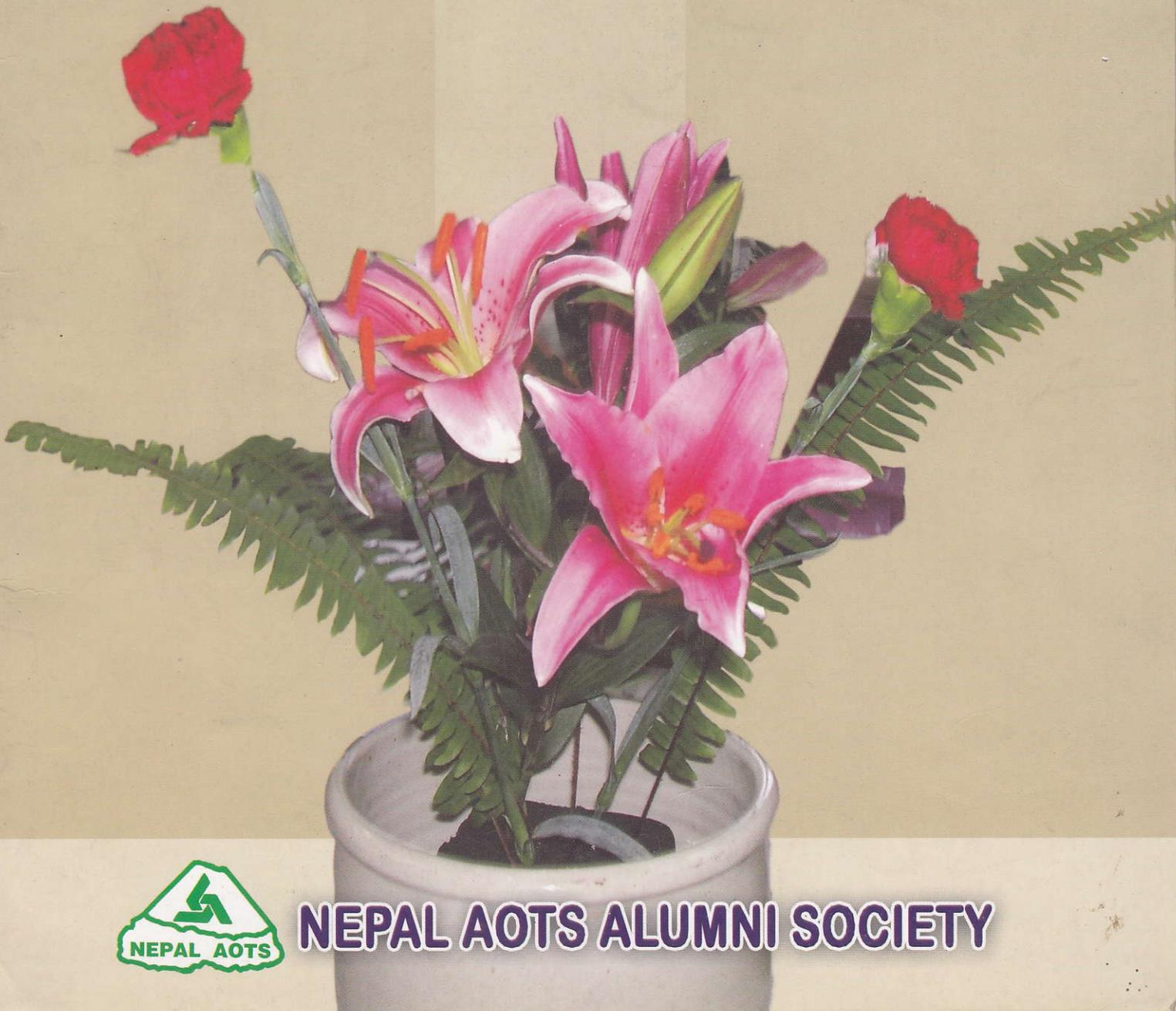


TALIM

Vol: 18

July 2008



NEPAL AOTS ALUMNI SOCIETY

अब... १* रु. १ मै बचत खाता

नेपाल इन्भेष्टमेण्ट बैंक बढी भन्दा बढी
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एवं बानी बस्न सकोस भन्नाका लागि सगौरव
प्रस्तुत गर्दछ...

मात्र रु. १ मा

“आफ्नै बचत खाता”

सम्पूर्ण अन्तराष्ट्रिय स्तरको सेवा सुविधा सहित ।



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The year 2007-2008 will go down in the Nepalese history as a turning point in the political front with a number of events leading to the Constituent Assembly elections, the declaration of a federal-republic state, the abandonment of monarchism, and the rise of the 'communities'. Amidst the pleasures and pains, and the trials and triumphs the country is experiencing, there is redemption – the promise of a New Nepal.

The year 2007-2008 has nonetheless not been any less eventful for Nepal AOTS. In its own way, the year has been quite a successful year for Nepal AOTS in terms of its collaborative efforts to carry out various activities. The Nepal-Japan IT Business Convention was successfully held during the year with a number of Japanese and Nepalese resource persons. Likewise, a training program was held on "Automobile Maintenance Technology" with an expert trainer from Bangladesh; and training on "workplace improvement". Recently, an interesting Ikebana demonstration class was conducted by a licensed Japanese lady. Also during the year, Nepal AOTS participated in the 8th SAFAAS Convention in Lahore, Pakistan.

Nepal AOTS hosted an interaction between Nepalese entrepreneurs among members and Japanese officials of Embassy of Japan, JCCN and JICA. It was also an occasion to welcome the newly appointed Japanese Ambassador to Nepal as well as to felicitate one of Nepal AOTS members, Mr. Kush Kumar Joshi for being elected President of FNCCI. It is indeed a pride for us to have one of our members at the helm of the apex body of Nepalese private sector business community.

The 5th Regional Quality Convention is a flagship program of Nepal AOTS that will be held in October this year during which eminent Prof. Naoto Sasaki will give the keynote delivery. It will be a momentous opportunity to listen to quality experts from the South Asian region and to share ideas. A WNF training on "Tour Operation and Tourism Management" will be held in November in Kathmandu for tourism entrepreneurs from Bangladesh.

The 18th AGM of Nepal AOTS will elect a new executive body that will carry the torch of continuity, blended with path breaking efforts, of the society's development endeavors in the promotion of quality and IT, the two thrust areas of the society. It would not be impertinent to consider the realization of Nepal AOTS' efforts to impulse the creation of the new Nepal that everybody is talking about.

This 18th issue of TALIM carries a number of articles and perspectives of various members besides the regular features and information on Nepal AOTS activities. We hope you find this issue interesting. We express our deep gratitude to the advertisers and contributors and all those that made it possible to bring out this issue to you on time.

Happy reading and best wishes.

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Cover Page : Ikebana

The traditional and spiritual Japanese art of flower arrangement. The picture was taken during an "Ikebana" demonstration program at Nepal AOTS last month.

Publication Committee

Ramesh Man Singh

Ashok Aryal

Aju Giri

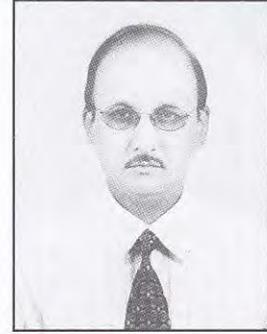
Surya Lal Maharjan

Binod Baskota

ACTIVITIES OF NEPAL: AOTS (Aug. 2008 - July 2009)

Activities	2008		2008		2008		2008		2009		2009		2009		Person		
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	In-Charge				
1. JASMAN Trainings																	
1.1 In House Training	*		*	*	*	*	*	*	*	*	*	*	*	*	*	*	K. Khanal
1.2 Domestic Lecturing Tour (DLT)				*					*				*			"	
2. Scholarships																	
2.1 Alumni Recommended		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	A. Dali
2.2 WNF training at Nepal							1-13										M. Nakarmi
3. Others																	
3.1 5th Regional Quality Convention																	R. P. Nepal
3.2 Bo-nen-kai					*												P. N. Manandhar
3.3 TALIM Publication															*	*	R. M. Singh
3.4 19th AGM															*	*	M. Nakarmi
3.5 Registration Renewal															*	*	R. K. Singh
3.6 IT Convention															*	*	P. L. Shrestha
3.7 Finance and Assets Management										*					*	*	P. Manandhar

PRESIDENT'S MESSAGE



The driving forces behind the Nepal AOTS Alumni Society's activities are its members guided by the principles of Continuity and Sustainability. Its best example at hand is this 18th issue of TALIM, the result of valuable voluntarily efforts of our colleagues.

This annual publication has been continuously brought out on the occasion of its annual general meeting. And it is our great pleasure to inform you that publication of TALIM has already become sustainable by its own revenues. We are very proud of the TALIM publishing team, whose effort has made this possible. In fact, every activity of Nepal AOTS is guided by these complementary principles.

TALIM has been the best testimony of the activities of Nepal AOTS Alumni Society being summed annually. Besides, it has also been carrying out useful articles for the benefit of its readers.

Nepal AOTS is also preparing for the 5th Regional Quality Convention to be organized on 21 – 22 October 2008. The objective of this convention is 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 of various commercial or non-commercial, private or public sector organizations. The highlight of the convention will be the key note address by the renowned quality expert from Japan, Prof. Dr. Naoto Sasaki. The other international experts will be from the SAFAAS Region and other neighboring countries as well.

