

President's Working Paper (Strategy and Plan)

PBaGSoN, 1st President; Period: 2079 – 2082BS

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Background

Professional societies play a crucial role in actively engaging their members to advance targeted scientific fields and areas of study. The Plant Breeding and Genetics Society of Nepal (PBAgSoN), despite being relatively young, holds a significant position in leading the agricultural discourse both nationally and globally. The society encompasses a diverse range of disciplines, including genetics, agrobiodiversity, seed science, breeding, biotechnology, and biostatistics, which are essential for addressing the challenges and opportunities within the agricultural sector. At the heart of PBAgSoN are its members, which include experts, students, and farmers associated with these vital disciplines. These individuals are invaluable assets to the society, as they are instrumental in carrying out its mission and objectives. Together, they form a robust network of knowledge and experience that drives innovation and progress in plant breeding and genetics. The society aims to be a leading force in scientific research and application in these areas, promoting the development of high-yielding, climate-resilient, and nutritionally enhanced crops that are accessible to farmers across Nepal.

The Executive Committee of PBAgSoN plays a crucial role in ensuring the society's functionality, dynamism, and effectiveness. Their leadership is essential for driving initiatives, facilitating member engagement, and fostering collaboration among stakeholders in the agricultural sector. Additionally, the advisory committee provides critical guidance, and adequate financial resources are vital for enhancing the society's status and impact. As the President of PBAgSoN, it is imperative to outline strategic approaches and an actionable plan to achieve the society's objectives. This working paper will detail the strategies and action plans that will propel the society forward, ensuring that it remains at the forefront of agricultural innovation and continues to support its members in advancing their professional growth while contributing to the agricultural revolution in Nepal.

Strategy

The strategic goals of the Plant Breeding and Genetics Society of Nepal (PBAgSoN) focus on advancing member engagement and capacity, promoting progress in key scientific fields (GAS-3B), and fostering meaningful collaboration to benefit Nepal's agriculture and human welfare. Each of these strategies is outlined below:

1. Member-Focused Strategy

- **Professional Growth and Engagement:** PBAgSoN is committed to promoting its members' professional growth by offering opportunities for continued education, skill enhancement, and networking within the society and the broader community. Regular training programs, workshops, and forums aim to enhance the expertise of members in Genetics, Agrobiodiversity, Seed Science, Breeding, Biotechnology, and Biostatistics (GAS-3B).
- **Establishing a Common Forum:** The society will create a supportive environment for experts across GAS-3B disciplines to share insights, innovations, and research outcomes, which will foster an inclusive and collaborative community focused on the betterment of its members.

- **Problem-Solving Support:** PBaGSoN will regularly collect, review, and address the issues faced by its members. By understanding common challenges, the society can work collectively on solutions and advocate for members' needs within the field.
- **Capacity Enhancement:** PBaGSoN aims to provide technical training, skill-building programs, and resources that enhance the competencies of its members, empowering them to drive scientific progress and career growth.
- **Technical and Financial Support:** Where possible, the society will support its members by providing resources for research, project funding, and access to technical expertise, reinforcing the professional foundation for all members.

2. Discipline Advancement Strategy

- **Promoting GAS-3B Disciplines:** PBaGSoN will advance the fields of Genetics, Agrobiodiversity, Seed Science, Breeding, Biotechnology, and Biostatistics by fostering innovative research, sharing new developments, and supporting projects that contribute to sustainable agricultural practices and improved human welfare in Nepal.
- **Sustainable Agriculture and Human Welfare:** The society will focus on research and initiatives that align with Nepal's needs in sustainable agriculture. This will include supporting efforts to enhance crop resilience, improve food security, and promote environmentally sustainable practices, ultimately benefiting the nation's economy and the well-being of its people.

3. Collaboration and Recommendation Strategy

- **Building Partnerships:** PBaGSoN will proactively seek partnerships with relevant organizations, government bodies, research institutes, and stakeholders both within Nepal and internationally. By collaborating on research and resource-sharing initiatives, the society can leverage expertise and resources to achieve greater impact.
- **Providing Recommendations and Expert Support:** The society will prepare informed recommendations on agricultural policies, crop improvement strategies, and genetic resource management. PBaGSoN will serve as a technical advisor for national and organizational needs, providing expert guidance and strategic insights on GAS-3B disciplines to support evidence-based decision-making and policy formation.
- Through these strategies, PBaGSoN aims to enhance its members' capabilities, contribute to agricultural and scientific advancements, and support Nepal's goals in sustainable agriculture and community well-being.

4. Advocacy and Policy Influence Strategy

- **Advocating for Agricultural Policies:** PBaGSoN will engage with policymakers to advocate for favorable policies that support research, development, and implementation of advanced agricultural practices. This includes promoting funding for plant breeding and genetics research, as well as initiatives that enhance food security and sustainability.
- **Public Awareness Campaigns:** The society will launch campaigns to raise awareness among the public and decision-makers about the importance of genetics and biotechnology in agriculture. These campaigns can help garner support for science-based policies and practices.

5. Innovation and Technology Transfer Strategy

- **Promoting Research Innovations:** PBA GSoN will facilitate the dissemination of innovative research findings and technologies in plant breeding and genetics. This includes organizing conferences, symposiums, and workshops to showcase new discoveries and technologies to a wider audience.
- **Technology Transfer Programs:** The society will establish programs to transfer knowledge and technology from research institutions to farmers and agricultural practitioners, ensuring that advancements in genetics and breeding are accessible and implementable in real-world farming contexts.

