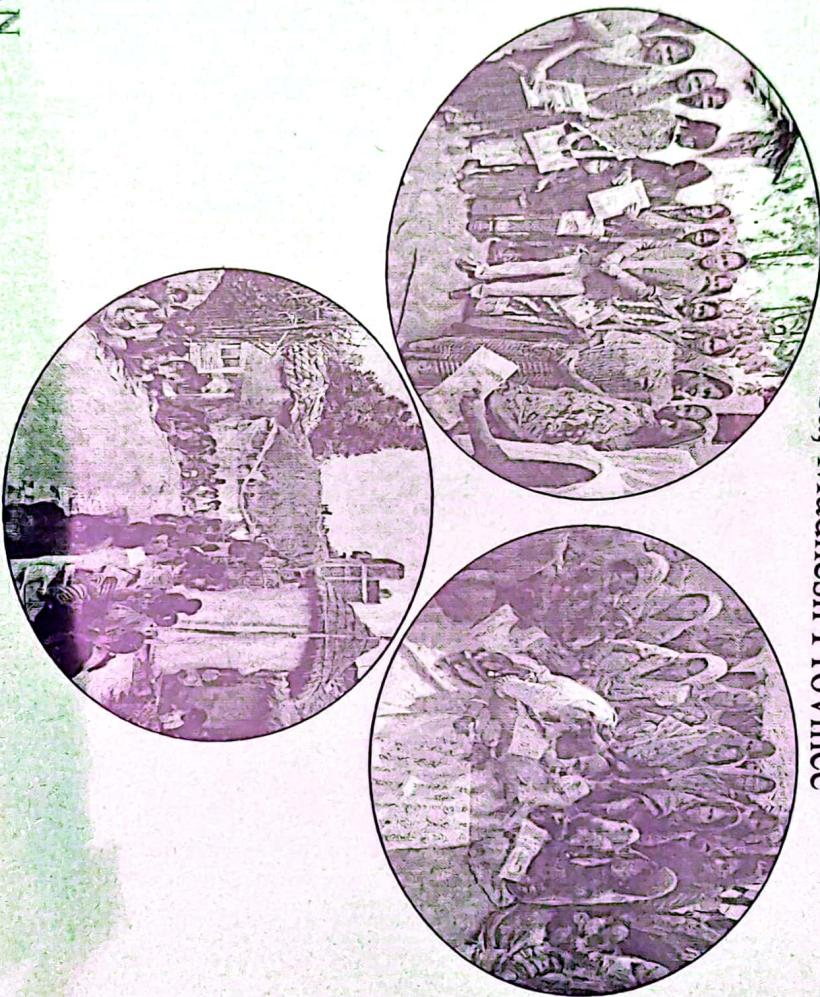




# Peace4Dalits Foundation Nepal

Sakhuwa Prasaini Rural Municipality-5, Mahuwan, DalitBasti,  
Parsa, Madhesh Province



## STRATEGIC PLAN

(2023-2027)

Empowering Dalits and Marginalized, Equality and Educated

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# Peace4Dalits Foundation Nepal STRATEGIC PLAN 2023-2027

