

**PROJECT FOR IMPROVEMENT OF HIMACHAL PRADESH FOREST ECOSYSTEMS
MANAGEMENT & LIVELIHOODS (JICA FUNDED)**

PROCEEDINGS OF THE 11TH GOVERNING BODY MEETING OF THE “SOCIETY FOR IMPROVEMENT OF FOREST ECOSYSTEMS MANAGEMENT & LIVELIHOODS IN HIMACHAL PRADESH” HELD AT H.P. SECRETARIAT SHIMLA ON 15TH MAY, 2024 AT 11:00 AM UNDER THE CHAIRMANSHIP OF PRINCIPAL SECRETARY (FORESTS) TO THE GOVERNMENT OF HIMACHAL PRADESH.

The 11th meeting of the Governing Body of “Society for Improvement of Forests Ecosystems Management and Livelihoods in H.P.” registered for implementation of JICA assisted “Project for Improvement of Himachal Pradesh Forests Ecosystems Management & Livelihoods” was held in the Conference Hall, Armsdale Building, H.P. Secretariat, Shimla on 15/05/2024 under the Chairmanship of Dr. Amandeep Garg, Principal Secretary (Forests) to the GoHP. The list of the participants is annexed as Annexure-A.

At the outset, the Project Director (JICA) welcomed the Chairman, Co-Chairman, and other Members of the Governing Body. Further, the meeting started with the permission of the Chairman. Chief Project Director gave a brief introduction of the Project and progress made so far in implementation of the Project.


AGENDA ITEM:1

Review of the Agenda items of the 10th “Meeting of the Governing Body of Society Held on 25.11.2023:-


Agenda Item No.	Agenda	Decision	Action Taken Report
5	Formation of Producers Company for better marketing. It was intimated that to improve economies of scale in producing, processing and marketing of products made by SHGs and promote collective entrepreneurship of the SHGs/CIGs, formation of a Producer Company would be more market oriented and value focused. Hence it was proposed to incorporate two Farmer Producer Companies for Handloom / Patal Making and Food Processing.	The Governing Body decided that initially one Company may be formed but there will be no manpower provided from the Project. The Company may hire some manpower for its functioning. The Project will provide the funds to the Company in the form of Grant in Aid. The Governing Body further approved Rs. 12 Lakh to be provided to the proposed Company for the Financial Year 2023-24 from the Project budget	<p>It was appraised that Himachal Community Livelihoods Producers Company Limited (HCLPCL) has been incorporated and registered under Companies Act on 11 March, 2024.</p> <p>As decided no additional manpower has been provided from the project. However, the Project personnel have been directed to provide their services to the company in addition to their existing duties.</p> <p>Further during FY-2023-24, Rs. 12 Lakh has been transferred to the Company account as Grant in Aid.</p> <p>Agenda Item dropped.</p>

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6	<p>Infrastructure Requirements for the Company and provision of funds in the Project budget line.</p> <p>This producer company may/will require minimal infrastructure and a designated workspace for effective operation. Consequently, it was planned to establish a Livelihood Resource Centre (LRC) cum producer company office at two locations one inKullu Circle and other in Mandi Circle.</p>	<p>The Governing Body in Principal approved the agenda and decided that initially one farmer producers company may be formed. For office space, infrastructure etc., the proposal should come from the Company to the Project and the same will be considered in the next meeting of Governing Body.</p>	<p>CPD informed that the issue was discussed in Board of Directors Meeting of the Company held on 07.05.2024, wherein it was decided not to establish any extra infrastructure as this would entail expenses on upkeep, electricity charges etc. Presently the company has a corpus of Rs 12 Lakh only (as mentioned above) which will be used to start the business activities and not for non-business activities</p> <p>In future whenever the need for infrastructure arises, a fresh proposal will be submitted by the company to PIHPFEM&L for consideration.</p> <p>Agenda Item dropped.</p>
7	<p>Livelihood through Bamboo Products- A Pilot Project for Bilaspur (Ghumarwin area).</p> <p>It was proposed that on a pilot basis a Common Facility Centre for promoting Bamboo based Livelihood activities be created at Ghumarwin. An estimated amount of Rs. 1 Crore was proposed to be spent in Bilaspur on the identified activities.</p>	<p>The Governing Body approved the Agenda Item.</p>	<p>As of now, bamboo artisan communities have been identified and a launch workshop was held on 24.02.2024, in the presence of Hon'ble TCP Minister, Sh. Rajesh Dharmani and Rs. 2.56 Lakh has been disbursed and utilized by DMU Bilaspur.</p> <p>Further, a detailed action plan is being prepared by FCCU/DMU Bilaspur and the activities will be started after the model code of conduct is over.</p> <p>Chairman directed that progress report of pilot project be shared in the next GBM.</p> <p>Agenda item stands.</p>


