

**Central Project Team/NRP/CLT Joint  
Consultation Workshop**

15-16 August

2013

**Bode, Bhaktapur**

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## 1. Background

The Central Project Team/NRP/CLT joint consultation workshop was held on 15-16 Aug, 2013 at Agricultural Development Bank Training Center, Bode Bhaktapur. The consultation workshop was organized mainly for the consultation on preparation of administrative and financial rules because these rules are essential for smooth run of the organization as well as project. If rules are strong, then it helps to strengthen the organization too. Along with this, other motive of organizing this workshop is to share updates of the organization and to make all members clear about the Organizational Strategic Planning (OSP) project. All together 26 participants (15 male, 11 female) from 15 districts attended the workshop. The workshop was divided in three sessions. In first session, Mr. Chup B Thapa, Executive Director, Natural Resource Conflict Transformation Center-Nepal (NRCTC-N) updated the organizational background and OSP project. In Second session, discussion was done for financial activity and preparation of financial rules. Review on status of conflicts and commitments of NRPs/CLTs were done in third session. The workshop was initiated from Mr. Chup Bahadur Thapa by welcoming all the participants for their generous presence and he also highlighted the objectives of workshop.



## 2. Objectives

- i. To share recent updates of the organization and organizational strategic planning (OSP) project among NRPs (National Resource Persons), CLTs (Core Learning Teams), RCs (Regional Coordinators) and central project staffs.
- ii. Consultation for preparation of administrative and financial rules.
- iii. To discuss about the conflict status, commitment of conflict facilitators and working condition in different working districts.

## 3. Workshop Sessions

### 3.1 First Session

In this session, Mr. Chup Bahadur Thapa highlighted the organizational updates and gave brief description of OSP project. The organization was founded on 2070/02/27 B.S. and registered in district administration office, Bhaktapur on 2070/3/13 B.S. The administrative registration

number of the organization is 1221. Similarly in social welfare council, it is registered in 2070/03/16 and the registration number is 37430. It has also got Permanent Account Number (PAN) from government of Nepal on 2070/04/01 and the number is 601213401. He also mentioned the mission and goals of the organization among participants.

### Mission

Along with proper management of natural resources, help to create sustainable peace in society and easy livelihood of general communities through study, research, documentation and transformation of natural resource based conflicts.

### Goals

- i. To be an unprofitable and public oriented social organization.
- ii. To study, research and document natural resource based conflicts in Nepalese communities.
- iii. To produce and mobilize skilled human resource for facilitation in the transformation of natural resource based conflicts.
- iv. To do study and conduct research on the status of natural resources and contributions it can create in the people's livelihood.
- v. To make ease in the livelihood of people through integrated management of natural resources and generation of employment opportunities from enterprises development.
- vi. To study the impacts of globally happening climate change and will work for the minimization of its effects.
- vii. To share work experiences, research based analytical reports and articles among ordinary people.

Further, He talked about the official inauguration of organizational office by Mr. Amit Dhakal, Expert in Natural Resource Conflict Transformation movement and Mr. Bachhu Shah, Steering Committee Member FECOFUN through brief Ribbon Cutting ceremony on 14<sup>th</sup> Aug 2013. He also showed some of the clips of inauguration ceremony and the congratulation letter from The McConnell Foundation (TMF) to NRCTC-N. After the organizational update, he



described briefly about OSP project. The duration of OSP project is of 6 months (Aug 2013 to Jan 2014). Total committed budget of OSP project is 1,00,000 US\$ (84,00,000 NPR). He made NRPs and RCs clear about the meetings to be conducted in conflict cases. In this six month period, at least 5 big meetings will be conducted in each conflict and the total expenditure of each meeting will be 3480 NPR. For each conflict, the CLTs will get maximum of Rs 14000 per month and will be paid on the basis of their working days. To get this amount, in each conflict the CLT will have to work at least 15 days in a month. If two CLTs are working in a single conflict, then the amount Rs. 14000 will be shared between them. CLTs will get Rs. 1000 per month for transportation. He further categorized the meeting expenditure in to following subheads.

S.N.	Budget Head	Unit	No. of Unit	Unit Cost (NPR)	Total Cost (NPR)
1.	Breakfast	Individual	20	44	880
2.	Food	Individual	20	120	2400
3.	Stationary	L/S	-	-	100
4.	Communication	L/S	-	-	100
<b>Total</b>					<b>3480</b>

Table 1: Total budget allocated for each meeting in each conflict.

