

SOCIAL INCLUSION, DIVERSITY AND EQUALITY

Context of Nepal

Fulbright Alumni Association of Nepal (FAAN)
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Preamble of the Constitution

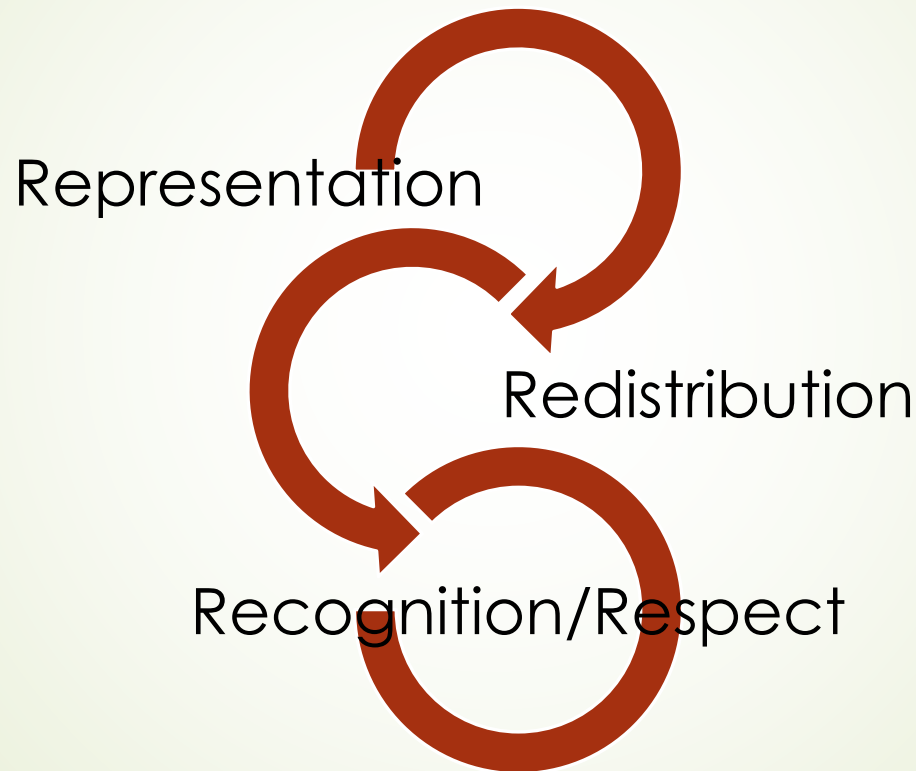
- ▶ Embracing multi-caste, multi-lingual, **multi-cultural and diverse** geographical specificities,to create an **egalitarian society** on the basis of the principles of proportional **inclusion** and participation, to ensure equitable economy, prosperity and social justice,



Inclusion, diversity and equality

- Right to equality- All citizens shall be equal before law (Article 18.1)
- The Federation, provinces and local levels shall protect ...equitable society based on plurality and equality, and inclusive representation and identity (Article 56.6)
- The term “Inclusion” appears 30 times in New Constitution. More than 60 entries in 11 reports with high importance.

Inclusion in Nepal: Three Key Dimensions



INTERSECTIONALITY, VULNERABILITY,



Defining Social Inclusion for Nepal

“Nepalese aim of social inclusion is to achieve equitable human development, proportionate representation in public entities and just social bond through respect for diverse social identities of the people to participate fully in the life of our national society.”