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8	<p>Proposal for Intervention in Sacred Groves as a part of "Satoyama".</p> <p>In view of the importance of Sacred Groves, proposals had been invited on pilot basis from the two Forest Divisions of Kullu and one Forest Division of Wildlife Circle Shimla for carrying out following activities in the Sacred groves:</p> <ul style="list-style-type: none"> • Identification and creating an inventory of key biological resources of the Sacred groves • Protection/fencing of critical areas • Signage with detail description of flora • Water conservation, rejuvenation of existing water bodies and Plantation of native species <p>Further CPD apprised Governing Body that an estimated amount of Rs. 50 lakh will be spent on these activities during the financial year 2023-24.</p>	<p>Governing Body approved the Agenda.</p>	<p>A proposal for intervention in Sacred Groves under "Satoyama" to "strengthen, protect and safeguard cultural and natural heritage" was received. 5 Sacred Groves were identified in Kullu District and the activities have been carried out as per approved APO.</p> <p>Agenda item dropped.</p>
9	<p>Proposal for Ecotourism as Livelihood – Pilot Project in Kullu Division.</p> <p>A Project proposal was submitted by DFO Kullu to promote eco-tourism activities in Kaisdhar area so that more tourists may get an opportunity to visit the area in future and understand the culture and ecology of the area creating more</p>	<p>The Governing Body directed that this Agenda Item should be dropped from here as similar project has been sent to Government of India by the line department. The Governing Body noted that a proposal to enhance Eco-tourism through repair and up-gradation of Bridle paths stood submitted to National CAMPA for funding, but</p>	<p>A sum of Rs. 45 Lakh was disbursed to DMU Kullu for undertaking eco-tourism activities as per approved APO.</p> <p>Agenda item dropped.</p>


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	livelihood options for the local forest dependent communities.	no approval has been received. In view of the priority of GoHP to boost Eco-tourism inclusion of Kais Dhar site as a proposed pilot site, the said Agenda was approved.	
10	<p>Replacement of the Unqualified Manpower supplied by HPNRMS and NRTC.</p> <p>In the Project some of the staff from HPNRMS was provided as "Data Entry Operators" in place of "Accountant and Computer Operator" and most of these Data Entry Operators do not meet the minimum education qualification criteria. They are observed to be inept to handle the accounts of JICA. Similarly, the FTU Coordinators provided are not having the desired qualification. Therefore, it was requested that the services of the staff provided by HPNRMS Solan and NRTC may be withdrawn from JICA Forestry Project and JICA Project may be allowed to hire directly from the outsource agency.</p>	<p>The Governing Body decided that there should not be any hindrance in reverting back the unqualified and inefficient staff to HPNRMS. The Governing Body further desired to strengthen the selection criteria by HPNRMS through outsource Agency by asking for a panel of atleast 3 names for final selection by the JICA Project.</p>	<p>Governing Body was apprised that a letter on the issue has been sent to HPNRMS Solan asking for a panel of at least 3 names for final selection by the JICA Project. No further action is solicited.</p> <p>Agenda Item dropped.</p>
	<p>Creation of additional Manpower in the PMU.</p> <p>The Governing Body was apprised about the additional requirement of three posts for PMU.</p>	<p>The Governing Body approved to hire the services of GIS and MIS Expert One, SMS (GIS/MIS) One and Data Analyst one through HPNRMS Solan.</p>	<p>At present there is no need for filling these posts. As and when need arises, further action will be taken.</p> <p>Agenda Item dropped.</p>