6. Sustainability and Environmental Stewardship Strategy

- **Emphasizing Sustainable Practices:** PBA GSoN will promote sustainable agricultural practices that not only enhance productivity but also protect the environment. This includes advocating for the use of environmentally friendly breeding techniques and promoting conservation agriculture.
- **Integrating Biodiversity Conservation:** The society will work towards integrating biodiversity conservation efforts within its programs. This includes preserving native plant species and supporting research that aims to enhance genetic diversity in crops.

7. Networking and International Collaboration Strategy

- **Facilitating International Partnerships:** PBA GSoN will actively seek partnerships with international organizations, universities, and research bodies to create a global network of experts in plant breeding and genetics. This will enhance knowledge exchange and collaborative research efforts.
- **Participating in Global Conferences:** Members will be encouraged to attend and present at international conferences and workshops, increasing visibility and engagement in the global scientific community.

8. Member Retention and Engagement Strategy

- **Regular Feedback Mechanisms:** PBA GSoN will implement regular feedback mechanisms to gauge member satisfaction and identify areas for improvement in services and offerings. This could include surveys and suggestion boxes.
- **Recognition Programs:** Establish programs to recognize and celebrate the achievements of members, such as awards for outstanding contributions to research and community engagement. This recognition will help foster a sense of belonging and encourage active participation.

9. Resource Mobilization and Funding Strategy

- **Diversifying Funding Sources:** PBA GSoN will explore various funding sources, including grants, sponsorships, and donations, to support its initiatives and member activities. Developing partnerships with private sector organizations can also lead to mutually beneficial funding opportunities.

- **Grant Writing Support:** The society will offer training and resources for members on how to write effective grant proposals, enabling them to secure funding for their research and projects.

10. Crisis Management and Resilience Strategy

- **Developing Crisis Response Plans:** PBaGSoN will establish strategies to respond to agricultural crises, such as crop failures due to climate change or pest outbreaks. This includes creating contingency plans and mobilizing expert resources to support affected communities.
- **Building Resilience in Agriculture:** The society will focus on research and initiatives that enhance the resilience of agricultural systems to withstand environmental changes, ensuring food security and sustainability in the face of challenges.

What we did

The Plant Breeding and Genetics Society of Nepal (PBaGSoN) made significant strides in establishing a robust foundation and engaging its members effectively. Regular meetings were organized, both online and in person, to maintain momentum and keep members connected. The society also successfully held its 5th annual general assembly, reinforcing its governance structure and supporting strategic planning. Additionally, various sub-committees were formed to focus on specific tasks and responsibilities, ensuring an efficient division of work and clear project management.

PBaGSoN took active steps in strategic planning and expanding its network. An interactive program focused on strategy and action plans for plant breeding and genetics was organized, bringing members together to align on key objectives. The society also established connections with numerous organizations, strengthening its network and opening doors to potential collaborations. In publishing and communication, PBaGSoN secured funds for journal publication, a milestone that positioned the society to make a lasting impact in the academic community. Communication with members was maintained consistently through email and social media, keeping everyone informed of developments. A website was created and a brochure was developed, enhancing PBaGSoN's online presence and public outreach efforts.

The society valued its members and recognized the contributions of senior members through an honorary event. This acknowledgment fostered a culture of respect and continuity, promoting a sense of community and support within the organization. Overall, PBaGSoN laid a strong foundation for future growth, member engagement, and collaboration in the field of plant breeding and genetics in Nepal. With the support from NAPA, one member got online- training on advanced plant breeding

Plan

Followings are the action plan and to do list.

Society Renew and Registration

- Registered in District Administration Office in 2019, but annual renewals were not completed.

- Complete renewals for each year since 2019 and establish annual renewal moving forward.
- Register the Society with additional legal institutions, including Ward Office and Lalitpur Municipality
- Annual renewals and additional registrations ensure legal compliance, eligibility for local support, and recognition.

Documentation

- Compile all relevant information and databases for easy reference and record-keeping.
- Collect and organize images related to society activities and events.
- Document the full history of the society, including milestones, achievements, and growth.
- Maintain both hard copies and electronic copies (e-copies) of all documentation for accessibility and security.
- Store all files in a centralized Google Drive folder for secure, cloud-based access.
- Record and compile all identified issues, member concerns, and strategic plans for ongoing review and future reference

Audit report

- No audit reports were previously generated.
- Prepare a consolidated audit report covering all years from inception to the current financial year. This report will include detailed statements of accounts, balance sheets, income & expense reports, and compliance records.

Operating Bank account and PAN

- No operational bank account exists under the organization's name.
- A bank account will be opened in the organization's name to facilitate transactions.
- **Fixed Deposit Account:** Set up a fixed deposit account for managing reserve funds or surplus income efficiently.
- **Current Account:** Open a current account for operational transactions, vendor payments, and regular expenses.
- Establishing these accounts will streamline financial management, ensuring a clear audit trail and enhanced liquidity management.
- The organization currently does not have a PAN.
- Obtain a PAN (Permanent Account Number) in the organization's name to fulfill legal requirements and enable smoother banking transactions.
- Having a PAN will ensure compliance with tax laws and facilitate opening of bank accounts and other financial operations.

Regular action

- Conduct regular audits to ensure financial transparency and accountability.
- Organize the AGM every year to review society activities, finances, and member engagement.
- Host a National Convention every three years for broader member involvement and strategic planning.
- Continuously distribute memberships to expand and engage the society's network.

- Regularly organize talk sessions and interaction programs, both online and in-person, to foster community engagement and knowledge sharing.
- Hold regular meetings with the Executive Committee and other stakeholders to discuss and implement society goals.
- Collect issues and concerns from members regularly to improve the society's responsiveness and support.
- Publish various types of content regularly, including reports, newsletters, and educational materials, to keep members and the public informed.
- Actively participate in national and international forums, policy dialogues, and collaborations to advocate for the society's mission and expand its influence.