Social Diversity - Classification of 125 Ethnic/Caste

groups

TABLE 1: Classification of 125 Social Groups in the 2011 Census

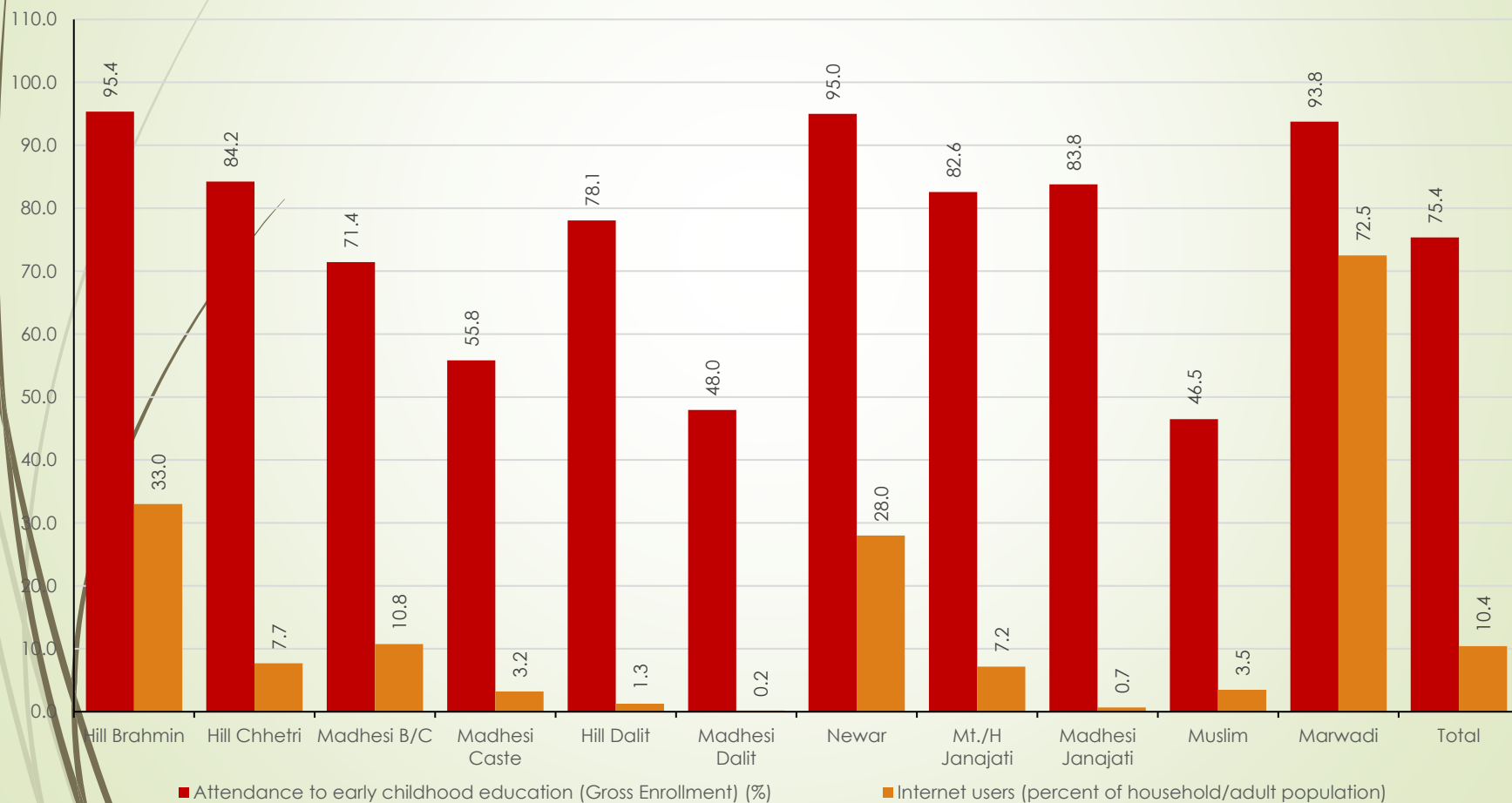
3 Broad Category	5 Social Groups	11 Disaggregated Social Sub- Groups	125 Caste/ethnicity/nationality (*marked groups appeared in 2011 Census)
Adivasi/Janajati		Hill Janajati	Aathpariya*, Bahing*, Bantaba*, Bhote, Bote, Brahmu/Baramo, Byasi/Sauka, Chamling*, Chepang/Praja, Chhantyal/Chhantel, Danuwar, Darai, Dolpo*, Dura, Ghale*, Gharti/Bhujel, Gurung, Hayu, Hyolmo, Jirel, Khaling*, Kulung*, Kumal, Kusunda, Lepcha, Lhomi*, Lhopa*, Limbu, Loharung*, Magar, Majhi, Mewahang Bala*, Nachhiring*, Pahari, Rai, Raji, Raute, Samgpang*, Sherpa, Sunuwar, Tamang, Thakali, Thami, Thulung*, Topkegola*, Walung, Yakkha, Yamphu*
		Newar	Newar
		Terai Janajati	Dhanuk, Dhimal, Gangai, Jhangad/Dhagar, Khawas*, Kisan, Koche, Meche, Munda, Pattharkatta/Kushwadiya, Rajbansi, Satar/Santhal, Tajpuriya, Tharu,
Hindu Caste Groups	Brahman/Chhetree	Hill Brahman	Brahman-Hill
		Hill Chhetree	Chhetree, Thakuri, Sanyasi/Dasnami
	Madhesi Caste	Madhesi Brahman	Brahman-Terai, Kayastha, Nurang, Rajput
		Madhesi Other Caste	Amat*, Badhaee, Baniya, Baraee, Bin, Dev, Dhandi*, Dhankar/Dharikar*, Dhuniya, Gaderi/Bhedihar, Hajam/Thakur, Haluwai, Kahar, Kalar, Kalwar, Kamar, Kanu, Kathabaniyan*, Kewat, Koiri/Kushwaha, Kori*, Kumhar, Kurmi, Lodh, Lohar, Mali, Mallaha, Natuwa*, Nuniya, Rajbhar, Rajdhob*, Sarbaria*, Sonar, Sudhi, Teli, Yadav
	Dalit	Hill Dalit	Badi, Damai/Dholi, Gaine, Kami, Sarki
		Madhesi Dalit	Bantar/Sardar, Chamar/Harijan/Ram, Chidimar, Dhobi, Dom, Dusadh/Pasawan/Pasi, Halkhor, Khatwe, Musahar, Tatma/Tatwa
Musalman		Madhesi Musalman, Churaute	
Other		Marwadi, Jain, Bengali, Punjabi/Sikh,	