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12	<p>Amendments in the Operation Manual of JICA assisted Project for Improvement of Forest Ecosystems Management & Livelihoods in H.P.</p> <p>A revised proposal for minor amendments in the Operation Manual was placed before the GB.</p>	<p>The Governing Body decided that the issue may be examined in detail separately. CEO may process the matter on file for consideration of Chairman Governing Body.</p>	<p>The proposal was sent to Chairman GB who directed to retain the Operation Manual as such for the remaining period of the Project.</p> <p>Agenda Item dropped.</p>
14	<p>Utilization of Interest accrued in the Society account as on 31.03.2023.</p> <p>It was apprised that the Project is running under the 'Society mode'. As such the funds/Grant in Aid is kept in the Society Bank Account. Bank capitalized the interest on the funds kept in the account during transitions. An APO was presented for utilizing Rs 18 Lakhs for various activities at PMU level.</p>	<p>The Governing Body approved the Agenda. The Chairman further desired that in future the proposal for Accrued Interest should be brought along with APO at the beginning of the financial year.</p>	<p>Governing Body was appraised that out of Rs. 18 Lakh, Rs. 8 Lakh has been utilized for maintenance of old building and providing amenities to staff.</p> <p>Remaining Rs. 10 lakhs has been deposited in the Government treasury as per instruction of the Finance department.</p> <p>The same was agreed by the GB.</p> <p>Agenda Item dropped.</p>
19	<p>Printing Calendar & Diary for year 2024, JICA Forestry Project.</p>	<p>The Governing Body approved the Agenda Item.</p>	<p>Governing Body was appraised that the Project Calendars & Diaries for the year 2024 have been printed and distributed.</p> <p>Agenda Item dropped.</p>

Review of the Pending Agenda item of the 9th Meeting of Governing Body:-

Agenda Item No.	Agenda	Decision	Action Taken
13	<p>Study of Water Quality.</p> <p>A proposal was initiated to conduct a study on water quality in parts of Shimla district.</p>	<p>The Chairman Governing Body directed to undertake the study in consultation with HPU. The representative of HPU informed that they carried out the similar assignment for MC Shimla.</p>	<p>CPD apprised Governing Body that already a large number of studies are going on under PIHPFEM&L. Hence, this study may be dropped until the ongoing studies are</p>


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		Agenda Item Stands.	<p>completed. It is not feasible to conduct a new study with the available resources/technical support.</p> <p>In future, if the need arises for the said study, a fresh proposal will be placed before the Governing Body for its approval.</p> <p>Governing Body agreed to the suggestion.</p> <p>Agenda Item dropped.</p>
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Review of the Pending Agenda item of the 7th Meeting of Governing Body:-

Agenda Item No.	Agenda	Decision	Action Taken
10	<p>Establishment of Plant Tissue Culture Laboratory.</p> <p>It was proposed to establish a new Tissue Culture Lab at Ramand (Mandi) to provide quality planting material to HPFD. However the site was washed away during the floods of FY 2022-23. The establishment could be planned only after the site is restored.</p>	<p>Pr. CCF (HoFF) and Co-Chairman informed that the proposal from HFRI is being sent to HPFD for establishment of Tissue Culture Lab which may be funded by JICA-PIHPFEM&L. The Governing Body agreed for the same. As and when the said proposal is finalized may be discussed in the next Governing Body Meeting.</p> <p>Agenda Item stands.</p>	<p>After detailed discussion, Pr. CCF (HoFF) appraised that HFRI had submitted an estimate for approximately Rs. 2 crore for the establishment of a Tissue Culture Lab.</p> <p>However, he was of the view that good plants may be procured from open market / HFRI as per requirement from time to time, on per plant basis instead of investing in creation of new infrastructure at departmental cost.</p> <p>Agenda Item dropped.</p>


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Review of the Pending Agenda item of the 6th Meeting of Governing Body:-