Funding mechanism

- Establish a sustainable funding mechanism to support the society's activities, initiatives, and overall mission.
- **Mobilize Membership Fees:** Actively collect **membership fees** from all members, ensuring clear communication about the importance of these contributions for sustaining the society's operations.
- **Charge Authors for Publications:** Implement a fee structure for **authors submitting articles or papers** to the society's journal and other publications. This could include: Submission fees
- Publication fees (for accepted papers),
- **Sell Publications:** Generate revenue by selling various society publications, including: Journals, Books, Booklets, Reports, Strategy
- Establish an online and offline sales system to facilitate easy access for interested buyers.
- **Establish a Benefit Sharing Mechanism:** Create a **benefit-sharing mechanism** to ensure that financial gains from projects, consultancy services, and research collaborations are shared among the society, its members, and contributing organizations.
- **Solicit Donations and Support:** Actively seek **donations** and financial support from relevant organizations
- Develop compelling proposals that highlight the society's impact and needs. Ask for donation and support from relevant organizations giving funding system as follows

1. Donate to the General Fund

Your donation to the General Fund enables:

- **Public Awareness:** Promoting the importance of the GAS-3B initiative to the public.
- **Advocacy:** Supporting the work of experts and advancing policy efforts related to GAS-3B.
- **Outreach:** Building partnerships with public and private sectors, both nationally and internationally.
- **Student and Professional Development:** Providing support to students and young professionals in plant breeding, seed science, agrobiodiversity, genetics, biostatistics, and biotechnology.
- **Capacity Building:** Enhancing the skills of members, farmers, students, and other stakeholders.

- **Future Workforce Development:** Fostering the recruitment and growth of emerging plant breeders.

2. Donate to the Award Fund

Your donation to the Award Fund enables us to:

- **Recognize Excellence:** Provide awards to deserving experts, students, and farmers.
- **Scholarship Program:** Run competitive scholarships that support future leaders in the field.
- **Mentorship Opportunities:** Connect seasoned professionals with young scientists for mentorship and skill-building.
- **Create New Awards:** Support or establish an award category in line with our planned awards, including: Lifetime Achievement Award, Plant Breeding Impact Award, Plant Breeding Excellence Award, Emerging Plant Breeder Award

3. Donate to Specific Projects and Initiatives

Support dedicated projects by funding:

- **Travel Grants:** Competitive grants for members attending workshops and conferences.
- **Training and Workshops:** Support for organizing professional workshops, meetings, and training.
- **Research and Fellowship Grants:** Funding for specific research initiatives or student fellowships in plant breeding, seed science, and related fields.
- **Expert Contributions:** Sponsorship for expert-led initiatives in plant breeding, genetics, and biotechnology.

4. In-Kind Donations

- In-kind contributions are invaluable, including:
 - Books, research infrastructure, land, tools, equipment, or electronic devices.
- Establish a fixed deposit account to ensure the financial sustainability of the society's initiatives, including awards, publications, editorial activities, website maintenance, and grants for various projects.
- Identify potential donors and strengthen collaborations with relevant organizations to secure financial support.
- **Establish Fixed Deposit Account:** Operate a **fixed deposit account** to manage funds for specific purposes, including: **Awards Fund:** To support and sustain the society's award programs recognizing excellence in plant breeding and related fields. **Publication Fund:** To finance costs associated with the publication of the journal and other materials. **Editorial Team Expenses:** To ensure adequate resources for the editorial board and related activities. **Website Maintenance:** To cover ongoing costs for maintaining and updating the society's website. **Grant Support:** To allocate funds for grants that support research, projects, or initiatives in alignment with the society's mission.
- Identify Potential Donors and Supporters: Compile a list of **potential donors** and organizations that may provide financial support, including: **Government Agencies:** Ministries of Agriculture, Environment, or Science and Technology. **Non-Governmental Organizations (NGOs):** Organizations focused on agricultural development, biodiversity, and research. **Corporate**

Sponsors: Companies in the agricultural, biotechnology, and seed industries. **Academic Institutions:** Universities and research institutions interested in collaboration. **International Funding Bodies:** Organizations like the World Bank, FAO, or CGIAR that offer grants for agricultural research and development.

- **Strengthen Collaborations with Relevant Organizations:** Develop strategies to **strengthen collaborations** with relevant organizations for financial support: **Networking:** Attend conferences, seminars, and workshops to connect with potential donors and collaborators. **Partnership Agreements:** Establish formal partnerships with organizations willing to support the society's initiatives, detailing mutual benefits and expectations. **Joint Projects:** Identify opportunities for joint research or projects that can attract funding from multiple sources. **Regular Communication:** Maintain ongoing communication with stakeholders to keep them informed about the society's achievements, needs, and opportunities for collaboration. **Grant Writing Collaborations:** Collaborate with other organizations in writing grant proposals to enhance chances of funding success.
- **Implementation Plan:** Set up the fixed deposit account with clear guidelines on fund allocation and management. Create a comprehensive database of potential donors and relevant organizations, categorizing them based on their interests and funding capabilities. Develop a collaborative outreach plan that includes regular updates and engagement strategies to strengthen relationships with existing and potential supporters.