Source: Adapted from Gurung 1998; Acharya and Subba 2008; CBS 2011; Pandey, et al. 2013.

SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex

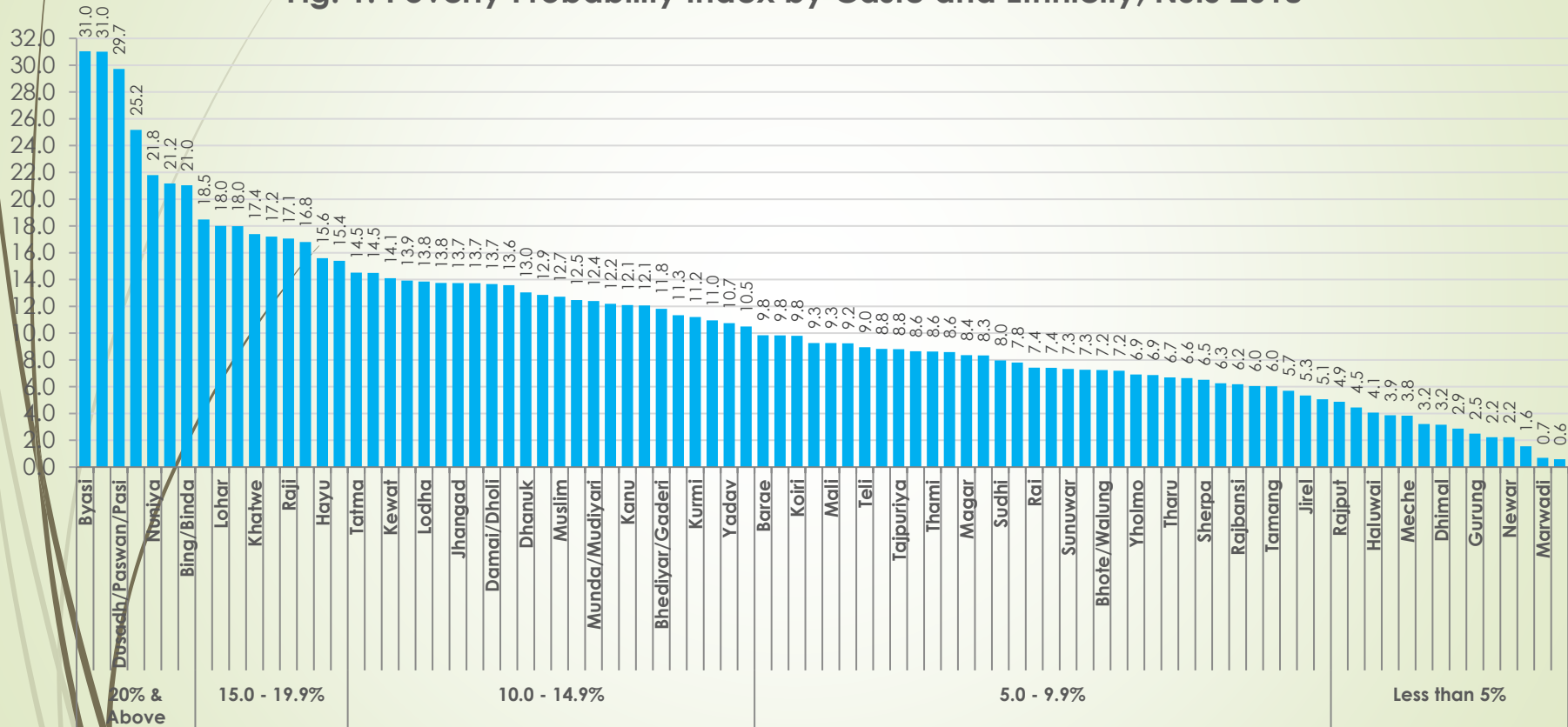
Gross enrollment of early childhood education and internet users