Agenda Item No.	Agenda	Decision	Action Taken
13	<p>Establishment of Livelihood Resource Centre (LRC) at Cluster Level.</p> <p>Initially the LRC was proposed near Lunapani (Mandi), but DFO Mandi intimated that there are issues with the local people in the proposed site. So he proposed shifting to "Dhandsi Dhar" near Mandi with estimated cost of Rs 65 Lakh.</p>	<p>Governing Body took the note of the same.</p> <p>Agenda Item stands.</p>	<p>A Company (Himachal Community Livelihoods Producer Company Limited) has been incorporated on 11 March 2024, which is mandated to cater to the abovementioned activities.</p> <p>CPD informed that the LRC was to be used for marketing, production and training of SHGs and other stakeholders. This task is now the mandate of the company. Presently the company has a small corpus of Rs 12 Lakhs only and intends to use the available corpus for expanding the business activities and not on maintenance of infrastructure / LRC .In future, as and when need arises, a fresh proposal will be brought to GB for approval.</p> <p>Agenda Item dropped.</p>


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AGENDA ITEM: 2

Statement showing Physical & Financial Progress for the FY 2023-24:-

The Governing Body was apprised about the Physical and Financial Progress of the various activities carried out in the FY 2023-24 and a report along with detailed annexure was placed before the Governing Body for perusal. GB was further apprised that the total outlay/APO of Rs. 102 Cr; Rs. 78.75 Cr. had been allotted to the Project for FY 2023-24, which has been fully utilized.

Decision: The Governing Body expressed satisfaction and approved the Physical & Financial Statement for FY 2023-24.



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AGENDA ITEM NO: 3

APO FOR FINANCIAL YEAR 2024-25

As per the JICA Project Document, the APO for the FY 2024-25 to the tune of ₹79.50 Crores was placed before the Governing Body (as Annexure-B) for consideration and approval.

After detailed deliberations on the APO, the Governing Body has approved the same.

Decision: APO for Financial Year 2024-25 to the tune of ₹79.50 Cr. was approved.

However, under “Improvement of Pastures/ Grasslands (including in-situ SMC works)” PCCF (HoFF) was of the view that this component should not be undertaken as outside intervention is detrimental to the health of the pastures. This view was accepted by the Chairman/ GB. Accordingly the item is kept on hold till Mid Term Review of the Project.

The Chairman / PCCF (HoFF) appreciated the project for allotting budget for MukhyaMantri Van VistarYojana, being a state priority. They directed the CPD to study the success story of its implementation in Lahaul Valley and adopt it in the project wherever feasible.



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AGENDA ITEM: 4

Allocation of funds for Damages caused due to torrential rains in Himachal Pradesh:-


The Governing Body was apprised that JICA would be willing to consider the allocation of the funds from "Contingencies" of the Project Loan Agreement as announced by the Chief Representative JICA (India) in the "Tri-partite Review Meeting" (TPRM) convened by Department of Economic Affairs (DEA) in August, 2023. Therefore, detailed proposal of ₹ 12.28 Crore was sent to JICA for review and approval. However, in the recent meeting held with JICA officials in New Delhi on 10-05-2024, JICA officials had apprehensions in approving the whole proposal. During the course of discussion, Project Team could convince JICA to approve funding for at least the following:

- 1) Damage caused to nursery infrastructure works done earlier.
- 2) Damage caused to assets created for Income generating activities of SHGs.

These two items were approved by JICA.

Accordingly restoration works pertaining to only above items have been compiled, amounting to Rs. 2 Crore (approx). This was put before the GB for approval.

Decision: The Governing Body approved the agenda. However PCCF (HoFF) informed that HPFD is also allotting funds for restoration of damages caused to nurseries. Accordingly, CPD should share the list of nurseries which are being allotted funds from JICA project to avoid duplicity in allocation of funds.


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AGENDA ITEM: 5

Status of Expenditure and Reimbursement Claim (YoY basis):-

The Governing Body was apprised that PMU is filling the reimbursement claims on monthly basis to the Donor Agency and Donor Agency is approving the same on regular basis. All the reimbursement claims are being approved by JICA well on time and the latest filed claim for the month of March'2024 is in process will be approved shortly in due course of time.

(INR in Crore)

Sr. No.	FY	Total Expenditure	Loan amount (Reimbursable amount)	Reimbursement Claim received	Counterpart funding- State share (Non-reimbursable)	Remarks
1	2018-19	11.59	9.91	9.91	1.68	
2	2019-20	18.17	15.34	15.34	2.83	
3	2020-21	34.08	32.70	32.70	1.38	
4	2021-22	45.90	43.70	43.70	2.20	
5	2022-23	70.00	67.37	67.37	2.63	
6	2023-24	78.81	75.18	56.62	3.63	Reimbursement claims of Rs. 18.56 Cr. for the month of March'2024 is in process with JICA.
Total		258.55	244.20	212.67	14.35	

(INR in Crore)

Sr. No.	Reimbursable amount	Reimbursement Claim received	Balance claims with JICA	%age claims received date	of till	Remarks
1	244.20	225.64	18.56	92.40%		Reimbursement claims of Rs. 18.56 Cr. for the month of March'2024 is in process with JICA.

Decision: The Governing Body showed satisfaction on the status of reimbursement claims.


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AGENDA ITEM No.: 6

JadiButi Cell Models for Commercial Propagation of Medicinal Plants:

Chief Project Director informed the Governing Body that “JadiButi Cell” under JICA assisted PIHPFEM&L is working on 15 different Propagation Models which were approved in the previous Governing Body Meetings. These models are also available on the JICA Forestry Project website (<https://jicahpforestryproject.com/jadibuti/livelihood>).

In addition to these on-going models, JadiButi Cell has prepared one more Model for Commercial Propagation of *Terminaliabelirica* (Baheda). This was put for approval by GB.

Decision: Agenda item was approved.

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AGENDA ITEM No. : 7

Planting and Transfer of Technology to Stakeholders:


The Governing Body was informed that a Project Proposal on "Production of Good Planting Stock of Harar (*Terminalia chebula*), Baheda (*Terminalia bellirica*), Amla (*Emblica officinalis*) and Reetha (*Sapindus mukorossi*) was submitted by Dr. YS Parmar University of Horticulture and Forestry, Nauni, Solan H.P. for carrying out Planting and Transfer of Technology to Stakeholders under the JICA Forestry Project. The estimated cost of the proposal was Rs.47.08 Lakhs for 3 years w.e.f. 2024-25 to 2026-27. Under the Project Proposal 56,900 grafted plants were proposed to be supplied to JICA Forestry Project from three places by the UHF Nauni, Solan. The cost and carriage of planting material will be borne by the Project as already mentioned in the propagation models. Initially, the plantation will be undertaken under Mandi, Suket, Nurpur and Bilaspur Forest Divisions and replicated to other appropriate Project areas.

- Budget requirement for three years is proposed as under:-

1. *Terminalia chebula*(Harar) = 14,500 @ Rs 120 per plant
2. *Terminalia bellirica*(Baheda) = 15,000 @ Rs 70 per plant
3. *Emblica officinalis*(Amla) = 13,900 @ Rs 70 per plant
4. *Sapindus mukorossi*(Reetha) = 13,500 @ Rs 70 per plant

The funds for the proposed activities are available under the Component 3 Livelihood Improvement Support (3.2.3 NTFP Research and Development).

Decision: Agenda item approved with the condition that the JICA Project will procure grafted *Terminalia chebula*(Harar) plant @Rs.100/- per plant and other plants on rates proposed by the UHF


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AGENDA ITEM No.: 8

Proposal for Intervention in Sacred Groves as a part of 'Satoyama':

The Governing Body was appraised that the existence of sacred groves in India dates back to an ancient pre-agrarian hunter gathering era and their presence has been documented since the early 1800s.

Sacred groves are therefore, today very important reservoirs of biodiversity conservation areas in the entire Himalayan Region and in addition they have important cultural and religious values for the Local communities since time immemorial. Large number of sacred groves is identified in the State by Himachal Pradesh Council for Science Technology and Environment, Shimla. Some of the sacred groves have prospect of becoming biological diversity heritage sites and their protection and management has to be ensured for the conservation of native species.

United Nations Sustainable Development Goal Target 11.4 calls on countries to "strengthen efforts to protect and safeguard cultural and natural heritage." Bio-diversity conservation being an important component of JICA Forestry Project, and keeping in view the importance of Sacred Groves, proposals have been invited from the two Forest Divisions of Kullucircle and one Forest Division of Wildlife Circle Shimla for carrying out following activities in the Sacred groves:

- Identification and creating an inventory of key biological resources of the Sacred groves
- Protection/fencing of critical areas
- Signage with detail description of flora
- Water conservation, rejuvenation of existing water bodies and Plantation of native species



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An estimated amount of Rs. 1 Cr will be spent on these activities during the current financial year. The funds for these activities are available under Component 2: Biodiversity Conservation (2.4.2.1 Satoyama Based Biodiversity Conservation Activities).

Decision: The Governing Body approved the Agenda Item.

AGENDA ITEM No.: 9

Training Calendar for FY-2024-25

The Governing Body was appraised regarding Training Calendar for FY-2024-25.

Decision: The Governing Body approved the agenda item.



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Agenda Item:- 10


Utilization of Balance Provision Under Project Management Consultancy (PMC)

The Governing Body was appraised that as per the Project Document (Schedule 2 Allocation of Proceeds of Loan), there is a provision of Rs. 7.07 Crore (123 Mill. Yen) in Category-B for the procurement of "Consulting Services" for the Project. As such, the modalities were worked out in the FY 2018-19 and the International Competitive bidding (ICB) was floated with the prior concurrence of JICA (India) office and finally SOFRECO a France based company was shortlisted for the Project Management Consultancy with the tendered amount of Rs. 4.67 Crore. An agreement in this regard was signed in June, 2019 for the period of 3 years (ending in June 2022). Further PMC services were extended for 1 year up to June, 2023, with the prior approval of 7th Governing Body meeting; vide Agenda No.-11 and JICA India Office, to complete the assigned tasks.

Since, the services of PMC have been completed in the month of June, 2023, and the unspent balance in Category-B for the procurement of "Consulting Services" for the Project is of Rs. 4.00 crore out of the total provision as per Schedule 2 provisions. The Project is to end in 31st March 2028 (If not extended further), therefore, for further strengthening of the Project implementation and documentation, services of consultants are needed in various fields like Livelihoods, Gender and CHISAN based Technology for the rest of the Project Period.

Therefore, it is proposed to allow the Project to hire the services of "Project Management Consultants" for rest of the Project Period and so that the same could be sent to Donor Agency (JICA) for its consideration and approval.

The matter was discussed in brief and it was decided to hire the consultants for Livelihoods, Gender and CHISAN based Technology for the rest of the Project Period. Further, regarding CHISAN, CPD informed that this matter was discussed in the meeting with JICA India held on 10.05.2024 and JICA is interested to use the Japanese based Technology (CHISAN) to restore the landslides in the area adjacent to Indian Institute of Advance Study at Shimla. Representative from HPU informed that already there are studies/surveys conducted on the landslide near IIAS. Further Chairman and Co-Chairman directed that the matter should be discussed with other departments/agencies that are already working on the site. Further it was directed to ensure no contradiction in the works which would be carried out.


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Further, representative of Finance Department suggested that while preparing the RFP for Livelihood consultant, it specifically should be mentioned that Livelihood consultant will also work on the Marketing of the products prepared by SHGs.

Chairman directed that while preparing the RFP for Expert on CHISAN based technologies, it should be mentioned specifically that Expert for CHISAN based Technologies would study all the studies/surveys carried out on the landslide near IIAS and to work in tandem with all other Central / State Government agencies working there.

Decision: Governing Body approved Project Management Consultancy (PMC) as per above proposal for rest of the Project period after taking approval from Donor Agency (JICA) and by floating an RFP duly approved by the competent authority.

