

TALIM

Vol: 19

July 2009

*Special Commemorative Issue
on the 50th Anniversary of
The Association for Overseas Technical Scholarship (AOTS), Japan*



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Editorial

The Association for Overseas Technical Scholarship (AOTS) is celebrating its golden jubilee this year, and the 8th Convention of AOTS Alumni Societies being held in October later this year in Tokyo and Yokohama in Japan will be a rallying event to celebrate this big occasion, and at the same time, to look back on the past to carve out strategies for the future reinforcing its theme of *Linking the World through Human Resource Development*. Nepal AOTS Alumni Society expresses heart-felt congratulations to AOTS, Japan for arriving at this momentous milestone and successfully realizing its objectives of promoting technical cooperation, and enhancing mutual and friendly relationship between Japan and developing countries for their industrialization and development.

During the year 2008-2009, the 18th Annual General Meeting of Nepal AOTS unanimously elected a new executive committee for two-year tenure. The seminar "Promoting Quality for Economic Growth" was held successfully with the eminent Prof. Naoto Sasaki as the keynote speaker along with other five local experts. A two-week on-the-job training program on "Tour Operation and Tourism Management" was organized for two Bangladeshi tour operators. In an effort to foster collaboration, for the first time, Nepal AOTS participated in the form of resource person in a training program organized by another institution, namely, Women Development Training Center, in this case. Nepal AOTS is exploring further such possible collaborations with other institutions pursuing similar objectives. Nepal AOTS participated in "Cool Japan", a promotional festival organized by Japanese Chamber of Commerce in Nepal (JCCN).

A major highlight of the year was the visit to Nepal by Mr. Kazuo Kaneko, President of AOTS, Japan. He visited two organizations associated with members of Nepal AOTS, and made courtesy calls on the then Minister of Industry, Honorable Asta Laxmi Shakya, His Excellency Mr. Tasuo Mizuno, Japanese Ambassador and Mr. Kush Kumar Joshi, President, Federation of Nepalese Chambers of Commerce and Industry.

We have dedicated this 19th issue of TALIM to commemorate the 50th Anniversary of AOTS and have carried an article on the history of AOTS, and opinions and comments of past presidents of Nepal AOTS on its relationship with AOTS. We also presented the AOTS success stories of our members including that of Ms. Amira Dali whose case study of Love Green Nepal was adjudged one of the ten best among different cases collected from different AOTS Alumni Societies throughout the world. Ms. Dali has been invited to present her case story in a special AOTS Success Story Convention prior to the 8th General Convention of AOTS Alumni Societies in Japan later this year.

This issue of TALIM also carries other regular features and information on Nepal AOTS activities during the year. We hope you find this issue interesting. We express our deep gratitude to the advertisers, contributors, to the printing press and others that have made it possible to bring out this issue on time.

Happy reading and best wishes.

TALIM

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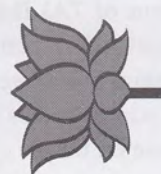
Collage to commemorate golden Jubilee of AOTS depicting interrelationships of AOTS Japan, WNF & Nepal AOTS

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29 June, 2009

Message for Nepal AOTS Alumni Society, special issue of TALIM

It is my greatest pleasure in forwarding this message of congratulations on the publication of the special issue of "TALIM" magazine, in the year of 50th Anniversary of the Association for Overseas Technical Scholarship (AOTS). I hereby would like to extend my heartfelt appreciation to Nepal AOTS Alumni Society (NAAS) and each of the committee members for their unceasing efforts to organize various programs in the field of human resource development.

AOTS is Japan's largest private-sector-based provider of technical cooperation and has a track record in this field that stretches back 50 years. Including nearly 550 Nepalese, more than 149,000 trainees have undergone training in Japan. I am convinced that the technical cooperation provided by AOTS has been contributing to the mutual development of Japan and other countries through the network of the AOTS Alumni Societies, consisting of those ex-trainees. The activities of the AOTS Alumni Societies around the world have made a great contribution to the human resource development of their countries, as well as strengthening the friendship and relationship between Japan and their respective countries.

One of the best examples of HRD activities driven by the AOTS Alumni Societies, I believe, is the world Network of Friendship (WNF) Program. It is designed to empower individuals and organizations in developing countries who are committed to the social and economic development of their own communities, and to enlarge activities for the sustainable development of such communities. I am proud to say that NAAS is one of the most successful and active AOTS Alumni Societies in implementing this program.

Now, NAAS is expected to play more and more important role in increasingly challenging task ahead to promote technology transfer and human resource development. May I wish NAAS prosperity and growth, and strength of the friendships fastened in Japan.

Kazuo Kaneko
President, AOTS



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MESSAGE



I am very pleased to know that NAAS is going to publish a special issue of the "TALIM" to commemorate the 50th Anniversary of AOTS.

I started communication with NAAS exactly 25 years ago and then walked together hand in hand to grow little by little. Within a short period of ten years, it was indeed amazing for me to see the "Talim Ghar" completed with the own efforts of NAAS. A small alumni society like NAAS proved that "Small is Beautiful".

The annual activities of NAAS are now comparable with many big alumni societies within the AOTS Alumni Network. A former President of NAAS (now an Adviser) has established a very significant organization for improvement of Productivity and Quality in Nepal. A member of NAAS has become the President of the "Federation of the Nepalese Chambers of Commerce & Industry (FNCCI)" giving leadership in the economic development of Nepal. All of these are definitely the achievements of NAAS which have been supported by its many dedicated members. Since "growth" has no limit, I sincerely wish that NAAS will continue to grow further in terms of both physical facilities and nation-building activities.

Having so much of involvement with NAAS and Nepal, I am sure that I can lead the rest of my life with a lot of fond memories and the beautiful scenery of the Himalayas in my heart.

(Dr. AKM Moazzem Hussain)
Representative Officer of AOTS
for Bangladesh & Nepal
and
Adviser of NAAS

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11 July 2009

Message for Nepal AOTS Alumni Society, special issue of TALIM



At an outset, it is my great honour to forward my message to the special issue of TALIM commemorating the Golden Jubilee Anniversary of the Association of Overseas Technical Scholarship (AOTS). In my understanding Nepal AOTS Alumni Society (NAAS) was actually formed in 1989, which means that in this year NAAS should celebrate its 20th anniversary. On behalf of AOTS I would like to congratulate this happy memorial event together with NAAS.

Since I was posted to India in June 2007 as AOTS's representative in this subcontinent, I have been continuously fascinated by the dedicated activities by the members of NAAS who are truly sincere by heart to contribute to the development of economic and social development of Nepal as well as promote friendly relationship between Nepal and Japan. In 2009 NAAS will organize an IT skill workshop, which is one of the core activities by NAAS along with the promotion of quality management. Also, NAAS should be respected by organizing various educational programmes to benefit unprivileged people and rural areas, which should strengthen the social stability throughout the country. Moreover, NAAS has been very active in organizing the World Network of Friendship (WNF) programme which is the inter-Alumni trainees' exchange programme aiming at the mutual development between the other developing countries and Nepal.

Such great achievement could not have been realized without the supports by lots of organizations and individuals such as the governments and industrial associations of Nepal and Japan. I would like to express my heartfelt gratitude to their warm supports, and expect that such supports will be further extended to the efforts by NAAS members. Needless to say AOTS is pleased to work with NAAS in more diversified and challenging ways continuously for the next 50 years as well.

Yasumi Suzuki

General Manager

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MESSAGE



AOTS, Japan is celebrating its 50th anniversary in October this year while Nepal AOTS Alumni Society is entering into its 20th year next year. We would like to heartily congratulate The Association for Overseas Technical Scholarship (AOTS), Japan for its successful contribution in Human Resource Development of the world, continuously for 50 years. This year, it had been our great privilege and satisfaction to welcome Mr. Kazuo Kaneko, President, AOTS, Japan, to our country.

It is a great satisfaction for us to bring out this 19th issue of TALIM as a special issue to commemorate the 50th Anniversary of Association for Overseas Technical Scholarship (AOTS), Japan. Though our society is small we have always been a good follower of the strategies and policies of AOTS, Japan. We believe the Nepal Japan IT Business Promotion - Convention of July, 2007 and The Seminar on "Promoting Quality for Economic Growth" of October, 2008 and other WNF activities are the vivid examples of self-dependent, sustainable approach of Nepal AOTS. But, there is always space for more improvements and we should never be satisfied by our achievements.

Nepal AOTS Alumni Society's activities are continuously centered towards the Human Resource Development of Nepalese private sector in a sustainable manner. This is the need of hour as AOTS, Japan's cooperation with AAS is always based on self-help and equal partnership. We still should work hard towards the good implementation of our guiding principals of Continuity and Sustainability in the activities of the Society to make it an ultimate example, at this time of world economic crisis.

On behalf of Nepal AOTS family, our best wishes for the great success of the 8th Convention of AAS and the 50th Anniversary of AOTS, Japan.

Let us make the 19th Annual General Meeting of Nepal AOTS a grand success.

Best wishes,

A handwritten signature in dark ink, appearing to read 'Prakash Raj Singh Suwal'. The signature is stylized with a large, sweeping 'P' and 'S'.

Prakash Raj Singh Suwal
President, Nepal AOTS Alumni Society

Wishing all the success on the 19th AGM of
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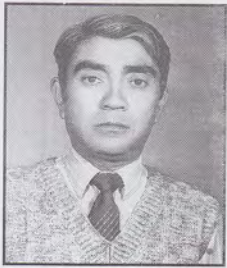
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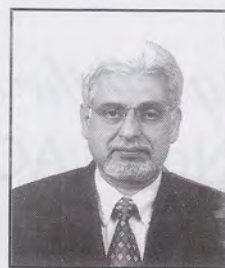
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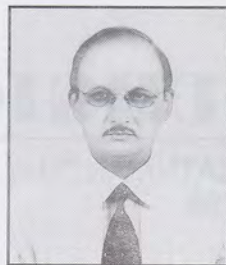
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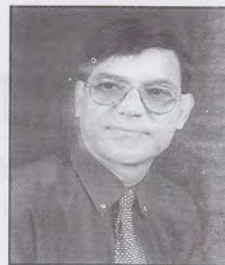
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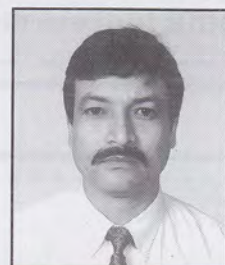
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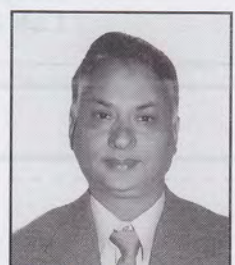
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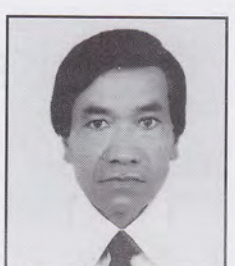
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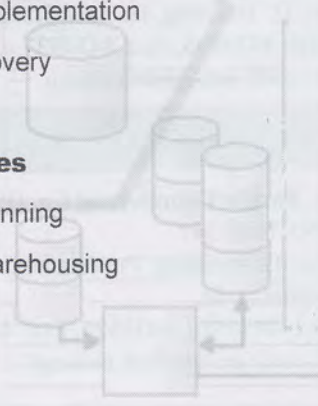
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Nepal AOTS Alumni Society (Nepal AOTS)

Nepal AOTS Alumni Society (Nepal AOTS) is a non-government organization of the ex-trainees of the Association for Overseas Technical Scholarship (AOTS), Japan. Nepal AOTS was formally established in 1991 with the following objectives:

- Human resource development in management and technical fields in Nepal.
- Conduct various activities for such HR development in line with its parent organization, AOTS, Japan.

So far, 600 Nepalese have already received training in AOTS Japan and more than 2800 have received training in Nepal. NAAS has its own training center, Yamamoto Talim Ghar at Koteshwor, Kathmandu. *Nepal AOTS Vision 2000* has focused on two specific areas –'96 Quality Management and Information Technology. For IT, Nepal AOTS Computer Training Center (NACTC) is the focal agency, and for Quality, Nepal AOTS Japanese Style Management Training Center (JASMAN) is the focal agency.



The Association for Overseas Technical Scholarship (AOTS)

AOTS was established in Japan in 1959 with the support of Japan's Ministry of Economy, Trade and Industry (METI). Its main objectives are to:

- Promote technical cooperation between Japan and the developing countries for the industrialization and development of developing countries.
- Enhance mutual and friendly relationship between those countries and Japan.
- Support various educational and training activities of alumni associations like NAAS.

Till date, AOTS has trained approximately 300,500 persons in Japan from 150 countries and regions.

The activities of AOTS are financed by Japanese government subsidy, company contributions and other sources.



World Network of Friendship (WNF) Program

The World Network of Friendship (WNF) was formed with the consensus of all AOTS Alumni Societies during the 5th Convention of AOTS Alumni Societies held in Aichi, Japan in September 1997 with an initial fund raised through different sources commenced by a personal contribution of 5 million Yen by former AOTS President Mr. Nagaaki Yamamoto. Earlier to the formation of WNF, there was the Inter-Alumni Society Resource Exchange Program. However, the basic guidelines were drawn in the second steering committee meeting held in Dhaka, Bangladesh in November 1998, which was then revised by the WNF Management Committee at the third meeting held in Kuala Lumpur, Malaysia in December 2001.

WNF's mission statement is "93*The creation of a better world through the ties of friendship and the individuals as well as collective endeavor of our members*"94. To implement this mission, WNF seeks to empower individuals and organizations in developing countries that are committed to the social and economic development of their own communities, based upon a belief in self-help and equal-partnership, through human resources development, exchanging information and learning from each other's experiences.

With this entire endeavor, WNF program can be beneficial to the countries in the region and will certainly be an effort to attain the aim stated in the WNF resolution

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Email: naasytg@mail.com.np, URL: www.naas.org.np

18th Annual General Meeting

Nepal AOTS Alumni Society held its 18th Annual General Meeting on 25 July 2008 Friday at Hotel Himalaya, Kathmandu. Mr. Yasumi Suzuki, General Manager, AOTS New Delhi Office was the guest of honor at the AGM. The AGM elected the new executive committee for two-year tenure of 2008-2010. The executive committee was formed as follow:

Prakash Raj Suwal	President
Kumar Khanal	1st Vice President
Ramesh Man Singh	2nd Vice President
Binod Man Rajbhandari	General Secretary
Mahesh Nakarmi	Joint Secretary
Pradeep Manandhar	Treasurer
Ashok K. Aryal	Internal Auditor
Kishore Bhakta Mathema	Member
Aju Giri	Member
Prashant Lal Shrestha	Member
Maheshwor Maharjan	Member
Mukunda Joshi	Member
Bishnu Dass Dangol	Member
Prajwal Shrestha	Member
Ram Kumar Singh	Member

The General Secretary and the Treasurer presented their respective annual reports for FY 2007/08 in the meeting. This was followed by floor discussion and a lively dinner attended by members, their families and guests.

Seminar on “Promoting Quality for Economic Growth”

Nepal AOTS organized a quality seminar titled “Promoting Quality for Economic Growth” at Hotel Radisson, Kathmandu on 21st October 2008. The highlight of the seminar was the presence of eminent quality expert from Japan Prof. Naoto Sasaki who presented the main paper titled “Quality and Economic Growth”. Besides the Japanese expert, the following resource persons presented their papers on themes of quality in different sectors – Dr. Sharad Onta, Prof. Dr. Hridaya Bajarcharya, Prof. Dinesh Chapagain, Mr. Kazuo Suganuma and Mr. Ajaya Pradhanang. Altogether 83 participants from government, public and private sectors attended this seminar.