Let us make the 18th Annual General Meeting and the forthcoming convention of Nepal AOTS a grand success.

Best wishes,

A handwritten signature in black ink, appearing to read 'Prakash R. S. Suwal'. The signature is stylized and cursive, with a checkmark-like flourish at the beginning.

Prakash R. S. Suwal

President, Nepal AOTS Alumni Society



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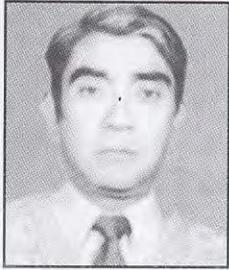
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Past President, Nepal Bar Association
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Nepal AOTS*

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About Nepal AOTS Alumni Society (Nepal: AOTS)

Nepal AOTS Alumni Society (NAAS) is a non-government organization of the ex-trainees of the Association for Overseas Technical Scholarship (AOTS), Japan. NAAS 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. *NAAS Vision 2000* has focused on two specific areas – 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 "*The creation of a better world through the ties of friendship and the individuals as well as collective endeavor of our members*". 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.

NEPAL AOTS ALUMNI SOCIETY

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

Nepal Japan IT Business Convention at Kathmandu

Nepal: AOTS organized the First Nepal Japan IT Business Convention at Hotel Himalaya, Kathmandu on 26-27 July 2007 with the support of High Level Commission for Information Technology (HLCIT), Government of Nepal in cooperation with The Association for Overseas Technical Scholarship, Japan, Embassy of Japan, Nepal, Japan Nepal Society, Tokyo, Japan and Japanese Chamber of Commerce in Nepal. Altogether 5 international and 5 Nepalese resource persons presented their prestigious resource papers in the two day IT convention which was attended by around 65 participants. Mr. Kenji Kurokami, COO, AM Corporation was the keynote speaker in the convention.



17th Annual General Meeting

Nepal: AOTS held its 17th annual general meeting on 27 July 2007, at Hotel Himalaya, Kathmandu. Mr. Yasumi Suzuki, General Manager of AOTS New Delhi Office was the guest of the AGM. Altogether around 90 members attended the meeting.

WNF Training Program on "Automobile Maintenance Technology" at Sipradi Trading Co.

A Five days Training Program on "Automobile Maintenance Technology" was held on 19 - 23 August 2007 at Sipradi Trading Co., Naikap. Automobile Expert and Director, Uttara Motors Limited, Bangladesh, Mr. S. A. Humayun Ahamed was the resource person of the program. Altogether 25 participants from various automobile workshops of Kathmandu attended the program. Representative Officer of Bangladesh and Nepal Dr. AKM Moazzem Hussain highlighted about the AOTS and WNF. Mr. Saurya SJB Rana, CEO of Sipradi Trading Co. spoke about the importance of the training and Mr. Deepak Khadka, President of Auto Mechanics Association of Nepal requested trainees to get maximum benefit from the training.



Workshop on "Workplace Improvement"

A One day Workshop on "Workplace Improvement" was organized by Nepal: AOTS on 5 October 2008 at Yamamoto Talim Ghar (YTG), Koteshwor. The objective of the program is: To promote the concept of Japanese Style of Management through awareness building among middle level managers working either in a service or manufacturing industries of Nepal. And to enable participants to improve their workplace by adopting these concepts like TQM, 5'S, QCC, Red Tag and Visual Motivation in their respective organizations. Mr. Kumar P. Khanal, First Vice-President of Nepal: AOTS and JASMAN Coordinator was the resource person. About 15 participants from various Manufacturing and Service Industries attended the workshop.



8th SAFAAS Convention at Lahore

First Vice President, Mr. Kumar P. Khanal attended as Representative, in the 8th SAFAAS Convention held on 3-4 November 2007 at Lahore, Pakistan.

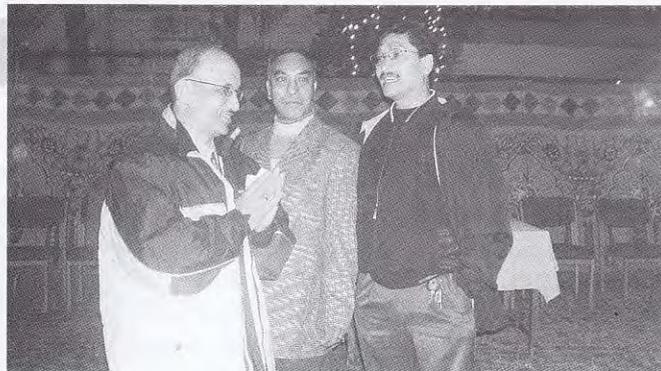


Talk program by fresh AOTS Participant

Ms. Shanti Laxmi Shakya, Joint Director, Human Resource Department, Nepal Electricity Authority delivered the talk program on "QC Seven Step Formula for Solving Problems" at YTG, Koteshwor on 3 December, 2008 during regular monthly meeting. The objective of the program is to share the knowledge what he/she gained form the training to other members. All together 20 members were present at the program.

Bo-Nen-Kai

A very fun-filled Bo-Nen-Kai was organized on 28 December 2008 at Hotel Ambassador, Kathmandu. Altogether 82 Nepal: AOTS members including their family members participated in the annual year-end party which included a lively door-prize giving away function and sumptuous cocktail dinner around the bonfire in the cold winter evening.



Computer Training Program

Basic Computer Literacy (BCL) Program conducted by Nepal AOTS Computer Training Center (NACTC) in the FY 2007/2008. The two-month long BCL program was designed to make fresh participants literate in computer application suitable for office work. The training was conducted by in-house trainers. About 10 participants benefited the training.



Welcome Dinner Program

Nepal: AOTS hosted a welcome dinner to His Excellency Mr. Tatsuo Mizuno, Ambassador of Japan to Nepal and Mr. Kush Kumar Joshi, newly elected president of FNCCI on 9 May 2008 at Hotel Himalaya. Mr. Tadashi Fujiwara, Minister Councillor and Ms. Kanako Nakagawa, Research Officer, EOJ were also present. Likewise Mr. Kazuo Suganuma, President and Mr. Hideaki Takada, Vice President, Japanese Chamber of Commerce in Nepal were also present in the dinner program. All together 18 business executives among Nepal: AOTS members and executive members took part in lively discussion and interaction on various line of business sector possible to tie up as joint venture.

Ikebana Demonstration Class

Ikebana Demonstration was observed at YTG, Koteshwor on 16 June 2008. Mrs. Sachiko Fujikawa, the trainer of the program was an experienced Japanese IKEBANA trainer. She started learning IKEBANA at the early age of 17 and received first license of IKEBANA (Ikenabo School) at the age of 22. About 15 Nepal: AOTS members and their family participated in the program. Ms. Kaneko Nakagawa, Research Officer, EOJ also participated in the program.



5th Regional Quality Convention at Kathmandu

Nepal: AOTS is going to organize 5th Regional Quality Convention at Kathmandu on 21-22 October, 2008. Prof. Dr. Naoto Sasaki, from Japan will give key note speak on "Economic Growth and Quality". Mr. Syed Masud Hasan, President of BAAS will present a paper on "Experience of Promoting TQM in the Public Sector of Bangladesh" and Mr. Mokarram Uddin Ahmed, Senior Vice President of BAAS and Vice President of BSTQM will present a paper on "The Role of BSTQM in Promoting Quality Management in Bangladesh during the last 12 years". Mr. Man Mohan, President, AOTS Alumni Society Delhi, will participate in the convention.

On the Job Training on "Tour Operation and Tourism Management" at Kathmandu

WNF Training Program on "On the Job Training on Tour Operation and Tourism Management" is scheduled on 1-13 November 2008 at Kathmandu. Two Trainees from Bangladesh will participate the program. The main objectives of the program are:

- To impart know how on Tour Operations in Nepalese Tourism sector.
- To impart know how of designing, costing, selling and operation of various packages.
- To mutual share experience in Tour Operation and Tourism Management.

HEARTY CONGRATULATIONS

Nepal AOTS Alumni Society congratulates
Mr. Kush Kumar Joshi for being elected



President of Federation of Nepalese Chambers of Commerce and Industry for the term 2008-2010. We take pride in having one of our members at the head of the apex body of the largest Nepalese private sector business community, and wish him all the success in his tenure. We are confident that his innovative leadership will be a driving force to catalyze the economic development of Nepal.