<p><b>BACKGROUND</b></p> <p>"The Peace4Dalits Foundation Nepal ( P4D Nepal ) It is a Dalit organization established by Dalit Youth Jamaat in Sakhuwapaasani Gaonpalika-5, Parsa District. Registration number is 2217 in the District Administration Office of Parsa District. Affiliated to Social Welfare Council on Affiliation No. 51913.</p> <p>The Peace4Dalits Foundation Nepal ( P4D Nepal ) It is a Dalit organization established by Dalit Youth Jamaat in Sakhuwapaasani Gaonpalika-5, Parsa District. Registration number is 2217 in the District Administration Office of Parsa District. Affiliated to Social Welfare Council on Affiliation No. 51913.</p>	<p>Peace4Dalits Foundation Nepal is the first grant-making institution in working for the empowerment of Dalit communities. Peace4Dalits Foundation supports individuals, community-based organisations, and networks that work to secure social change and protect the rights of Dalit with a mission to eradicate caste based discrimination and atrocities. It is to ensure equality and equal rights for all.</p>	<p>Peace4Dalits foundation Nepal provides small grants and fellowships towards strengthening the Dalit Movement and nurturing future leaders for the movement. Peace4Dalits Foundation Nepal pursues the world's most important value – equality – and works to end the injustice of caste discrimination. By so doing, the Foundation works for the whole of humankind. We are working day and night for social transformation. So far, we have provided relief food to 1,000 households. We have conducted campaigns in villages for the access of Dalit children to education and school sustainability. We are working by forming a Dalit pressure group for warm clothes for winter, maintenance assistance for schools, copy and pen bags for children, assistance to the sick and Dalit rights. Aim: Educate , Equality and Empower Vision To establish equitable society free of caste, class and gender discriminations Mission The mission of P4D Nepal is to bring Dalits into the mainstream of state governing mechanism by empowering and sensitizing them to establish human right, democracy, sustainable peace and equitable society. Goal P4D Nepal aims to eliminate caste and gender based discrimination against Dalits and to empower them socially, economically, politically and educationally Objectives education access campaign , empowering the Dalit art and culture for development and women leadership.</p>	<p>Eradicate untouchability, social discrimination and caste-based atrocities, with special focus on Dalit women. Provide support for livelihood – minimum wages, education, health, housing and insurance for laborers in the unorganized sector. Rights over land, water bodies, villages, forests and other means of production. Create public understanding and favorable public opinion."</p>
<p><b>LEGAL NAME AND P4D Nepal</b></p>	<p><b>LEGAL STATUS OF ORGANIZATION</b></p> <p>Registered at Parsa Administration Office, Reg. No. 2217/077/78 and Affiliation in Social Welfare Council Affiliation. No. 51913</p>	<p><b>GEOGRAPHIC REGION SERVED</b></p> <p>1. Planning to reach 8 districts of Madhesh province, Parsa, Bara, Rautahat, Sarlahi, Mohan, Dhanusa, Siraha, Saptari</p>	<p><b>AFFILIATION OF ORGANIZATION</b></p> <ol style="list-style-type: none"> <li>Registered at Internal Revenue Department with PAN No. 614310047 and has Tax free certificate.</li> <li>Affiliation in Social Welfare Council with No. 51913 and renewed.</li> <li>Member of NGO Federation, Kathmandu.</li> </ol>



	4. Member of Dalit NGO Federation.		
TIME PERIOD IN EXISTENCE	Peace4Dalits Foundation Nepal is registered in 13th October 2020 and continues supporting rural Dalit & Marginalized with women from its establishment.	TANGENT AUDIENCE	<ol style="list-style-type: none"> <li>1. Dalit &amp; other Marginalized children</li> <li>2. Dalit &amp; other Marginalized Women</li> <li>3. Extreme poor &amp; deprived community people</li> <li>4. Elected Dalit and Marginalized women.</li> <li>5. Youth</li> <li>6. Community and Marginalized Society.</li> </ol>
VISION	Peace4Dalits Foundation Nepal vision to ' To establish equitable society free of caste, class and gender discriminations.	MISSION	The mission of P4D Nepal is to bring Dalits into the mainstream of state governing mechanism by empowering and sensitizing them to establish human right, democracy, sustainable peace and equitable society.
ENVISION OF ORGANIZATION	PEACE4DALITS FOUNDATION NEPAL envision To eliminate caste and gender based discrimination against Dalit and Marginalized women and to empower them socially, economically, educationally and politically.	MAIN ACTIVITIES OF ORGANIZATION	<ol style="list-style-type: none"> <li>1. To unite &amp; organize Dalit &amp; Marginalized women through self-help saving group.</li> <li>2. To raise awareness against discrimination, exploitation and injustice over Dalit and Marginalized Women.</li> <li>3. To make rural Dalit &amp; Marginalized Women economically self-dependant by providing skill development and vocational trainings.</li> <li>4. To develop Dalit &amp; Marginalized women's leadership for politically participation.</li> <li>5. Youth empowering and Dalits children Education.</li> </ol>
<b>VALUES</b>			
INTEGRITY	PEACE4DALITS FOUNDATION NEPAL set-up well-defined values and beliefs that guide the behaviors, systems and , practices of person that required to achieve the goals	TEAMWORK	PEACE4DALITS FOUNDATION NEPAL believes in teamwork to increase performance, employee unity and organization's environment & culture. PEACE4DALITS FOUNDATION NEPAL applying teamwork to spring up ideas in design projects and its implementation.
PARTNERSHIP	PEACE4DALITS FOUNDATION NEPAL believes, the partnership with local government, like minded organizations and other related entities is major key to success of organization. PEACE4DALITS FOUNDATION NEPAL is built-up partnership with	TRANSPARENCY	PEACE4DALITS FOUNDATION NEPAL recognizes; transparency means truth between organization, partnership, and goals. It means disclosing who is benefitting and precisely how and when funds are being received and disbursed