Tour Operation and Tourism Management” Training under WNF

Two participants from Bangladesh, Mr. M. Wahed Ullot of Silver Wave Tour Ltd. and Mr. MD Zalided Hasan of Subarashi Tours participated in a two-week long on-the-job training on “Tour Operation and Tourism Management” at Marco Polo Travels P. Ltd., Kathmandu belonging to a Nepal AOTS member. The training program held in 1-13 November 2008 was supported by the World Network of Friendship and facilitated by Mr. Nagesh Rana of Marco Polo and comprised of on-hand exposure to tour operation, exchange of experiences and field visits which the Bangladeshi participants highly appreciated.



Participation in “Cool Japan” Program



Nepal AOTS participated in the promotional festive aptly named “Cool Japan” organized by Japanese Chamber of Commerce in Nepal (JCCN) on 29th November 2008 at Hotel Summit, Lalitpur. It was a fun-filled Japanese fair comprising of exhibition and demonstrations of Japanese culture and sale of various products by various Japanese-related bodies in Nepal. The fair was attended by large number of local Nepalese and Japanese expatriates. Nepal AOTS displayed information highlighting its vision, objectives, infrastructure and facilities, its activities and achievements, and distributed brochures and member directory to visitors.

Bo-nen-kai 2008

The annual year-end party of Nepal AOTS was organized at Hotel Ambassador on 26th December 2008. There was a large turnout in this Bo-nen-kai with members, their family and friends and guests enjoying the fun-filled evening warming around the bonfire and relishing the cocktail dinner. The evening was all the more fun as every participant was awarded with no-hand empty door-prizes. The Bo-nen-kai is a highly popular event among many Nepal AOTS members.

Mr. Ramesh Man Singh participated as one of the resource persons of Nepal AOTS in a training program on “Development of Business Plan” organized by Women Development Training Center (WDTC) at Jawalakhel, Lalitpur on 11th February 2009. He gave a half-day delivery Kaizen to the officials of different governmental and non-governmental developmental institutions in Nepal. This was a successful effort of Nepal AOTS to collaborate with other organizations in HRD programs, and Nepal AOTS through its JASMAN shall be pursuing other such collaborations in the future.

Nepal AOTS Welcomes AOTS President

Nepal AOTS organized a welcome party in honor of visiting AOTS President Mr. Kazuo Kaneko, Mr. Yasumi Suzuki, General Manager of AOTS New Delhi Office, and Mr. Kita Masasi, AOTS Official on 14th April 2009. Coincidentally, it happened to be the Nepalese New Year eve 2066 BS. Amidst a gathering of Nepal AOTS members, their spouses, friends from Embassy of Japan and various Japanese guests, President Kaneko was felicitated with a Letter of Appreciation for his outstanding leadership as well as AOTS Japan’s continuous support to the efforts of Nepal AOTS.



Formal Visits of Mr. Kazuo Kaneko, President of AOTS

AOTS President Mr. Kazuo Kaneko, Mr. Yasumi Suzuki, General Manager, AOTS New Delhi, and Mr. Kita Masahi, AOTS official along with President of Nepal AOTS and Immediate Past-President and Advisor of Nepal AOTS, Ms. Amira Dali paid a visit to Love Green Nepal at Panchkhal, Kavre District on 15th April 2009. Love Green Nepal (LGN) is an NGO established in 1991 by Ms. Dali with an objective to uplift rural communities of Nepal through an integrated development approach. Mr. Kaneko inaugurated the Computer Training Center at LGN which was established to disseminate computer literacy to the local people. On returning, the President and the group observed the Bisket festival in Bhakatur.

President Mr. Kazuo Kaneko also visited Deurali-Janta Pharmaceutical P. Ltd. (DJPL) located in Dhapasi, Kathmandu. Mr. Kaneko and the visiting group were shown around the facility and briefed by officials of the company established Nepal AOTS member Mr. Hari Bhakta Sharma, Managing Director of DJPL.



Mr. Kaneko with his entourage comprising of AOTS and Nepal AOTS officials paid a courtesy visit to the then Minister Hon. Asta Laxmi Shakya, at the Ministry of Industry, Government of Nepal. Mr. Kaneko also paid courtesy visits to President of Federation of Nepalese Chambers of Commerce and Industry Mr. Kush Kumar Joshi at the latter's corporate office, and His Excellency Tatsuo Mizuno, Ambassador of Japan.

On 16th April 2009, AOTS President Mr. Kaneko and Mr. Suzuki, General Manager, AOTS Delhi Office visited Nepal AOTS Secretariat, Yamamoto Talim Ghar at Koteswor. During the visit, Nepal AOTS held a meeting in honor of the visitors. Nepal AOTS advisors, executive committee members and active members were present in the meeting. A lively interaction and discussion on new policies, future scope and constraints of AOTS Japan and the role of Nepal AOTS was discussed.

IT Project Management Training/ Workshop

Nepal AOTS organized the "IT Project Management" training/workshop program at Hotel Himalaya, Kathmandu on 22-24 July 2009 with the support of High Level Commission for Information Technology (HLCIT), Government of Nepal and IT Professional Forum (ITPF), Nepal with the cooperation of AOTS, Japan, Embassy of Japan, Federation of Nepalese Chamber of Commerce and Industry (FNCCI), Japan Nepal Society, Tokyo, Japan and Japanese Chamber of Commerce in Nepal (JCCN) and National Information Technology Centre (NITC), Nepal. Mr. Abu Sayed Malik Md. Monsur-ul-Hakim from Bangladesh was the key resource person. The main objective of the program was to disseminate IT knowledge and build up capability in Project Management in the field of IT.

Upcoming Program WNF Program

Nepal AOTS is preparing to organize a three-day WNF training course in Kathmandu on "Quality Management for the Pharmaceutical Sector" from 18-20 November 2009 with the cooperation of the Association for Pharmaceutical Producers of Nepal (APPON). Two experts from Bangladesh Mr. Muhammad Halimuzzaman and Mr. Md. Moshir Rahman are the resource persons in the training.

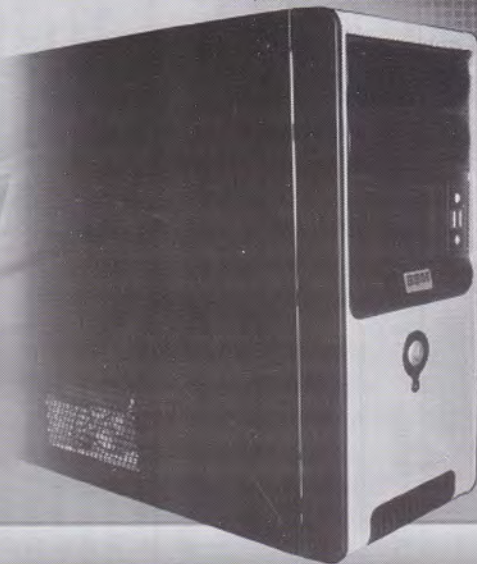
8th Convention of AOTS Alumni Societies

The Nepal AOTS Alumni Society delegation participating in the 8th Convention of AOTS Alumni Societies in Japan in October 2009 comprises of the following members:

Mr. Prakash Raj Singh Suwal (President)	Representative
Ms. Amira Dali (Advisor)	Delegate
Mr. Hari Bhakta Sharma	Delegate
Ms. Bindu Shakya	Delegate

Ms. Amira Dali will present the success story of Love Green Nepal (which is one of the top ten success stories selected by AOTS) in one of the functions prior to the plenary session of the 8th convention.

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S.N	Name of the Program	Duration	Place of Training	Participant	Participant's Company
1.	The Training Course on Practical Solution of Quality-Related Problems (SPQP)	3 ~16 September 2008	Osaka	Mr. Anup Ghimire	Global Bank Ltd.
2.	The Executive Program on Quality Management (EPQM)	15 ~20 September 2008	Tokyo	Mr. Chandra Kumar Golchha Mr. Suman Neupane	Hulas Steel Industries Ltd. Global Bank Ltd.
3	The Production Management Training Course (PMTc)	12 Nov ~ 9 Dec 2008	Aichi	Ms. Anjana Shilpakar	Wood Carving Industries Pvt. Ltd.
4.	The Program on the Development of Die and Mold Industry (DDMI-1)	17 ~30 September 2008	Yokohama	Mr. Kajun Piya	Annapurna Pet Bottles Pvt. Ltd.
5	The Program on Quality Management for Bangladesh and Nepal (BNQM)	24 Nov ~ 5 Dec 2008	Tokyo	Mr. Ranjit Raj Acharya Mr. Mahendra Bahadur Amatya Mr. Suresh Shrestha Mr. Pritam Lal Shrestha Mr. Dipak Prasad Upadhyay Mr. Divesh Gorkhali Mr. Sabin Shrestha	Prisma Advertising Nepal Research Foundation Pvt. Ltd. GeoSpatial Systems Pvt. Ltd. Himalayan Bank Ltd. Nepal Electricity Authority STM Telecom Sanchar Pvt. Ltd. Absolute Bar Pvt. Ltd.
6.	The Program for Quality Problem Solving (PQPS)	4 ~ 17 March 2009	Tokyo	Ms. Tara Devi Baskota Mr. Praveen Shahi	Kanchanjangha Tea Estate Deurali-Janta Pharmaceutical Pvt. Ltd.
7.	The Leadership Program for Executive (EPLD)	10 ~ 23 March 2009	Tokyo	Mr. Til Chandra Bhattarai Mr. Rabin Sijapati Mr. Prabin Raj Pokharel	Panchratna Feeds Pvt. Ltd. Nepal Investment Bank Ltd. Global Bank Limited
8.	The Program in Company Wide Problem Solving (CWPS)	13 ~ 22 May 2009	Aichi	Mr. Tushar Todi	Super Lamicoats Pvt. Ltd.
9.	The Program for Quality Management (PQM)	25 May ~ 5 June 2009	Tokyo	Ms. Sisam Pradhanang	Himalayan Bank Ltd.
10.	The Training Course on Solving Human and Organizational Problem (SHOP)	3 ~ 23 June 2009	Aichi	Mr. Sudarshan Bista	National Healthcare Pvt. Ltd.
11.	The Executive Program on Corporate Management (EPCM)	29 June ~ 10 July 2009	Tokyo	Mr. Gopesh Shakti Maskey	Vijayadeep Laboratories Ltd.
12.	The Program for Quality Management Promotion (PQMP)	1 ~ 21 July 2009	Yokohama	Ms. Basanti Roshan Pradhan (Shrestha)	Training Institute for Technical Training (TITI)

WNF Training Program

1.	On-the-Job Training on Tour Operation and Tourism Management	1 ~ 15 Nov., 2008	Marco Polo Travels (P) Ltd. Kathmandu.	Mr.Md. Zahidul Hasan Mr.Mohammad Wahid Ullah	Subarashi Tours, Dhaka Bangladesh. Silver Wave Tours Ltd., Dhaka, Bangladesh.
2.	Quality Management in Pharmaceutical Operation	7~21 June, 2009	Healthcare Pharmaceutical Ltd. Bangladesh, Dhaka	Mr. Naushad Ahamad Samani Mr. Ananta Sharma	Nepal Pharmaceutical Laboratory Deurali-Janta Pharmaceutical Pvt. Ltd.

Seminar on “Promoting Quality for Economic Growth”

Quality is the key strength of economic success of a nation, and this is even more significant today than ever before. A management system focused on quality is the key to sustainable growth and development of any organization or sector. The focus on quality can only be possible by creating an enabling environment in which people are aware and exposed to its concepts, contemporary practices and trends.

In this context, Nepal AOTS organized a quality seminar titled “Promoting Quality for Economic Growth” at Hotel Radisson, Kathmandu on 21st October 2008. The overall objective of the seminar was to provide the opportunity for exposure to domestic as well as international trends and practices in contemporary quality management to Nepalese executives, managers, administrators and others in the private and public sectors. Eminent quality expert from Hamamatsu University, Japan, Prof. Naoto Sasaki presented the main paper

Theme paper	Economic Growth and Quality	Prof. Dr. Naoto Sasaki Professor of Global Management, Hamamatsu University
Paper I	Promoting Quality in Business	Mr. Ajay Pradhanang General Secretary, Nepalese Young Entrepreneurs' Forum
Paper II	Promoting Quality in Health	Dr. Sharad Onta Vice Chairman, HIV AIDS Control Board
Paper III	Promoting Quality in Communication	Dr. Dinesh Sharma CEO, Nepal Telecommunication Authority
Paper IV	Promoting Quality in Service Sector	Mr. Kazuo Suganama President, Japanese Chamber of Commerce in Nepal
Paper V	Quality in Higher Education in Nepal	Prof. Dr. Hridaya Bajracharya Consultant, University Grants Commission
Paper VI	Networking for Quality	Prof. Dinesh Chapagain Honorary Chairman, Network for Quality, Productivity and Competitiveness - Nepal

titled “Quality and Economic Growth” after the formal inauguration of the program by His Excellency Tatsuo Mizuno, Ambassador of Japan. Altogether 83 participants from government, public and private sectors attended this seminar.

After the theme paper presentation, altogether six other papers were presented by local resource persons. The papers presented were as follows:

The seminar was divided into two sessions. The first session was chaired by Dr. AKM Maozzem Hussain, Representative, AOTS, Japan, and the second session was chaired by Mr. Hari Bhakta Sharma, Executive Director, Deurali-Janta Pharmaceuticals P. Ltd.

Prof. Naoto Sasaki conducted a management workshop especially for members of Nepal AOTS at Yamamoto Talim Ghar, Nepal AOTS Training Centre, Koteswar on 22 October 2009.

**Wishing All the Best to
Nepal AOTS Alumni Society
for its 19th AGM**

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History and Role of The Association for Overseas Technical Scholarship

Mr. Toshikazu Kumazawa

Senior Managing Director

AOTS, Tokyo, Japan

1. Introduction

The Association for Overseas Technical Scholarship (AOTS) was established on 10th August of 1959 and is going to celebrate its 50th Anniversary this year. We are planning to hold several events to celebrate the 50 Anniversary starting from 27th to 30th October 2009.

Table-1 Events of 50th Anniversary of AOTS

Events	Date	Venue
AOTS Success Story Convention	27 October 2009	Tokyo
International Symposium and 50 th Anniversary Ceremony	28 October 2009	Tokyo
8 th General Convention of AOTS Alumni Societies	29 -30 October 2009	Yokohama (YKC)

First, let us look back our history and objectives

1) History and Role of AOTS

AOTS was established with the support of the Ministry of International Trade and Industry (MITI) (the present Ministry of Economy, Trade and Industry: METI) as the first technical cooperation organization under public private partnership in Japan in cooperation with the Japan Machinery Federation (JMF) and the Asian Students Cultural Association (ASCA). The first president of AOTS was Mr. Goich Hozumi who was also a founder and president of ASCA and his spirit created the base of present AOTS.

The most important thing we can do to help build the industries of the developing countries is to educate and train the people who will shoulder the burden of that task, and this is why assistance with human resource development is our most vital mission.

Technical assistance is much more than just the transfer of technology - it takes place through human interaction and provides valuable opportunities for building friendship and increasing mutual understanding. We at AOTS have always recognized the importance of this and have tried to work in a way that places a high value on heart-to heart communication.

Encouraged by this approach, ex-trainees have established AOTS alumni societies in many corners of the globe.