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)

Training Under AOTS Japan

S.N.	Name of the Program	Duration	Place of the Training	Name of the Participants	Name of the Participants Company
1.	The Training Course on Practical Solution of Quality-Related Problems (SPQP)	5 ~ 18 Sept. 2007	Osaka	Ms. Shanti Laxmi Shakya	Nepal Electricity Authority
2.	The Program on the Development of Die and Mold Industry (DDMI-1)	17 ~ 30 Oct. 2007	Yokohama	Mr. Mahesh Kumar Nakarmi Mr. Prakash Man Shrestha	Manik Metal Craft Harrisiddhi Brick & Tile Factory Ltd.
3.	The Production Management Training Course (PMTC)	14 Nov. ~ 11 Dec. 2007	Aichi	Mr. Sarbajit Rana	Surya Nepal Pvt. Ltd.
4.	The Program on Quality Management for Bangladesh and Nepal (BNQM)	30 Jan. ~ 12 Feb. 2008	Osaka	Mr. Bijaya Bahadur Shrestha Mr. Naresh Bahadur Malla Mr. Chandra Kishor Prasad Mahato Mr. Raju Prasad Shrestha (Khairegoli) Ms. Namrata Giri Ms. Reena Suwal (Singh) Mr. Ajay Bahadur Pradhanang Mr. Sumil Chitrakar	Snowlion Carpets Pvt. Lts. Web Printers P. Ltd. National Healthcare (P) Ltd. Omnic Laboratories Pvt. Ltd. Prithivi Printing Press (P) Ltd. Beltronix Fleur Himalayan Limited Mahaguthi Craft With A Conscience
5.	The Program on Corporate Management for South Asia (SACM)	10 ~ 23 Apr. 2008	Yokohama	Ms. Bindu Shakya Mr. Yadav Raj Pandey Mr. Sohan Sunder Shrestha Ms. Minoo Kumari Amatya Piya Mr. Keshab Bikram Khadka	ACE Hotels & Resort Prudential Britiya Sanstha Limited Shakti Hume Pipe Udhog Pvt. Ltd. Nepal Pharmaceuticals Lab Pvt. Ltd. Annapura Agro Industries Pvt. Ltd.
6.	The Program for Quality Management (PQM)	7 ~ 27 May 2008	Tokyo	Ms. Sajala Joshi Shrestha	Simca Laboratories Pvt. Ltd.
7.	The Executive Program on Corporate Management (EPCM)	30 Jun. ~ 11 Jul. 2008	Tokyo	Mr. Surya Prakash Hada	Bio Gas & Agricultural Equipment Development (P) Ltd.
8.	The Program for Business Innovation by Information Technology (BIIT)	24 Jul. ~ 6 Aug. 2008	Tokyo	Mr. Varun Lohia Mr. Bikash Maharjan	Aarati Soap & Chemical Ind. (P) Ltd. IT Linx Pvt. Ltd.

WNF Training Program

1.	Automobile Maintenance Technology	19 ~ 23 Aug. 2007	Sipradi Trading (Pvt.) Ltd., Kathmandu	Mr. S. A. Humayun Ahmed	Uttara Services Ltd., Dhaka, Bangladesh
2.	Manufacturing of Small Boilers and Water Treatment Plants	9 - 23 Nov., 2007	Modern Erection Ltd., Dhaka, Bangladesh	Mr. Surendra Krishna Shrestha Mr. Birendra Kumar Kayastha	Balaju Engineering and Structures Works Pvt. Ltd. Pokhara Machine Tools (P) Ltd.

Nepal Japan IT Business Promotion Convention

26 – 27 July 2007, Kathmandu

Nepal AOTS Alumni Society (NAAS) organized the First IT Convention at Hotel Himalaya, Kathmandu on 26-27 July 2007 with the support of High Level Commission for Information Technology (HLCIT), of Nepal and cooperation from Embassy of Japan, Nepal, National Information Technology Center (NITC), Government of Nepal, Japan External Trade Organization (JETRO), New Delhi, Association for Overseas Technical Scholarship (AOTS), Japan, Center of the International Cooperation for Computerization (CICC), Japan, Japan-Nepal Society, Tokyo, Japan and Japanese Chamber of Commerce in Nepal.

Similarly sponsorships from Nepal Telecom, GeoSpatial Systems Pvt. Ltd., Nepal Investment Bank Ltd., Professional Computer System Pvt. Ltd., Information System Solution, Yomari Inc. Pvt. Ltd., Crystal Image, Madan Puraskar Pustakalaya, Prudential Bittiya Sanstha, Global Bank Ltd., Manakamana Darshan Pvt. Ltd., National Healthcare Pvt. Ltd. and Hama Iron and Steel Industries Pvt. Ltd. made the IT Convention a grand accomplishment.

NAAS believes that Information and Communication Technology (ICT) could be one of the driving engines for the economic development of Nepal after agriculture and the tourism. Besides, ICT should largely be used for augmenting the efficiency and effectiveness in the government functioning in Nepal. AOTS and CICC have trained almost 100 Nepalese in the field of ICT, mostly from the private sector. They are now the members of NAAS, and very valuable asset of the nation to develop the ICT industry, and to promote business with Japan. NAAS realizes the fact that ICT is the only sector in Nepal that is not affected by the geographical limitation of the country.

NAAS has its strong IT wing comprised of IT professionals who have attended the training in Japan, owns basic facilities for IT software development, and IT related trainings. NAAS hopes to be a catalyst to initiate IT business with Japan in the days ahead.

NAAS organized this IT Convention in order to prepare a background to develop the IT industry especially to promote the business with Japan. The Convention intends to show the path for IT businessmen who are interested with Japan business. The Convention was a forum to interact on what Nepal can give and what Nepal should do immediately to start IT business with Japan, at the

same time, to introduce what Japan needs today and tomorrow. The realistic scenario will be presented discussing on the facts and figures with our feet on the ground. Thus, this Convention was held to explore the possibilities between Nepal and Japan's IT business.

The IT Convention was participated 66 participants from Japanese joint venture companies, Nepalese IT companies doing IT business with Japan, individuals interested in Japan-Nepal IT business, Nepalese IT professionals, university teachers and students, educational institutions and government ministries.

The IT Convention Objectives are

- Sharing experiences/knowledge with the Japanese companies working in Nepal and Nepalese working in Japan – to learn the facts and to know the prospects.
- Introducing each other's (Nepal and Japan) strengths and requirements that may lead to business tomorrow.
- Sharing the vision and knowing the guidelines of both the nations – Nepal and Japan to proceed to future business.

After the welcome address by Mr. Prakash Raj Singh Suwal, President, NAAS, the convention was inaugurated by Honorable Minister Ms. Sahana Pradhan, Minister of Foreign Affairs of the Government of Nepal, in the presence of different dignitaries, IT professionals, businessmen, resource persons and participants and guests.

Honorable Vice Chairman Mr. Saroj Devkota, HLCIT, His Excellency Mr. Tsutomu Hiraoka, Ambassador of Japan in Nepal and Mr. Yasumi Suzuki, General Manager, AOTS Office New Delhi, Representative, AOTS, Japan; Mr. Hideaki Takada, Representative, Japanese Chamber of Commerce in Nepal, spoke some warm and encouraging words for the success of the IT convention.

The following papers were presented by resource persons in different sessions during the IT Convention. Open discussion and question-answer sessions were held after the end of each session.

International Speakers

Mr. Kenji Kurokami was the keynote speaker and shared his experience on '*Japan's IT Business with South Asian*

Countries – Facts and Prospects'. He graduated from Tokyo Electronics & Engineering University. Presently, his major business roles are Chief Operating Officer (COO), AM Corporation; Corporate Advisor, CORE Co. Ltd.; Technical Advisor, Mitsubishi Research Institute DCS Co. Ltd., and Chief Executing Officer (CEO), Magical Egg Corporation.

Dr Yuki Ito, Professor, Saitama University and Director, Japan-Nepal Society. Paper title: '*Present Situation of Off-shoring in Japan and Pre-requisites for Nepal to be IT Business Partner of Japan*'.

Mr. Kazuo Sukanuma, Managing Director, Monta Dio Consulting Japan. Paper title: '*How to Go with "Japanese" Business Partners*'.

Mr. Taku Shibata, Director, Research Service Division, Nakanihonn Air Service Co. Ltd. and Director, GeoSpatial Systems Pvt. Ltd. Paper title: '*Experience of JV Company - Geospatial Systems Pvt. Ltd.*'.

Mr. Parameshwor Karki, General Manager, Information Technology Business Unit, Daitec Co., Ltd., Hiroshima, Japan. He is Non Resident Nepalese (NRN) with 17 years of experience in IT Sector. Paper title: '*Customer Driven Solution Development Projects: Sharing Some Experiences*'.

Local Speakers

Mr. Manohar K. Bhattarai, fulltime member at the High Level Commission for Information Technology (HLCIT), Government of Nepal. Paper title: '*ICT Scenario of Nepal Assessing Nepal's Position as a Potential IT Services Sourcing Destination*'.

Dr. Subarna Shakya, Executive Director, National Information Technology Center (NITC), Government of Nepal. Paper title: '*IT Education and Manpower Scenario in Nepal*'.

Mr. Suresh Kumar Regmi, the Immediate Past President, IT Professional Forum, Managing Director, Professional Computer Systems. Paper title: '*ICT Infrastructure Scenario in Nepal*'.

Mr. Rajesh Kumar Shakya, Chairman/CEO, HitechValley iNet Pvt. Ltd. Paper title: '*Outsourcing in Nepal: Facts and Prospects*'.

Mr. Suresh Shrestha, Director, GeoSpatial Systems Pvt. Ltd. Paper title: '*Experience of JV Company - Geospatial Systems Pvt. Ltd.*'.

Mr. Prashant Lal Shrestha, Chairman, Academy of Information Technology Pvt. Ltd and Coordinator, IT Convention. Paper title: '*Present Situation of IT Manpower and IT Products in Nepal*'.