Contributors

The Plant Breeding and Genetics Society of Nepal (PBaGSoN) extends its deepest gratitude to the following contributors and partners for their invaluable support:

- **Kamalesh Rajbhandary:** PBaGSoN is deeply grateful to Kamalesh Rajbhandary for a generous donation of Rs. 50,000 in memory of the late Dr. Gopal Rajbhandary. This contribution is both cherished and instrumental in our mission.
- **Devaki Shrestha:** Our sincere appreciation goes to Devaki Shrestha for her kindness in covering the annual membership fee of Rs. 5,000 for the Nepal Agricultural Federation (NAF) on behalf of PBaGSoN since 2023. This support helps strengthen our organizational ties and outreach.
- **Dr. Bal Krishna Joshi:** Special thanks to Dr. Bal Krishna Joshi for his pivotal contribution of Rs. 6,000, which provided critical support during the society's establishment, including the registration process and preparation of official materials.
- **Dr Resham Babu Amgai:** Thanks to Dr. Resham Babu Amgai for his contribution of Rs. 5,000.
- **Dr Pallavi Singh:** Thanks to Dr. Pallavi Singh for her contribution of Rs. 5,000.
- **Dr Krishna Hari Ghimire:** Thanks to Dr. Krishna Hari Ghimire for his contribution of Rs. 5,000.
- **Nepal Agricultural Research Council (NARC):** PBaGSoN thanks NARC for its financial support in conducting the Interaction Program on the Vision and Strategy of Plant Breeding and Genetics in Nepal, held in February 2024. NARC's involvement was instrumental to the program's success.
- **Crop Development and Agrobiodiversity Conservation Center (CDABCC):** We gratefully acknowledge CDABCC's support for funding the Orientation Program on Plant Variety

Protection and Farmers' Rights, organized in January 2025. Their support helps champion our initiatives.

- **Seed Quality Control Center (SQCC):** With SQCC's continued financial support, PBaGSoN has been able to publish our Journal since 2025, collaboratively managed by both PBaGSoN and SQCC.

PBaGSoN also recognizes and appreciates the ongoing support and collaboration of the following institutions, to whom we provide technical assistance and consultation:

- **National Agriculture Genetic Resources Center (Genbank)**
- **National Plant Breeding and Genetics Research Center**
- **National Seed Science Technology Research Center**
- **National Biotechnology Research Center**

These partnerships (will further be expanded) are essential to the advancement of plant breeding and genetics research in Nepal, and we are grateful for each organization's steadfast commitment.

Format and guide

- Finalize formats for essential documents, including **Membership Pad**: Including fee slip and payment tracking, **Member Registration Format**: Standardized format for capturing member information, **Letter Pad**: Design official letterhead for formal communications, **Membership Application Form**: Comprehensive form for new member applications, and **Bill Pad**: Prepare a standardized bill pad for official transactions and records.
- Ensure all formats and guides are available in print, online, and as electronic copies for easy access.
- Develop a structured **Member List and Profile Format** to maintain detailed, organized records of all members.
- Prepare guides for awards and fellowships, including eligibility criteria, application processes, and selection guidelines.
- Develop a **Publication Policy** outlining standards and processes for society publications.
- Establish rules and regulations for financial expenses, ensuring transparency and accountability.
- Define **Member Roles and Responsibilities** to clarify member expectations and organizational structure.

These formats and guides will provide clear standards for society operations, support transparent processes, and ensure consistent documentation practices.

Office set up

- The office will be established at **NARI Complex, Khumaltar** for central access and visibility.
- Ensure availability of essential office items, including: **Furniture and Storage**: Daraz/office rack, storage boxes, file cabinets; **Stationery**: Bags, files, registers, and other essential supplies.
- Prepare and organize formats for bills, slips, and display boards to streamline operations.

- Establish a connection with **NAF, Hariharbhawan** to facilitate collaboration and communication with relevant institutions.

Society property

- Plan for incremental growth of society property and assets.
- Develop an organized index of all property items, ensuring each asset is cataloged and stored securely.
- Maintain detailed records of all items, accessible in both hard copy and digital formats.
- Store all records securely on Google Drive for shared, cloud-based access and easy retrieval.

Website and Communication

- Create an official **Gmail account** for the society.
- Set up and manage accounts on **Facebook, Twitter, LinkedIn**, and a **YouTube channel** to expand outreach and visibility.
- Share news and messages at regular intervals to keep members informed and engaged.
- Send an introductory letter about the society to relevant stakeholders, individuals, and offices to establish connections and inform them of the society's initiatives.
- Use **Messenger groups** to connect all members and relevant experts.
- Utilize **Google Drive and Google Docs** for document sharing and collaborative work.
- Prepare and compile all necessary text for each section of the website.
- Enable online journal paper submission via a portal on the society's website.
- Operate a society website featuring the following menu and sub-menu options:

<p>Home</p> <p>About Us</p> <ul style="list-style-type: none"> • Introduction • Aim and objective • Scope and subject area • Regular activity • Executive member • Founding member • History • Financial resource <p>Information</p> <ul style="list-style-type: none"> • Notice • Event and activity • 	<p>Publication</p> <ul style="list-style-type: none"> • Brochure • Book/let • Journal • Proceedings • Report • Presentation <p>Membership</p> <ul style="list-style-type: none"> • Membership policy • Membership fee • Membership registration • Member <ul style="list-style-type: none"> • Life member list • Life member profile • Founder member • Executive member • Advisory committee • Honorarium member • Honored member • Expired member 	<p>Award</p> <p>Policy</p> <p>Resources</p> <ul style="list-style-type: none"> • Meet expert <p>Donate</p> <ul style="list-style-type: none"> • Contributor <p>Media Center</p> <ul style="list-style-type: none"> • Gallery • Video • Audio
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Membership