2) Training Activities

In the year of establishment in 1959, AOTS, as a technical training organization, accepted only 43 trainees. At present, however, it receives more than 5,000 trainees in Japan annually. Including those who participated in the program in Japan and those who attended the overseas training programs, AOTS offered training program to more than 13,000 people in fiscal 2008.

The total number of participants trained in Japan has reached more than 149,000 since its establishment. The total number of participants in AOTS training activities in overseas countries, which began in 1973, reached more than 176,500 in fiscal 2008. Overall, the total number of participants in both Japan and overseas, has reached more than 325,500 people in fiscal 2008.

3) Development of Technical Training Programs and Management Training Programs

AOTS' training program has been developed based on the needs of industrial circles of Japan as well as developing countries. Among many programs of AOTS, the general orientation program which includes Japanese language training is very unique for its instruction methods and curriculum that are aimed at foreign engineers and managers.

After finishing training program of AOTS, trainees receive specialized technical training under the relevant training programs at host companies or their associated companies to enable trainees to acquire the skills or techniques in specific fields required in developing countries. Through specialized technical training, trainees acquire knowledge of specific technologies and applied technical skills relating to them.

Besides above mentioned programs, AOTS is providing many management training programs such as corporate management, production management, quality management, quality control and logistics management etc. AOTS provides these kinds of management training programs for the people of developing countries.

Table-2 Facts of AOTS

Item	
Year of Establishment	10 Aug. 1959
Number of Regular Staff members	180 (as of April 2009)
4 Training Centers in Japan (year of opening)	TKC (1982), YKC(1989), KKC(1994), CKC(1997)
7 Overseas Offices	Peking, Jakarta, Manila, Bangkok, Kuala Lumpur, Hanoi, New Delhi
Number of participants and Programs in Japan (FY 2008)	6,129 participants, 252 courses
Number of participants and Programs overseas (FY 2008)	4,573 participants 126 courses

4) Training Centers

One of the features of AOTS training programs is that they are conducted in one of our four training centers – Tokyo Kenshu Center (TKC), Yokohama Kenshu Center (YKC), Kansai Kenshu Center (KKC) and Chubu Kenshu Center (CKC) – where participants stay and study in international environments. In those four centers, we can accommodate 1,000 guests per day. Many ex-participants often mention about the good memories of life at the Kenshu Center.

2. AOTS Alumni Societies (cooperation with ex-participants of AOTS programs)

Many persons who have undergone training in Japan are contributing to the industrial development of their native countries. AOTS, from its inception, has recognized the importance of follow-up of ex-participants. In 1963, to know the actual needs of industrial training programs, the first survey mission of AOTS on the results of training was sent to the ex-trainees' countries.

According to the survey, ex-participants voiced the need to continue contacts with Japan, and the need of technological information to update their knowledge after returning to their home countries. They started to form alumni societies in their respective countries to continue relations with Japan as well as AOTS.

Their activities are supported by a firm commitment on the part of ex-trainees to help foster the human resources needed to develop the economies of their countries and regions, as well as to ensure that the trainings in Japan are utilized effectively in the workplace. Nepal AOTS Alumni Society (NAAS) is one the AOTS alumni societies established in 1989.

At present, 70 AOTS alumni societies have been established in 43 countries, and they are engage in various activities in accordance with the needs of their respective regions. These Alumni Societies have been unified into six Regional Federations (North Asia, Southeast Asia, South Asia, Latin America, Africa and Europe) and have regular meetings to extend cooperative activities among themselves.

In principle, every four years, the Alumni Societies hold an international conference – the Convention of AOTS Alumni Societies – during which the societies and AOTS discuss matters such as human resource development activities.

The principles of AOTS Alumni Societies are

- (1) Promoting friendship among members,
- (2) Running cultural and social activities such as Japanese language and flower arrangements classes,
- (3) Promoting industrial human resources development activities such as technical and management seminars, report meetings, recruiting candidates for management programs in Japan,
- (4) Cooperating with AOTS as local counterparts for overseas training,
- (5) Other cultural and technical exchange activities.

The 8th General Convention of AOTS Alumni Societies will be held from 29 to 30 October 2009, at YKC. At present, more than 350 ex-participants including their family members will participate in the General Convention.

Table-2 General Conventions of AOTS Alumni Societies in the Past

No.	Year	Venue	No. of Alumni Societies Participated	No. of Participants Including Observers
1 st Convention	March 1985	Tokyo (TKC)	28	38
2	April 1989	Yokohama (YKC)	43	103
3	November 1992	Bangkok, Thailand	51	132
4	June 1994	Osaka (KKC)	53	171
5	September 1997	Aichi (CKC)	64	205
6	October, 2002	Colombo, Sri Lanka	61	200
7	September 2006	Mumbai, India	62	250

3. Challenges Ahead

The year 2009 will mark the auspicious 50th anniversary of the establishment of AOTS in 1959. And now, we believe that the expertise, activities and networks that AOTS has fostered over half a century have become useful tools that can be fully utilized by the next generation in this new era of globalization. The 50th anniversary should not only be a celebration of the organization's history, but rather it should be the gateway to a future history for AOTS which will establish a new path forward while relying on the expertise nurtured during the previous half century. What should be the particular focus of attention with regard to the global economy now is the remarkable economic development of a number of developing countries. We are quietly proud of the degree to which AOTS' activities have been contributing to the sustainable growth of developing countries. At the same time, we must also pay attention to the fact that quite a few developing countries have been left behind. The new problem of the growing economic disparities amongst developing countries is being raised. In addition, energy, environmental and other problems are being raised. In such a challenging new era, we are convinced that human resource development will remain as a key to solving these common problems facing human beings.



IT Project Management Training / Workshop

22-24 July 2009

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Organized by



Nepal AOTS Alumni Society

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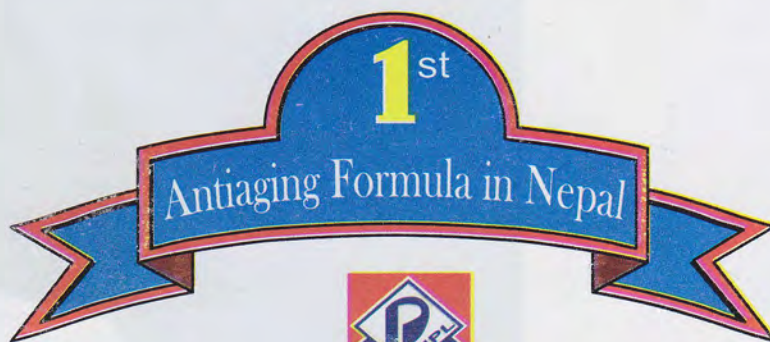
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Total Quality Management in Business Enterprise

Binod Man Rajbhandari

In the context of business, the basic principles for the Total Quality Management (TQM) and its philosophy are to satisfy the customer, satisfy the supplier, and continuously improve the business. Japanese were the first to launch this extensive explanation of the basic concepts of TQM with clear definitions of key concepts and a glossary of terms.

Satisfy the customer

The first and major TQM principle is customer satisfaction. It is obvious that the customers have expectations of full value for the price they pay for the products or services they purchase.

An enterprise with the priority to satisfy customers will get repeated business, receive referral customers for more business, and face fewer complaints, whereas, business enterprise with priority for profit over customer satisfaction will gradually lose its customers and its integrity. An ideal business enterprise gives extra attention to its customers by making them feel important and valued.

Each employee in the enterprise should possess the mind-set of satisfying the customers in line with the philosophy and culture of the enterprise. People's lives and decisions are shaped by their personal and cultural ethics which are greatly influenced by the cultural values and dogmas. Our individual values, our cultural values, and our personal ethics help us with the decisions we make every day when faced with ethical dilemmas in our personal and professional lives. If we believe that our decisions will create an outcome we can live with, agree with, or wish to have shared with others, then we are willing to agree that our decision was a good one to be made. This applies to our personal as well as our business lives.

Satisfy the supplier

A second TQM principle is to satisfy the suppliers from whom products are purchased. An enterprise should look forward to satisfy its suppliers by providing them their orders with clear instructions and requirements, and then paying them on committed time. This way, the enterprise can attract the supplier's interest, and be in its priority list. This will in turn enable the enterprise to receive the best products and services, and the opportunity to be among the first to benefit whenever the supplier launches new products and promotional business strategies.

In order to practice this philosophy, every employee should be clear about the integrity and vision of the business enterprise where they are delegated with independent decision making powers. This dignified status will empower them with ownership and make them passionate to perform their job with zeal and enthusiasm. According to Buytendijk of United States, businesses were successful especially when the enterprises provide the essence of vision and values of the enterprise not only to their employees but also to their suppliers and customers. This helps the employees understand what is expected of them and provides a way for them to see how they are directly contributing to the success of their business enterprise.

Work also depends on the values of the top and middle level leaders in the enterprise. These leaders are expected to keep their employees happy, motivated and productive by providing good instructions, proper tools and working environment along with appropriate rewards and praise.

Continuous improvement

The third principle of TQM is continuous improvement. There is always scope for improvements. Increasing competition compels enterprises to make improvements and strive to keep the business enterprise ahead. In Japan, the process is termed as 'Kaizen' which indicates that there is always room for improvement.

Some enterprises have tried to improve by making employees work harder. This may be counter-productive if the process itself is flawed. For example, trying to increase worker output through an imperfect mechanism may result more defective.

Enterprises in multicultural or global business should must understand and evaluate the cultural values of the people they wish to do business with in order to ensure smooth transactions and negotiations. The enterprise must examine the cultural values of those it does business with, and attempt to align its values with the values of the enterprise with which it does business as well as individual customers and suppliers. This however is a difficult thing to do. Values of one culture may not align with the cultures of another. While one culture might view innovation as bad rather than progress, another might view slow decision-making as laziness rather than caution. Enterprises must be ready for the change and willing to work together to compromise, not abandon some values in order to create initiatives which are mutually beneficial.

Employees in the business enterprises are often the best source of continuous improvements. They can provide better suggestions on how to improve a process and minimize waste or unnecessary efforts. However, the customers and the suppliers may also be potential sources of continuous improvement if the enterprises become passionate enough to do so.

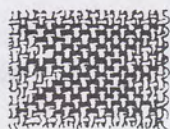
Summary

The application of the principles of Total Quality Management involves seeking to satisfy customers with quality goods and services, establishing favorable relations with suppliers, and strongly motivating employees.

A study conducted by Fast Company Magazine finds an overwhelming majority of the individuals surveyed (95%) agree that the ethics of the leaders of the enterprise significantly affect the way other parts of the business is conducted (Verschoor, 2006). Strong leaders are described as being "passionate, ruthless in the pursuit of success" and have integrity and vision and continuously improve processes by working smarter and using special quality methods. It is, therefore, clear that the way we work in our positions is dependent not only on our own personal values but also on the values of the leaders and the ethical and moral status in the enterprises.



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AOTS Success Story: Love Green Nepal

Amira Dali

Immediate Past President and Advisor, Nepal AOTS Alumni Society

Impact of LGN's Integrated Greenery Development Efforts



Panchakhal valley in 1992



Panchakhal valley in 2007

1. Background

I need to explain a little bit of my background because my case is a bit different from the average AOTS trainees' case.

Before undergoing the AOTS training in 1981, I had lived four years in Japan primarily studying Japanese language and completing the graduate degree in the Japanese University. Therefore, I did not have to attend the general orientation course like average AOTS trainees and I was permitted to commute to my training company from my own Gesshuku.

2. Training in a Japanese Software Company

As for the AOTS training in a Japanese company, it was my first time when I entered into a Japanese corporate culture, hence I had a chance to undergo the training with other fresh Japanese recruits of the company, myself being a regular 'staff' of the company. This period undergoing training like a regular Japanese fresh corporate recruit in fact molded my personality with the great influence of following facts:

1. Equal educational background for both men and women.
2. Japanese style of working, Japanese work ethics, work discipline as well as commitment towards the work.
3. Japanese style of problem solving and quality awareness.

3. Starting the work in Nepal

After returning back home in Nepal in 1982, I chose private sector rather than working for the government so that I could practice what I had experienced in Japan, and to apply what I had learnt during AOTS training. I joined a Japanese company in Kathmandu.

As I started working in Nepal in development projects assisted by the Japanese Government, I found big social, economical and educational disparities in the society of Nepal. The 'homogeneous society' that I had experienced in Japan was a dream for me to be accomplished. I believed that the strength of Japan was this 'homogeneity' in education, in values, in discipline and in language that led Japan to be the economic superpower maintaining its traditional values and splendor.

While working in a Japanese company full time, I took initiative to establish a Non-Governmental Organization (NGO) called Love Green Nepal (LGN) in 1991 to uplift rural communities of Nepal with a primary focus on women. development through integrated approach by utilizing locally available resources in a sustainable manner. For the last 2 years, I have been heading LGN as its President.

4. Challenges

4-1) Gender inequality in education

The girls are given the least priority than boys for quality education. In extreme cases, they are not sent to schools at all. The girls (of school going age) have to undergo various hardships at home such as collecting fuel wood to cook, fodder leaves for cattle, fetching of drinking water, cooking in smoke filled kitchen everyday etc.

4-2) Depletion in number of trees causing Nepal more susceptible to natural disasters.

Vast majority of Nepalese rural people depend on the fuel wood for everyday cooking. Therefore felling of trees in the nearby forest from the village or community is a common phenomenon. People do not yet understand the concept of sustainable harvesting of trees and its byproducts for their cooking purposes.

All rural households own cattle for two purposes: First one is for milk production and second for their waste (dung or droppings) to be used as manure in the farm. But again, the village people largely depend on forest for fodder for cattle rearing.

4-3) Lack of income generating activities

Collecting the fuel wood and fodder, fetching of drinking water are some of the time consuming household chores of women in rural communities.

Cultivation practice of traditional crops with low productivity and yield are common.

5. Solution

5-1) Education

Equal education opportunity to both genders: Construction and reconstruction of school buildings with toilets & drinking water facilities.

(It is a social handicap for the girls to go to school if toilet facilities are not there or if they have to use the same toilet as boys.)

Scholarships and financial aids to girl students.

Capacity building of girl students.

Environmental education to the rural population.

5-2) Environmental conservation

Plantation of trees

Distribution of three kinds of trees – forest, fodder and fruit (3F) to each household, after careful examination and socioeconomic analysis of their needs. The forest trees are to be harvested as fuel wood and timber, the fodder trees are for feeding livestock and the fruit trees are as part of income generation.

Construction of biogas plants

Biogas is a clean, odorless and smokeless gas produced especially from cattle dung through the process called “digestion” in a biogas digester or a plant. It helps to reduce the rate of deforestation and environmental degradation by providing alternative source of energy. Methane gas is produced which is used instead of fire wood to cook instead of fuel wood. Besides, among the many benefits, it reduces cooking time availing extra hours utilizing for income generating activities for village women.

6. Activities of Love Green Nepal

6-1) Educational development in the rural areas

Construction/reconstruction of 26 public schools till today benefiting 20,000 deprived groups of students.

Establishment of ‘Scholarship for the girl child education’ benefiting 199 girl students of marginalized groups.

Establishment of network among the scholarship recipient students and ex-students for capacity building.

6-2) Environment conservation

1.1 million forest, fodder and fruit (3F) seedlings planted in 4,500 farming households, 20 community forests, 15 schools and other local institutions in the project sites of eight villages of Kabhre and Kathmandu districts

Construction of 605 biogas plants (using the animal waste as a main input/raw material) for household cooking purpose.

6-3) Sustainable agriculture development of a sales outlet to help the farmers under the umbrella of LGN to ensure availability the market of their high value products.