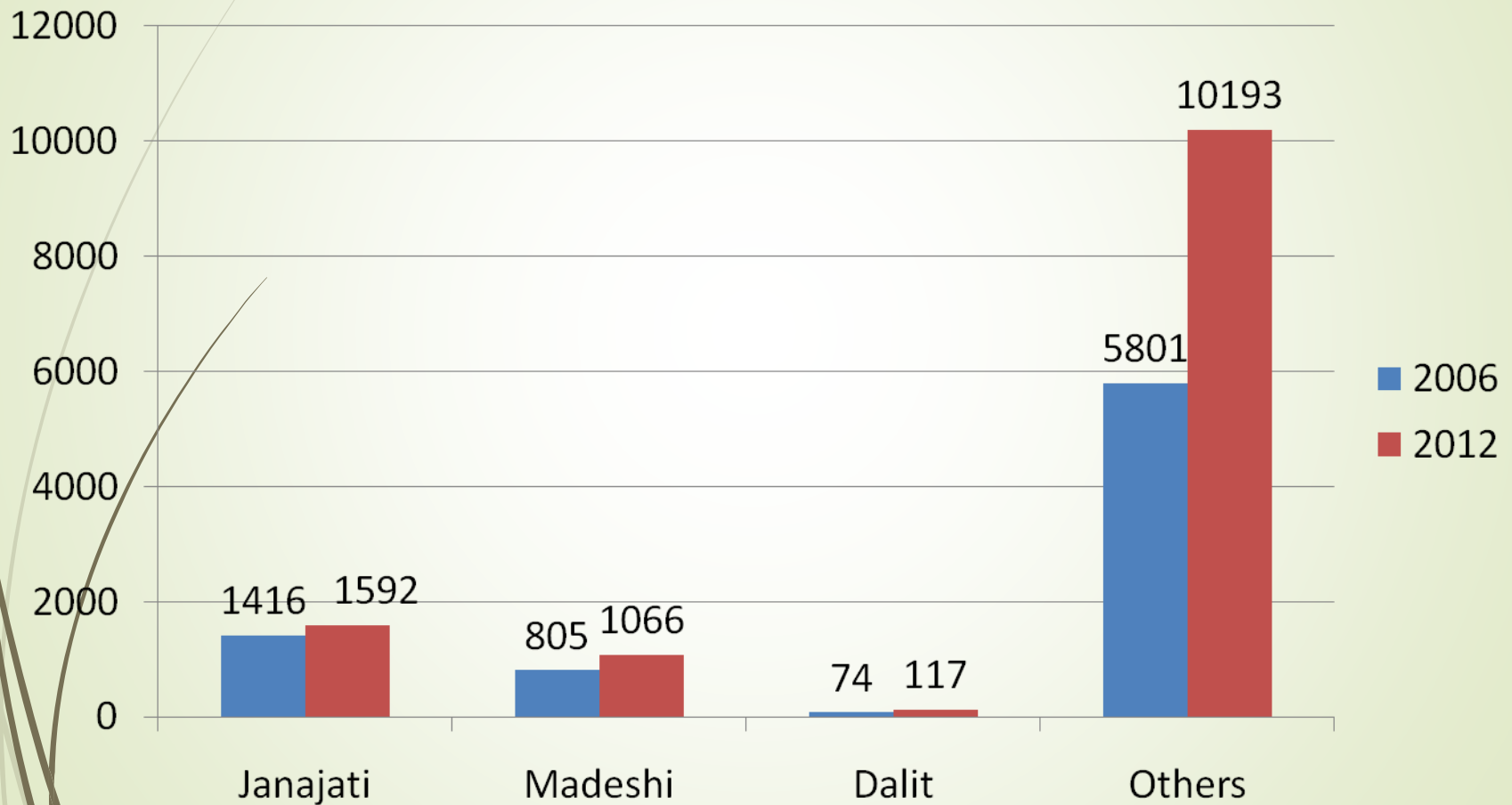
SDG 1: End poverty in all its forms everywhere