Resolution of the Nepal Japan IT Business Promotion Convention

- a. Strongly recommend Government of Nepal to immediately review, update and promulgate the enabling policy to facilitate ICT business in Nepal which was pending since 2000.
- b. Request government to facilitate the development of required infrastructure including education, communication power and other necessary infrastructure.
- c. Request government to formulate and implement the regulations regarding joint ICT venture and grant opportunity to the foreign investors to invest economically and technically in Nepal with one window system.
- d. Recommend universities and institutions to identify the job oriented courses as per the need of Japanese IT industries such as ICT, Japanese language, management etc.
- e. Activate societies of IT professionals in Nepal to prepare a database of IT strengths in Nepal
- f. Request Japan-Nepal Society; Embassy of Japan in Nepal; Embassy of Nepal in Japan; JETRO; Nepal-Japan Chamber of Commerce; Japan Chambers of Commerce in Nepal etc to promote Nepal as an outsourcing destination.
- g. The ICT business communities are committed to be quality conscious and strive towards acquiring international standards such as ISO, CMM, etc.
- h. The business support institutions like banks commit itself to be involved in consortium financing for infrastructure development required for ICT business.
- i. Nepal Telecom and other infrastructure institution commits to provide required infrastructure in a cost effective and efficient manner.
- j. Nepal-Japan IT Business Promotion Convention shall be continued in future.

8th SAFAAS Convention

Hotel Ambassador, Lahore, Pakistan

3-4 November, 2007

RESOLUTION

THE 8TH CONVENTION OF SOUTH ASIAN FEDERATION OF AOTS ALUMNI SOCIETIES [SAFAAS] held at Lahore, Pakistan on 3rd & 4th November, 2007 resolves as follows:

1. The delegates express their deep appreciation and gratitude to the Chairmen and members of all Alumni Societies of Pakistan for the excellent arrangement and hospitality provided to all representatives, delegates and observers and AOTS officials who have attended the convention.
2. The Convention conveys its thanks to His Excellency SEIJI KOJIMA, Ambassador of Japan in Pakistan, Mr. Almas Haider, CEO, Engineering Development Board of Pakistan, Mr. Shahid Hassan Sheikh, President of Lahore Chamber of Commerce and Industry, and Mr. Aamir Shirazi, Honorary Consul General of Japan in Lahore for their presence and inaugurating the event.
3. The Convention also conveys its heartfelt thanks to Mr. Toshikazu Kumazawa, Senior Managing Director AOTS, Japan for his presence and continued support to all Alumni Societies of AOTS.
4. The Convention thanks Mr. Yasumi Suzuki, General Manager, AOTS New Delhi Office and Ms. Miho Furuhashi and Ms. Nanae Kimura of AOTS Japan for their untiring efforts in the preparation of Agenda for the Convention.
5. Proceedings of the Convention focused on Major topics.
 - i. Proposal of training programs for the regional federations based on the HRD needs of each member country.
 - ii. Collaboration amongst the member Societies for evaluation survey sharing data of ex trainees, success stories and co-operation with AOTS.
 - iii. Better management of Alumni Societies.
 - iv. Mechanism to raise / generate WNF fund and getting the best out of this program.
 - v. Agreement – how to utilize the agreement for the better relations between Alumni Societies and AOTS.
6. The following are the recommendations covering all the 5 topics discussed country wise and consolidated in group discussions.
 - i. Training need of countries have changed and therefore the AOTS training programs should be updated with new additional input.
 - ii. Programs related to service sectors such as banking, telecom and infrastructure, alternate energy resources, supply chain management etc. should be introduced as part of AOTS Management training programs.
 - iii. A two phase training program should be offered with initial Phase of training in member Country / Region and the second Phase in Japan.
 - iv. “Training of Trainers” program for accreditation of regional trainers to be organized by AOTS Japan.
 - v. AOTS to consider flexible measures to develop collaborative programs.
 - vi. AOTS could explore new area of activities such as distance learning, strategic management etc.
 - vii. Inter Alumni, Inter regional cross training programs for sharing of knowledge of ex trainees between different countries.
 - viii. Bi-annual new letter within each Alumni Society should be made available for disseminating information, sharing best practices and success stories.
 - ix. Increase of membership in Alumni Societies should be explored by offering special membership to individuals and corporate companies other than AOTS ex trainees.

- x. Each Alumni Society should put efforts to enhance its image amongst local industries and other professional bodies for getting their cooperation.
- xi. AOTS Japan could keep the Alumni Societies informed about recruitments of candidates to various management courses through other professional bodies such as CII, Chambers of Commerce and Industry, Automotive Components Associations etc.
- xii. Alumni Societies should also extend its activities beyond providing not only to AOTS related services but areas such as consultancy services and conducting management training courses related to quality, productivity etc.
- xiii. Alumni Societies should also identify a pool of competent resource persons as trainers for conducting training programs.
- xiv. Per diem allowance for trainees for WNF programs should be enhanced from 50 US\$ per day to 100 US\$ per day due to high escalation in hotel tariff even among two star category hotels.
- xv. Inter industrial exchange programs among the region may also be encouraged through WNF activity.
- xvi. AOTS Alumni Societies agreement form needs to be simplified to workable level, minimum documentation is required to fulfill the needs from AOTS Japan.
- xvii. AOTS Alumni Societies of SAFAAS region should undertake the evaluation survey studies based on the format given by AOTS and this study should be completed so that concrete findings can be presented in the AOTS convention in Tokyo in 2009.
- xviii. It is proposed to have an exclusive website for SAFAAS for sharing many activities related to each Alumni Society in the region. Lahore Alumni Society will initiate this activity and a representative from each Alumni Society will network with Lahore Alumni Society.
- xix. The Convention proposed the next SAFAAS Convention to be combined with AOTS 50th Anniversary Convention proposed in the year 2009 at Tokyo.

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QC STORY

Sajala Joshi Shrestha
Manager, QA
Simca Laboratories Pvt. Ltd.

The QC Story is an effective procedure for problem solving in an organization. Problem is defined as an “undesirable result of a job”. The solution of a problem is to improve the poor result to a reasonable level. People generally try to solve problems instantly without thinking about the possibility of reoccurrence of the problems. At first, it may seem very effective, but the solution applied may not be the real solution. Remedies taken without adequate knowledge of the cause of the problem will not lead to permanent solutions.

When QC Story is applied, the causes of the problem are investigated on facts, and the cause and effect relationship is analyzed precisely. No imagery or desk theories are allowed as these can lead to erroneous directions. QC Story is so called because it is a kind of a story of the activities of quality control.

There are seven steps involved in QC Story.

1. **Problem:** Identification of the problem.
2. **Observation:** Recognizing features of problem
3. **Analysis:** Finding out the main causes.
4. **Action:** Action to eliminate the causes.
5. **Check:** Confirmation of the effectiveness of the action
6. **Standardization:** Permanent elimination of the causes
7. **Conclusion:** Review of the activities and planning for future work.

Though this process appears to be long, in the long run, it is the most effective and shortest route for problem solving.

1. Problem

First of all, the problem should be clearly defined. Whenever a problem is selected, the reason for selection should be clear. This can be done by collecting data and using QC tools like

Affinity diagram and Pareto diagram. It is important to prioritize the problem in terms of its significance. If it is highly significant and is widely understood by many people, the problem will be dealt with seriousness.

2. Observation

The main objective of this step is to discover factors that have caused the problem. The clues to problem solving lie in the problem itself. A problem can be associated with many other problems. When a problem is observed from a number of different viewpoints, various phenomena in the results can be discovered which serve as clues for problem solving. If there is variation in the results, there must be variation in casual factors. Thus, correlating two types of variations makes identification of main factors possible.

Investigation of the problem should be done on four considerations, i.e., time, place, type and symptom. However, these four aspects alone will not be sufficient. The investigation should be done from various viewpoints based on the characteristics of problem. The wider the variation of the problem discovered the better. Observation of the problem is also based on data. QC tools like Histogram, Control chart, Scatter diagram can be used in this observation step.

3. Analysis

The purpose of this step is to find out the main causes of the problem. In QC Story, causes must be determined scientifically. The analysis step comprises of two parts.

- a) Set up hypotheses or selecting major candidates as causes.
- b) Test the hypothesis or derive main causes from the candidates.

trainings and education on the standards adopted. Review of improvement of quality improvement activities can be done by considering the following points:

- a) *Theme:* Check whether PDCA (Plan, Do, Check and Action) cycle is rotating around the theme itself. Confirm that there is no mismatch between the theme and the contents.
- b) *Entire flow:* Problem solving QC Story must be logically consistent from "Problem" to "Conclusion".
- c) *Checking of the steps:* The steps in QC Story are designed to facilitate problem solving naturally. Therefore, there should be no diversion in the steps.
- d) *Schedule:* As an important yardstick for controlling quality improvement activities, it is very important to follow the schedule for

the given work.

- e) *Evidence:* All the steps should be substantiated by facts and data rather than working on imagination.
- f) *Key point in tackling the follow-up theme:* This not only helps in the follow-up but also enhances the scope to improve the previous six steps. This step helps us to reflect on how we steer the activities and make references for ways to progress. It is therefore advisable to summarize the chronologies and activities in an easily understood format to reflect on how the characteristic values in question changed at each stage in response to actions taken.

Thus, QC Story is a very effective way of tackling problems in an organization. This prevents reoccurrence of the problem and also occurrence of similar kinds of problems.