6-4) Community infrastructure development

Construction of 2 multipurpose women centers.

Construction of 1 community health center.

Community drinking water and irrigation facilities.

6-5) Miscellaneous

Establishment of ‘Friends of Japan’ group in the villages giving orientation to the village groups about Japan, Japanese people, Japanese culture so that they can without difficulty welcome understand the etiquettes with the Japanese volunteers arriving for home stay in the villages.

Organizing the visit of leader farmers of the villages to Japan for their exposure and understanding of efforts and systems of organic farming Organizing free health camps in the villages. Organizing the events like World Environment Day, Earth Day etc. to create the awareness among the villagers on environment and ecology.

7. Direct Effects

7-1) Contribution to the local community

In education sector

Construction/reconstruction of 26 new school buildings has had direct advantage for increasing enrollment capacity of the schools with more opportunities for the new students. Although 20,000 students are the direct beneficiaries, indirect beneficiaries are the total households in the communities.

The 199 girl students, who could not have attended the school, if not given the scholarships, do create the favorable environment in the long run to promote the girl education, which eventually helps to uplift the society, creating the gender equity and decrease in gender biasness due to lack of education.

The networking among the students and the ‘Friends of Japan’ group undeniably has become a good support system to strengthen the Nepal-Japan relationship in grassroots level by drawing the interest of Japanese people.

In environment sector

It is a fact that a tree having a life span of 50 to 60 years with 10 ton of weight has worth of US\$ 1,000.00 in the environmental status for releasing oxygen, for increasing groundwater deposit, for soil conservation, and for saving the water and balancing humidity in the environment, protecting natural inhabitants, and for providing natural fodder among the many characteristics. Therefore, planting of 1,000,000 useful trees mean as per today – 250,000 trees (1/4 of total no. of trees planted) x US\$ 250 (1/4 of total worth expected) equals to \$ 62,500,000 worth has been created in the community.

The visible results as seen in photographs are attached herewith. Similarly, construction of 605 biogas plants means: saving of 1,210 tons of firewood/year, 15,125 liters of kerosene and moreover, 7,471.75 tons of carbon emission in the atmosphere is reduced, helping the nation in reducing the carbon footprint as well as help in carbon sequestration for capturing stored carbon through tree cultivation. This could also become an additional source of income for farmers.

In sustainable agriculture sector

Production and use of compost and organic fertilizers by 350 organic farmers have created the awareness in the village on the importance of 'organic farming'. It definitely has the steady ripple effect in the villages for growing interest in organic farming by the farmers.

Conservation and cultivation of orchids for the income generation of 105 women of marginalized hill tribe, has started to benefit the women by harvest the cut flower generating the income of 145,000 in the initial year, i.e. this year. This amount will be doubled next year, and will increase exponentially every year. Similarly, the smuggling of rare endangered orchids from the project area has been in control as increasing number of women have become aware of the fact that orchids and their natural habitat should be conserved.

Plantation of fruit trees in the farmers' land has increased the income level of the households by 25 %, the average income of an household reached to Rs 12,000/month. (For instance US\$ 1.00 = NRs.68) Similarly the high valued fruits like Japanese variety pear are sold in 5 times higher prices. In 2008 only, the total production of Japanese variety of pears by the farmers under our NGO is expected to 6 tons. It means the affiliated farmers are expected to get income of Rs. 480,000 from the Japanese pear alone.

8. Factors Leading to Success

1. Bottom-up planning system, preparation after collection of required/available data for need identification, socioeconomic study before initiation of new work.
2. Precise and unambiguous division of work with well defined job description for person-in-charge.
3. Strong team work and regular communication with the stakeholders at each stages. Start of social audit from the communities involved.
4. Continuity and work with consensus.
5. Immediate problem solving by the stakeholders as and when problems arise.
6. Gender equity in the decision making, participation of local women in each stages of work.

9. Advice to other ex-participants undertaking similar activities

1. Understanding of exact requirement/need of the partner is the first important task.
2. Sustainable development initiative should be taken by the groups themselves with the need but not by the outsiders.
3. 'Continuity in the activities' only bears the fruits.
4. Japanese style of full fledged planning with numerous discussions/meetings before starting the work is a 'must' unlike our style of abrupt starting with less or no homework.
5. 'Women' are the catalysts for the social change and economic reform in the rural area. Besides they are the best managers, as good practice of management starts from the 'home'.
6. Think globally, act locally.
7. "Earth is a home of the mankind and all living beings. Let us contribute to save the earth with the small effort from each of us starting right now."

Editorial: Ms. Amira Dali's case on Love Green Nepal was among the 10 Excellent Stories selected by AOTS Success Story Survey carried out among all AOTS Alumni Societies early this year.

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The Changing Role of Human Resource Management

Kishore Bhakta Mathema

Management guru Peter Drucker had conceived the concept of "Knowledge Worker" nearly 30 years ago. In this part of the corporate world, the companies have of late started recognizing the importance of the concept of the Knowledge worker. Emerging growth of Knowledge Management organizations coupled with involvement of knowledge workers have thrown open new trends in HR management.

Peter Drucker says that knowledge has sidelined both capital and labor to become the important factor of production. He agrees that value in any organization is now created by "Productivity" and "Innovation". Both these are the byproducts of the application of work based knowledge.

The experts in Japanese management trends have opined that "The Japanese companies have advanced their position in international competition by virtue of their skills and expertise at organizational knowledge creation which is the distinctive way that Japanese companies innovate".

It is said that the 21st century's successful companies will be those that will do their best job in recognizing the skill and retaining the talent. In today's organization, therefore, the employees are highly educated/experienced, competent and highly ambitious. The organizations are always in the process of growth and expansion. Consequently, employees in the organizations too need to learn new technology and upgrade their skills.

Human resource function in today's organizations should assume more of the strategic role for the betterment of organizational work climate in order to foster the collective feeling to achieve quality and productivity in product/service delivery, rather than sticking merely on routine administrative role.

The HR manager is required to coordinate and align the objectives and HR processes of all the departments based on the organization's credo and the business strategy. Thus, the organization leaders/owners should encourage the HR managers to discharge their strategic roles effectively. HR managers should work more towards attracting, motivating and retaining the talent with a view to enhance the organization's knowledge capital which would ultimately improve the organization's competitive positioning. Thus, a HR manager is required to undertake the "Culture Building" role shifting gear from controlling to liberating the potential energy of the employees.

From this perspective, the HR manager should function as an "enabler" who would facilitate the "transformation" of an organization from mechanistic, bureaucratic mode to an organic and vibrant organization and foster work culture towards achieving quality and productivity

HR Department should encourage the employees for knowledge sharing and such employees be publicly recognized and appreciated for dissemination of their knowledge. Hoarding of knowledge and hiding of information should be discouraged.

In order to attract and retain talent in the organization, merit performance etc. should be compensated more than merely the seniority. Furthermore, HR needs to facilitate on designing the training programs and self-development activities to foster a sense of belongingness towards the organization. In today's context, the HR manager needs to function as a strategic partner, a change agent, an organization builder and a mentor.

Embellishing Quality Personality of Students through Japanese-style Quality Control Circles in Academia A Success Story in Nepal

Prof. Dinesh P. Chapagain

Past President and Advisor, Nepal AOTS Alumni Society

BACKGROUND

Each year in the month of November, young students from different parts of Nepal eagerly look forward to participate in a national festival of Students' Quality Circles (SQC). The annual three-day National Convention on Students' Quality Circles is being held in this country since 2005. On the occasion, thousands of school children cheerfully present and share their respective quality circle case stories. In the presence of an array of participants comprising of educationists, government authorities, business personalities, teachers and fellow students, they tell stories of how they solved their psychosocial problems, and how, in the process, they embellish their personality.

The short history of Students' Quality Circles in Nepal dates back to 1999. Since then, I have been motivated to propagate this unique approach of students' personality development. After my training on the practice of Quality Control Circles (QCC) at AOTS, Japan for industrial development, I adapted the approach in educational institutions to implant quality mindset among students right at their early age with the notion of "Catch them Young". Presently, more than 200 schools in Nepal have taken up Students' Quality Circles, either as extra-curricular or co-curricular activities.

I still remember the standing ovation given by 300 participants to the SQC case presented by a team of eight children of KU High School in the 4th Regional Quality Convention organized in Kathmandu jointly by Nepal AOTS Alumni Society and AOTS, Japan in July 2006. Among those applauding this unique personality development approach were the distinguished Prof. Dr. Noriaki Kano from Japan and a number of AOTS ex-trainee quality professionals from Singapore, Philippines, Malaysia, India, Pakistan, Bangladesh, Iran and Nepal who had attended the convention.

In my first training in Japan in 1970, I did not get to learn much on TQM and QCCs. I learned the secret of Japanese economic development only in 1984 when I got the opportunity to take part in training on Systematic Problem Solving (SYPS) at AOTS Tokyo. I learned the wider dimension of the word "Quality", the real meaning of problem solving for development, team work and working with facts. I tried to implement QCC, Companywide Quality Management in the jute industry and paper mill where I worked as an engineer and later as General Manager. By 1990, although I became a successful industrial manager in Nepal, I was not totally satisfied with myself. Later, I learned more on TQM from Dr. Hitoshi Kume in 1996 during the E-TQM training program at AOTS Tokyo and then from Dr. Noriaki Kano in 1998 during his AOTS Overseas Lecturing Tour in Kathmandu, Nepal.

In earnest seriousness, I discussed with these two stalwarts of Prof. Kaoru Ishikawa the problems I faced on the sustainability of TQM implementation in our context. They told me that TQM is a universal philosophy, but its applicability solely depends on the level of education, level of competitiveness and the adaptable characters of that community.

Based on what I learnt at AOTS on different occasions in the background of **Japanese Style Quality Control Circles**, I experimented with an approach of **SQC** among school students for embellishing their quality personality and develop the adaptability characters of the future community in this country.

STUDENTS' QUALITY CIRCLES

Re-engineered version of Industrial Quality Control Circles to adapt in academia

To be competitive in the market, quality always comes first. However, quality products and quality services can not be delivered without the involvement of quality people. Who are these quality people? Quality people are those possessing both smart and good characters. How do we implant these characters into human beings who are owners, managers, regulators or employees of a company? The answer has always been a challenge to personality developers, motivators, facilitators, trainers or educationists of any country.

The TQM quality circle is an approach for developing quality people possessing good as well as smart characters. However, the original version of industrial quality circles needs to be slightly remodeled and applied among young students in academia. The approach then is called **Students' Quality Circles** (or, **SQC** in short).

Problem observation: The big question is WHY it was easier to develop and implement TQM in Japan? How the JUSE seminar in 1954 motivated scientists and engineers to develop the foundation of TQM? The answers to these questions were becoming quite clear then when I learned more about TQM and tried to implement TQM in industries. If we look at the time context, the World War II had clean-slatted the brains of the Japanese industrialists and bureaucrats operating during that period. Everything was devastated – the infrastructure and the people's psyche – and everybody had to restart from scratch. While the Americans induced some insights towards rebuilding the nation, Japanese quality gurus started scripting on the clean slates of the minds of the Japanese with new concepts of group dynamics and continuous problem solving for improving their quality of life. QCC as a component of TQM is more of a psychosocial substance. It should not be seen merely in the context of some simple technical tools, but more as a study of human behavior. TQM is seen more as a working culture than a management system, and it has to be infused in an organization for creating conducive environment for enhancing performance. Deskillling adults proved to be an arduous and time consuming process.

Experience tells us that it is very difficult to change or re-script as time passes, or at later stages of life. The next question that arises is whether individual traits come naturally or they are nurtured. The answer to this is that some traits come naturally, while many are nurtured. Parents at home do the nurturing or re-scripting of a new born child; for a child attending school, teachers at the school do this; and, the boss largely contributes to this as far as his subordinate is concerned. However, scripting on a clean board is rather easier and an effective approach than deskillling the skills that one has acquired by his/her experience.

Countermeasure of the problem: An alternative approach is to start much earlier – targeting the children, i.e., attuning the behavior of children so that they have positive inclination toward development through creativity and continuous problem solving for improvement. The brain-slate of a child is always clean, and therefore readily accepts any script on it. To bring about positive changes in the behavior of a person, one has to apply reinforcement at the earlier age. Today's school going children and university students will be tomorrow's managers, employees, entrepreneurs or leaders. When the attitude and behavior of the student is molded in a manner that empowers him to identify the challenges (problems) of the world, analyze them with facts of life and solve them thoroughly by collaborating with other fellow people for continuous improvement, then the person involved in this sort of activities will be a quality citizen. Introducing Quality Circles among students in their young age have facilitated them to build their character in both dimensions – goodness and smartness.

By definition, the primary purpose of adopting QCC in an industry is for continuously solving problems in the process and products. And, the secondary purpose of QCC is for self and mutual development of the team members involved in QCC activities. SQC emphasizes more on the self and mutual development as its prime purpose. Problem solving is the secondary purpose in SQC. Thus, industrial QCC is re-engineered as SQC to be adapted in schools among students for their personality development.

Students' Quality Circle: An Experiment in Education: SQC is a co-curricular activity which is integrated into the regular courses in educational institutions. The definition of Students' Quality Circle is:

- a small group of students of same educational institute
- who meet regularly in their study place for a particular period
- to identify, analyze and solve problems
- occurring in their schools or at home
- using systematic problem solving tools and techniques
- for their personality development.

SQC as a Circle is generally formed with a team of students of the same institute and they could be from different standards and grades. One institution may have several circles at one time. The membership in each circle should not be less than four but limited to ten. The members of a SQC generally meet with an agenda, on a weekly basis in an agreed venue within the school premises such as a vacant class room, laboratory, computer room, sports complex, canteen, dormitory or any other convenient place where they are not disturbed. The time of meeting is generally limited to one hour every week. Students do not waste much time in discussion. The Circles schedule their meetings in advance which are strictly adhered to unless some unavoidable circumstances arise. Different Circles may set different time and venues for their meetings.

The main focus of the Circle is to identify, analyze and solve problems. In this context, three specific activities are performed by the Circle.

- 1) Members of each Circle identify their problems and the phenomena to be taken up for solving. Members identify a simple problem which the majority of students have been facing, one that is very important and frequently troubling the students. Generally, the members of the Circle will not take up a problem related to their teachers or to the management of the management, or to problems related to the nation or the world.
 - 2) The Circle then analyzes the phenomena and the problem in detail. Each member involves himself in observing, quantifying and defining the problem specifically. They participate in group discussions to devise countermeasures to solve the problem.
 - 3) The Circle evaluates and solves the problem permanently. The members generally do not recommend others to solve their problem, but rather solves the problem by themselves. They implement the action plan they have developed on the countermeasures as a team. After one cycle of problem solving is completed, the Circle takes up another important problem for solution. Thus, each Circle works continuously.
- When many SQCs are launched and activated as co curricular activities in an educational institute, the environment of personality development among students is created. The educational institute is then said to be moving towards developing Quality People for the society.

STUDENTS' QUALITY CIRCLES **Launched and Promoted in Schools in Nepal**

First knowledge in February 1999: In February 1999, on conceptualizing that Quality Circles can be applied in educational institutes for their continuous improvement, not only among teachers and administrators but also among the students for their personality development, I was eager to experiment the approach in some of the educational institutes in Nepal. When I expressed the desire to a few schools in the Kathmandu Valley to experiment this concept, the principals of most of the schools agreed although with some initial hesitation. The hesitation was but natural. After all, the approach was quite new and educationists had not heard about Total Quality Management and Quality Circles. Those who were aware of TQM related the approach for quality improvement in the industries and businesses. Educational field was different. And they were right in thinking so.