Indicator 1. Population below US\$ 1.25 per day (ppp value) (%) / poverty probability index (PPI)

Fig. 1: Poverty Probability Index by Caste and Ethnicity, NSIS 2018



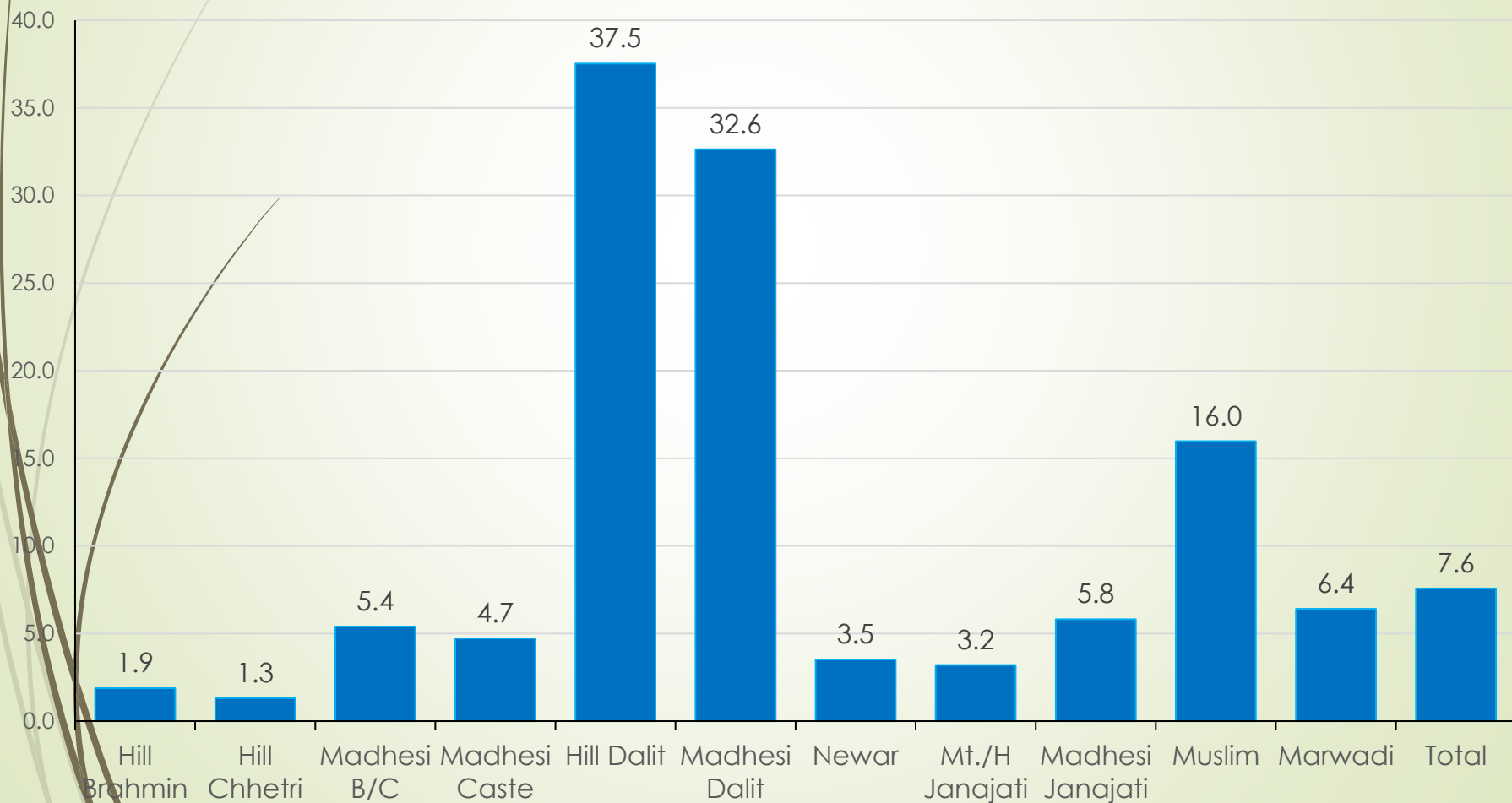
Existing Officer Level Civil Servants (excluding health service)