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Company-wide Problem Solving (CWPS): Discovery of Problems and Pursuit of Causes with the Application of Stratification Technique in Pharmaceutical Companies in Nepal

Jaya Bir Karmacharya
Manager, Factory Operation, OMNICA

Introduction

From management point of view, in general, all problems should receive the same level of attention, and should be handled with the same level of responsibility. However, in practice, problems are considered on their individual features, and actions taken depend on situations. Problems can generally be classified into the following three types and dealt with accordingly.

- Type 1 problem: A visible problem that should be solved
- Type 2 problem: An invisible problem that is identified when one wants to improve or reinforce the current status
- Type 3 problem: A problem that is identified when one looks forward to a future deal by realizing or avoiding a situation that can happen on the extended line of the current status.

Ways of Stratification

Stratification is a technique used to analyze/divide a universe of data into homogeneous groups (strata) often data collected about a problem or event represents multiple sources that need to be treated separately. It involves looking at process data, splitting it into distinct layers (almost like rock is stratified) and analyzing to see a possible different process.

First, everything including phenomena has two aspects. We contrive a way of stratifying matter or phenomena according to these bilateral aspects which can be either contrasting (opposing) or complementary. This concept based on the bilateral nature of things is called "correspondence" and the stratification of subjects is accordingly termed "*stratification by correspondence*." Second, everything including phenomena may be more conveniently stratified along the passage of time, or a time line (development to the subordinate concept). Everything may also be classified in a specific order if they are graded. Such a line of thought along a time line or a specific order is called the concept along a thought stream. This type of stratification is termed "*stratification by stream*."

Moreover, the general concept of the classification or stratification of things or phenomena is the process of classifying the components of the things or phenomena on the equal level of concept. Classification according to this concept is called "*stratification by components*."

Nepalese Pharmaceutical Market

The consumption of allopathic drugs in Nepal in the fiscal year 2062/63 (2005/06) has been Rs. 9 billion 61 million, of which about 30% is shared by antibiotics. 65% of medicine consumption was met through imports by private sector and public sector (with a share of 9%). Similarly, 35% of medicines consumption was met through domestic production by the national industries. Based on the sales figures, the top five selling products from domestic production includes amoxicillin (9.7% of sales), vitamin preparation (6.4% of sales), cough preparations (4.4% of sales), ciprofloxacin (4.1% of sales), and iron preparations (3.6% of sales). At present, about 40 domestic pharmaceutical industries are in operation.

Problems Identified with Nepalese Pharmaceutical Companies

It has been found that Nepalese companies are currently operating at about 40% of their total capacity. Most of these companies manufacture products, which give similar therapeutic effects. As a result, the local manufacturers have to compete not only with imported products but also among themselves for a share of the market.

Slow introduction of new products, narrow and non-specific product range, slow technological advancement, problem on productivity improvement, problems related with achieving World Health Organization recommended Good Manufacturing Practices (WHO GMP), and problems related to export are some of the commonly identified problems of Nepalese pharmaceutical manufacturing units.

Among these, a detail analysis is done the critical problem issue of "slow introduction of new products in the market" by developing a cause-and-effect diagram based on the technique of *stratification by correspondence* and *stratification by component*.

Annex 1:

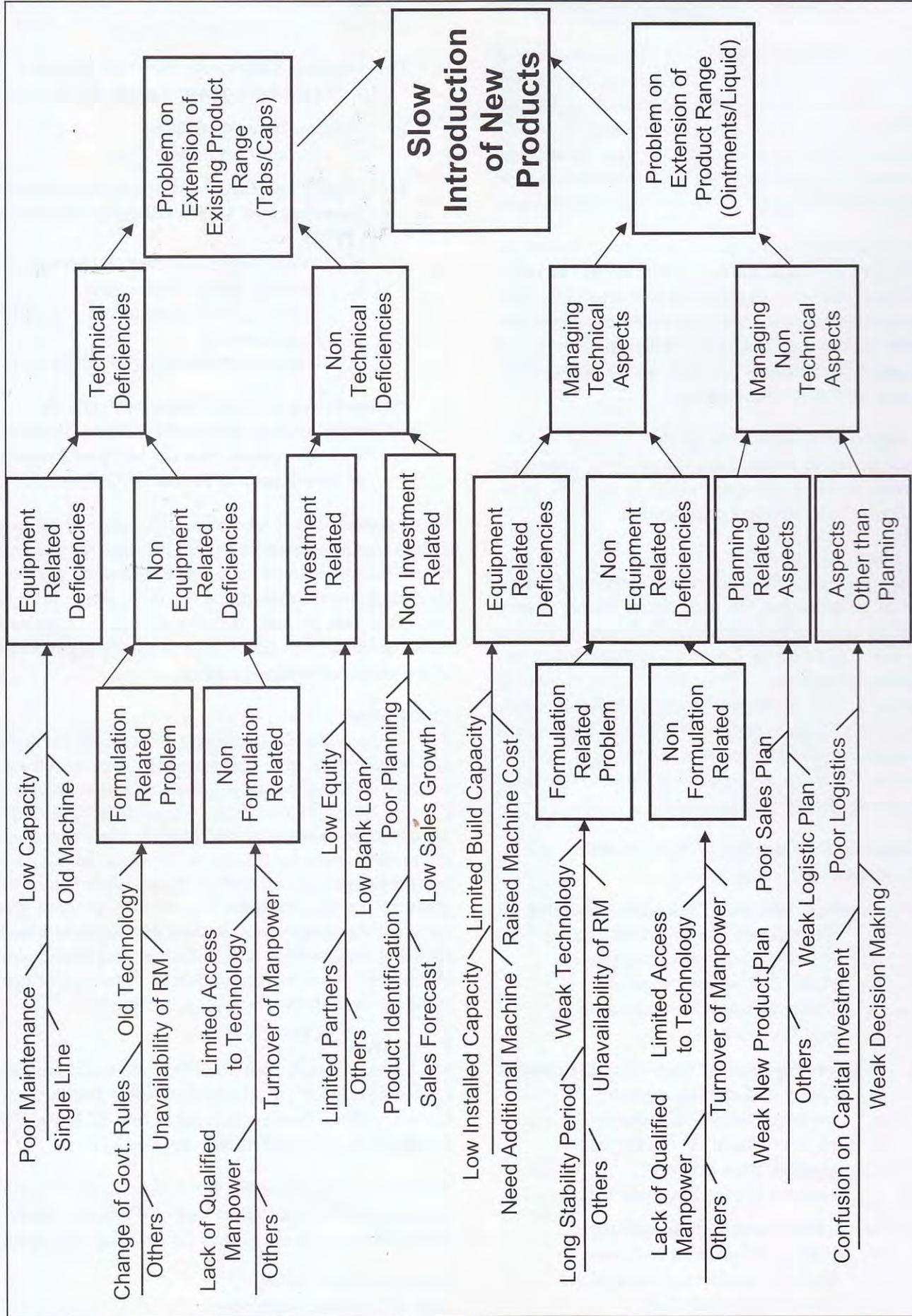


Fig.1: Cause-and-Effect Diagram

Chanakya's *Kautilya Arthashastra* for Success in Business

Binod Man Rajbhandari

General Secretary, Nepal AOTS

The eastern scriptures are rich on subjects pertinent to the human life and society. Those were taught and practiced since ages. The essences of those scriptures were published in simple and precise form by many noble people. Among those, Chanakya's *Kautilya's Arthashastra* of 350 B.C. is a masterpiece by itself as it has elaborated some of the key business principles and strategies and management modules especially pertaining to corporate management. This voluminous work of Chanakya's lifetime contains over 6000 verses divided into 150 chapters and 180 sections, and covers topics like statecraft, economics, military warfare, and law and order. The modern corporate world can benefit from the book which includes various management topics such as employee selection, training, consultancy, competition, strategy, time management, mergers and acquisitions among others. There is no topic of management which has not been covered in this one book. As one western scholar rightly said about the book, "*Kautilya's Arthashastra* is not a book; it is a library." Therefore, it is called a book of 'Total Management'.

Hence, Chanakya is regarded as the world's first management *guru*. His management thoughts and ideas have helped kings and rulers for centuries. In his world famous book, Chanakya had pointed out seven pillars on which the kings and rulers apply their techniques in their respective states. These are also relevant in today's corporate world and other organizations too. They are:

In state affairs	In today's corporate management
<i>Swami</i> (the leader)	Chairperson, CEO, Managing Director
<i>Amataya</i> (minister/manager)	General Manager, Manager, Subordinates
<i>Janapad</i> (your market)	Area of activities <i>Durga</i> (head office) Office, Workplace with optimal facilities
<i>Kosha</i> (treasury)	Finance, Resources
<i>Danda</i> (army)	Planners, Workers, Marketing personnel
<i>Mitra</i> (friend).	Strength

The above seven pillars still possess a strong advocacy in corporate management. Since, man is a social animal; he performs work with the help of others. The main task here is to transform the competitive mindset of people into a compatible mindset according to the pattern of the work.

1. The King (The leader)

All great organizations have great leaders. The leader is the visionary, the captain, the man who guides the organization. In today's corporate world we call him the Chairperson, President, CEO, Director etc. Without him the state or the organization will lose direction. So the leader should develop the ability to work in teams and also be able to inspire the team to work together as per his/her vision. And this applies to all the facets of life – at work place, in competitive business setups and even in managing domestic affairs.

It is important to spend time with the subordinates, separately. Set aside half an hour every day for this purpose. This will help to understand the way each employee thinks and can help to resolve problems at the initial stage itself.