Pilot programme in 1999: When the founding principal of Himalaya Vidya Mandir, a medium-sized school in Kathmandu agreed to provide me with the opportunity to test the QC problem solving approach in her school, I could not but help admire the encouraging and risk taking attitude of this lady. I held a one-day seminar on the SQC approach for a group of interested teachers and students. I found seven students who could volunteer to form a team. I facilitated the team for seven months visiting the school for two hours every week. The SQC team selected their problem of "non-uniformity in school uniform". These students were very enthusiastic and diligent. That time, I learned to adapt the QCC techniques for continuous improvement in industries and apply it for the personality development of students. It was very satisfying to see the transformation of the personality of students from individual excellence to group excellence in a holistic manner. It is amazing to see these students striving to be both good and smart rather than becoming smart only.

Expansion to other areas, since 2000: After my first experiment, I was encouraged to promote the SQC approach of personality development in other parts of the country. In 2000, I provided a brief introduction on the subject to a group of teachers in Biratnagar situated 500 Km south-east of Kathmandu. I received a second breakthrough when one very experienced and energetic chairman of a relatively large school from Dharan, Vijaypur High School invited me to give a seminar cum training on facilitating SQC activities to a few teachers of his school and a few other schools of the region. The seminar proved to be a great success. On returning to Kathmandu, I learned that about 30 schools of that region had already started SQC activities. Every year a number of SQC teams have been presenting various SQC cases on different occasions since then.

Nationwide expansion, since 2003: It then became my ambition to take up SQC as a national project. For this, I received the third breakthrough when one young and intelligent principal of a small school, Kathmandu University High School, immediately accepted the idea of SQC after attending one of my seminars on the subject and established SQC in his school. He talked to me on taking the SQC programme on a larger forum. We proposed to hold a national convention on SQC to promote this approach. On 26~29 October 2005, the first National Convention on Students' Quality Circles was held successfully. About 700 students and teachers from different parts of the country attended the convention, and endorsed the SQC approach for transforming their students into quality people. The second and third national conventions were held in Kathmandu in November 2006 and 2007 respectively. The fourth national convention is being held on 1~3 November 2008 again at Kathmandu, where about two thousand students and teachers are expected to attend and share their experiences on SQC.

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POTENTIALS OF STUDENTS' QUALITY CIRCLES A Research Finding

The personalities embellished among students exercising Students' Quality Circles include many of the personalities required to become a quality person having good and smart characters. A content analysis was carried out utilizing the famous tool for verbal information called K.J. Method to cluster and prepare an affinity diagram and identify the potential of SQC. Secondary information on the intangible benefits was collected from the report of the conventions (2005~2007) on SQC held at different places. The interesting personalities developed are observed from the affinity diagram as follows:

Self-confidence: Students develop confidence in their knowledge, action and capability to deliver positive results even in difficult situations. This happens when a group of students in SQC solves their problem by themselves without depending on others. Their confidence in analyzing the environment and service delivery starts to develop in their mindset.

Self-discipline: The self-disciplined character attributes of commitment and honesty are developed when SQC members assemble every week at the same time for discussions and analysis.

Interpersonal relations: In the process of problem observation and implementation of the action plan to solve the problem, the students meet and interact with a number of other people besides their own team members, thus developing their own interpersonal relations skills.

Empathy: During discussions and brainstorming, Circle members always listen to others and give due importance to the views and opinions of others. While implementing countermeasures to solve problems, they also show understanding for other people with whom they have to work.

Social responsibility: At the time of identifying problems, the SQC members personally start exploring the problem keeping in sight the community's sensitivities and well-being. Thus, the students develop character attributes of social responsibility such as adaptability, tolerance and doing something good for the society.

Time management skills: SQC members have limited time to work. Each week, some ideas, analyses or conclusion have to be drawn within an hour. In addition, at least one problem has to be solved within a semester or a year. They develop skills in prioritizing activities, preparing action plans for analysis and implementing countermeasures within scheduled time.

Scientific and analytical skills: SQC activities involve a lot of data collection on the features of the problems and phenomena, observation, analyzing the causes and root causes. They utilize various problem solving tools and techniques. Students develop the habit of analyzing with facts and figures and learn several qualitative and analytical tools during the process.



Communication and presentation skills: Students who initially have difficulties in expressing their opinions in front of others develop confidence in communicating and sharing their views and opinions during brainstorming sessions. Besides, they also develop skills in presentations of their cases in front of a mass during the school day seminars or conferences.

Creativity and lateral thinking habits: Students involved in SQC activities participate actively in several brainstorming sessions. The brainstorming exercises kindle the lateral thinking process among the students and help develop their habit of thinking creatively and always coming up with innovative ideas.

Working habits in a team: Students realize the importance of group dynamics and the synergies created by working in teams. Individuals understand how to work in a team effectively. As a team, they participate in identifying, analyzing and solving common problems.

Broader vision: Students involved in SQC acquire broad and in-depth knowledge of life and the surrounding environment. They are quick to acquire knowledge and skills prescribed in the curriculum from their teachers in the class. They learn a lot in the process of sharing and interacting with their SQC team members and also during the observation of the features of the problem.

SUMMING UP

De-learn QCC to Re-learn SQC

Adapting Quality Circles approach for students may need some fine tuning in the original form of Quality Control Circles developed five decades back in Japan for employee empowerment and problem solving. Some issues are summarized here. SQC is a strong tool for personality development of students that helps them become good citizens, confident, competent and humane, in the 21st century.

Purpose of SQC: Preparing total quality person in educational institute is not related to the quality assurance system of the educational institute. Establishing quality circles among students in educational institute does not provide assurance to the society on the quality of the institute, but implants quality ingredients in the minds of the students who are products of the educational institute. The implementation of SQC enhances the quality of the product (student) at the institute and not the quality assurance system of the institute itself.

Nature of Problems for SQC: Employees in QCC try to prioritize the problems on the process, working environment and products, whereas, students look for problems they are facing due to their own faults. The purpose of implementing SQC is to develop the personality of students and not just solving problems. The nature of problems taken up by students will be very simple and within their own domain, and not entering the domains of teachers or other management staffs.

The conventional Quality Circles solve workplace problems in a team for continuous improvement. The SQCs solve their own problems in a team for their personality development. Here, one should clearly understand that SQCs are not meant to solve the educational institute's problems but to develop the personality of students who are involved in the QC problem solving process.

Terminology for SQC: Students are not controlling quality of anything, nor are the quality parameters of students being controlled by anybody during SQC exercise. Hence, the terminology "Students' Quality Control Circles" is inappropriate. It has to be named as *Students' Quality Circles*. The proposed terminology is short, catchy as well as self-explanatory. The SQC means a team of students in a circle implying it neither has a head nor a tail especially while practicing brainstorming. The three words – **Students' Quality Circles** convey a specific and appropriate meaning.

Temporary nature of SQC: Employees who practice quality circles in industries are more or less permanent in nature, whereas, students involved in quality circles upgrade their qualifications every year and leave the institution in shortly. Students thus have a temporary relation with the institution they are involved in. Naturally, addressing of the problems will be completely different in scope.

Non-voluntary participation in SQC: The main responsibility of the educational institute is to develop the character of its students. Thus, the institute should not encourage only voluntary membership of smart students SQC exercise. An environment should be created in educational institute that motivates all students to participate in SQC programme.

Scheduling SQC: Students generally do not get free time during their study periods. Educational institutes should set aside SQC schedule permanently, to ask all students for exercising SQC activities. Some institutes observing fixed schedule for SQC are making good progress in this regard.

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On the occasion of 50th anniversary of AOTS Japan, TALIM sought the opinions of past-presidents of Nepal AOTS regarding inter-relations with AOTS Japan. The respondents were asked to respond to the following questions:

1. AOTS, Japan is celebrating its 50th anniversary in October this year while Nepal AOTS Alumni Society is entering into its 20th year next year. How would you assess the success of Nepal AOTS in achieving its objectives in line with that of AOTS, Japan?
2. Where do you see Nepal AOTS headed in the present changed context of AOTS' cooperation with alumni societies based on "self-help and equal partnership"?
3. How can Nepal AOTS improve its activities in human resource development and strengthen mutual cooperation with its member organizations as well as other organizations engaged in HRD activities?
4. Special message on the occasion of the 50th anniversary of AOTS Japan.



Name: Purushottam Narayan Manandhar
Duration of presidency of Nepal AOTS: 1991~ 1996

1. Since its inception, I have seen Nepal AOTS Alumni Society closely and still I am an active witness in each and every activity of the Society. Compared to other Nepalese organizations, Nepal AOTS has been quite successful in achieving its objectives especially in Human Resource Development needed for Nepal. But the Society being of members blended by Japanese style of management and Japanese style of culture, there is still room for improvement. Nepal AOTS had crossed its teenage as it is now a 20-year youth. It is going along with the aspiration of AOTS Japan. The congenial relation should be continued as it was in the past. This will certainly lead to better achievement of its objectives.

2. *Although, in the past, most of the training programs were conducted in Japan and Nepal with the support of AOTS, I have seen Nepal AOTS gradually self-driven conducting training programs with its own resources. Nepal AOTS can play a leading role in promoting mutual understanding, friendly relations and exchange of technical knowledge between Nepal and Japan and other countries in the region through trainings, seminars and workshops using AOTS and the World Network of Friendship (WNF) among AOTS alumni societies*
3. *Nepal AOTS can activate JASMAN and create a team of experts in HRD who can disseminate their expertise for the people of other organizations. It is high time that Nepal AOTS develop appropriate HRD products to launch its programs in cooperation with other organizations. I think we have not been smart enough to retain new AOTS trainees in our Society and use them for our esteemed objective. We still have not been able to fully utilize our training centre at YTG which is well equipped with meeting hall, training hall, administrative office, library etc. We have the opportunity to unite the ex-trainees of Nepal AOTS into a bond of friendship for further development*



Name: Madhusudan Bhattarai
Duration of presidency: 1996~1998

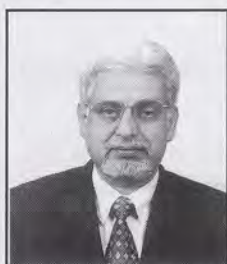
1. Nepal AOTS members in its initial phases of development worked with full devotion and energy to utilize their skill and knowledge towards attaining its targeted objective. On one hand we were continuously supported and guided by our great friend Dr. AKM Moazzem Hussian, AOTS representative for Bangladesh and Nepal on the other hand AOTS Japan headed by late Mr. N. Yamamoto loaded us with special training program packages. We were able to develop our infrastructure including building of our own training center. Our main focus at that time was to develop capabilities of our human resource. Potential Nepalese entrepreneurs were selected and given series of training opportunities in Japan. Our entrepreneurship development program exclusively for Nepal domestic lecturing tours were initiated to utilize the knowledge and expertise of Nepalese AOTS ex-trainees. These programs were conducted outside Kathmandu. Other very vital training package was overseas training program. AOTS organized these programs utilizing the expertise of other outstanding Japanese companies and Nepal AOTS was local counterpart.

Garment industry, tourism and hotel management, construction management were among some of the sectors selected by Nepal AOTS for this purpose, Substantial number of Nepalese received specialized training. In such occasion Nepal AOTS worked closely with garment association of Nepal, hotel Association of Nepal and contractors association of Nepal and so on. Nepal AOTS also selected appropriate persons to participate in various training program in SAFAAS region. Nepal AOTS can humbly claim that it has worked towards achieving its goal.

2. In my opinion the changed context of AOTS cooperation with alumni societies on self help and equal partnership should be taken as normal phenomenon and not to be considered surprising. Moreover, we have sufficient strength compared to what we were 15 years back. We have infrastructures, we have expertise, we are not in a weaker position financially, and the main point is that our country needs more and more developed and trained human resources. We may have to formulate new strategies and our activity plans accordingly.

3. In my opinion Nepal AOTS can prepare the list of in-house expertise it has in various sectors. We need to strengthen our relationship with our member organizations as well as other organizations engaged in HRD activities, so that we can utilize our strengths to identify plan and formulate the need based training. Possibly we have to recruit an experienced hand so as to meet the challenge.

4. Nepalese people highly appreciate the continuous and valuable support AOTS has been providing, especially for the development of human resources in



Name: Prof. Dinesh P. Chapagain
Duration of presidency of Nepal AOTS: 1998~2000

1. My rating of success of Nepal AOTS in the last 20 years is 'Very Good'. However, the trend of its organizational growth in recent times does not appear very healthy, and some precautionary measures need to be considered seriously soon to avoid further deterioration.

We built our training complex with our own earnings within 5 years of our establishment (1995). Within 10 years, we generated ample bank reserves. During the first ten years (1990~2000), we organized in-country specialized management trainings on various sectors under Overseas Lecturing Tour of AOTS. Also in the same period, we traveled to different parts of the country training local level industry managers. We became capable of organizing large scale SAFAAS Regional Quality Convention by 15 years of its establishment (2006). We need to plan well for Nepal AOTS' 20th Anniversary with decentralized and large scale HRD strategy? We have to start right now.

2. The "self-help and equal partnership" is an excellent philosophy of AOTS Japan, and would be a good lesson for our community many of whom have the tendency to be dependent on others rather than resolve sustainability and development on their own. At present, Nepal AOTS should gear up toward self-dependence relying on its own strengths.

3. I take this question as a very positive thinking from Nepal AOTS executives. The question has two very important messages – firstly, to improve its activities in human resource development; and secondly, to strengthen mutual cooperation with other organizations engaged in HRD activities.

We have to learn to broaden our perspectives. We should consider other organizations that are involved in HRD activities as partners in line with the "self-help and equal partnership" philosophy of AOTS Japan. We should be able to invest for the sustainable growth of Nepal AOTS by fulfilling its core purpose of HRD. Invest wisely, work voluntarily and generate more savings for the institution.

4. Firstly, I would like to congratulate AOTS Japan for its wonderful and progressive achievements during the last 25 years. Secondly, I would like to thank AOTS for providing me, and thousands of colleagues like me, eye-opening knowledge and skills. Last but not the least, I wish for the success of its mission of developing human resources of developing nations through collaboration with Alumni Societies of respective nations.



Name: Ramesh P. Nepal

Duration of presidency of Nepal AOTS: 2000 to 2002

1. *In my opinion we are doing remarkable job among the NGOs in Nepal, towards manpower development. The main objectives of AOTS, Japan is to development of skill for productivity improvement in respective countries, and so we are doing in the same line of what AOTS objectives. One should not forget that Nepal:AOTS is a voluntary organization and the time whatever given my its active members are appreciated.*

2. *Time has changed, we can not rely all the time on AOTS, Japan and we can take it to be a challenge for us to stand on our own two feet. I am very proud to see that Nepal:AOTS is moving in this direction. In course of last 10 years there are lot of ups & down, even in our society, but we should consider AOTS, Japan as our mentor and should work more towards our self stand.*

3. *First think we should not forget that in this context of global recession, financial soundness is one of the tool to be opted by Nepal:AOTS. We can not ask financial help all the time from our members or organizations. We should consider our program to be self sufficient, not as profit making at least. Considering this we should work with other similar organization engaged in HRD activities. Our strength is Japanese Management System propagator especially in Quality, but we can consider other sector too such as IT etc according to the market need. Its very hard to find out right genuine similar organization of our objective for HRD.*

4. *Most important is to keep our feet strong, so that we should not loose the importance of our alumni society.*



Name: Amira Dali

Duration of presidency of Nepal AOTS: 2002~2006

1. *So, we were born when AOTS, Japan was 31 years old. Since then, we have been traveling with AOTS, Japan together, attempting to achieve the common objectives.*

While assessing the activities of Nepal AOTS in achieving its objectives in line with that of AOTS, Japan, I would prefer to say we are extremely successful, and we are proud to say this.