For regional office, per month Rs. 5500 (Rs. 3000 for office rent, Rs. 1000 for communication and Rs. 1500 for stationary) has been allocated. Similarly for Freed Kamaiya Youth Society (FKYS) Rs. 5000 per month has been allocated for office rent, stationary and communication. Finally, he ended his presentation by requesting all the members for their cooperation and commitment to effectively run the project.

### 3.2 Second Session

This session of the workshop was facilitated by Mr. Arjun Singh Karki. He highlighted the importance of financial and administrative rules for the organization. If rules are stronger and made through the active participation of concerned bodies, it will help in smooth run of the organization. He further mentioned that, today's discussion will be centered on the issues that to be included in the financial rules of organization and at the same time, discussion was conducted among the participants because it provides a basis for preparation of financial rules. Mr. Narayan Khapangi documented participants' views on financial activities. The participants put their views on Salary, DSA, Security provision, Accommodation etc. and they are

- i. The daily allowance of CLTs should be Rs. 1000.
- ii. During travel
  - a) For Food (On the way)- Rs 500 per day.

- b) For accommodation- Rs. 1000 per day (based on actual bill).
  - c) DSA- Rs. 1000
  - d) Travel- According to bill and local bill.
  - e) Communication- Rs. 500 per month.
- iii. Monthly salary of NRPs should be Rs. 25000 per month.
- iv. The facilities of either life insurance or accident insurance, treatment during being sick etc should be provided to all.
- v. On the basis of travel order, the traveller should get 90% advance amount and it will be cleared within 7 days from the date of completion of activity.
- vi. For the programme activity, the employee should get 90% advance and it will be cleared within 15 days (max) from the date of programme completion.

After completion of NRPs and CLTs views, a huge discussion was done in the above mentioned points. Are these points are justifiable? Said by Mr. Karki and finally NRPs/CLTs agreed on following points.

- i. CLTs can be provided daily allowance of Rs. 500 (based on their actual work performance and maximum allowance is 14000 per month) per conflict. If more than one CLT is working in a single conflict than this amount will be shared among them.
- ii. During travelling to other districts/filed visits for NRPs and RCs
  - a) Accommodation- As per bill (Max Rs. 500 per day)
  - b) DSA- Rs. 500 per day
  - c) Travel- based on bill
  - d) Communication- will not be given to any one
- iii. During training period, Accommodation charge and DSA will not be provided to participants and will be managed by the organization.
- iv. To attend trainings or meetings, Rs. 350 per day will be provided to the participants for food (To eat food on the way to destination place).
- v. The monthly salary of NRPs will be Rs. 15000 per month
- vi. The monthly salary of RCs will be Rs. 18000 per month
- vii. In case of board members during board meeting
  - a) DSA- 1000 per day
  - b) Accommodation- As per bill (Max. Rs 1500)
  - c) Travel- As per bill
- viii. For central project team, DSA, Accommodation, travel etc. will be paid according to project rules and regulations.
- ix. During travelling or conduction of programme, 90% advance amount will be provided but it should be cleared within 7 days from the date of programme activity completion.

- x. No further advances will be given until previous advances are cleared and advance will not be transferred to other staffs.
- xi. In the working districts, all financial activities will be managed by NRPs under the supervision of RCs and are responsible for any kind mistakes.

### 3.3 Third Session

In this session, a review was done on the status of conflicts in working districts of NRCTC-N and commitments of NRPs and CLTs on conflict transformation process. Some suggestions were given to NRPs based on their past activities and also warned not to repeat such mistakes in future. Central project team and Regional coordinators decided to leave the Baitadi district as well as leave its conflict because CLTs didn't show their



commitment in the transformation process. They even didn't go for field practice but during the time of monthly salary they commit their amount. RCs and central team provided continuous feedbacks to them but they again continued the mistakes. Finally the team felt, it is worthless to spend money in this district and it is better to leave the district. Similarly, in the Conflicts of Lalitpur and Nawalparasi districts, CLTs are not willing to work in the process. They work only at the time of monitoring from central team and in rest of the time they didn't go for field. The conflicting parties of these districts also have same view. Hence, the central team has decided to lead these districts from central level by mobilizing mid region NRPs.

The workshop was wrapped up from Mr. Chup Bahadur Thapa, Executive Director by thanking all the participants for their active participation. He urged all the participants to internalize this organization as our organization and also expects the commitments and dedication of team members in conflict transformation process.

**ANNEX-I**

**Total Expenditure in the Workshop**

S.N.	Particular	Amount (NPR)
1.	Travel/local travel	1,08,410
2.	Canteen	80,025
3.	Hall rent/hostel	14,300
4.	Food and Accommodation	14,188
5.	Stationary	3,495
6.	Communication	1,000
7.	Banner	1,100
	Total	2,22,518