2. The Minister (The manager)

The manager is the person who runs the show, the second-in-command of an organization. He is also the person who is dependable and will lead the state or organization in the absence of the leader. He is the man who will always be in action. An extraordinary leader and an efficient manager together create a remarkable organization. It is always better to involve the human resources in the organization than just to inform them. If you are going to take up a new assignment, call your people and tell them about it. The suggestions and their opinions will help you to look at the project from different angles. The best ideas often come from the bottom. Meanwhile, they will also own the project. It is important for the HR department to establish records with details of each employee. Just maintaining records is not enough; the management should refer to them periodically to identify the

inherent strengths of the employees and make effective use them.

A recent survey of 'Best Employer' among the corporate world has indicated that employees who feel 'wanted and challenged' in work place have better chances of staying committed in the organization for a longer period of time. This is better reflected in what the American industrialist Charles Erwin Wilson once said, "A good boss makes his men realize that they have more ability than they think they have, so that they consistently do better work than they thought they could."

3. **The Country (Your market)**

No business can exist without its market. It is the area of operation and the place from where the organizations mobilize revenue and cash flow. A good commerce/ business plan is not enough in itself unless the market is identified. For this, it is important to know who the customers are that would use the products and services of the organization. At first, proposals are sent and then calls made for appointments. A face to face meeting is more advantageous than talks over the phone. It is not wise to wait for someone to give a call.

Most leaders who do not have vivid glimpse of the work in the market face confusion in this regard. "I did it this way, so you should also do it this way" is now an old concept. There are always better ways of doing things. A simple attempt to adopt changes continuously will make one free from monotonous situations. However, the leader should regularly observe whether things are going in the right way. If this is neglected, the leader will have to regret later.

4. **The Fortified City (Head office)**

Organizations need a control office, a place where all plans and strategies are made. It is from here that the central administrative work is done. It is the nucleus and the center of any organization. The workplace and the favorable environment there will fire up the spirit of working. Since a larger part of daily routine is spent in the office or workplace, the environments in there ought to be of ones expectation. The seats should be arranged to ease work execution, and an ideal communication system devised to reduce the number of times needed to leave

the seat. People should feel proud of their office, and such a feeling itself will be one of the reasons to enhance their work.

Leaders should not just to sit in the cabin and give orders over the phone. Now and then, they should get out of their cabins and walk to the employees' desk and work stations. There are many benefits in doing that. Firstly, it will be a surprise check. Secondly; the leader will directly come to know what is happening in the office.

5. **The Treasury**

Finance is an extremely important resource. It is the backbone of any business. A strong and well managed treasury is the heart of any organization. During meetings, honest space to speak and work on the financials and economics involvement is valued. A win-win situation can happen only when everyone is clear about his roles, goals and, specifically, the financials. It is worth spending time on the calculations from the start. An organization would need to calculate the time involved in the project and the number of persons required with an eye on miscellaneous expenses that can occur. A discipline of maintaining daily accounts has to be introduced, especially in the face of deadlines and even routine activities. It may seem difficult in the beginning. But by doing that, one will be in control every time. Successful organizations and persons always know exactly the income received, expenses made, and the balance in the treasury on a daily basis. When financial stability is thus secured, the organization can take bigger risks, invest in new ventures and gamble a bit in unpredictable areas too. According to Chanakya, this was the basis on which a country became prosperous.

6. **The Army (Your team)**

When we go to war, we need a well-equipped and trained army. The army consists of professional team members who are ready to work for the state. The management people, marketing people, the accountant, the driver, the peon etc. all make up a team of an organization. As a team leader, it is important to tell subordinates about the activities of the organization and prepare them to accept the targets. Although the organization may have definite modality for execution of jobs, allow the team to

decide on alternative methods too, and approve them after cross checking. Just giving them the direction and freedom is not enough. A leader should be closely monitoring the developments. Always be around the team and be available when required. Freedom in work will make team members feel secure of their identity.

There are limits in an office. An outing with the team, celebration of events at a different place, a party or a picnic etc. will not only reduce the stress levels but will also help to develop certain level of emotional relations among each other. It is seen that many talents are discovered in such informal celebrations and gatherings.

7. **The Ally (Friend/Consultant)**

The state or the organization should have a friend preferably of similar wavelength and tuning. Being, in the same boat, he can identify the reason to stay close and to depend upon when problems

arise. However, before going around banging on doors, a little bit of introspection will be helpful. Know your strengths. Focus on what you are good at. Chanakya calls this a person's *Swadharna* (what one is naturally capable of doing). Create your dream work/project around what you can deliver better than others. Prepare your resume or business plan clearly highlighting your past experience and what makes you different from the others.

Conclusion: Enjoy Together

The journey of a state or an organization is itself the destination. Prosperity is directly proportionate to the happiness of the human resource associated, which is not in 'then and there' but lies in 'now and here'. Therefore, one can enjoy the journey by working together. Share each other's joys and sorrows. Stress comes from not taking breaks and sharing burdens. Recently, there is a popular trend in the corporate world to introduce disciplines like Yoga and meditation. Many organizations invite spiritual people for talks on 'spiritual guide'.

॥ हरि ॐ ॥

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Option Management

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Executive Member, Nepal AOTS

In this era of rapid development of technology and global competition, unpredictable changes are taking place. Change is constant and continues to happen over and over again. In such a situation, it will be very difficult to survive in the competitive business world unless we are continually updated with the changes taking place. This article is based on the concept of *Option Management* propounded and followed by Mr. Yuichi Kato, President and Managing Director, Advanex Company (manufacturer of Kato Spring), Japan. The main aim of this concept is to cope up with the changing situation through proper human resource development. Here, I use the terminology "management by choice" because in this management approach, employees have much leverage and choice to work with.

Management by choice seeks to create a flexible organization where the employees can select their own working style in the company. It basically tries to dig out the inherent potential of individual employees and enhances their individual capabilities, and supports their personal growth. It gives them a lot of freedom and leverage in planning their work and proceeding on their own.

Only a strong company can face unpredictable and conflict situations, and act instantly. Building a strong company involves the development of its personnel, the products, the production technology and sales strength. It is believed that an organization where employees enjoy their work can feel its own growth. Recognition of employees should be a part of the corporate culture and management system. Whenever a goal is achieved, let individual proudly say, "I did it". Unlike in traditional management system, here an employee will have leverage to select his/her own work style. Option Management or management by choice is a small group work approach in which results can be felt. The organization has a flat structure with flexibility for authority transfer.

The concept believes that the time has come now to put

an end to traditional leadership practices where superiors exercise control over their subordinates and expects them to work as per their command. Human beings in general do not enjoy being successful when overly supervised by someone. Option Management emphasizes more on supporting employees rather than controlling their lives. Employees are given more independence in their work, but are expected to be responsible for their own work. It is based on the premise that individuals who are not motivated and are irresponsible concerning results cannot enjoy their work. Opportunity to adopt options will help employees to do their best in their organization. A new management trend is emerging which increasingly necessitates people and management to decide their own paths and proceed on their own responsibility. Option Management is thus a challenge to common practices and organizational behavior. It advocates the creation of a happy management for employees and transformation of the company into a place where employees can work cheerfully, enjoyably and with extra vigour.

A company is the people and people make the company. The company should be able to accept the potentials of its human resources, and treat them as assets which support the growth of the company. The more the people contribute, the higher the company grows. For its continual growth, it should accept change. It is believed that the risk of changing will be less than the risk of remaining unchanged. We may not be able to change the wind but we are in full control of the sails.

For this, we need to change our attitudes, our bureaucratic mindset, and adopt a new corporate culture that promotes simplicity and efficient management. A simple and horizontal organization is easier to manage and to handle intense changes. Flat structure ensures that managers have a smaller span of control and thus are able to delegate and supervise their subordinates more effectively. It is better to have a flexible organization with a suitable scale that matches the

business content. This will help employees to demonstrate their abilities and optimize team strength. It will also promote simplicity, and positive and quick actions. A flat organization is easily understandable and is a beautiful system that can handle intense change and keep the minds of members fresh. In his book *Small is Beautiful*, Schumacher aptly states that simple things will last long and complex thing will break soon.

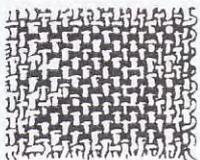
Hence, Option Management believes in people and creates an environment in which everyone wishes to contribute. Everyone can do it. The management has to simply support them and not stop them from growing. The workplace should generate "Eureka" by creating a place where employees are cheerful, motivated, dynamic, and have the feeling of achievement. It subscribes to the creation of a decent working

atmosphere where everyone wins – the employees, the company, the customers and the society. It advocates a simple horizontal organization which can tackle the change which occurs constantly.

Coming to the Nepalese context, can the concept of Management by Choice or Option Management be gainfully applied in our organization? It calls for changing our corporate culture. It involves educating and training employees. And, more importantly, evolving trust and willingness of the corporate leaders including all the stakeholders? In private organizations it may be practiced as a model project. In order to stand in the global competitive market, organizations have to change with time, especially at this juncture when we are in the pursuit of building an economically strong new Nepal.



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Nepalese Enterprises and Quality Management

Ajaya B Pradhanang

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The best yardstick to measure the application of quality management in Nepalese enterprises is the FNCCI–National Excellence Award. Federation of Nepalese Chambers of Commerce and Industries (FNCCI) started the FNCCI–National Excellence Award to promote performance excellence in Nepal in 2001. This award has been modeled after the prestigious Malcolm Baldrige Award. So far, this national award has been won by only two companies – Standard Chartered Bank and Surya Nepal Private Limited. Both are subsidiaries of multinational corporations. No indigenous Nepalese enterprise has been able to win this award till date. This definitely shows the nascent stage that Nepalese enterprises are in relation to performance excellence, competitiveness and quality. It may be worthwhile to look back, inter alia, the conditions of growth of entrepreneurship in the country, to develop a perspective on the slow take of Nepalese enterprises in the sphere of quality management.

The history of entrepreneurship in Nepal is quite interesting. For generations, Nepal had been a trading hub between India and Tibet. Few communities were involved in this type of trading. The larger population was never involved in such business activities. Nepal had its first taste of mass manufacturing on a commercial basis, about seventy years ago after Biratnagar Jute Mill was established in 1937. A handful of industries were established then with the patronage of the then power holders. This trend of power holders being involved in businesses/ industries carried on till the early 1990's. There were a few industries which were established by Nepalese entrepreneurs, which did well. But most of these industries were under protection from the government. Very few entrepreneurs established enterprises which had to actually compete in level playing field with the global competitors. Most of the businesses established during this period were import based. The policies favored imports and so did the geo-politics of the country. Only after the government adopted the open market policy in the early 90's did the manufacturing sector see a boom in the number of industries in Nepal.

Education is generally considered to have a direct relation with the growth of enterprises. Education development in Nepal too has played a major role in developing entrepreneurs especially in the last decade. The following table shows that education (graduate-level or post-graduate level education) has significantly contributed to the growth of enterprises.

Role of Education in Entrepreneurship

	No. of Establishments	Graduate and Postgraduate (in %)	Population
1961	1260	0.08	94,12,996
1971	2434	0.24	1,15,55,983
1981	4903	0.39	1,50,22,839
1991	3557**	0.64	1,84,91,097
2001	3213*	1.84	2,31,51,423

Compiled from CBS data

* Large and medium industries

** Large and medium industries in 1996

Similarly, then prevailing political systems in Nepal had also largely contributed to the growth in the number of entrepreneurs. During the Rana regime, manufacturing sector did not see much of the private enterprises. Post-Rana regime till the Panchayat regime, most of the businesses was closed between the power holders and the people who had access to power centers. Although there was a definite growth in the number of private enterprises in Nepal during this period, this was relatively low considering the size of the country. It was only after the early 90's that the number of enterprises in the manufacturing sector really took off. However, this lasted only for some years till the country was again embroiled in conflict.

Another perspective to look at the development of Nepalese entrepreneurs has been to see the category of businesses in which they are involved. A large segment of Nepalese businesses is based on trading, that too, largely dominated by import-based trading. There are only very small instances of export-based trading. Most of the entrepreneurs who are into manufacturing enterprises, started with trading background. So, the 'trading mentality' has had a real impact on Nepalese manufacturing sector. Interestingly, most of the

manufacturing industries are not engaged in the commodity areas where they have to compete with imports. As a matter of fact, most of them are present where there are huge disadvantages of imports. If we look at the ten highest imports of Nepal, we find that Nepalese manufacturers are engaged in only four commodity-areas among the import commodities. Even among these four, there is miniscule presence in two, while the third one caters to about 30% and by the last one above 30% of the country's requirement. This shows the state of the manufacturing industry in Nepal.

Lately, Nepal has witnessed tremendous changes in the attitude of the entrepreneurs and enterprises. There have been exceptional performances in the Nepalese manufacturing sector. Although Nepal has constraints like having a small market (though it is the 43rd largest country in terms of population) and being landlocked, some of the manufacturing sectors have shown remarkable competitiveness. The noodle industry as a whole has illustrated exceptional performance along with some

companies in export-based industries like carpet, pashmina and handmade paper. Pharmaceutical industry has also shown good competitiveness in Nepal. These are few instances of performance excellence in Nepal. This is a very good indicator of Nepalese entrepreneurs gaining capabilities towards performance excellence in global standards.

Dr. Noriaki Kano has forwarded two sweating theories, Vision Leadership Encourage People to Sweat for Quality (VLSQ) and Crisis Consciousness and Leadership Make People to Sweat for Quality (CLSQ). Nepalese entrepreneurs are facing the crisis right now – one, the looming WTO regime, and the other, the voices of workers for better benefits. In such a crisis, the astute leadership by business organizations and professional organizations that promote quality, productivity, competitiveness and performance excellence should make people/ organizations 'sweat' for quality. It is only then that we will be able to realize the dream of "having globally competitive companies in Nepal"

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11	Bajracharya, Prakash	Bajra & Bajracharya Enterprises	5524851			
12	Bajracharya, Tri Ratna	Institute of Engineering	5542054		bajracharya_triratna@hotmail.com	
13	Baskota, Binod	Nepal AOTS Alumni Society	4601467, 4600561		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					
19	Bhattarai, Achut Raj	Small & Medium Eneerprise Dev. Pjt.	4261750	4415563	kishore_rb@hotmail.com	4226116
20	Bhattarai, Chhavi Raman			4435591	bhattarairb@hotmail.com	4258535
21	Bhattarai, Narendra	Nepal Credit and Commercial Bank		4351196	crbhattarai@hotmail.com	4417215
22	Bhattarai, Rajesh Chandra	Nepal Telecom	4780040	4434130		4490824
23	Bhattarai, Raju Dev		4418094	5534254	rajesh.bhattarai@ntc.net.np	4780042
24	Bhattarai, Shashi	Sheela Printers	4470933	4433242	sheelaprints@hotmail.com	
25	Budhathoki, Sulav	ICON		4473925	shashibhattarai@yahoo.com	
26	Chalise, Dinesh Nath	Academy of Information Tech. Pvt. Ltd.	4420038	5201466	sulav@informatics.edu.np	
27	Chapagain, Kishor	SIL.T Consultants (P) Ltd.	4470866	4372229	d.chalise@silt.com.np	4473573
28	Chaurasia, Hemant Kumar	Techno Group (P) Ltd.	5549967	4414467	ckisor@hotmail.com	
29	Chettri, G. Narayan Bdr.	Computer Point Nepal	4489825	9851060337	info@computerpointnepal.com	4220161
30	Chhetry, Narayan Mahat	Time Pharmaceuticals (P) Ltd.	056-523804	56527523	cifrox@wlink.com.np	56520695
31	Chitrakar, Sunil	Nepal Telecom	4210428	4782444	narayan.mahat@ntc.net.np	4210471
32	Dahal, Basu	Mahaguthi Craft With A Conscience	5533197, 5532981	5552402	sguthi@mos.com.np	5521493
33	Dhakal, Shiromani	Himalayan Bank Limited	4225399		hbl@hbl.com.np	
34	Dhaubhadel, Radha Krishna	Hetauda Cement Industries	057-520020	021-527194	hcilptd@mos.com.np	157-521023
35	Dhungana, Sabita	Eco Craft Nepal	6612782	6612335	ecocraft@infoclub.com.np	6612782
36	Dongol, Bishnu Dass	Akarshan Industries	5545055	4782224	akarshanint@wlink.com.np	4482298
37	Dongol, Shyam Bahadur	Unique Paper Crafts P. Ltd.	4272822	4272822	b_dangol@yahoo.com	
38	Ghimire, Kapil Dev	Crystal Product Pvt. Ltd.	9851011078	4428559	dongolshyam@yahoo.com	4354039
39	Ghimire, Pranab	Small Business Promotion Project	4223361	4415473		4223361
				4350198	ghimirepr@hotmail.com	