2. *We have to change ourselves with the time, and very naturally, we have been doing it while undergoing different stages of our Alumni Society in the past 19 years. So, I'm sure with our present strength, we will be heading in right direction in line with AOTS, Japan's self-help and equal partnership policy.*

3. *Yes, there is always room for improvement. If we are to improve our activities in human resource development, first of all, we need to identify the exact area where we need the specific trainings in private sector (both in technical and management field); side-by-side, we need to refresh/update our trainers regularly. So far as strengthening mutual cooperation with our member organizations and other organizations are concerned, it is indeed very important. But, since we are talking about 'mutual cooperation', it should always be two way and on equal partnership basis. As AOTS, Japan suggests "co-existing and growing together" among all the countries, we should always keep in mind at it applies between member organizations, other organizations and last but not least between other Alumni Societies of the world.*

4. *First of all, I would like to congratulate AOTS for successfully growing and contributing to the world through human resource development for half a century continuously. It's indeed a great, great, great job! Now, my message is "the strength of AOTS, Japan is its 70 Alumni Societies in 43 countries of the world. Let us join hands together to contribute to co-exist and grow together in the days ahead as AOTS wishes."*



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S.No.	Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax
1	Adhikari, Bhola Prasad	Swastika Copy Udyog	021-526094	021-527051	swastika@swastika.brt.wlink.com.np	
2	Amatya, Keshab Man	Nepal Consult P. Ltd.	5523763, 5011670	4493630		5011671
3	Amatya, Lochan Lal	Nepal Telecom	4210102	5524645	lochan.amatya@ntc.net.np	
4	Amatya, Sanam			5521444		
5	Aryal, Ashok Kumar	Fish Tail Enterprises	4415356	4413507	ashok@aryal.enet.com.np	4413507
6	Bajaj, Gopal	Deepak Garment Industries	4250018, 4249493	4249493	bajaj@bajaj.wlink.com.np	4249865
7	Bajaj, Narayan	Deepak Garment Industries	4249493, 4249102	4250018	bajaj@bajaj.wlink.com.np	4249865
8	Bajaj, Shrawan	Deepak Garment Industries	4488463, 4229217	4249493	bajaj@bajaj.wlink.com.np	4488463
9	Bajracharya, Indra	Smile Wear	5529219	5542506	smilewearkath@hotmail.com	
10	Bajracharya, Rabinda Mananda	NIDC	4228322, 4229340		4351654	
11	Bajracharya, Ushan	Ci. Bi. Art Treasure	4252555	5524469	treasure@ntc.net.np	4251899
12	Bania, Asoka Man Singh	Sako Engineering & Trading	4227488	4227488	sako@mos.com.np	4223187
13	Bania, Ram Badan Shrestha	Sako Engineering & Trading	4242442	4227488	sako@mos.com.np	4223187
14	Bania, Suraksha Man Singh	Balaju Auto Works (P) Ltd.	4350994	4271090		
15	Bastola, Khem Raj	Maitri Travels & Tours (P) Ltd.	4264080, 4249221		maitri@ntc.net.np	4250990
16	Bhattarai, Chinta Mani	Lumbini Finance & Leasing Co. Ltd.	4423443	4473554	lufil@mos.com.np	4425655
17	Bhattarai, Madhusudan			4601118	madhusudanbhattarai@hotmail.com	4476561
18	Bhattarai, Manoj Kumar			4428353		
19	Bhurtel, Mrigendra			5536685		
20	Bista, Pradeep Kumar		5534177, 4362131	5524319	nepal_looms@wlink.com.np	5523706
21	Chalise, Raju Nath	Tibetan Rugs P. Ltd./ Kathmandu Dying		4471118		
22	Chapagain, Dinesh Prasad	Machhapuchhre Bank Limited	4417959		dinesh.chapagain@yahoo.com	
23	Chapagain, Shanti	NQPCN	4227470	4241658	DINESH@bisons.wlink.com.np	057520655
24	Chhetri, Dhiraj Kumar Karki	BISCONS Consulting Firm	4227470	4241658	seema@mos.com.np	5525417
25	Dali, Amira	Hotel Seema	057-520191	057-520124	sarpoktm@mos.com.np	4225348
26	Dali, Durgesh Raj	Sanpo International Corporation	5521295, 5525002	4270763	butwal@finance.btw.wlink.com.np	071-544488
27	Dhoju, Devendra Prasad	Nepal Airlines Corporation	4248626	4270763	shekhar_dhungana@hotmail.com	
28	Dhungana, Shekhar Prasad	Butwal Finance Ltd.	071-544288	071-540691		
29	Gautam, Puspa Pani	Kathmandu University	5528812	4430974	btc@ccsl.com.np	5536698
30	Giri, Fadindra Raj	Podrej Steel Industry	4470818	4370094	starlmi@wlink.com.np	
31	Joshi, Bhawani Bhakta	BTC Private Limited	5520187	5520214		
32	Joshi, Sushiel	Star Investment Co. Pvt. Ltd.	4239812	4351939		
33	Jyoti, Padma	Himalayan Bank Ltd.	4250201, 4227749	hbl@hbl.com.np		
34	K. C., Krishna Bahadur	Jyoti Group of Companies	4225490, 4226327	4221290	piyoti@mail.com.np	4226314
35	Kachhipati, Chandra Prasad	Nanda Battery Industries	071-542775	071-560091	nandabattery@hons.com.np	
36	Kafle, Tanka Mani	Sana Hastakala	5522628	6610401	sanahast@wlink.com.np	5526985
37	Kathayat, Mahesh Singh	Gorkha Brewery (P) Ltd.	056-520741	056-525815	msk_nitc@nitc.gov.np	056-520994
38	Kansakar, Naveen Bir Singh	National Information Technology Center	4242843	9841210535	nbs@mos.com.np	4243362
39	Khanal, Bidur Kumar	Bir Singh Auto Centre	4270243, 4276880	4270749		
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42	Lama, Bakhan Singh	Pooja Fashion Industries Pvt. Ltd.	9841338831	4471782	kumarkhanal@gmail.com	4245856
43	Maharjan, Dhruva	Ministry of Physical Planning	4491021, 4464014	4373910	singhdan@mos.com.np	5535614
44	Maharjan, Kishor Kumar	Sunrise Bank Ltd.	5535614	5545628		
45	Malla, Rajendra	New Asiatic International Traders	4444118	5529275	mallaraj@wlink.com.np	4494018

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97	Shrestha, Sanjo Man	Premier Aluminium Works Pvt. Ltd.	4282838	9851020746	sanjoj@infoclub.com.np	4350527
98	Shrestha, Shashindra	NEBICO Pvt. Ltd.	4350541, 4350130	4372346	shashi@nebico.wlink.com.np	4249477
99	Shrestha, Suman Bahadur	Ace Finance Company Limited	4249396, 4249388	4491176	ace@mos.com.np	
100	Shrestha, Surendra Bahadur	Kathmandu Maida Mills Pvt. Ltd.	4350385, 4350527	4277475	sajas@ccsl.com.np	
101	Shrestha, Surendra Das	Balaju Engg. & Structure Works (P) Ltd.	4350302			4354373
102	Shrestha, Urmila	Sherpa Cooperative Trekking Pvt. Ltd.	4224068	5520466	sherpaco@mos.com.np	4227983
103	Shrestha, Yogendra Prasad	Nepal Share Markets Co. Ltd.	4267606	4223564	yogen@mail.com.np	4248845
104	Silwal, Subash			5535308	subas5@hotmail.com	4224553
105	Singh, Prabendra Lal			4256529		
106	Singh, Ram Kumar	Lazimpat Metal Engg. Works	4428506	4415404	lazimpatmetal@gmail.com	
107	Singh, Ramesh Man	BISCONS	4420865	4244515	rmsingh@bisons.wlink.com.np	
108	Subedi, Purushottam	Karma Tara Carpet Ind. Pvt. Ltd.	4270275, 4271015	4275324		4271693
109	Subedi, Ramesh Prasad	Sharma & Company Pvt. Ltd.	4260210, 4260577	4271226	sharmaco@ntc.net.np	4260628
110	Suwal, Mahendra	Prasuma's Delicatessen (P) Ltd.	4310336, 4310672	4312035	prasuma@ccsl.com.np	4310671
111	Suwal, Prakash Raj Singh		4231695	4247491	suwalprakash@gmail.com	
112	Tamang, Dev Raj	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 2082298	4366215	hyonjan@wlink.com.np	4350916
113	Tandukar, Jyoti	Institute of Engineering	5534070	4363863	hyoti@rugalaxy.com	
114	Thapa, Bhagat Bahadur	NIDC	4228322	4472812	nidc@wlink.com.np	4227428
115	Tuladhar, Indu Ratna	International Motorcycle Spare Parts	4418161	4272038	emailnet@indo.com.np	4242625
116	Tuladhar, Janak Raj	Kathmandu Repair Centre	4226344, 4246518	5523964	csb@ccsl.com.np	4245835
117	Upreti, Prajesh Nath	Nepal Chemical Traders	4415753, 4423197	4415754	ncchem@wlink.com.np	4422387
118	Vaidya, Binod	Institute of Engineering	5532235	4229374	bi_vaidya@hotmail.com	
119	Vaidya, Brajesh	Nepal Biotech Nursery (Pvt.) Ltd.	5591349	4271073	rnb@mail.com.np	5591349
120	Vaidya, Ramesh Nanda	Professional Computer System (P) Ltd.	4244626, 4244475	4374082	rameshv2@yahoo.com	4242518
121	Yadav, Shivjee Roy	Nepal Industrial Dev. Corporation	4228322	4480415	shivjeeR@yahoo.com	4227428

ATTENTION NEPAL AOTS MEMBERS !!

Nepal AOTS monthly meeting is held first Monday of every English month at Yamamoto Talim Ghar (YTG), Koteshwor. All members are Welcome to attend the meetings and provide valuable suggestions and advice

Time 5: 30 p.m (Summer) and 5: 00 p.m. (Winter)

LIST OF GENERAL MEMBERS

Nepal AOTS Alumni Society

S.No.	Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax
1	Adhikari, Bimal Prasad	Kathmandu Metropolitan City	4268506	4280818	bimal36@yahoo.com	4363421
2	Adhikari, Shankar Kant	Mount Everest Trading & Service P. Ltd.	4467223	4363421	mets@ccsl.com.np	
3	Adhikari, Sita Ram			4371926		
4	Adhikari, Asha	Sunrise Bank Ltd.	4444118	4426674		4282830
5	Agrawal, Ashwini Kumar	Shakun Tea Industries	4282820	4282820	agrawal_ashwini@hotmail.com	071-543471
6	Agrawal, Ratan Lal	Inter-Tech P. Ltd.	071-540147	071-540471		4499897
7	Aryal, Srijan	Integrated consultants Nepal	4470933	4331903	srijan@icon.com.np	
8	Aryal, Suman Raj			4420357		
9	Awale, Asha Kaji	Habitech Nepal Pvt. Ltd.	5521295	5532427	ashakajawale@yahoo.com	4418832
10	Bajracharya, Navin Siddhi	IT Himalayn	4416432		navsidhbajra@hotmail.com	
11	Bajracharya, Prakash	Bajra & Bajracharya Enterprises	5524851			
12	Bajracharya, Tri Ratna	Institute of Engineering	5542054	4253565	bajracharya_triratna@hotmail.com	
13	Baskota, Binod	Nepal AOTS Alumni Society	4601467, 4600561	4494459	banskotabinod@hotmail.com	
14	Bhagat, Radhe Shyam	R.S. Bhagat & Ass. Consulting Artitech	6614794	4425247		
15	Bhandari, Keshab	NPEDC	4350522	4495791	keshab@ccsl.com.np	4350530
16	Bhandari, Mukunda Ram			4247062		4350530
17	Bhandari, Narayan Prasad	Nepal Telecom	4226004			
18	Bhandary, Kishore Ram			4415563	kishore_rb@hotmail.com	4226116
19	Bhattarai, Achut Raj	Small & Medium Enetprise Dev. Pjt.	4261750	4435591	bhattaraib@hotmail.com	4258535
20	Bhattarai, Chhavi Raman			4351196	crbhattarai@hotmail.com	4417215
21	Bhattarai, Narendra	Nepal Credit and Commercial Bank		4434130		4490824
22	Bhattarai, Rajesh Chandra	Nepal Telecom	4780040	5534254	rajesh.bhattarai@ntc.net.np	4780042
23	Bhattarai, Raju Dev	Sheela Printers	4418094	4473925	sheelaprints@hotmail.com	
24	Bhattarai, Shashi		4470933	4473925	shashibhattarai@yahoo.com	
25	Budhathoki, Sulav	Academy of Information Tech. Pvt. Ltd.	4420038	5201466	shlav@informatics.edu.np	
26	Chalise, Dinesh Nath	SILT Consultants (P) Ltd.	4470866	4372229	d.chalise@silt.com.np	4473573
27	Chapagain, Kishor	Techno Group (P) Ltd.	5549967	4414467	ckisor@hotmail.com	
28	Chaurasia, Hemant Kumar	Computer Point Nepal	4489825	9851060337	info@computerpointnepal.com	4220161
29	Chettri, G. Narayan Bdr.	Time Pharmaceuticals (P) Ltd.	056-523804	56527523	cifrox@wlink.com.np	56520695
30	Chhetry, Narayan Mahat	Nepal Telecom	4210428	4782444	narayan.mahat@ntc.net.np	4210471
31	Chitrakar, Sunil	Mahaguthi Craft With A Conscience	5533197, 5532981	5552402	sguthi@mos.com.np	5521493
32	Dahal, Basu	Himalayan Bank Limited	4225399		hbl@hbi.com.np	
33	Dhakal, Shiromani	Hetauda Cement Industries	057-520020	021-527194	hcipid@mos.com.np	057-521023
34	Dhaubhadel, Radha Krishna	Eco Craft Nepal	6612782	6612335	ecocraft@infoclub.com.np	6612782
35	Dhungana, Sabita	Akarshan Industries	5545055	4782224	akarshanit@wlink.com.np	4482298
36	Dongol, Bishnu Dass	Unique Paper Crafts P. Ltd.	4272822	4782822	b_dangol@yahoo.com	
37	Dongol, Shyam Bahadur	Crystal Product Pvt. Ltd.	9851011078	4428559	dongolshyam@yahoo.com	4354039
38	Ghimire, Kapil Dev	Small Business Promotion Project	4223361	4415473		4223361
39	Ghimire, Pranab			4350198	ghimirepr@hotmail.com	
40	Ghimire, Rajesh Mani	Balaju Yantra Shala Pvt. Ltd.	4350147, 4350894	4413305	nhec@mos.com.np	4350379
41	Giri, Aju	Nepal Bio-Tech Nursery (Pvt.) Ltd.	5521295, 5591349	4265168	ajugiri@yahoo.com	5525417
42	Gorkhali, Mahesh Kumar	Nepal Pharmaceuticals Laboratory	5529059, 5529436	4374864	nplmkt@wlink.com.np	5529434
43	Hada, Anil	Super Biscuit Industry		4226463		
44	Hada, Purna Prakash			4270043		
45	Halwai, Narayan Givind	MEH Consultants (P) Ltd.		4477634, 5521364		