		local government, NGOs, federations, and commissions in Nepal.
<b>HONESTY</b>	Honesty is the best policy and the character of PEACE4DALITS FOUNDATION NEPAL. Bring honest with people is real character of PEACE4DALITS FOUNDATION NEPAL and this helping us to build strong and trustworthy relationships with donors, stakeholders, beneficiaries and community people as well. Honesty is also a principle of PEACE4DALITS FOUNDATION NEPAL.	<b>RESPONSIBILITY</b> PEACE4DALITS FOUNDATION NEPAL always devoted in its responsibility towards being accountable to funders, donors, government officials, political leaders, beneficiaries and community people. PEACE4DALITS FOUNDATION NEPAL always committed as an organization to responsible to answer to any queries of donors, funders, beneficiaries, stakeholders and community people.

## STRATEGIC PLAN

SMART OBJECTIVES S-Specific, M-Measurable, A-Achievable, R-Realistic, T-Time bound			
THEMATIC AREAS	GOALS	OBJECTIVES	INDICATORS
<b>Economic empowerment</b>	<p>To decrease poverty level among Dalit and marginalized women</p> <p>To provide economic skills and resource to support their social, economic and political engagement.</p>	<p>Expand microfinance or small grant support to at least 2,500 poor Dalit &amp; Marginalized Women who are living under poverty line.</p> <p>Increase entrepreneurial and vocational skills of 2,500 poor Dalit &amp; Marginalized Women thought life skills trainings.</p> <p>Lobby with Wards, Village Municipality, &amp; Municipality for set up at least 5% of matching fund in each ward's budget.</p>	<p>2500 'poor Dalit &amp; marginalized s economic status will be , women i improved.</p> <p>Enhanced the small entrepreneurial and vocational life skills of 2,500 poor Dalit &amp; Marginalized Women.</p> <p>At least 5% of the Each ward's budget set aside for program as matching fund and ownership of the project.</p>
<b>Equality and human rights</b>	<p>To provide equal access to justice for all Dalit and marginalized community.</p> <p>To eliminate caste-class-gender based discrimination against Dalit and other marginalized women</p>	<p>Sensitized Dalit &amp; Marginalized Women as well community people for register the case of human rights incidents to the law enforcement agency.</p> <p>Set-up and published a realistic supervising system for Dalit &amp;</p>	<p>The reporting rate of Dalit &amp; Marginalized Women human rights incidents will be increased and get justice.</p> <p>Realistic monitoring system will be developed and CSOs, CBOs and</p>



<b>Violence against woman</b>	<p>Marginlized Women's human rights violation and sensitized CSOs, CBOs and community people.</p> <p>Provide legal support for at least 75 victimized Dalit &amp; Marginalized Women's human rights to file case in the district court, court of appeal or supreme court</p>	<p>community will be sensitized.</p> <p>The 75 cases of Dalit &amp; Marginalized Women human rights will be supported</p>
<b>Education</b>	<p>To create environment for all Dalit children attend at least up-to secondary school,</p> <p>To eliminate discrimination between boys and girls education and create equal access to higher education.</p>	<p>Women Strengthen the capacity of Dalit and marginalized girls &amp; women on provision of constitute of Nepal, new domestic violence law and procedures.</p> <p>Interaction with police and other stakeholders in the issues of violence against women in program districts.</p>
<b>Health and Sanitation</b>	<p>To aware Dalit and marginalized women on SRI-I and ensure access to discrimination free, safe and affordable health services.</p> <p>Awareness training and set a habit to use WASH components,</p>	<p>Number of none-schooling boys and girls are reducing with 45% and discrimination between boys and girls will eliminate.</p> <p>Partial or full scholarships are provided to 45 Dalit and marginalized girls who wish to attend higher education.</p> <p>600 Dalit and marginalized women trained on sexual and reproductive health and aware about the contraception. Baseline database will develop on the current health issues.</p> <p>Women became friendly to WASH and sanitation use and term.</p>
<b>Dalits children</b>	<p>Dalits children educated and social change</p>	<p>Through education, 5000 children will get higher education by increasing the passing rate</p>