Source: GD Awasti and R Adikary, UNDP 2012

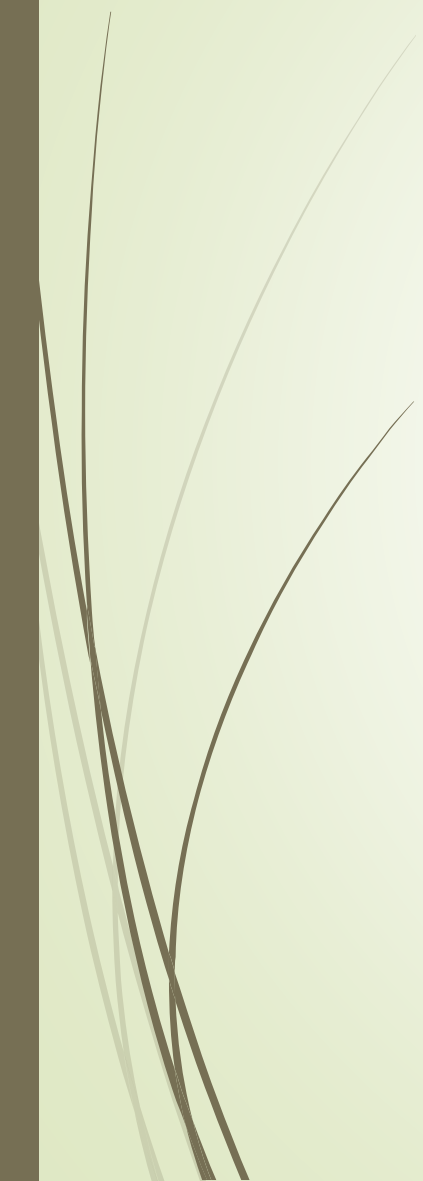
10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
10.3.1a Discrimination in various sphere of the society

Composite index of discrimination: Badly treated in the community; denial of sitting together while eating; discrimination from govt. services; discrimination in govt. offices





What we have done so far?

- ▶ 45% seats - Reservation/quota in civil service
 - ▶ Scholarship Dalit and girl children
 - ▶ Social welfare grants for elderly, single woman, endangered indigenous groups, disables etc.
- 



Basis for identifying excluded and minorities?

1. Past unequal treatment,
2. Discrimination based on their social identity, age, religion, ethnicity, caste, gender, language, disability etc.,
3. Treated as untouchable,
4. Remained out from mainstream of the nation,
5. Excluded from the economic, social, political, educational, legal, religious, artistic or scientific activities,
6. No use or insufficient use of public services, and
7. Suppressed

Who are Excluded and minorities?

1. Women
2. Dalit Community
3. Madhesi Community
4. Muslim Community
5. Adivasi Janajati Communities
6. Gender and Sexual Minorities (Minority Communities)
7. Oppressed Area (people living in)
8. Children
9. Youths
10. Elderly People (Senior Citizens)
11. Disabled (Physically Challenged People)
12. Minority and Marginalized Communities
13. Workers/Labour Class
14. Farmers (Peasants)
15. Destitute Class

What are results?

- Some relief but inequality persists even when there is economic growth
- Inequality so visible, undeniable and indelible
- Are “men created equal” or “unequal”?
- While one group sees bad luck and laziness as reason for falling behind another group sees prejudice, bigotry, elitist reaction, even immoral.
- Structure and agency debate