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46	Joshi, Kush Kumar	Nepal Ektrat Engineering Co.	4243436, 4244857	4270827	neek@wlink.com.np	4253612
47	Joshi, Mukunda Prasad	Nepal Airlines Corporation	4470922	4242429	mpjosh@yaho.com	4470768
48	Joshi, Sabita	Manka Crafts Association	5545033	4352785	sabita_joshi@hotmail.com	4355348
49	Joshi, Surendra Raj	Style Trade Line	4355880, 4388867	4280718	sugan@mos.com.np	
50	Joshi, Tina	CTL Pharmaceuticals P. Ltd.	6610893	4242429	tinajoshi@hotmail.com	6611617
51	Joshi, Upendra das	Nepalconsult (P) Ltd.	5011670	4354092	joshi.upendrajoshi@gmail.com	
52	K.C., Narayan Bahadur	CTL Pharmaceuticals P. Ltd.	6611617	4497458	narab_kc@hotmail.com	
53	Kachhapati, Bhawati Lal		9841219225	4422578		4330136
54	Kansakar, Triratna		4330184	5524821	mmkt5@hotmail.com	
55	Karki, Dasrath	D. R. Traders & Suppliers	5542950	61-523016	kbh@mos.com.np	061-
56	Karmacharya, Chandra K.	Karmacharya Trading	061-525529			
			521571			
57	Karmacharya, Jaya Bir	Omnic Laboratories Pvt. Ltd.	6540089	5522023	jayabir61@yahoo.com	6540059
58	Karmacharya, Rameshwor	Nepal Telecom	4210104	4770525	r.karmacharya@ntc.net.np	4210199
59	Karna, Suresh Kumar	Kumari Bank Limited	4232112	5544368	skarna@kbl.com.np	
60	Kayastha, Nagendra	MULTI Software (P) Ltd.	5545694	6611090	nagendra@mail.ru	5523103
61	Kejriwal, Anil Kumar	Siddhartha Finance Ltd.	4441702	4477511	anil1@info.com.np	4442968
62	Khadka, Keshab Bikram	Annappurna Agro Industries Pvt. Ltd.	071-204500	017-524821	swami_dt@yahoo.com	
63	Khairgoli, Shrestha Raju P.	Omnic Laboratories Pvt. Ltd.	4266858	6610386	rajuprasadshrestha@yahoo.com	4268081
64	Khanal, Dharma Prasad	Lomus Pharmaceuticals	4354027	4361670	drdpk@mail.com.np	4436395
65	Khanal, Kundan			4471782	kundan@htp.com.np	
66	Khanal, Sarita Karki	Lomus Pharmaceuticals	4354027	4351861		4436395
67	Kharel, Gourish K.	K-too Health Food Inc.	031-520108	4410647		
68	Khatiwada, Achut	Equipment Maintenance & Service Center		4312008		
				4312000		4372645
69	Khatrri, Sudhir Babu	Development Credit Bank Ltd.	4231120, 4231490	5525164	sudhir@dcbl.com.np	4231469
70	Lai, Shiv Bhushan	Nepal Telecom	4781781	5534866	shiv.lai@ntc.net.np	4780052
71	Maharjan, Asha Lal	Nepal Telecom	4213944	5526379		
72	Maharjan, Ashok	Palpali Lable Industries	4414772	4414772		4424168
73	Maharjan, Babu Raja	Kathmandu Repairing Center	4246518		csb@ccsl.com.np	
74	Maharjan, Maheswor	Systech Nepal Pvt. Ltd.	5521131	4364232	maheswor@gmail.com	
75	Maharjan, Mandira	Bhaktapur Ceramics Pvt. Ltd.	6613440	4424540	romiluck@hotmail.com	
76	Maharjan, Suresh		9841304297	5540101		
77	Maharjan, Surya Lal	B.L. Enterprises	4359516	4428651	sunyalalmaharjan@hotmail.com	051-
78	Mahato, Radhe Shyam	National Healthcare P. Ltd.	051-528538	9851041371	mahators1@yahoo.com	
				533400		
79	Malla, Naresh Bahadur	Web Printers P. Ltd.	4272969	4221278	sula@mos.com.np	4275611
80	Manandhar, Deepak	Nepalconsult (P) Ltd.	5523763	4259927	dpak_mdr@hotmail.com	
81	Manandhar, Leesa	Lomus Pharmaceuticals	4354027, 4420060	4263501	leesamanandhar@hotmail.com	4436395
82	Manandhar, Saroj	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	4480365	saroj.manandhar@deuralijanta.com	4375574
83	Manandhar, Saroj	SSI Education	4265572	4256895	sama_sayami@yahoo.com	
84	Maskey, Ujwal Raj	FOND P. Ltd.	4429815	9851042355	umaskey@hotmail.com	4430814
85	Mathema, Kishor Bhakta	The Dwarika's Hotel	4479488	6630956	mathema_kb@yahoo.com	4478378
86	Mishra, Akhileshwar	Kathmandu Engineering College	4276130	4417122	akhil_mi@yahoo.com	4272653
87	Murarka, Ashok Kumar	Ilam Tea Producers Pvt. Ltd.	021-523965	525194	murarkaorg@wlink.com.np	021-
				4273177		
88	Nakarmi, Dibesh Lal	Krisuns Works	4284698	4258270	suman.neupane@globalbank.com.np	4231057
89	Nakarmi, Narayan	Radymade Garment Training Center	4256931	4474578	jayan@info.com.np	5527167
90	Neupane, Suman	Global Bank Ltd.	4231007	5526070	jepnepal@hotmail.com	
91	Nyachhyon, Jayan	Himal Tents Pvt. Ltd.	5527202	4250758		
92	Pandey, Jarnan Bahadur			4412001	prajwol_p@hotmail.com	4436395
93	Pandey, Prajwal Jung	Lomus Pharmaceuticals Pvt. Ltd.	4436396	4417265	yadavrajpandey@hotmail.com	4446453
94	Pandey, Yadav Raj	Prudential Bittiya Sanstha Limited	4445988		janardan@hotmail.com	4240086
95	Pant, Janardan Dev	Himalayan Bank Ltd.	4243107			

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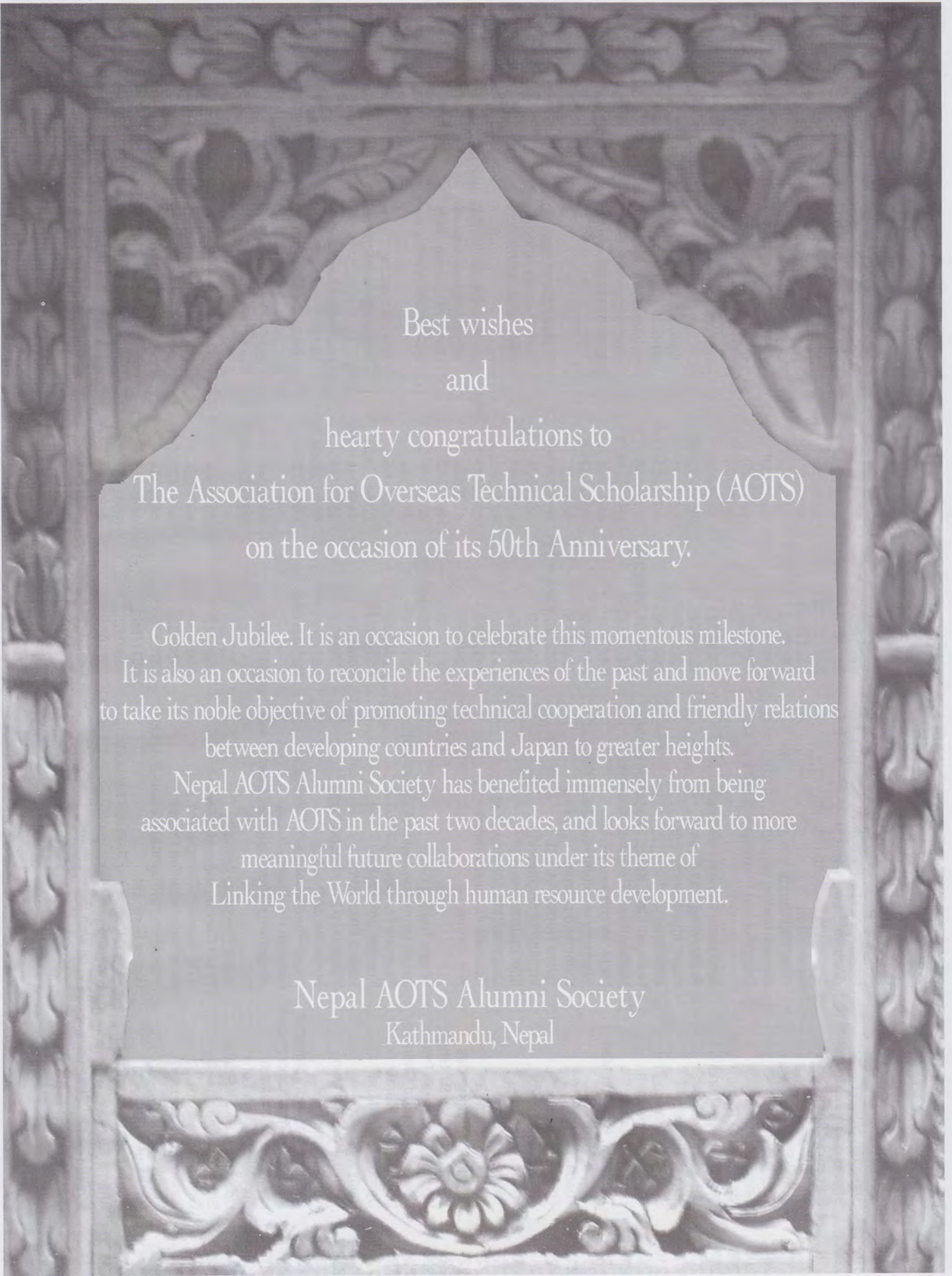
96	Panta, Naresh Dev	World Distribution Nepal Pvt. Ltd.	4263600	4413078	panta_nd@hotmail.com	56525076
97	Panta, Ramesh Prasad			4486601		5529434
98	Panthee, Srijana Mishra	Nepal Oil Corporation Ltd.	4266741	4488368	srijanapanthee@hotmail.com	4430945
99	Paudel, Tara Prasad	Gaurav Nepal Engineers (P) Ltd.	56525249	56521949	gaurav_eng@wlink.com.np	4418182
100	Piyya, Amatyia Minoo	Nepal Pharmaceuticals Laboratory	5529059	5530681	minoo_piyya@hotmail.com	4266849
101	Piyya, Jiwana Lal	Chirag Foam Ind. Pvt. Ltd.	4430773, 4350384	4420773	piyya@ccsl.com.np	4223145
102	Pokharel, Arun	Shangrila Tours (P) Ltd.	4226138, 4226139	4420018	arunp@mos.com.np	6611617
103	Pokhrel, Bijayshwar	CTL Pharmaceuticals P. Ltd.	6610893	4358760	clfactory@infoclub.com.np	
104	Pokhrel, Sanjeeb Chandra	Nepal Rubber Udhog Pvt. Ltd.	4221123	4221123		
105	Poudyal, Roshan	CTL Pharmaceuticals P. Ltd.	6610893	4470540	roshpn@hotmail.com	
106	Poudyal, Upendra Keshari	NRB: Mint Dept. Sundhara	4226965	4474144	nrbmint@ntc.net.np	
107	Pradhan, Banshee Ram	Institute of Engineering	4256481	4354043		
108	Pradhan, Bhusan Narsingha	Ministry of Land Information & Archive	4477615	4424479	b_pradhan@yahoo.com	4477613
109	Pradhan, Kishor Kumar	Birat Pharma Lab (P) Ltd.	021-527191	021-527144		021-527082
110	Pradhan, Mahesh Prasad	Omnia Laboratories Pvt. Ltd.	4266858	4250627	maheshpradhan@gmail.com	4268081
111	Pradhan, Paras	Madan Puraskar Pustakalaya	5521393	9851044172	paras@mpp.org.np	
112	Pradhan, Prabhu Keshar M.	NIDC	4228322	4272650	prabhupradhan@nidc.wlink.com.np	4227428
113	Pradhan, Rabindra	Shiv Shankar Biscuits Ind. Pvt. Ltd.	061-520596	4254226	rabindrapradhan@hotmail.com	
114	Pradhan, Rajiv Bhakta	LOTUS Opportunities	5530313, 5526660	5560830	rajiv@enet.com.np	5532013
115	Pradhan, Sushil	Professional Computer System P. Ltd.	4244626, 4244475	4225999	sushil_pradhan@hotmail.com	
116	Pradhan, Tribeni Man Singh	Chamati Land Pooling Project	4413102	5526826	tribeni2001@hotmail.com	4442323
117	Pradhanang, Ajay Bahadur	Fleur Himalayan Ltd.	5529436	5525322	fleur@wlink.com.np	5529434
118	Pradhanang, Subir Bahadur	FOSS Nepal	9841268738	5012556	subirbp@gmail.com	
119	Pradhanang, Tara Bahadur	Prefab Concrete	4220046	4220046	prefab@infoclub.com.np	
120	Prajapati, Rabin	Bhaktapur Ceramics Pvt. Ltd.	6613440	6611625		
121	Prajapati, Rupesh	Chandeswori Auto Engineering	4485862	011-661671		
122	Rajbhandari, Achyut	Perfect Printing Press	4284265	4278869	variety@wlink.com.np	4278050
123	Rajbhandari, Ashok Raj	Technology Consultancy Services P. Ltd.	4413040	4350137	tcs@tcs.wlink.com.np	4425219
124	Rajbhandari, Bhava	Variety Printers	4278869	4284275		
125	Rajbhandari, Binod Bahadur		9851024440			
126	Rajbhandari, Rabindra	BRS Infotech learning Pvt. Ltd.	4412580	4782454	kumarib@info.com.np	4418361
127	Rajbhandari, Sohani	Informatic Computer School	5551177	4244886	infoschool@wlink.com.np	
128	Rana, Ashoke S. J. B.	Himalayan Bank Ltd.	4227749	4222245	hbl@hbl.com.np	
129	Rana, Vivek S	AAC Inc		4465786	bibek.rana@acc.com.np	4413038
130	Rayamajhi, Pradeep Narsingh	Himalayan Bank Ltd.	4227749	4358348	pradeep@hbl.com.np	4222800
131	Roongta, Jagdish	National Healthcare P. Ltd.	51-524336, 528537	51-521345	national@cyberspace.com.np	51-533400
132	Sangat, Gore Kaji	Nepal Biotech Nursery	5591349	4486839	gksangat@yahoo.com	5553377
133	Satyal, Anil Raj	Nepal Electricity Authority	6610033	4474068	anilsatyal@ntc.net.np	6614626
134	Sayami, Sidhi Das	Sisa Holidays Tours (P) Ltd.	4424973	4253092	s_sayami@wlink.com.np	
135	Shah, Vijaya Bahadur	King Mahendra Trust	5526571, 5526573	5538644	vbshah@kmtnc.org.np	5526570
136	Shakya, Rajesh Kumar	Hitech Valley iNet Pvt. Ltd.	4427336	4426075	rajesh@hitechvalley.com	4417745
137	Shakya, Salin Narshing	Crystal Image	4245501	5533603	skysalin@yahoo.com	5551905
138	Shakya, Saroj Kumar	Nepal Telecom	5529826	9851042757	sarojs@ntc.net.np	5537477
139	Shakya, Shanti Laxmi	Nepal Electricity Authority	4258342	9851054360	shantinea@yahoo.com	4228110
140	Shakya, Surya Bahadur	Shambala Garments (P) Ltd.	5522433	5522433	shambala@wlink.com.np	5522433
141	Sharma, Ashok	Simca Laboratories Pvt. Ltd.	6631259	4414433	simca@wlink.com.np	4251232
142	Sharma, Binita Ganawaly	Himalaya Co-operative Society	981038157	4471596		
143	Sharma, Ghanashyam S.	Yeti Finance Company Ltd.	057-523806	057-523463	ghanashyam_htd@hotmail.com	
144	Sharma, Madan	Nepal Telecom	4210435	4471571	madan.sharma@ntc.net.np	4210450
145	Sharma, Ramesh	Sharma & Company Pvt. Ltd.	4260577	4271227	sharmaco@mos.com.np	4260628
146	Sharma, Shiva Kumar	Himal Hydro and General Cons. Ltd.	5535032	5522597	gm@himalhydro.com.np	5550211