- Encourage participation, engagement, and support within the society while establishing a transparent and effective membership management system.
- **Membership Invitation: Call to Action:** Actively invite individuals and organizations to join the society, emphasizing the benefits of membership.
- **Member Engagement:** Develop strategies to make members engaged and active participants in society activities, including workshops, seminars, and discussions.
- **Membership List and Profiles:** Prepare a comprehensive **member list** that includes profiles of:
 - Life members, Founders, Executive members, Expired members
- **Honorarium for Members:** Provide an **honorarium** for distinguished members who contribute significantly to the society's mission and activities.
- **Recognition of Donated Members:** Acknowledge and value contributions from **donated members, non-members**, and organizations that support the society's goals.
- **Member Identification:** Issue **Member IDs** and **Certificates** to life members and other categories of members to recognize their status within the society.
- **Certification for Contributors:** Provide **certificates** to contributors and honorarium members as a token of appreciation for their support and involvement.
- **Acknowledgment of Contributions:** Prepare a list of **contributors and supporters**, including acknowledgments in publications and society communications.
- **Payment Arrangements:** Arrange for **membership fees** and other cash payments to be processed through: Bank accounts, Online payment systems, E-sewa (a popular online payment platform in Nepal)
- **Installment Payment System:** Define a flexible **membership fee payment** structure that allows members to pay fees in **installments**, making it easier for individuals to join and maintain their membership.
- **Implementation Plan:** Develop a membership management system that incorporates the above elements, ensuring smooth operations and clear communication with members. Regularly review and update membership benefits and engagement strategies to keep the society vibrant and active.

Issues and concerns

- Compile issues, concerns and suggestions of all members
- Share and interact for solution and betterment

Executive Committee member's role

Broad role and responsibility of member of EC will be assigned as follows.

- **Administrative Management:** Dr. Resham Babu Amgai: Oversee administrative operations and ensure effective organizational management.
- **Financial Management:** Dr. Pallavi Kumari Singh: Manage financial planning, budgeting, and reporting to ensure fiscal responsibility.

- Coordination and Correspondence: Dr. Ujjawal Kumar Singh Kushwaha: Handle coordination among members and manage all official correspondence.
- Seminars and Conferences: Dr. Puspa Raj Paudel and Krishna Dhakal: Organize and oversee the planning and execution of seminars and conferences.
- Publications: Dr. Mahendra Prasad Tripathi and Bihani Thapa: Manage all publication activities, including editing and distribution of newsletters, journals, and reports.
- Membership Management: Krishna Dhakal and Dr. Ujjawal Kumar Singh Kushwaha: Oversee membership registration, retention, and engagement strategies.
- Planning and Technical Oversight: Dr. Sushil Raj Subedi and Dr. Puspa Raj Paudel: Lead planning initiatives and provide technical expertise for society programs and projects.

Advisory committee and sub committee

- Formation of Advisory Committee: Establish an Advisory Committee to provide guidance, expertise, and strategic direction to the society.
- Coordination Team Development: Develop a Coordination Team to collaborate with key organizations, including NAPA (Nepalese Association of Professional Associations), BSN (Biodiversity Society of Nepal)
- Ensure effective communication and collaboration with these partners for mutual goals.
- Technical and Provincial Sub-Committees: Form Technical Sub-Committees and Provincial Sub-Committees as needed to address specific issues, projects, or regional needs.
- Identification of Contact Persons: Identify and appoint contact persons within Local universities, Relevant organizations, Provincial governments, International entities
- Ensure these contacts facilitate communication and collaboration.
- Task-Specific Groups/Teams: Form task-specific groups or teams to tackle particular projects or initiatives, ensuring focused efforts and accountability.

Publication

- Establish a comprehensive publication framework to enhance the society's visibility and share knowledge in the fields of genetics, plant breeding, seed science, agrobiodiversity, biostatistics and biotechnology.
- **Brochure Publication:** Design and publish an informative **brochure** about the society, highlighting its mission, activities, and membership benefits.
- **Communication Documentation:** Document and outline communication methods and channels used by the society, including social media strategies for engagement.
- **Publication Policy Development:** Prepare a **publication policy** that defines guidelines for content, authorship, peer review, and distribution of society publications.
- **Journal Publication:** Launch a journal titled "**Genetics, Plant Breeding and Seed Science.**"
- **Scope of the Journal:** Focus areas will include genetics, agrobiodiversity, seed science, breeding, biotechnology, and biostatistics (GAS-3B).
- **Section:** Include a specific section for **Germplasm and Registration** to highlight relevant research and developments.
- **Editorial Board Formation:** Form an **editorial board** for the journal and assign specific roles and responsibilities to ensure quality and timely publication.

- **Online Submission System:** Arrange for an **online submission** system for journal papers to streamline the submission and review process.
- **Collaborations and Support:** Seek partnerships with potential supporters and joint publishers, targeting organizations such as: **NARC (Nepal Agricultural Research Council), SQCC (Seed Quality Control Centre), CDABCC (Central Department of Agriculture, Biotechnology and Crop Science)**
- **AFU (Agriculture and Forestry University), HICAST (Higher Institution for Development Studies)**
- **NAPA (National Association of Professional Associations), SAS-Nepal etc.**
- **Bilingual Publication:** Ensure that publications, including the journal, are available in **both English and Nepali** to reach a wider audience.
- **Key Messages and Graphical Abstracts:** Incorporate **key messages** or **graphical abstracts** in publications to summarize findings and enhance reader engagement.
- **Diverse Publication Formats:** Regularly publish a variety of formats, including: Books and booklets, Book chapters, Briefing papers, Working papers, Concept notes, Reports, Presentations
- **Convention Proceedings:** Prepare and publish proceedings after conventions to document discussions, outcomes, and recommendations.
- **Membership Profiles:** Publish a list of **life members** along with their profiles.
- Prepare profiles of **founders, executive members, and deceased members** with accompanying photos.
- **Activity Compilation:** Compile and share reports on all society activities, impacts, achievements, committee work, and coordination efforts.

Awards and felicitation

Establish a series of awards to recognize excellence, innovation, and contributions in the fields of plant breeding, seed science, agrobiodiversity, genetics, biostatistics, and biotechnology. These awards will celebrate individuals and groups whose efforts significantly impact plant breeding and related areas, recognizing achievements from lifetime contributions to promising emerging talent.