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S.No.	Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax
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	neek@wlink.com.np	4468969
46	Joshi, Kush Kumar	Nepal Ektrat Engineering Co.	4243436, 4244857	4270827	mpjoshee@yahoo.com	4253612
47	Joshi, Mukunda Prasad	Nepal Airlines Corporation	4470922	4242429	sabita_joshi@hotmail.com	4470768
48	Joshi, Sabita	Manka Crafts Association	5545033	4352785	sugan@mos.com.np	
49	Joshi, Surendra Raj	Style Trade Line	4355880, 4388867	4280718	tinajoshii@hotmail.com	4355348
50	Joshi, Tina	CTL Pharmaceuticals P. Ltd.	6610893	4242429	joshi.upendrajoshi@gmail.com	
51	Joshi, Upendra das	Nepalconsult (P) Ltd.	5011670	4354092	narab_kc@hotmail.com	6611617
52	K.C., Narayan Bahadur	CTL Pharmaceuticals P. Ltd.	6611617	4497458		
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	161-521571
56	Karmacharya, Chandra K.	Karmacharya Trading	061-525529	5522023	jayabir61@yahoo.com	6540059
57	Karmacharya, Jaya Bir	Omnicia Laboratories Pvt. Ltd.	6540089	4770525	r.karmacharya@ntc.net.np	4210199
58	Karmacharya, Rameshwor	Nepal Telecom	4210104	5544368	skarna@kbl.com.np	
59	Karna, Suresh Kumar	Kumari Bank Limited	4232112	6611090	nagendra@mail.ru	5523103
60	Kayastha, Nagendra	MULTI Software (P) Ltd.	5545694	4477511	anilkumar@info.com.np	4442968
61	Kejriwal, Anil Kumar	Siddhartha Finance Ltd.	4441702	017-524821	swami_dt@yahoo.com	
62	Khadka, Keshab Bikram	Annapura Agro Industries Pvt. Ltd.	071-204500	6610386	rajuprasadshrestha@yahoo.com	4268081
63	Khairgoli, Shrestha Raju P.	Omnicia Laboratories Pvt. Ltd.	4266858	4361670	drdpk@mail.com.np	4436395
64	Khanal, Dharna Prasad	Lomus Pharmaceuticals	4354027	4471782	kundan@htp.com.np	
65	Khanal, Kundan			4351861		4436395
66	Khanal, Sarita Karki	Lomus Pharmaceuticals	4354027	4410647		
67	Kharel, Gourish K.	K-too Health Food Inc.	031-520108	4372645		4312000
68	Khatiwada, Achut	Equipment Maintenance & Service Center	4312008	5525164	sudhir@dcbl.com.np	4231469
69	Khatiri, Sudhir Babu	Development Credit Bank Ltd.	4231120, 4231490	5534866	shiv.lal@ntc.net.np	4780052
70	Lal, Shiv Bhushan	Nepal Telecom	4781781	5526379		
71	Maharjan, Asha Lal	Nepal Telecom	4213944	4414772		4424168
72	Maharjan, Ashok	Palpali Lable Industries	4414772		csb@ccsl.com.np	
73	Maharjan, Babu Raja	Kathmandu Repairing Center	4246518	4364232	maheswor@gmail.com	
74	Maharjan, Maheswor	Systech Nepal Pvt. Ltd.	5521131	4424540	romiluck@hotmail.com	
75	Maharjan, Mandira	Bhaktapur Ceramics Pvt. Ltd.	6613440	5540101		
76	Maharjan, Suresh		9841304297	4428651	suryalalmarhajan@hotmail.com	
77	Maharjan, Surya Lal	B.L. Enterprises	4359516			

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78	Mahato, Radhe Shyam	National Healthcare P. Ltd.	051-528538	9851041371	mahators1@yahoo.com	151-533400
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	021-523965	murarkaorg@wlink.com.np	121-525194
88	Nakarmi, Dibesh Lal	Krisnans Works	4284698	4273177		
89	Nakarmi, Narayan	Radymade Garment Training Center	4256931	4258270		
90	Neupane, Suman	Global Bank Ltd.	4231007	4474578	suman.neupane@globalbank.com.np	4231057
91	Nyachhyon, Jayan	Himal Tenis Pvt. Ltd.	5527202	5526070	jayan@info.com.np	5527167
92	Pandey, Jarman Bahadur			4250758	jepnepal@hotmail.com	
93	Pandey, Prajwal Jung	Lomus Pharmaceuticals Pvt. Ltd.	4436396	4412001	prajwol_p@hotmail.com	4436395
94	Pandey, Yadav Raj	Prudential Bittiya Sanstha Limited	4445988	4417265	yadavrajpandey@hotmail.com	4446453
95	Pant, Janardan Dev	Himalayan Bank Ltd.	4243107	4240368	janardan@hotmail.com	4240086
96	Panta, Naresh Dev	World Distribution Nepal Pvt. Ltd.	4263600	4413078	panta_nd@hotmail.com	
97	Panta, Ramesh Prasad			4486601		
98	Panthee, Srijana Mishra	Nepal Oil Corporation Ltd.	4266741	4488368	srijanapanthee@hotmail.com	
99	Paudei, Tara Prasad	Gaurav Nepal Engineers (P) Ltd.	56525249	56521949	gaurav_eng@wlink.com.np	56525076
100	Piyya, Amatyia Minoo	Nepal Pharmaceuticals Laboratory	5529059	5530681	minoo_piyya@hotmail.com	5529434
101	Piyya, Jiwan Lal	Chirag Foam Ind. Pvt. Ltd.	4430773, 4350384	4420773	piyya@ccsl.com.np	4430945
102	Pokharei, Arun	Shangrila Tours (P) Ltd.	4226138, 4226139	4420018	arunp@mos.com.np	4418182
103	Pokhrel, Bijayshwar	CTL Pharmaceuticals P. Ltd.	6610893	4358760	ctfactory@infoclub.com.np	4266849
104	Pokhrel, Sanjeeb Chandra	Nepal Rubber Udhog Pvt. Ltd.	4221123	4221123		4223145
105	Poudyal, Roshan	CTL Pharmaceuticals P. Ltd.	6610893	4470540	roshpn@hotmail.com	6611617
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	Omnica Laboratories Pvt. Ltd.	4266858	4250627	maheshpradhan@gmail.com	42668081
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 Oppertunities	5530313, 5526660	5560830	rajiv@enet.com.np	5532013
115	Pradhan, Sushil	Professional Computer System P. Ltd.	4244626, 4244475	4225999	sushil_pradhan@hotmail.com	

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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	Madan Puraskar Pustakalaya	5521393	5551926	subirbp@gmail.com	5536390
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	4227749	4465786	bibek.rana@acc.com.np	4413038
130	Rayamajhi, Pradeep N.	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
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	bhjm00@rediffmail.com	
152	Shrestha, Bhusan Krishna	Pape Inc. Traders	4246303, 4253404	5533809	pape.inc@mail.com.np	4225524
153	Shrestha, Bijay Bahadur	Snowlion Carpets Pvt. Ltd.	4227130	4431637	snowlion@ccsl.com.np	4225487

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154	Shrestha, Bijaya Krishna	Beltronix	4251515, 4249285	4251576	beltronix@wlink.com.np	4251515
155	Shrestha, Dipendra Lal	Quest Pharmaceuticals P. Ltd.	4240304	4473246	quest@ccsl.com.np	4231028
156	Shrestha, Ganesh Raj	Pashupati Rubber Industries (P) Ltd.	5522157	5524780	ganeshrshrestha@hotmail.com	5527167
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	Harishiddhi Brick & Tile Factory Ltd.	4240698	4418862	nbgroup@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@nibl.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	Omica 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	Harishiddhi 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	4434515
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		nbn@mail.com.np	

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192	Shrestha, Satish Chand	Shreenagar Agro Farm Pvt. Ltd.	4354892, 4354002	4413504 saf@info.com.np	4433405
193	Shrestha, Shiva Krishna	Sef-y Consultant	6611545	6611545 shivaks@mos.com.np	6614242
194	Shrestha, Shiva Kumar	Computer Care Pvt. Ltd.	5521131	5532421 shivashrestha@hotmail.com	5547764
195	Shrestha, Sohan Sunder	Shakti Hume Pipe Udhog Pvt. Ltd.	5529779	9851081312 sohanss@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	5531431
198	Shrestha, Suresh	GeoSpatial Systems Pvt. Ltd.	5531131	5527757 ssuresh@geosp.com	
199	Shrestha, Suresh	Nepal Auto Mechanical Workshop	4275725	5528821	5527586
200	Shrestha, Umesh	Anupum Foods Pvt. Ltd.	5539012	5522676	157-521770
201	Shrestha, Uttam Dass	Trikhanda Packers Pvt. Ltd.	057-522828	4781522 trikhanda@ntc.net.np	4383364
202	Simha, Reeta	Aama Craft	2171764	4252079 info@aamacraft.com	4261907
203	Singh, Bijay Bir	Gem Plasticrafts Pvt. Ltd.	4354233	4374157 gem@mail.com.np	4311510
204	Singh, Charan	Sipradi Trading (P) Ltd.	4311501	4492434 charan.sipradi.com.np	4435166
205	Singh, Mukendra	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	4430340 mukendra.singh@deuralijanta.com	
206	Stapith, Hira Ratna			4226774	
207	Sthapit, 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, Pravrat	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	4422290	4362441 goodwill@finance.wlink.com.np	4416052
221	Tuladhar, Subarna Das	N.B. Group	4240698	4228444 nbgroup@mos.com.np	
222	Tuladhar, Ujwal Bir Singh	Wagle Trading Co.	4417759	4417755 ujwal12@hotmail.com	4353348
223	Upadhaya, Ganesh Prasad	Janak Education Material Center Ltd.	4353136, 4355365	4353136 sugan@mos.com.np	
224	Upadhaya, Sarad Chandra	Peacock Plasticware Pvt. Ltd.	6610170	4473284	
225	Upreti, Ashok Kumar	Khadya Udhog Ltd.	4288339	4355965 aku@ntc.net.np	
226	Uprety, Chinta Mani	Vaidya Electronics	057-520127	057-520454 khadya@vianet.com.np	
227	Vaidya, Anand	Vijayadeep Pharmaceuticals	4480041	4480041	5535367
228	Vaidya, Pradeep Man		5525515	5521448 vaidya@upharma.wlink.com.np	



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NINJA
Diclofenac Sodium
3ml & 30ml Inj.



HISTANIL
Pheniramine Maleate
2ml & 10ml Inj.



NEMADOL
Tramadol HCl
1 ml & 2 ml Inj.



N-PIN
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1ml Inj.



NECIPRO
Ciprofloxacin
Eye/Ear drop 5ml



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Lignocaine
30ml Inj.



GMICIN
Gentamicin
2ml & 10ml Inj.
Eye/Ear drop 5ml



DEXAFEN
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Eye drop 5ml



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