	Convention on the Rights of the Child.	
Organization Development	<p>To promote professional ethics that respect children as competent subjects. Working for Dalit children at the local level by running community free tuition classes and learning improvement centers for Dalit children</p> <p><b>Human resources:</b> Assess core-training needs of staff and Board, and provide training and development in these areas.</p> <ul style="list-style-type: none"> <li>• Implement annual staff performance appraisal.</li> <li>• Develop and implement transparent and fair policies for staff recruitment.</li> </ul> <p><b>Decision-Making process</b></p> <ul style="list-style-type: none"> <li>• Develop a quarterly and annual program reporting system.</li> <li>• Improve communications from Centre to Local level.</li> <li>• Maintaining phone numbers for easy communication</li> </ul> <p><b>Finance and budgeting</b></p> <ul style="list-style-type: none"> <li>• Annually planning finance policies &amp; approve by the GA</li> <li>• Ensure all staff are aware of finance policies.</li> <li>• prepare quarterly budget report.</li> </ul>	<p>To promote professional ethics that respect children as competent subjects. Working for Dalit children at the local level by running community free tuition classes and learning improvement centers for Dalit children</p> <p><b>Human resources:</b> Assess core-training needs of staff and Board, and provide training and development in these areas.</p> <ul style="list-style-type: none"> <li>• Implement annual staff performance appraisal.</li> <li>• Develop and implement transparent and fair policies for staff recruitment.</li> </ul> <p><b>Decision-Making process</b></p> <ul style="list-style-type: none"> <li>• Develop a quarterly and annual program reporting system.</li> <li>• Improve communications from Centre to Local level.</li> <li>• Maintaining phone numbers for easy communication</li> </ul> <p><b>Finance and budgeting</b></p> <ul style="list-style-type: none"> <li>• Annually planning finance policies &amp; approve by the GA</li> <li>• Ensure all staff are aware of finance policies.</li> <li>• prepare quarterly budget report.</li> </ul> <p>The overall goal of the programme is to empower communities and adolescents so that "Participating adolescents together with their families (so called 'Dalits') become aware on their rights, educated, conscious on their roles, economically productive and empowered to fight against their social taboo</p> <p>The relevant and need based skills and capacity development trainings to boards and staffs provided.</p> <p>Annual boards, staff and volunteers performance appraisal conducted</p> <p>An event-wise, quarterly, half yearly and annual district reporting system developed and implemented.</p> <p>A clear communication system from centre to districts or to</p> <p>Financial, personal policies and other organizational ToR reviewed and adjusted annually.</p> <p>All boards, Staffs will aware about PEACE4DALITS FOUNDATION NEPAL's policies and ToR</p> <p>1000 dalit youth will be able. To work for community justice. It will play a role in the development of the Dalit community.</p>
Youth	Empowerment of Dalit and marginalized youth, youth participation will increase in all sectors.	



### SITUATIONAL ANALYSIS (SWOT)

peace4Dalits Foundation Nepal strategic planning session on 25 and 26 July 2022 carried out a SWOT (strengths, weaknesses, opportunities and threats) analysis, which has been further developed by the strategic planning committee. The analysis focused particularly but not exclusively on Peace4Dalits Nepal activities in the previous year, and is reproduced below.