Planned Awards Categories

1. **Lifetime Achievement Award:** Recognizes a distinguished career dedicated to advancing plant breeding and related fields, with a lasting impact on agriculture, research, and society.
 2. **Plant Breeding Impact Award:** Honors individuals or organizations that have significantly contributed to agricultural productivity and sustainability through impactful plant breeding initiatives, enhancing crop diversity, food security, nutrition, and environmental resilience.
 3. **Plant Breeding Excellence Award:** Celebrates outstanding achievements in research, development, and innovation in plant breeding.
 4. **Emerging Plant Breeder Award:** Acknowledges rising talent in plant breeding, awarded to students, early-career researchers, or young practitioners who demonstrate great potential and dedication to the field.
- **Call for Participation:** We invite members and relevant stakeholders to consider establishing and supporting these awards. Awards can recognize achievements by

members, non-members, students, and farmers, broadening the inclusivity of our recognition programs.

- **Sponsorship Opportunities:** Supporters may establish awards in alignment with the Society's mission, contributing directly to the advancement of plant breeding and related subjects in Nepal.
- **Further Information:** More details on each award, including eligibility criteria, nomination processes, and sponsorship opportunities, will be shared as plans are finalized and support is secured.
- **Contact for Inquiries:** For inquiries and interest in sponsoring an award, please contact the **PBaGSoN Secretariat**.
- **Honoring Senior Experts:** Senior experts in the field will be honored for their contributions and achievements.
- **Grants for Students and Researchers:** Arrangements will be made to provide grants for students and researchers to support their work and foster the next generation of leaders in plant breeding and related disciplines.

Representative in different national and international committee

- Establish the society's presence and influence in relevant national and international committees to enhance collaboration and advocacy in the fields of plant breeding and related areas.
- **Explore Existing Committees:** Conduct a thorough review of **existing committees** both nationally and internationally that align with the society's mission and objectives. For example, representation in technical committee of National Seed Board.
- Identify key committees focused on areas such as plant breeding, agrobiodiversity, biotechnology, and agricultural development.
- **Member Communication:** Communicate with society members to solicit **representatives** for identified committees.
- Encourage members to express their interest and expertise in relevant areas to ensure appropriate representation.
- **Ensure Society's Role:** Clearly define and **articulate the role of the society** in each selected committee.
- Ensure that representatives understand their responsibilities and the objectives they need to advocate for on behalf of the society.
- **Preparation for Short-Term Tasks:** Prepare representatives for **short-term tasks** and projects associated with committee activities.
- Develop a briefing document outlining the society's positions, objectives, and contributions to the committees.
- **Team of Experts:** Assemble a **team of experts** from within the society to support representatives in committee activities.
- Ensure that this team is available to provide advice, insights, and data as needed during committee discussions and decision-making processes.

By following this plan, the society will effectively engage with various committees, ensuring its voice is heard and its contributions recognized in the broader context of plant breeding and agricultural innovation.

Expert services

- Provide expert services to a diverse range of stakeholders, including national and international governmental organizations (GOs), non-governmental organizations (NGOs), international NGOs (INGOs), farmers, companies, universities, research organizations, and development partners. For example, provision can be made for plant breeders (of NARC and others) and retired plant breeders to engage in private Seed Company. Breeders can also engage in reviewing varietal releasing proposals and other legal documents.
- Areas of Expertise: **GAS-3B**. The society will focus on providing specialized knowledge and services in the following areas: **G**: Genetics, **A**: Agrobiodiversity, **S**: Seed Science, **3B**: Biostatistics, Biotechnology, and Breeding
- **Expert Roster Preparation**: Prepare a comprehensive **list of expert rosters** that outlines the qualifications, experience, and areas of specialization of society members and affiliated experts.
- **Service Types**: Offer services that may be categorized as: **Volunteer Services**: Provided at no cost, fostering goodwill and community support. **Paid Services**: Professional consultancy and advisory services that generate revenue for the society.
- **Project and Program Management**: Facilitate members in arranging and managing projects and programs that align with the society's mission and objectives.
- **Consultancy Services**: Provide tailored consultancy services to organizations and stakeholders, focusing on best practices and innovative solutions in relevant fields.
- **Benefit Sharing Mechanism**: Develop and manage a **benefit-sharing mechanism** to ensure that both the society and its members gain from the consultancy services and projects undertaken.
- **Expert Knowledge Sharing**: Share expert views, insights, and findings within the society's membership base to foster collaboration, knowledge exchange, and professional development.

This framework for expert services will position the society as a valuable resource for a wide range of stakeholders, facilitating knowledge transfer, innovation, and development in plant breeding and related fields.

Training, capacity and awareness

- Enhance the capacity and competence of society members in the areas of genetics, agrobiodiversity, seed science, breeding, biotechnology, and biostatistics (GAS-3B).
- Promote awareness and knowledge dissemination among non-members and the broader community.
- **Capacity Enhancement for Members**: Conduct targeted **training programs** for society members to strengthen their skills and knowledge in GAS-3B topics. Utilize both in-person and online formats to increase accessibility.