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147	Sharma, Shyam Sunder	MEH Consultants (P) Ltd.	4477634	4471596	meh@info.com.np	4491387
148	Sherpa, Urgan	Udeco Pvt. Ltd.	5541279, 5411289	5540901	urgen@wlink.com.np	5523870
149	Shrestha, Amar Lal	Doree Printers	4415399	4415399		4412746
150	Shrestha, Bhagawati	Nepal Bio-Tech Nursery	5591349	4355218	nbn@mail.com.np	
151	Shrestha, Bhim Dhoj	Tribhuvan University	4331316	4263659	bhim00@rediffmail.com	4225524
152	Shrestha, Bhusan Krishna	Pape Inc. Traders	4246303, 4253404	5533809	pape.inc@mail.com.np	4225487
153	Shrestha, Bijay Bahadur	Snowlion Carpets Pvt. Ltd.	4227130	4431637	snowlion@ccsl.com.np	4251515
154	Shrestha, Bijaya Krishna	Beltronix	4251515, 4249285	4251576	beltronix@wlink.com.np	4231028
155	Shrestha, Dipendra Lal	Quest Pharmaceuticals P. Ltd.	4240304	4473246	quest@ccsl.com.np	5527167
156	Shrestha, Ganesh Raj	Pashupati Rubber Industries (P) Ltd.	5522157	5524780	ganeshshrestha@hotmail.com	
157	Shrestha, Geeta	Readymade Garment Train. Center	4256931	4226526		
158	Shrestha, Gopal Krishna	Himal Cement Company Ltd.	4331762, 4331764	5526531	ksgopal@wlink.com.np	4330136
159	Shrestha, Guna Raj	PD Consult	4491475	4229190		
160	Shrestha, Hari Gopal	Hitesh Garments	4221262	4221262		
161	Shrestha, Hari Kishor	Om Hospital & Research Center	4476224	4351172	omhrc@wlink.com.np	4466128
162	Shrestha, Jyoti	Chandra Enterprises Pvt. Ltd.	4245856, 4232858	4720352	singhdan@wlink.com.np	4245856
163	Shrestha, Keshab	Natural History Museum	4271899	4272637	keshab_shrestha@hotmail.com	
164	Shrestha, Laxmi Bahadur	Harishidhi Brick & Tile Factory Ltd.	4240698	4418862	nbgroupp@mos.com.np	4240665
165	Shrestha, Madhav Narayan	Nepal Water Supply Corporation	4419585, 4411194			
166	Shrestha, Madhur Kumar	Seagate Institute of Technology	5537231	5544450	seagate92@wlink.com.np	
167	Shrestha, Mahendra Gopal	Habitech Nepal Pvt. Ltd.	5521295	4279913	sanpoktm@mos.com.np	5525417
168	Shrestha, Maheshwor Prakash	Nepal Investment Bank Limited	4231430	4272052	maheshwor@nbl.com.np	4229623
169	Shrestha, Neeraj Man	Nepal Telecom	4220930	5552699	n_shrestha@yahoo.com	4228888
170	Shrestha, Om Prakash	Arniko Nirman Co.	4470307	4487665	arniko@mos.com.np	4487848
171	Shrestha, Opendra Kumar	Sharma & Company Pvt. Ltd.	4261158	4472406		4260628
172	Shrestha, Pradeep Kumar	Omnia Laboratories Pvt. Ltd.	4266858	5528156	omnica@htp.com.np	4268081
173	Shrestha, Prajwal	Microtech International (P) Ltd.	4247541	4241951	sprajwal@wlink.com.np	4240469
174	Shrestha, Prakash Man	Harishidhi Brick & Tile Factory Ltd.	5521451, 5521178	5533225	prakashs_0606@yahoo.com	5522776
175	Shrestha, Prashant Lal	Academy of Information Tech. Pvt. Ltd.	4412929	4359856	prashant@aitnepal.com.np	
176	Shrestha, Rabi K.	CTL Pharmaceuticals P. Ltd.	4252500	5521117		
177	Shrestha, Rabin Kumar	YOMARI Inc. Pvt. Ltd.	5543290	9851045150	rabin.shrestha@yomari.com	5549957
178	Shrestha, Rajan	Hama Iron and Steel Industries Pvt. Ltd.	4261716	4261716	hamasteel@info.com.np	4261686
179	Shrestha, Rajan Babu	Aero Care Air Conditioning Service	4474072	4412903		
180	Shrestha, Rajani	Educational Enterprise (P) Ltd.	4223749	4427037	mohanedu@hotmail.com	
181	Shrestha, Rajesh Babu	Chitwan Construction & Engg. Co.	4434648	4421496	rajesh@chitawancoe.com	
182	Shrestha, Raju Babu	Manakamana Darshan P. Ltd.	4434690, 4434825	4417943		
183	Shrestha, Ratna Lal	Krisuns Works	4284698	4284698		
184	Shrestha, Ratna Man	Shakti Hume Pipe Udhog	4270518	4271438		
185	Shrestha, Ratneshwari	Ratna Art	4221090	4254166	ratnaart@htp.com.np	
186	Shrestha, Rishi Mani	Morang Auto Works	4261160	9851096398	shrestharishi@yahoo.com	5532096
187	Shrestha, Ruby Laxmi	National Dairy Development Board	5525400	4491334	kdshr@ccsl.com.np	5522485
188	Shrestha, Sabin	Himalayas Pashmina	5543652	5520517	shrestha_shrestha@hotmail.com	
189	Shrestha, Sabin Lal	High Land Distillery	4231316	5521797		
190	Shrestha, Sajala Joshi	Simca Laboratories Pvt. Ltd.	6631259	4259221	sajala_joshi@yahoo.com	
191	Shrestha, Sanu Maiya	Nepal Bio-Tech Nursery	5541349	4413504	nbn@mail.com.np	4433405
192	Shrestha, Satish Chand	Shreenagar Agro Farm Pvt. Ltd.	4354892, 4354002	6611545	saf@info.com.np	6614242
193	Shrestha, Shiva Krishna	Sef-y Consultant	6611545	5532421	shivaks@mos.com.np	5547764
194	Shrestha, Shiva Kumar	Computer Care Pvt. Ltd.	5521131	9851081312	shivashrestha@hotmail.com	
195	Shrestha, Sohan Sunder	Shakti Hume Pipe Udhog Pvt. Ltd.	5529779	4220231	sohans@hotmail.com	4254944
196	Shrestha, Sunil Babu	Shivako Construction Pvt. Ltd.	4258493	4220231	sunilbabus@yahoo.com	4354373
197	Shrestha, Surendra Krishna	Balaju Engg. & Structure Works	4350302	4354372	balaju_engineering@hotmail.com	

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198	Shrestha, Suresh	GeoSpatial Systems Pvt. Ltd.	5531131	5527757	ssuresh@geosp.com	5531431
199	Shrestha, Suresh	Nepal Auto Mechanical Workshop	4275725	5528821		5527586
200	Shrestha, Umesh	Anupam Foods Pvt. Ltd.	5539012	5522676	trikhand@ntc.net.np	057-521770
201	Shrestha, Uttam Dass	Trikhanda Packers Pvt. Ltd.	057-522828	4781522	info@aamacraft.com	4383364
202	Simha, Reeta	Aama Craft	2171764	4252079	gem@mail.com.np	4261907
203	Singh, Bijay Bir	Gem Plasticrafts Pvt. Ltd.	4354233	4374157	charan.sipradi.com.np	4311510
204	Singh, Charan	Sipradi Trading (P) Ltd.	4311501	4492434	mukendra.singh@deuralijanta.com	4435166
205	Singh, Mukendra	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	4430340		
206	Slapth, Hira Ratna			4226774		
207	Shapit, Ajaya Ratna	New Hotel Crystal Pokhara P. Ltd.	4228011	4228013	ajsthapit@mail.com.np	4228028
208	Subedi, Mukti Nath	Rakhu Bhagwati Const.	4220520	061-520967		
209	Suwal, Bijendra	Nepal Investment Bank	4228229	4419871	bijendra@nibl.com.np	4228927
210	Suwal, Reena Singh	Beltronix	5527999	4244515	ainasingh@hotmail.com	
211	Tamang, Ladhuram	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 2082298	4355648	hyonjan@wlink.com.np	4360916
212	Tamang, Suresh	Mother Infant Research Activities	041-523550	041-523371	suresh@mira.org.np	
213	Tamrakar, Govinda Man	MEH Consultants (P) Ltd.	4477634	6610234	govinda.tamrakar@mehconsultants.com	
214	Thapa, Bipin	Academy of Information Tech. Pvt. Ltd.	4412929	5522462		
215	Thapa, Deepak	Kathmandu Repairing Center	4246518	5581137		4245835
216	Thapa, Pravat	Surya Nepal Pvt. Ltd.	053-520900 Ext.231	053-521382	prabhat@snpl.com.np	
217	Thapa, Timila Yami	Institute of Engineering	5534070	5525978	timilathapa@yahoo.com	
218	Thapa, Umesh	Intel Institute Pvt. Ltd.	4249090	4243944	info@intelinstitute.com	
219	Todi, Subodh H.	Godawari Marble Industries P. Ltd.	4411187	4412268		4412961
220	Tuladhar, Saroj Kaji	Goodwill Finance Limited	4242290	4362441	goodwill@finance.wlink.com.np	4416052
221	Tuladhar, Subarna Das	N.B. Group	4240698	4228444	nbgroup@mos.com.np	
222	Tuladhar, Ujiwal Bir Singh		4417755	4417755	ujwal2@hotmail.com	
223	Upadhaya, Ganesh Prasad	Wagle Trading Co.	4353136, 4355365	4353136	sugan@mos.com.np	4353348
224	Upadhaya, Sarad Chandra	Janak Education Material Center Ltd.	6610170	4473284		
225	Upreti, Ashok-Kumar	Peacock Plasticware Pvt. Ltd.	4288339	4355965	aku@ntc.net.np	
226	Upreti, Chintia Mani	Khadya Udhog Ltd.	057-520127	4480041	khadya@vianet.com.np	
227	Vaidya, Anand	Vaidya Electronics	4480041	4480041		5535367
228	Vaidya, Pradeep Man	Vijayadeep Pharmaceuticals	5525515	5521448	vaidya@upharma.wlink.com.np	053-520034
229	Rana, Sarbajit	Surya Nepal Pvt. Ltd.	053-520035	051-529264	sarbajit@snpl.com.np	
230	Amatya, Mahendra Bahadur	Nepal Pharmaceuticals Laboratory	051-528689	051-528701	np@atcnet.com.np	
231	Mahato, Chandra Kishor Prasad	National Healthcare P. Ltd.				
232	Hada, Surya Prakash	Bio-gas & Agriculture Equipment Development P. Ltd.	4472246	4480041	ggc@wlink.com.np	4472246
233	Shrestha, Pritam Lal			9851034336	pritam01@yahoo.com	
234	Upadhaya, Dipak Prasad	Nepal Electricity Authority				
235	Shipakari, Anajana	Wood Carving Industries Pvt. Ltd.	5521447	5533366	arjana@woodcarving.com.np	5527730
236	Gorkhali, Dipesh	STM Telecom Sanchar Pvt. Ltd.	4445981	4374864	dipesh_gorkhali@hotmail.com	4419366
237	Baskota, Tara Devi	Kanchanjanga Tea Estate	4469503	984142192	bktara@hotmail.com	4493303
238	Shahi, Praveen	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4375575	4424084	praveenshahi@yahoo.com	4375574
239	Pokharel, Prabin Raj	Global Bank Ltd.	4231198	4485845	prabin.pokharel@globalbank.com.np	
240	Durga Prasad Upadhaya	Training Institute For Technical Instruction	6630187	9803377406	dpu@titi.org.np	6630289
241	Ananta Sharma	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	4491544	ananta.sharma@deuralijanta.com	4375574
242	Sisam Pradhanang Joshi	Himalayan Bank Limited	4462045	5521747	sisam.joshi@himalayanbank.com	4490064



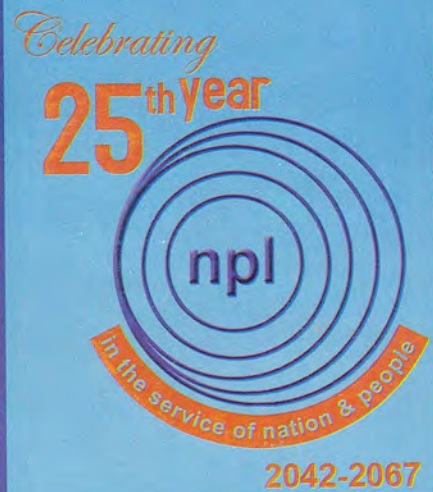
Best wishes
and
hearty congratulations to
The Association for Overseas Technical Scholarship (AOTS)
on the occasion of its 50th Anniversary.

Golden Jubilee. It is an occasion to celebrate this momentous milestone.
It is also an occasion to reconcile the experiences of the past and move forward
to take its noble objective of promoting technical cooperation and friendly relations
between developing countries and Japan to greater heights.

Nepal AOTS Alumni Society has benefited immensely from being
associated with AOTS in the past two decades, and looks forward to more
meaningful future collaborations under its theme of
Linking the World through human resource development.

Nepal AOTS Alumni Society
Kathmandu, Nepal

We entered **25th** year
of our service to the nation and people



We are the first Nepalese pharmaceutical company

- who demonstrated the status of Nepalese Pharmaceutical industry among the industries by being awarded with **"FNCCI National Excellence award"** (in commendation of significant achievement in work system & standardization) for **three consecutive years** and also by being awarded with **NICCI Excellence Award** by Nepal-India Chamber of Commerce & Industry.
- in the history of Nepalese industries, to **collaborate with academia** (Kathmandu University) for the development of Pharmaceutical Technology in Nepal.
- to produce **Cardio-vascular, Psychotropic & Anti-Diabetic** drugs in the pursuit to make the nation comparatively self-reliant and development of pharmaceutical technology.
- to produce **Veterinary Products**, too.
- to have **Bioequivalence study** of its product - OQUIN.

It's a celebration with a deep sense of increased responsibility and we are now driven to look forward to the future and take our nation technologically ahead in the field of Bio-chemical analysis and research.

Let the incoming years
be the years of
EXPLORATION & RESEARCH.



Nepal Pharmaceuticals Laboratory Pvt. Ltd.

Head Office: Om Ashram, Shreepur, Birgunj,
Tel: 051 521097, E-mail: npl@atcnet.com.np



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