Program Area	Strengths	Weaknesses	Opportunities
Economic Empowerment	More than 2,700 women are engaging in Self-Help-Saving Groups. More than 280 Women are involving in Saving and Credit Cooperative. More than 600 women are involving in registered Agriculture groups	The seed money and monthly saving money value is lower. Women are unaware about saving & credit cooperative Women are unaware about government policy and programs.	Peace4Dalits is planning to provide higher seed money and suggest to group to increase in monthly saving amount. Peace4Dalits foundation Nepal is planning to organize the awareness program about cooperative.
Human Rights Education for equality	More than 2,700 women are engaging in Self-Help-Saving Groups. More than 280 Women are involving in Saving and Credit Cooperative. More than 600 women are involving in registered Agriculture groups	Peace4Dalits is not able to provide sufficient trainings to women. Lack in sensitize men toward women rights as human rights. Women are unaware to enjoy their social, political and economic from rights governments	Peace4Dalits is continuing develop proposal and submission will increasing chance to get funding. Peace4Dalits includes the men's awareness program and engagement in developing projects. Peace4Dalits planning to organize b awareness session on overall rights.
Health and Sanitation	85 Female Community Health Volunteers and 450 Dalit & Marginalized Women have been trained on Sexual & Reproductive Health & Rights.	Health programs require significant resources, which have been difficult to secure	International donors are interested in funding this area and the government of Nepal also focusing on health-care and SRHR
Education	75 Dalit and marginalized girls were received higher education.	Peace4Dalits discontinued its scholarship program from past two years.	Education is an area that donors are keen to support,



	3,200 Dalit and marginalized children received PEACE4DALITS FOUNDATION NEPAL's School Uniform stipend.	2,700 Dalit and marginalized women benefited from adult literacy classes and 1,023 children benefited from child education program in the past.	Lack of records and monitoring we cannot assess the full scope of our achievements.	The government is focusing strongly on primary and secondary education.
Children	5000 children are educated by Community learning center	Dalit parents employ children and create communal conflicts	There are not sufficient education awareness programs as well as a lack of coordination with educational institutions.	The government has begun to provide scholarship for poor Dalit students.
Youth	To make Dalit youth active in community work by forming groups in 50 groups	Many Dalit youths have gone to work outside. No financial resources.	Dalit youth and educated youth in the community can be mobilized.	
Organizational Development	125 women groups are established around the program district.	There is huge communication gap between Peace4Dalits central office and field workers and they are dependent to central office.	Youth studying in class 11/12 can be engaged in social work.	
	Peace4Dalits has more than 2,700 women members. 5 qualified staffs in central and 12 staffs in field level.	There is low professionalism in some aspects of work.	Peace4Dalits is planning to provide training in professional development as require.	Peace4Dalits is planning to provide training in professional development as require.
		There is lack of thematic expert	Peace4Dalits is Planning to appoint 3 thematic experts in central office.	Peace4Dalits is Planning to appoint 3 thematic experts in central office.
<b>MEASUREMENT</b>	<b>MEASUREABLE COMPONENT DESCRIPTION</b>	<b>WHEN TO MEASURE</b>	<b>HOW TO MEASURE</b>	
<b>SCOPE OF THE PROJECT</b>	<ul style="list-style-type: none"> <li>Scope of project is related directly with its objective. If the objective of project is achieved within the given framework, it is measured as successful. It is to deliver the agreed upon functionally.</li> <li>The objective, goal of project is achieved as expected within the given framework is measurable component.</li> <li>Project includes all items within scope</li> </ul>	The measurement frequency may be different for each status dimension. Thus, the decision about measurement frequency is a tradeoff between the cost of taking measurement and the value of information. The value of having information on daily and weekly does not make any difference if activities have been going in line with objectives. The measurement of success is an ongoing evaluation. It depends on the project to complete each task	<p>The measurement mechanism for scope is project change requests. Schedule. It is delivered in terms of variance in schedule and budget due to functionally change requests. Schedule and budget show the impact of that change to the project measurement.</p> <ul style="list-style-type: none"> <li>See Outline tasks that has to complete deliverables</li> <li>Check Estimated time required</li> </ul>	

		<p>delivery system. It is in depth measured in the end term evaluation. Sometime it is to measure in impact evaluation/assessment. But for better result, refinement and correction, it is performed weekly.</p>	
<b>Schedule</b>	<p>Needs to see the time frame; the project completion on time. Its measurable components are work estimation, external dependencies (such as equipment, technology), speed of risk and issue resolution including mean time of resolving issues.</p> <ul style="list-style-type: none"> <li>• Project is completed on time</li> </ul>	<p>Its measurable component is delivery of its completion on expected time line. Generally, it is measured at least weekly.</p>	<ul style="list-style-type: none"> <li>• Formally, it is measured through its expected timeline that has been set before launching the project.</li> <li>• Percentage of task completed</li> <li>• Overdue project tasks</li> <li>• Missed milestones</li> </ul>
<b>Budget</b>	<p>The completion of project within budget is greatest indicator of success. It needs to meet financial project cost agreed upon by stakeholders. Generally, it includes hardware, software, labor cost, travel etc</p> <ul style="list-style-type: none"> <li>• Project is completed within budget</li> </ul>	<p>It is measured weekly for better performance and match the allocated budget.</p>	<p>It needs to see variance between target cost / allocated cost and forecast cost. It needs to be checked if the budget was over or under. If so, how much was the difference.</p> <ul style="list-style-type: none"> <li>• Planned value.</li> <li>• Actual cost</li> <li>• Earned cost</li> </ul>
<b>Team Satisfaction</b>	<p>Their experience, interest towards work and overall team work spirit helps to achieve the goal of projects successfully.</p> <p>Team satisfaction will work in next project adventure because of their deeper insights.</p>	<p>Team satisfaction is depended on involved individual's behavior, communication skill,; so team spirit to be encouraged regularly</p>	<p>Regular monitoring by the line manager, feedback collected from the field worker and internal employees</p>
<b>Customer/client's satisfaction</b>	<p>It refers to the degree to which project results meet or exceed expectations. This encompasses the quality of deliverables, service, and communication between internal and external throughout the project life cycle.</p>	<p>Depends on the manager. Whenever he thinks needed seeing the overall project activities ,</p>	<p>Feedback taken from the client, social media, open field responses</p>
<b>Quality of Work</b>	<p>Its measurable component is delivery of project with no unresolved defects.</p>	<p>Generally, it is measured weekly. Different people may want to see daily trends over extended time period to track the defect. He may also want to see a weekly trend to determine if the product</p>	<p>By testing the expected objectives, goal with the real status of the project result,</p> <ul style="list-style-type: none"> <li>• Percentage of resolved defects</li> <li>• Percentage of requirements with test cases</li> </ul>



MANAGEMENT PLAN	HOW COMPONENTS WILL BE ASSESSED	quality is heading in the right HOW OFTEN TO ASSES	WHO WILL ASSESS
	The above mentioned components will be assessed through key performance Indicators (KPI) in line with Collection of data and reporting frequency, verification, validation, presentation, targets and thresholds	The measure data will be collected and reported usually monthly, weekly, daily or continuously in the whole project period	The line manager / project officer will assess these components
<b>ACTION PLAN</b>	<b>FIRST QUARTER: Levelhood program</b>		
<b>BEGIN &amp; END DATES</b>	<b>ACTION</b>	<b>RELATED OBJECTIVES</b>	<b>RESOURCES -COST, TIME, TEAM MEMBERS</b>
2023-2027	Provide training to Dalit and marginalized women with seed money for better agricultural products	<ul style="list-style-type: none"> <li>• To reduce poverty</li> <li>• To be independent</li> </ul>	Related to project fund, the estimated genuine cost for expenses, active board members, project related employees
	Educational support for deprived girls and boys through scholarship, sponsorship, ambitious girls' fund program	<ul style="list-style-type: none"> <li>• To enhance and upgrade their education level</li> <li>• To empower educationally so that they can stand by their own</li> </ul>	Sponsorship, scholarship provided by Individual,  Time-for secondary, higher secondary and bachelor level students as of their interest.
	Human Rights education constitutional arrangements for inclusion equality through awareness training	<ul style="list-style-type: none"> <li>• To make them aware of human rights</li> <li>• To be empowered for retaining their own rights</li> </ul>	Resources, cost will be included in the project budge  Time period is within the project time frame  Board members and project associated employees will be team members
<b>BOARD STRUCTURE</b>	1. Chair person 2. vice chair 3. Secretary 1 4. Treasurer 5. Members	<b>STAFFING STRUCTURE</b>	1. Executive Director 2. Vice Director 3. Admin & Finance officer 4. Project Manager 5. Project teams