- **Training Non-Members:** Organize training sessions for non-members, facilitated by society members, to broaden outreach and educate the community about GAS-3B.
- Develop training modules that are relevant and practical for various stakeholders, including farmers and researchers.
- **Online Training and International Collaboration:** Enhance capacity through **online training** sessions, utilizing links with international experts and institutions.
- Explore partnerships with foreign universities or organizations to bring global expertise to local members.
- **Monitoring and Guidance:** Establish a mentorship program to **monitor and guide** students, researchers, and farmers in their projects and studies related to GAS-3B.
- Create a network of experienced professionals to provide ongoing support and advice.
- **Pool of Experts:** Act as a **pool of experts**, offering resource persons for workshops, seminars, and other training programs.
- Compile a directory of experts within the society who can provide specialized knowledge in various aspects of GAS-3B.
- **Awareness Campaigns:** Organize **awareness campaigns** to educate the public about the importance of genetics, agrobiodiversity, seed science, and their implications for agriculture and food security.
- Utilize various communication channels, including social media, workshops, and community meetings.
- **Technical Advisory Role:** Provide **technical advisory roles** on national and global matters related to GAS-3B, positioning the society as a key player in policy discussions and decision-making processes.
- **Interactive Programs:** Organize orientation sessions, **talk programs**, interaction forums, and update meetings focusing on current hot topics in GAS-3B.
- Encourage member participation in discussions and debates to foster a culture of knowledge sharing and collaboration.
- **Collaborations for Capacity Enhancement:** Collaborate with other societies and organizations, such as: **NAPA, BSN, SAS, HSN**, Various Governmental Organizations (GOs) and Non-Governmental Organizations (NGOs)
- Leverage partnerships to enhance training opportunities, share resources, and reach a broader audience.
- **Implementation Plan:** Develop a detailed calendar of training programs and awareness campaigns for the upcoming year. Create training materials and resources tailored to the needs of both members and non-members. Monitor and evaluate the impact of training and awareness initiatives to continuously improve the programs offered.
- Look for opportunity and share information to the members.

Linkage, Networking, and collaboration

- Strengthen relationships with relevant organizations and societies to promote collaborative actions, share resources, and enhance the society's impact in genetics, plant breeding, and related fields.

- **Prepare List of Potential Organizations:** Compile a comprehensive list of potential organizations for collaboration, including: **Research Institutions:** NARC, SQCC, ICIMOD, CIMMYT, IRRI.
- **Universities:** AFU, HICAST, IAAS. **Government Agencies:** Ministry of Agriculture and Livestock Development (MoALD), Department of Agriculture (DoA). **Non-Governmental Organizations (NGOs):** Relevant NGOs focused on agriculture, biodiversity, and community development.
- **Establish Linkages with Societies:** Forge partnerships with other societies, such as: **SAS-Nepal, NAPA, BSN, HSN**
- Collaborate on joint mission-oriented actions to address common goals in the agricultural sector.
- **Organize Meetings with Key Stakeholders:** Schedule and conduct meetings with important organizations to discuss potential collaborations, such as: **NARC** (National Agricultural Research Council), **SQCC** (Seed Quality Control Center), **HICAST** (Himalayan College of Agricultural Sciences and Technology), **IAAS** (Institute of Agriculture and Animal Science), **MoALD, DoA, ICIMOD, CIMMYT, IRRI**.
- Utilize these meetings to share insights and explore partnership opportunities.
- **Establish Online and In-Person Networks:** Develop a network that encompasses both **online platforms** (such as social media groups) and **in-person gatherings** to facilitate ongoing communication and collaboration among members and partner organizations.
- **Identify Opportunities for Joint Actions:** Look for **joint action opportunities** where the society and partner organizations can collaborate on projects, research initiatives, or community programs.
- **Circulate Society Brief:** Prepare a concise **society brief** outlining the organization's mission, activities, and opportunities for collaboration. Distribute this brief to potential partners, requesting: Joint mission support, Establishment of awards, Participation in policy dialogue, Assistance with document preparation and project implementation
- **Representation in Committees and Groups:** Ensure representation in relevant **committees, teams, and groups** formed within collaborative partnerships.
- Actively participate in discussions and decision-making processes to ensure the society's interests and expertise are represented.
- **Joint Monitoring of Initiatives:** Collaborate with partner organizations to **jointly monitor** various initiatives, including agricultural stations, farmers' fields, and other relevant offices.
- Utilize this collaboration to share best practices, gather data, and evaluate the effectiveness of programs.

Sponsoring for attending workshop and other programs

- **Develop a Funding Mechanism for Members:** Create a structured approach to financially support members participating in workshops and professional programs. Include provisions for advocacy actions relevant to plant breeding and genetics.
- **Identify Potential Funding Sources:** Research and compile a list of potential sponsors, grants, and funding opportunities available for educational and professional development.

- Engage in Discussions with Funding Organizations: Initiate conversations with identified funding sources to explore partnership opportunities and secure financial support for member participation.

Policy support

- Develop and Support Strategy and Action Plan for GAS-3B
- Raise Awareness and Revise Plant Variety Protection and Farmers' Rights
- Guide Seed-Related Companies and Organizations on Legal Document Development. For example, policy can be developed of research institutes to share their technology, germplasm, varieties with others in public private partnership model. Seed related policy including access and benefit sharing mechanism and policy for public private partnership can be drafted and moved forward.
- Develop Protocols, Manuals, and Technical Guidelines Related to: Plant Breeding, Genetics, Seed Science, Agrobiodiversity, Biostatistics and Biotechnology
- Support Revision and Updating of Legislative Frameworks: Agrobiodiversity Conservation and Utilization Draft Bill, Geographical Indication Bill

Approaches

To effectively implement the action plan of the Plant Breeding and Genetics Society of Nepal (PBGSoN), a structured and multi-faceted approach is essential. First, establishing clear objectives and milestones is crucial. By breaking down the overall action plan into specific, measurable goals, the society can track progress and ensure accountability. Setting timelines for achieving each objective, including short-term and long-term milestones, will help maintain momentum and focus. Engaging stakeholders and members is another vital approach. Actively involving society members in the planning process allows for diverse insights and fosters ownership of the action plan. Establishing regular communication channels will keep members informed about progress, upcoming initiatives, and opportunities for involvement, creating a sense of community and shared purpose.