Agenda Item:- 11

An Internship Program for students of different streams to utilize their skills for promotion of business activities under Project

Governing body was appraised that an internship gives opportunities for career exploration and development, and to learn new skills for students of different streams. It also offers the employer the opportunity to bring new ideas and energy into the workplace, develop talent and potentially build a pipeline for future full-time employees.

Member secretary apprised that in JICA Forestry Project, we are working on various components including Livelihood activities and the trained manpower which is very much required from time to time. In addition to meet this requirement, Co-Chairman of Governing Body also suggested that internship program has also been designed in Wild Life wing of HPFD and project can also get some idea for initiation such program.

In this context, worthy Chairman suggested that there should be a in-depth working on this internship program according to academic qualifications and modalities to get the budget allotment for this program.

Decision: The agenda was approved in-principle.

CPD was directed to study the internship schemes/ programs prepared by other government departments / wildlife wing of HPFD and seek approval from competent authority. However, the GB was of the view that the internship being a learning experience for the interns, should be without any stipend.


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Agenda Item:- 12


Enhancement of the Emoluments of Staff Hired Through Outsource Agency:

The Governing Body was apprised that JICA forestry project has hired the professional staff from outsourced manpower agencies i.e. NRTC and M.S Services (through HPNRMS Society) in order to enhance the institutional capacity for planning and implementation of project activities in the State. The total approved outsourced manpower of 164 No. 144 no. staff is in position.

Agency wise detail of the manpower in position is as under:-

Sr. No.	Agency Name	No. of staff in position
1	NRTC, Parwanoo	15
2	M.S. Services, Solan	8
3	M.S. Services, Solan (through HPNRMS, Solan)	90
4	HPNRMS, Solan	31
	Total	144

GB further apprised that there is a financial anomaly in the structure of remuneration fixed for the qualified professional staff when compared with other similar projects of other Department/s in the state. The experience, qualification and scope of work defined for different posts, recruited under JICA Project, is also relatively same in other Department/s such as Urban Development, State Disaster Management, IDP Project & JICA funded Projects in other States. The emoluments of the JICA Forestry staff do not even beat the average annual inflation rate i.e. 5% to 7% per annum. The role and responsibilities of each of the employee in PMU and field is very comprehensive and technically broad. Moreover, the considerable amount of time has been spent by these trained and qualified resources in the Department, while the knowledge gained by them over this period is invaluable. Hence the department is required to undertake appropriate action, so as to retain the talent within the project. Also, the salary of all outsourced staff is reimbursable entirely by JICA, under the budgetline Institutional Capacity Strengthening (4.1.3.1: Human Resource Support) of the Project Document. There is a sufficient budget provision of Rs. 148 Crore


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available under the aforesaid budget-line/component. An amount of Rs.18.66 Crore only, is utilized till 31/03/2024.

Therefore, in order to retain the technically qualified, trained and experienced staff in the Project, the proposal to enhance in the existing salary structure of the outsourced staff placed before the Governing Body for its consideration as under:

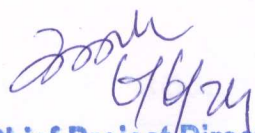
Category of Staff	JICA Forestry Project	Proposed salary
Programme Managers	55,000	70,000
Accounts Manager	40,000	55,000
Subject Matter Specialist	35,000	50,000
Officer Manager	35,000	50,000
Associate MIS	35,000	50,000
Accountants	20,000	30,000
Clerks/ Steno	17,000	27,000
FTU Coordinator	15,000	25,000
Peon/Workmen	12,000	12,000

Decision: GB accepted that the honorarium/salary of the Project staff should be comparable with similarly placed staff in other projects etc.

It was further suggested to prepare a detailed proposal containing comparison of post-wise qualification and experience of JICA staff with those engaged in other projects/ agencies.

Therefore, CPD should send the proposal to Chairman GB on single file for consideration.

The meeting ended with vote of thanks to the chair.


Chief Project Director
Project for Improvement of H.P.
Forest Ecosystems Management
& Livelihoods, Shimla