Capacity building and training are also key components of the implementation strategy. Organizing workshops and training sessions on research methodologies, grant writing, and advanced breeding techniques will enhance members' skills. Additionally, mentorship programs can pair experienced members with younger or less experienced individuals to promote knowledge sharing and professional growth. Resource mobilization plays a significant role in supporting the action plan. Identifying funding opportunities through grants, sponsorships, and partnerships with academic institutions, government agencies, and private organizations will secure financial support for initiatives. Developing a resource pool that includes tools, materials, and financial assistance will empower members to implement projects aligned with the society's goals.

Collaborative partnerships are essential for expanding the society's impact. Building networks with national and international organizations, agricultural research institutes, and universities will leverage expertise and resources. Engaging with policymakers will facilitate collaboration with government agencies, allowing the society to advocate for supportive policies and regulations that promote research and innovation in agriculture. Monitoring and evaluation are crucial for assessing

the effectiveness of implemented strategies and initiatives. Establishing evaluation criteria will help measure progress and make necessary adjustments. Regular progress reviews will create opportunities to discuss challenges, celebrate successes, and refine the action plan as needed.

Promoting awareness and outreach is important for attracting new members and garnering support. Launching public outreach campaigns will raise awareness about the significance of plant breeding and genetics while showcasing the society's initiatives. Utilizing social media and digital platforms to share updates, successes, and resources will foster a sense of community among members. Encouraging research and innovation is another priority. The society will promote collaborative research projects that align with its goals, providing a platform for shared resources and expertise. Hosting conferences and symposiums will facilitate discussions, showcase research findings, and stimulate new ideas for future projects.

Implementing feedback mechanisms will ensure that the society remains responsive to its members' needs. Creating channels for members to provide feedback on initiatives and strategies will enable the society to adapt and improve. Acting on this feedback will demonstrate a commitment to continuous improvement and member engagement. Finally, sustainability planning is essential for maintaining the impact of initiatives beyond the initial implementation phase. Developing long-term strategies and promoting a culture of continuous learning and adaptation will allow the society to incorporate new ideas and methods, ensuring that it remains at the forefront of advancements in plant breeding and genetics.

Financial Resources

Identifying diverse funding sources is essential for the sustainability and growth of the Plant Breeding and Genetics Society of Nepal (PBaGSoN). Below are potential funding sources that can be explored:

1. Government Grants and Funding Programs

- **Nepal Agricultural Research Council (NARC):** Seek funding for research projects and initiatives aligned with national agricultural priorities.
- **Ministry of Agriculture and Livestock Development:** Collaborate with government agencies that offer grants or funding for agricultural development projects.
- **Local Government Initiatives:** Apply for funding from local government bodies that support community development and agricultural innovation.

2. International Donors and Development Agencies

- **United Nations Agencies:** Explore funding opportunities from agencies such as the Food and Agriculture Organization (FAO) or the United Nations Development Program (UNDP).
- **International Development Banks:** Investigate funding from organizations like the World Bank or Asian Development Bank, which often support agricultural projects and research.
- **Non-Governmental Organizations (NGOs):** Partner with international/NGOs that focus on agricultural development, food security, or environmental sustainability for joint funding opportunities.

3. Research Grants from Academic Institutions

- **University Collaborations:** Partner with universities and research institutions that may have grant programs for collaborative research projects in plant breeding and genetics.
- **National Science Foundation (NSF):** Look for grant opportunities aimed at scientific research that can include agricultural studies.

4. Private Sector Sponsorship

- **Agricultural Companies:** Approach companies involved in seed production, fertilizers, and agricultural technologies for sponsorships or partnerships.
- **Biotechnology Firms:** Collaborate with biotechnology firms that may have an interest in supporting research and innovation in plant breeding.

5. Membership Fees and Contributions

- **Annual Membership Fees:** Establish a structured membership fee system that provides a steady income stream for the society.
- **Donation Campaigns:** Run fundraising campaigns to encourage donations from members, alumni, and supporters of the society's mission.

6. Crowdfunding and Online Fundraising

- **Crowdfunding Platforms:** Utilize platforms like GoFundMe, Kickstarter, or Indiegogo to raise funds for specific projects or initiatives.
- **Social Media Campaigns:** Engage supporters through social media to raise awareness and encourage contributions.

7. Workshops, Seminars, and Conferences

- **Registration Fees:** Charge registration fees for workshops, seminars, and conferences organized by the society.
- **Sponsorships for Events:** Seek sponsorships from businesses for specific events to cover costs and generate revenue.

8. Collaboration with Research Projects

- **Joint Research Proposals:** Collaborate with universities or other research institutions to submit joint research proposals for funding from governmental or international research grants.

9. Endowments and Foundations

- **Foundations Supporting Agriculture:** Approach foundations that focus on agriculture, biotechnology, or environmental sustainability for grant opportunities.
- **Scholarships and Fellowships:** Create endowments to fund scholarships or fellowships for students and researchers in plant breeding and genetics.

10. Corporate Social Responsibility (CSR) Programs

- **Engage Corporations:** Approach companies with CSR programs focused on sustainable agriculture, education, or community development for potential funding and support.

By exploring these funding sources, PBaGSoN can secure the financial resources necessary to support its initiatives, promote research, and enhance member engagement, ultimately contributing to the advancement of agriculture in Nepal.

“Let us join professional hands to bring about meaningful change in the field of agriculture. Together, we can foster collaboration, share knowledge, and drive innovation that transforms agriculture in Nepal and beyond. By working collectively, we will advance our mission, support our members, and contribute to a sustainable future for our farming communities.”



Comments/ Suggestions: