

# TALIM

Vol: 23

July 2013



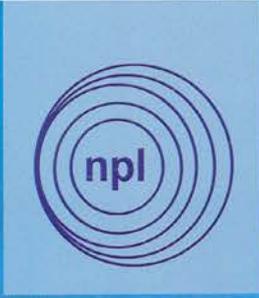
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# Editorial

Nepal AOTS Alumni Society is now stepping into 23rd year. Since its first Annual General Body meeting, Nepal AOTS has been continuously publishing TALIM, the main annual publication. While looking at its activity reports in TALIM published so far, Nepal AOTS is spontaneously working on human resource development with congenial relation with its parent organization. The Association for Overseas Technical Scholarship (AOTS) and other AOTS Alumni Societies (AAS) especially with those in South Asian Federation of AOTS Alumni Societies (SAFAAS). Hence, the convention of SAFAAS is seen with higher expectation for solidarity among the AAS of the region and for mutual cooperation to carry on the ascent of parent organization. Hope the SAFAAS convention 2013 and 3rd Youth Leadership Workshop (YLV) to be held in Cox's Bazar, Chittagong, Bangladesh in the last week of September 2013 will be another milestone to meet the esteemed aspiration.

Changes have taken place in AOTS Japan in terms of its management, leadership, resources etc. The AAS are advised to sustain themselves and develop inter-relationship for inter-alumni exchange programs which evolved as World Network of Friendship (WNF). This WNF was established with the initiation of the then President Yamamoto who had contributed the seed money. Many Alumni Societies including Nepal AOTS had contributed to this noble endeavor.

With the merger of the AOTS and Japan Overseas Development Corporation (JODC), the Overseas Human Resources and Industry Development Association (HIDA) came into effect from April 1st 2012. The new areas for mutual interest such as HIDA Research Institute, HIDA Global Interface Japan are going to be major areas of activities for the alumni societies.

People say that the political scenario will have lot of direct and indirect impact in the activities of any organization. But Nepal AOTS is able to be away from these impacts, and is carrying on all the activities as usual. In last 22 years the political scenario of Nepal has taken significant changes which had hardly any effect to Nepal AOTS activities. The support of all members, guidance of past presidents and friendship with AAS and HIDA has made Nepal AOTS stand firmly to the continuity of its activities. Let it happen in the days to come.

Nepal AOTS extends thanks to all the contributors, article writers, reporters, members and advisors who had supported for this 23rd volume of TALIM

Binod Man Rajbhandari  
Vice President  
Nepal AOTS Alumni Society  
Coordinator  
Media and Publication Committee

## **NEPAL AOTS ALUMNI SOCIETY**

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### COVER PHOTO:

His Excellency Mr. Kunio TAKAHASHI, Ambassador of Japan to Nepal with members of steering Committee of Nepal Japan Investment Promotion Committee (NJIPC) at Nepal AOTS Alumni Society Secretariat



It is my great pleasure to congratulate the Nepal AOTS Alumni Society (NAAS) for publishing the 23rd volume of 'TALIM' Magazine, which celebrates the organization's continuous hard work and efforts to date.

NAAS has been one of the most active organisations when it comes to strengthening the economic ties between Japan and Nepal. It has always been encouraging to learn about the various activities that the organisation continues initiating.

When a country is going through a major political transition, the business environment does not always prove to be alluring and sometimes sends negative messages to prospective investors. However, even in such circumstances, it is important to give considerations to what can be done to improve the situation, however small it may be. NAAS has always shown a proactive, and self-help attitude towards their contribution to our common objectives and taken the initiative to enhance the situation with creative and business-minded ideas. For instance, an investment guidebook in the Japanese language is currently being prepared. When the guidebook is completed, it will be bound to attract more Japanese investors and ultimately contribute to a healthier investment situation in Nepal. I would like to express my sincere admiration and gratitude, and ongoing commitment of our support to such initiatives being taken by NAAS.

The Nepal Government has now announced a poll date, and I sincerely hope the election will be held in a free and fair manner on the stipulated date. It will surely facilitate the process of making a business-friendly environment and bring much sought-after confidence to many prospective investors. The Government of Japan and its people are ready to assist to this end.

I hope NAAS, as one of the most prominent organizations which connects Japan and Nepal, will continue uniting our people and contributing towards strengthening this mutually beneficial and cooperative relationship even further in the years to come.

*Kunio Takahashi*

Kunio TAKAHASHI

Ambassador of Japan to Nepal

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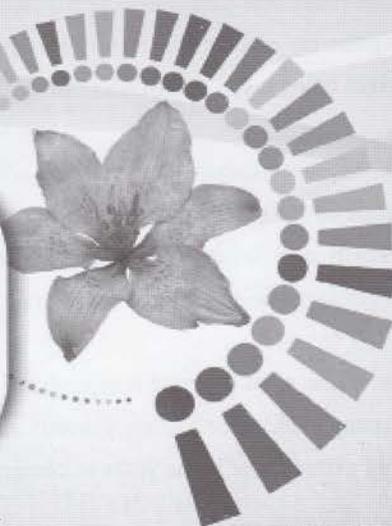
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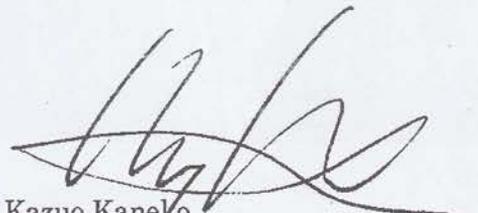
27 June 2013

RE: Message from HIDA President

On behalf of the Overseas Human Resources and Industry Development Association (HIDA), I would like to congratulate the Nepal AOTS Alumni Society (NAAS) on publishing the 23rd issue of "TALIM" magazine and the 23rd Annual General Meeting of NAAS.

Among the 71 Alumni Societies in 43 countries and regions, NAAS is undoubtedly one of the most active alumni societies. NAAS's efforts in strengthening our two countries' relationships and organizing various programs for HRD are second to none. HIDA is proud to have provided training for a host of Nepalese executives, managers and engineers: 870 in Japan and 1700 in Nepal respectively. One of the highlights of our collaborations is the Program on Corporate Management for Nepal (NPCM), which came into existence in FY 2009. Last year's program was attended by 18 individuals respecting all types of business (e.g. utility, banking, housing, pharmaceutical, etc.). This makes a strong case that the country's economical development has occurred in a diversity of industrial fields. Feeling encouraged, we have renewed our pledge to remain committed toward Nepal's development by engaging ourselves in various HRD initiatives.

We sincerely wish all the success and prosperity to NAAS.



Kazuo Kaneko  
President, HIDA

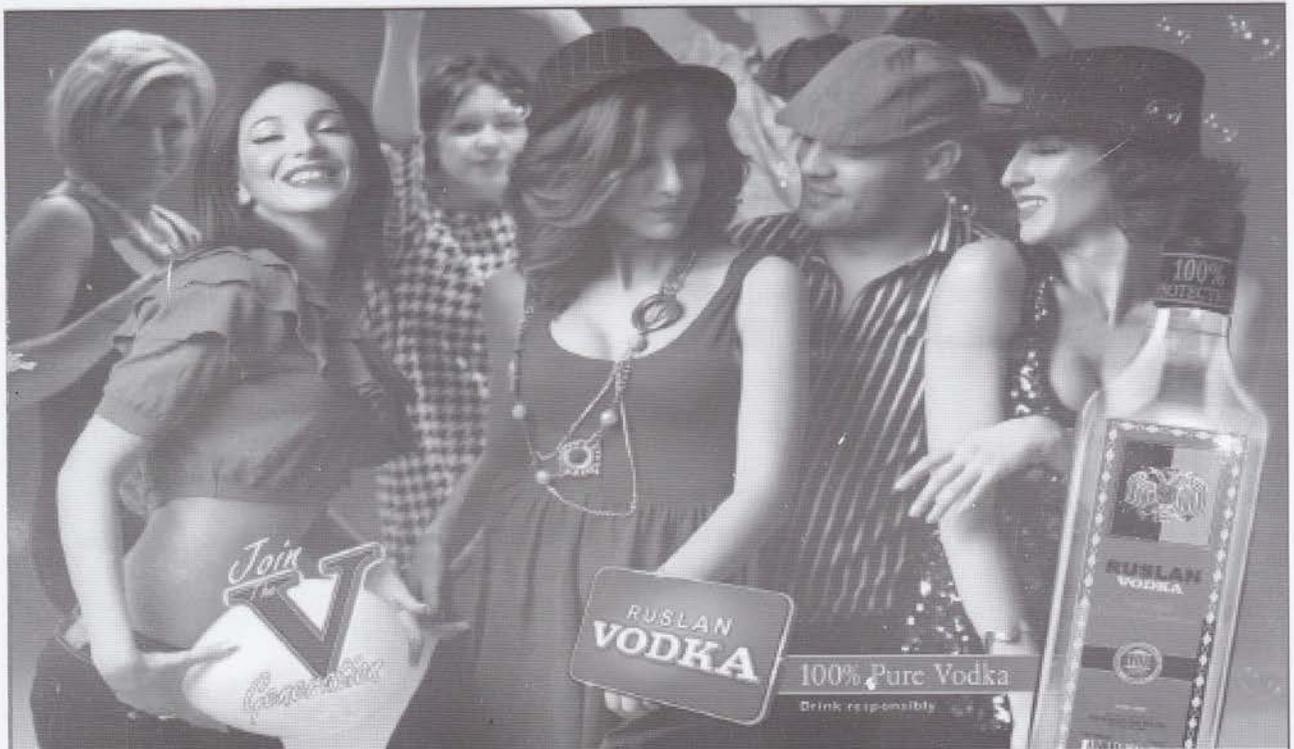
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## MESSAGE



I am delighted to write this short message for the 23rd Issue of the TALIM which is the annual publication of Nepal AOTS Alumni Society (NAAS).

NAAS is already 23 years old and my connection with NAAS is a little bit older. That means, NAAS is now an adult organization and is now able to stand on its own feet. Thanks to the efforts of the Advisers and the senior members of NAAS which have helped NAAS to come to this stage.

As you all know, HIDA Japan is struggling hard for its own survival. The number of HIDA scholarship for the LLDC countries has been drastically reduced due to the new ODA policy of the Japanese Government. But, HIDA's friendship and concern for its Alumni Network has not reduced at all. METI's Global Internship Program and the recent initiative of the HIDA Research Institute (HRI) for the Global Interface Japan (GIJ) have opened new avenues of cooperation between HIDA and the Alumni Societies. The NGC programs (not supported by ODA) are also excellent, but unfortunately, too expensive for the participants of LLDC countries.

The 3rd Youth Leadership Program and the 10th SAFAAS Convention are going to be held on 27-29 September of this year at the beautiful sea resort of Cox's Bazar in Bangladesh and we are expecting about 200 delegates from the SAFAAS Region including Nepal. I shall welcome all of you over there.

This year, I am very happy to announce that I shall be able to attend the AGM of NAAS on 26th July which will also coincide with the "Certificate Giving Ceremony" for the participants of a 5-day WNF Training Course on "Interior Design" to be conducted by the reputed interior designer of Bangladesh Mrs. Nazneen Haque Mimi. I am looking forward to see many of my Nepalese friends at this annual gathering.

28 May 2013

**Dr. AKM Moazzem Hussain**

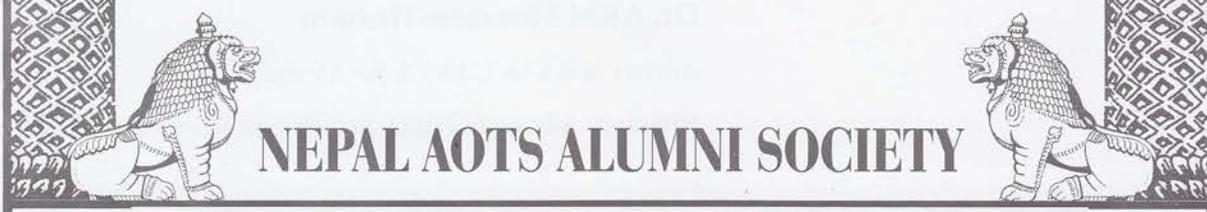
Adviser of BAAS, CAAS & NAAS and

Honorary Adviser to HIDA Activities in Bangladesh



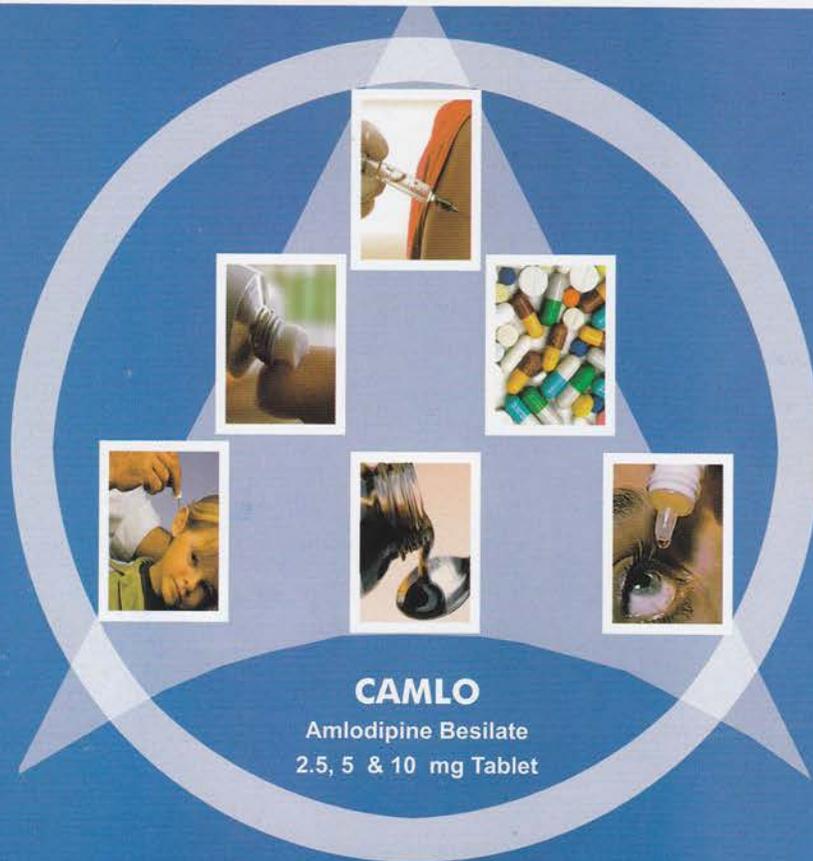
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**Ramesh M Singh**  
**President, Nepal AOTS Alumni Society**



Nepal AOTS has been trying to respond to the recent changes taking place at HIDA, Japan and align with a number of new programs developed by it. Apart from its flagship HRD programs, early this year, HIDA launched the HIDA Research Institute (HRI) which is working on producing new high value-added services planned to be executed through strategic collaboration with AOTS alumni societies. The concept floated as the Global Interface Japan Initiative (GIJ) aims at promoting business ties among overseas companies and Japan. And, HIDA has encouraged AOTS alumni societies to join in for the realization of “Coexisting and Growing Together” in the global community. We are very happy to note that we had highlighted this kind of need during the 9th SAFAAS Convention 2011 held in Kathmandu with the theme “Regional Collaboration for Coexistence and Growing Together with Japan”. The aim was to focus on the significance of regional cooperation and collaboration for mutual economic development with an important role of Japan for promoting intra and inter-regional economic diplomacy. Now, HIDA has offered us the opportunity for realizing just that through the GIJ Initiative. Nepal AOTS will endeavor to be a part of such collaboration.

In a memorial service held in March 2013 to mark the devastating earthquake that struck the eastern part of Japan two years ago, the Prime Minister of Japan made a special mention of the “encouragement received from those who had undergone training in Japan” and that the “international friendship developed through HRD programs has become an irreplaceable asset to Japan”. This represents Japan government’s high expectations for HRD-related initiatives including HIDA’s training programs. Nepal AOTS had made a modest contribution to the special fund in response to the call by AOTS and a show of solidarity with the AOTS community around the world in support of the earthquake affected people of Japan.

We agree with the President of HIDA that our mission is “Building People-to-People Ties” and the community of AOTS alumni societies should ensure that we are committed to the mutual development and friendship. Nepal AOTS extends its full commitment towards HIDA and will work toward fostering greater mutual cooperation and collaboration with HIDA and the community of AOTS alumni societies.

In 2011 we successfully hosted the 9th SAFAAS Convention in Kathmandu. As decided during that convention, the 10th SAFAAS Convention is being held in Cox’s Bazaar, Chittagong, Bangladesh in September next month. We expect a sizeable Nepalese delegation to participate in this 10th convention. We look forward to a successful convention in Chittagong.

I take this opportunity to thank the members of the publication committee for bringing out this 23rd issue of TALIM and maintaining the tradition of publishing the annual magazine that highlights the activities of Nepal AOTS during the year.

Best wishes to all.

A handwritten signature in black ink, appearing to read 'Ramesh M Singh', written in a cursive style.

Ramesh M Singh



# Youth Leadership Workshop in SAFAAS Convention

- AOTS Lecturing Tour for AOTS Alumni Societies in SAFAAS -

## Outline:

It is often discussed that the common difficulties among AOTS Alumni Societies (AASs) is to strengthen next generation that can continue management of Alumni Societies. To improve this difficulties, AOTS with the cooperation by NAAS would like to organize the "Youth Leadership Workshop" during the SAFAAS Convention with the objective to motivate AASs to involve younger generation as well as to expand network among next generations.

## Objectives:

- To motivate next potential leaders in AASs
- To enhance the sense of leadership of the participants
- To strengthen the network among participants

## Contents (tentative):

Participants will think and discuss on following topics with active interaction among lectures and other participants:

### 1. What is leadership?

-Let us experience the "Co-creative Leadership"!

### 2. What next leaders should do in the AOTS Alumni Societies?

- How will you activate AAS activities?
- How will you involve other members? etc.

# Nepal AOTS Alumni Society

## Executive Committee (2012/13 – 2013/14)



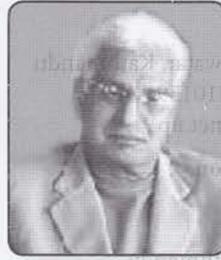
**Mr. Ashok M.S. Bania**  
Advisor



**Mr. Purushottam N. Manandhar**  
Advisor



**Mr. Madhusudan Bhattarai**  
Advisor



**Prof. Dinesh P. Chapagain**  
Advisor



**Mr. Ramesh P. Nepal**  
Advisor



**Ms. Amira Dali**  
Advisor



**Mr. Prakash R.S. Suwal**  
Imm. Past President



**Mr. Ramesh Man Singh**  
President



**Mr. Binod Man Rajbhandari**  
1st Vice President



**Mr. Mahesh Nakarmi**  
2nd Vice President



**Mr. Prashant Lal Shrestha**  
General Secretary



**Mr. Ashok Kumar Aryal**  
Treasurer



**Mr. Pradeep Manandhar**  
Joint Secretary



**Ms. Aju Giri**  
Internal Auditor



**Mr. Kumar Prasad Khanal**  
Executive Member



**Mr. Kishor Bhakta Mathema**  
Executive Member



**Mr. Ram Kumar Singh**  
Executive Member



**Mr. Surya Prakash Hada**  
Executive Member



**Ms. Bindu Shakya**  
Executive Member



**Mr. Mahesh Kumar Gorkhali**  
Executive Member



**Mr. Shiva Kumar Shrestha**  
Executive Member



**Ms. Shanti Laxmi Shakya**  
Executive Member

# Nepal AOTS Alumni Society

## Corporate Members

- 1. Nepal Rastra Bank**  
P.O. Box 73  
Central Office, Baluwatar, Kathmandu  
Tel: 4410386 Fax: 4410159  
E-mail: nrbitd@ntc.net.np
- 2. Shimizu Corporation**  
P.O. Box: 346  
Kathmandu Office,  
New Baneshwor, Kathmandu  
Tel: 4498856,4498857 Fax: 4498867  
E-mail: shimz@htp.com.np
- 3. Harisiddhi Brick & Tile Factory Ltd.**  
P.O. Box: 476  
Harisiddhi, Lalitpur  
Tel: 5521178, 5521451, Fax: 5522776  
E-mail: hbtf@infoclub.com.np
- 4. Himalayan Brewery Co. Ltd.**  
P.O. Box: 1448  
Dhumbarahi, Kathmandu  
Tel: 4426211 Fax: 4421088
- 5. Swet Bhairab Power Supply (P) Ltd.**  
P.O. Box: 5584  
Baluwatar, Kathmandu  
Tel: 4425793, Fax: 4440332  
E-mail: sbps@infoclub.com.np
- 6. ICTC (Pvt.) Ltd.**  
P.O. Box: 660  
ICTC Building, Hattisar, Kathmandu  
Tel: 4434895, Fax: 4434937  
E-mail: ictc@info.com.np
- 7. Nepal Industrial Development Corporation**  
P.O. Box: 10  
NIDC Building, Durbar Marg  
Kathmandu  
Tel: 4228322, 4222560, Fax: 4227428  
E-mail: nidc@wlink.com.np
- 8. Nepal Ausadhi Limited**  
Babar Mahal  
Kathmandu  
Tel: 4220635, 4221512, Fax: 4226116
- 9. Nepal Electricity Authority**  
P.O. Box: 4909  
NEA Central Office, Ratna Park, Kathmandu  
Tel: 4227725, Fax: 4226673  
E-mail: neamd@mos.com.np
- 10. Jyoti Group of Companies**  
P.O. Box: 133  
Jyoti Bhawan, Kantipath, Kathmandu  
Tel: 4225490, 4226327, Fax: 4226314  
E-mail: pjyoti@mail.com.np
- 11. Himalayan Bank Limited**  
P. O. Box: 20590  
Tridevi Marg, Thamel, Kathmandu  
Tel: 4227749, 4250201, Fax: 4222800  
E-mail: hbl@hbl.com.np

## Institutional Life Members

- 1. Pacific Commercial Co. (Pvt.) Ltd.**  
P.O. Box: 347  
Pacific Building, Putalisadak,  
Kathmandu  
Tel: 4430525, 4431525, Fax: 4430413  
E-mail: pcc@wlink.com.np
- 2. Deepak Garment Industries**  
P.O. Box: 1958  
New Baneshwor, Kathmandu  
Tel: 4495768, Fax: 4488463  
E-mail: bajaj@bajaj.wlink.com.np
- 3. Hazama Corporation**  
P.O. Box: 4137  
TNT Building, Tinkune, Kathmandu  
Tel: 4482546, Fax: 4482956
- 4. Nepal Hokkei (Pvt.) Ltd.**  
Lumbini, Nepal  
Tel: 071-580236, Fax: 071-580126
- 5. Nissaku Co. Ltd.**  
P.O. Box: 3753  
Nepal Office, Pulchowk, Lalitpur  
Tel: 5525979, Fax: 5521812  
E-mail: nepal@nkn.wlink.com.np

## Honorary Life Member

**Mr. Sindhu Nath Pyakurel**  
Past President, Nepal Bar Association  
P. O. Box: 9397, Kha 2-34, Kalikasthan, Kathmandu  
Tel: 4412025, 4412759



## NEPAL AOTS ALUMNI SOCIETY

Nepal AOTS Alumni Society, a non-governmental organization of the ex-trainees of the Association for Overseas

Technical Scholarship (AOTS), Japan has been actively involved in promoting human resource development in management and technical fields in Nepal since its formal establishment in 1991. So far, around 895 Nepalese have received training in AOTS Japan and about 3000 in Nepal.

AOTS is a non-profit association established in 1959 with the support of the Japanese Ministry of Economy, Trade and Industry (METI) with the objective of promoting technical cooperation between Japan and the developing countries for the industrialization and development of developing countries. AOTS has been supporting the human resource development efforts of Nepal AOTS.

Since its establishment, Nepal AOTS Alumni Society has been engaged in the development of Nepalese human resources in the following ways.

- Nominating appropriate Nepalese candidates for various types of training programs in Japan
- Organizing training/seminar/workshop programs in Nepal with resource persons from Japan and South Asian countries
- Organizing training/seminar/workshop programs in Nepal with Nepalese trainers among the resource pool of Nepal AOTS members and/or other experts
- Inter-alumni cooperation and collaboration under the aegis of the World Network of Friendship (WNF). Exchange of trainers and trainees among other alumni societies in the AOTS network.

A brief overview of training programs involved are as follows:

### Training in Japan

- Program for Design Management (PDM)
- Program for Practical Operations Management (PPOM)
- Program for Quality Problem Solving (PQPS)

- Practical Solution of Quality-Related Problems (SPQP)
- Executive Program on Production Management (EPPM)
- Executive Program on Quality Management (EPQM)
- Program on Corporate Management for Nepal (NPCM)
- Quality Control Training Course (QCTC)
- Leadership Program for Executives (EPLD)
- Training Course on Solving Human and Organizational Problems (SHOP)
- Program for Quality Management Promotion (PQMP)
- Production Management Training Course (PMTTC)
- Executive Program for Corporate Management (EPCM)
- Program on the Development of Die and Mold Industry (DDMI)
- Program for Business Innovation by Information Technology (BIIT)
- Program on Quality Management for Bangladesh and Nepal (BNQM)
- Program for Quality Management (PQM)

### i) Training in Nepal

- Information Technology Project Management
- Training of Trainers in TQM
- Quality Management training programs for Pharmaceutical industry, Hotel and Tourism Industry, Construction projects, Garment industry, Printing technology, Auto mechanics Productivity Improvements Techniques
- Total Quality Management, Kaizen, 5-S, Quality Circles

### ii) Inter-alumni exchange training in South Asian region

- Quality Management in Pharmaceutical Operation
- Information Technology Project Management,

- Training on Ceramics, Auto mechanics, Garment manufacturing, Carpet designing, Wood carving,
- Hotel and tourism management,
- Tissue culture etc.

#### iv) Collaboration based training program with FNCCI

The "Program on Corporate Management for Nepal" (NPCM) is being organized in collaboration with Nepal AOTS Alumni Society (NAAS) and Federation of Nepalese Chambers of Commerce & Industry (FNCCI),

is mainly designed for CEOs and senior executives of SMEs in order to improve the managerial capabilities of corporate executives in Nepal.

Since 2009, more than 100 Nepalese have participated in the special NPCM program – 30 candidates in 2009, 50 in 2010-2011 and 20 in 2012. Recruitment process for candidates for the program in 2013 will start soon. Likewise, two batches of Nepalese IT professionals recruited under the aegis of FNCCI were trained under AOTS Japan in early last decade.

# HIDA

## THE OVERSEAS HUMAN RESOURCES AND INDUSTRY DEVELOPMENT ASSOCIATION

The Overseas Human Resources and Industry Development Association (HIDA)

is an organization for human resources development in developing countries to promote technical cooperation through training, experts dispatch and other programs. Through those programs, HIDA aims

at contributing to the mutual economic growth of developing countries and Japan as well as enhancing friendly relations between those countries.

HIDA was formed in April 2012 with the merger of The Association for Overseas Technical Scholarship (AOTS) and Japan Overseas Development Corporation (JODC).



## THE ASSOCIATION FOR OVERSEAS TECHNICAL SCHOLARSHIP (AOTS)

AOTS, Japan was established in 1959 with the support of the Japanese Ministry of Economy, Trade and Industry (METI). Its main purpose is to promote technical cooperation for the industrialization and development of developing countries and enhance

mutual understanding and friendly relations between those countries and Japan. To date, AOTS has trained over 300,500 persons in Japan from nearly 150 countries and regions. In addition, it has organized various training programs outside Japan involving more than 151,000 participants from developing countries.



## WORLD NETWORK OF FRIENDSHIP (WNF)

The World Network of Friendship (WNF) is a non-profit voluntary body linking all AOTS Alumni Societies and AOTS

trainees into one global family in order to promote mutual respect and friendship amongst all the people of the world.

WNF's mission statement is "the creation of the better world through the tie of friendships and the individual

as well as collective endeavor of our members".

The 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 the belief of self-help and equal partnership, through developing human resources, exchange of information and learning from each other's experiences.

# Activity Report

## 22nd Annual General Meeting of Nepal AOTS

Nepal AOTS held its 22nd Annual General Meeting on July 27, 2012 Friday at Hotel Himalaya, Lalitpur. Altogether 81 members attended the meeting. The General Secretary and the Treasurer presented their respective annual reports in the meeting. There was a lively discussion and remarkable participation from the floor. The AGM was followed by a dinner with the Ambassador of Japan His Excellency Kunio Takahashi as the Chief Guest.



## Brainstorming Meeting

Nepal AOTS advisors and executive members held a brainstorming meeting on Saturday, August 25, 2012 at Club Himalaya, Nagarkot. Altogether 15 members attended the meeting. Some of the outcomes of the brainstorming meeting is as follows:

### Changing alumni society's name:

Society of HIDA – AOTS Alumni Nepal in short SHAAN was unanimously approved. The change in name of Nepal AOTS was mandated by the 22nd AGM and the executive committee was entrusted with the task of effecting the change and informing all members.



### Revision of constitution of Nepal AOTS:

The changing of name of Nepal AOTS to SHAAN should accompany with the expansion of scope of activities of the alumni as well. It was decided to revise the constitution of the alumni society to include activities to reflect the new focus of HIDA as discussed.

### Initiative on promoting Nepal-Japan investment:

It was thought that, in the absence of an organization like JETRO in Nepal, Nepal AOTS should try to assume the role of a liaison for providing complete information to potential Japanese investors about Nepal and the procedures involved in making foreign investment in industry or trade in Nepal. For this, it would be appropriate to seek the assistance of JETRO, JICA, ICCN, EOJ etc. to develop the documents and formats required for comprehensive investment manuals. The documents have to be prepared in Japanese language.

### TQM Awareness Seminar at Bhairahawa

Nepal AOTS in collaboration with Rotary Club Rupandehi organized a one day awareness seminar titled "Total Quality Management" in Dreamland Gold Resort, Manigram, Bhairahawa on October 6, 2012. There were 37 participants. The program was coordinated by Nepal AOTS member Raj Kumar Gupta and the resource persons were Mr. Ramesh Nepal, Advisor, Nepal AOTS and Mr. Kumar Prasad Khanal, Executive member, Nepal AOTS.

### Seminar on Importance of Japanese Investment in Nepalese Economic Growth

Nepal AOTS members attended a national seminar on "Importance of Japanese Investment in Nepalese Economic Growth" on December 27, 2012 organized by JICA Alumni Association of Nepal (JAAN). A group of 10 members attended the program.

### 5S Program in Yamamoto Talim Ghar

Nepal AOTS secretariat conducted a cleanup campaign from April 27 – 29, 2013. During these days Nepal AOTS secretariat implemented 5S in its office.

### Workshop cum Interaction Program on "Outsourced IT Projects: Challenges and Opportunities"

Nepal AOTS organized a workshop cum interaction program on "Outsourced IT Projects: Challenges and Opportunities" at Hotel Shanker, Lazimpat, Kathmandu on Friday, September 28, 2012 with support from Information Technology Professional Forum (ITPF) and in cooperation with Embassy of Japan in Nepal (EOJ), Japan International Cooperation Agency (JICA) and Japanese Chamber of Commerce in Nepal (JCCN).



The objective of the workshop program was to develop an understanding on the challenges and opportunities of Outsourcing IT Projects in Nepal, the technical and institutional capacity and policy environment to attract and support outsourcing IT Projects in Nepal. The program was also looking for the requirements of foreign companies, especially Japanese IT companies, and the gaps in terms of quality, delivery and costs of projects, to learn from best practices, and to identify ways to strengthen the standards of Nepalese Professionals and Business acumen required creating opportunities in the Outsourcing IT Projects in Nepal.

The workshop was attended by 30 participants excluding members of partner organization.



## Bo-nen-kai



As in the past, a very fun-filled Bo-nen-kai party was organized at Ambassador Chauni Apartment Hotel on Saturday, December 29, 2012. Altogether 39 Nepal AOTS members along with their spouse and children, and 6 guests from Embassy of Japan including His Excellency Mr. Kunio Takahashi, Japanese Ambassador, JICA, JCCN attended the party. Nepal AOTS members contributed various gifts for door prizes which were awarded to all the attendees.

### Meetings with His Excellency Mr. Kunio Takahashi, Japanese Ambassador

Nepal AOTS participated in a few meetings with His Excellency Kunio Takahashi, Japanese Ambassador and Japanese Embassy staffs at His Excellency's Residence. The meetings focus on Japanese investment in Nepal. It was also an opportunity to interact with Japanese related organizations in Nepal and have collaborative programs. The meetings were attended by representatives of Japan International Cooperation Agency (JICA), Japanese Chamber of Commerce in Nepal (JCCN), JICA Alumni Association of Nepal (JAAN) executives, Japanese Language Teachers Associations, Nepal (JALTAN) executives and Japanese Universities Alumni Association, Nepal (JUAAN) executives.

### JOCV volunteer deputed to Nepal Banepa Polytechnic Institute

JOCV Mr. Yujiro Yoshida has been deputed to Nepal Banepa Polytechnic Institute, Banepa to help, guide and supervise the student of the Institute for their Project. Nepal AOTS is collaborating with Nepal Banepa Polytechnic Institute to produce better ICT Human resource and have linkage with the Senior JICA volunteer at Nepal Banepa Polytechnic Institute, the successor of Mr. Izawa.

## Thyroid Health Camp

Nepal AOTS organized a Thyroid camp on Saturday, January 12, 2013 at Yamamoto Talim Ghar premises. Two doctors Mr. Ansumali Joshi and Dr. Purushottam Sigdel were present for the camp. Dr. Sigdel conducted the initial screening of the patients and recommended to take the blood sample to check for the thyroid. Dr. Joshi gave awareness presentation and recommended medicine to those who blood sample exhibited in thyroid symptoms. A total of 79 patients were checked and 35 blood samples were collected. 11 Nepal AOTS members were present and had their check up for Thyroid and gave blood samples. 14 guests and 4 volunteers were present at the camp. Free medicine was distributed to the Thyroid patients and medicines were sponsored by ABBOT India. Blood samples were tested by SRL at subsidized rate.



## Meeting with officials of Home Ministry

Nepal AOTS President, Vice Presidents and General Secretary along with officials of JICA Nepal had a meeting with the officials of the Home Ministry to persuade recommend for renewal of visa of JOCV volunteer Mr. Yujiro Yoshida by convincing the officials the importance of IT Project Nepal AOTS is involved in and the necessity of JOCV volunteer for the achievement of the objectives of the project. Home Ministry finally agreed to renew the visa of JOCV volunteer and also informed that Nepal AOTS needs get permission by submitting a proposal to Home Ministry, Finance Ministry and other related organization for the future projects.

## SAFAAS AGM

Mr Ramesh Man Singh, President Nepal AOTS participated in SAFAAS AGM held from January 25 – 27, 2013 in Colombo, Sri Lanka. The SAFAAS AGM focused on SAFAAS Constitution amendment, 10th SAFAAS Convention date finalization (Chittagaon Bangladesh, September 27 – 29, 2013) and discussion on activities by SAFAAS member alumni societies. SAFAAS Convention agendas will be circulated by SAFAAS Secretariat, Colombo.

## 2nd Youth Leadership Workshop

Mr. Shiva Shrestha, Executive Member and Mr. Manish Agrawal, Member participated in SAFAAS WNF 2nd Youth Leadership Workshop in Sri Lanka from January 25 - 27, 2013. The workshop focused on "How to manage the Alumni" and was conducted by Prof. Shozo Hibino, founder and world renown originator of breakthrough thinking. The concept was new and included Purpose Management.

## NJIPC Steering Committee Meeting

Nepal AOTS, Nepal Japan Investment Promotion Committee organized a Steering Committee Meeting at Yamamoto Talim Ghar at, Koteswor on May 3, 2013. The meeting was attended by

His Excellency Mr. Kunio Takahashi, Japanese Ambassador, Mr. Bipin Rajbhandari, Director, Foreign Investment Section, Department of Industry (DOI), Mr. Mukunda Poudyal, Joint Secretary, Nepal Investment Board, Mr. Tsutumo Shimizu, Chief Representative,



JICA Nepal Office, Ms. Tomoko Nakanishi, Research Officer, Embassy of Japan (EOJ), Ms. Junko Naito, President, Japanese Chamber of Commerce in Nepal (JCCN), Dr. Yuki Ito, Overseer of HIDA to Nepal AOTS, Mr. Hari Bhakta Sharma, Vice-president, Confederation of Nepalese Industry (CNI) and Mr. Rajiv Kant Mainali, Lawyer and Expert in Foreign Investment Law. The meeting focused on introduction of Nepal AOTS, HIDA Japan and the HIDA Research Institution and tentative plan to bring out a comprehensive investment guidebook "Nepal Investment Guidebook" in Japanese language targeting at potential Japanese investors seeking to invest in Nepal.

## Visits to Nepal AOTS Secretariat

**Mr. Satoru Mitani, Representative, HIDA-AOTS Attaches in South Asia**

Mr. Satoru Mitani visited Yamamoto Talim Ghar at Koteswor on September 23, 2012. During the visit, Nepal AOTS held an interaction meeting with Mr. Mitani. Nepal AOTS Advisors, executive committee members and active members were present in the meeting.



**Prof. Ryokichi Hirono, Prof. Emeritus, Seikei University, Japan.**



Prof. Mr. Ryokichi Hirono, our well-wisher and keynote speaker during the 9thSAFAAS Convention 2011 held in Kathmandu visited Yamamoto Talim Ghar on Saturday, April 27, 2013. During the visit, Nepal AOTS held an interaction meeting with Prof. Hirono. Nepal AOTS Advisors, executive committee members and active members were present in the meeting.

**Mr. Tsutumo Shimizu, Chief Representative, JICA Nepal Office and JICA Nepal Office staffs**

Mr. Tsutumo Shimizu, Chief Representative, JICA Nepal Office, Ms. Kyoko Suzumura, Coordinator Volunteer Program and Ms. Kalpana Rana visited Yamamoto Talim Ghar on April 18, 2013. During the visit, Nepal AOTS held an interaction meeting to discuss on the IT Projects and to review the progress of the JICA support volunteer program.

**Ms Yukari Kagawa**

Ms Yukari Kagawa visited Yamamoto Talim Ghar and participated in the cleanup campaign on April 27 and 28, 2013.

**His Excellency Mr. Kunio Takahashi, Japanese Ambassador to Nepal and Steering Committee Members of NJIPC**

Nepal AOTS welcomed His Excellency Mr. Kunio Takahashi, Japanese Ambassador along with other members of the steering committee of Nepal Japan

Investment Promotion Committee on May 3, 2013. The other members including Mr. Bipin Rajbhandari, Director, Foreign Investment Section, Department of Industry (DOI), Mr. Mukunda Poudyal, Joint Secretary, Nepal Investment Board, Mr. Tsutumo Shimizu, Chief Representative, JICA Nepal Office, Ms. Tomoko Nakanishi, Research Officer, Embassy of Japan (EOJ), Ms. Junko Naito, President, Japanese Chamber of Commerce in Nepal (JCCN), Dr. Yuki Ito, Overseer of HIDA to Nepal AOTS, Mr. Hari Bhakta Sharma, Vice-president, Confederation of Nepalese Industry (CNI) and Mr. Rajiv Kant Mainali, Lawyer and Expert in Foreign Investment.

**Farewell Meeting**

Nepal AOTS President, Vice Presidents and General Secretary made a courtesy call on Mr. Mitsuyoshi Kawasaki, Chief Representative, JICA Nepal Office and to thank him for his support, feedback and suggestions to Nepal AOTS. Mr. Kawasaki completed his tenure in JICA Nepal Office and is deputed to Pakistan.

**Farewell Programs**

Nepal AOTS organized informal farewell lunch on December 25, 2013 in honor of Mr. Tomoyuki Ota, Project Formulation Officer at JICA Nepal Office, who was leaving after completion of his tenure in Nepal.



Likewise, Nepal AOTS organized a small farewell dinner party on March 1, 2013 to thank and bid farewell to Mr. Izawa, Senior JICA Volunteer (IT).

## Training Program at YTG

Love Green Nepal (LGN) organized a 45 days training program at YTG. LGN in cooperation with Shikikobo Co., Japan has been planning to dispatch a group of 7 Nepalese students to Fukushima, Japan under the on-the-job training on Bakery Cafe Management and preparation of Photosynthetic Bacterium (micro-organism).

### WNF Training on 'Interior Design' Program

Nepal AOTS organized 5 day WNF training program on "Interior Design" at Yamamoto Talim Ghar, Kathmandu, from July 22 to 26, 2013 in cooperation with HIDA, Japan and Interior Designers' Association of Nepal (IDEANEPAL). Mrs. Nazneen Haque, expert from Bangladesh AOTS Alumni Society (BAAS) was the resource person in the training program attended by 20 Nepalese interior designers.

### Forthcoming Training Programs in Japan

Program on Corporate Management for Nepal(NPCM) Program

As in the previous year, HIDA/ AOTS Japan will be organizing Program on Corporate Management for Nepal (NPCM) for the members of Federation of Nepalese Chambers of Commerce and Industry (FNCCI), Confederation of Nepalese Industries (CNI) and Nepal Chamber of Commerce (NCC) at Chubu Kenshu Center, Aichi, Japan from January 14 – 25,

2014. Nepal AOTS will coordinate and execute the recruitment of candidates.

**The Program on Material Flow Cost Accounting [MFCA], November 6 - 13, 2013, Tokyo**

**The Executive Program on Production Management [EPPM], 29th August – 6th September 2013, Chubu**

**The Quality Control Training Course [QCTC], 28th September – 12th October 2013, Osaka**

**The Program for Quality Problem Solving [PQPS], Aug 28 - Sep 10 at Tokoy**

**The Program for Quality Management [PQM], Sep 18 - Oct 2 at Tokoy**

**The Production Management Training Course [PMTTC], 25 September - 8 October 2013 (3 weeks), Aichi**

### Forthcoming Programs

**NJIPC Steering Committee Meeting**

Nepal AOTS Nepal Japan Investment Promotion Committee will be organizing the 2nd Steering Committee Meeting at Yamamoto Talim Ghar at Koteswor on August 2, 2013.

### SAFAAS Convention 2013, Chittagram, Bangladesh

SAFAAS Convention 2013 will be organized by CAAS at Cox's Bazar, Chittagaon, Bangladesh from September 27 – 29, 2013. The 3rd YLW program will be organized during the same occasion.



*Nepal AOTS Alumni Society  
extends our heartfelt Condolence  
on the sad demise of our member  
**Mr. Binod Bahadur Rajbhandari***



# Cooperation for Japan -Nepal Business Relations

The Embassy of Japan in Nepal and the Nepal AOTS Alumni Society (NAAS) have always maintained a close and friendly relationship. It has indeed been a great pleasure for the Embassy to be involved in a number of programs that NAAS has initiated. NAAS has been one of the most prominent organizations which promotes Japanese investments as well as local business entrepreneurship by utilizing its vast network with various Japanese business entities in Japan. In that sense, the Embassy and NAAS share significant goals that we aim to achieve.

Therefore, the cooperative relationship between the Embassy of Japan and NAAS is important; as is the way we work together, which has a substantial impact on the investment environment for existing and prospective investors from Japan who are looking for business opportunities in Nepal.

In view of these circumstances, the Embassy, with the great support and understanding of H.E. Ambassador of Japan to Nepal, Mr. Kunio TAKAHASHI, has been organizing a few occasions where we get together and discuss various issues regarding Japan – Nepal business relationships, such as the current investment climate for the Japanese investors and the in both our countries. Taking this opportunity, I would like to mention a few of these fruitful points we shared at the Ambassador's residence in the past year, which included informative seminars and active interactions amongst various stakeholders;

## 1. 20th July 2012

We had a seminar on the potential of the IT sector in Nepal, where Mr. Koji IZAWA, who worked in the sector for many years in Japan, gave a presentation on the subject. Along with several IT related personnel from the Nepal Government and private sectors, Mr. Ramesh Man Singh, Mr. Prashant Lal Shrestha and Mr. Yujiro YOSHIDA from NAAS kindly attended the seminar. Mr. Izawa's informative as well as insightful presentation was followed by a heated discussion on how to promote the IT sector in Nepal as a prosperous offshore development destination for prospective foreign companies.

## 2. 11th October 2012

Many members of NAAS were present when we had a dinner reception to discuss the ways to strengthen the business relationship between Japan and Nepal. On the occasion, Ambassador emphasized the importance of

close cooperation between the private sectors of both countries. He expressed his gratitude for NAAS, whose members are mostly owners of businesses in Nepal, for playing a major role in connecting business people and helping to build business networks between private entities in Japan and Nepal.



**Tomoko NAKANISHI**  
*Research Officer*  
*Embassy of Japan in Nepal*

## 3. 25th January 2013

NAAS members were cordially invited to the Ambassador's residence, to meet with Mr. Masahiro MOTOSHIGE, a Japanese entrepreneur who agreed to share his valuable experience in establishing and operating SMEs (Small and Medium Enterprises) in Japan. However, since Mr. Motoshige could not attend the reception due to unexpected circumstances, the Ambassador gave a brief explanation on SMEs in Japan on behalf of Mr. Motoshige and stressed how these are blessed with creative business ideas and courage in taking bold decisions compared to their larger counterparts. His words were well-received by the participants and the discussion that followed was also very fruitful.

## 4. 2nd April 2013

On this occasion, we had an interaction program between members of NAAS, JUAAN (Japanese Universities Alumni Association Nepal), JAAN (JICA Alumni Association of Nepal) and JALTAN (Japanese Language Teachers' Associations Nepal). Each participant introduced their own activities and discussed the ways in which these different groups can cooperate with each other to enhance effectiveness and efficiency of their respective programs even further. The Embassy of Japan's initiative to forge mutual collaboration among different Japan-related associations –the first attempt of its kind –was highly appreciated, and all the attendees supported the idea of possible joint collaborations in the future.

I believe there will be more such occasions to come in the near future, and expect an even closer and stronger relationship to be established between the Embassy of Japan and NAAS. The Embassy will always be willing to extend our support and cooperation to this end.

२० वर्षे पारम्परिक रूपले हाम्रो बजारमा प्रवेश गरेको उच्च गुणवत्ताको उत्पादन गर्ने प्रतिवद्धता राख्ने हामीले आफ्नो कर्मचारी र उपकरणहरूको सुदृढ र उच्च-स्तरीय प्रदर्शनको साथै, सुरक्षा र समृद्धि प्राप्त गर्नको लागि विशेष चयन गर्छौं। कृपया हाम्रो सम्पर्क गर्नु।



शुभ फल लाभ

# नव नेपाल प्लाष्टिक प्रा.लि.

मधवलिचा-२, रुपन्देही, नेपाल

फोन: ०७९-५४०२५२, २८५७०२८५८९, २८४७०३६७०८, २८४७०७५२०६



**समृद्धि**  
**शुभ-लक्ष्मी**  
**शुभ**

**Max-Heavy**

एक पटकको प्रयोग, सधैंको लागि हुक्क....

**श्रृजना | शुभ-लक्ष्मी | समृद्धि**

ब्राण्डका

## चम्किलो टंकी

हावा

मुलीको

प्रतिरोधकता

हाम्रो नयाँ उत्पादन

उच्च स्तरीय कच्चा पदार्थबाट उत्पादन भएका प्लाष्टिकका पानी टंकी एवं HDPE Pipe को उत्पादक एवं थोक बिक्रेता ।

साबुन जगतमा नयाँ हलचल

**GAGAN**

# गगन

## लुगा धुने साबुन

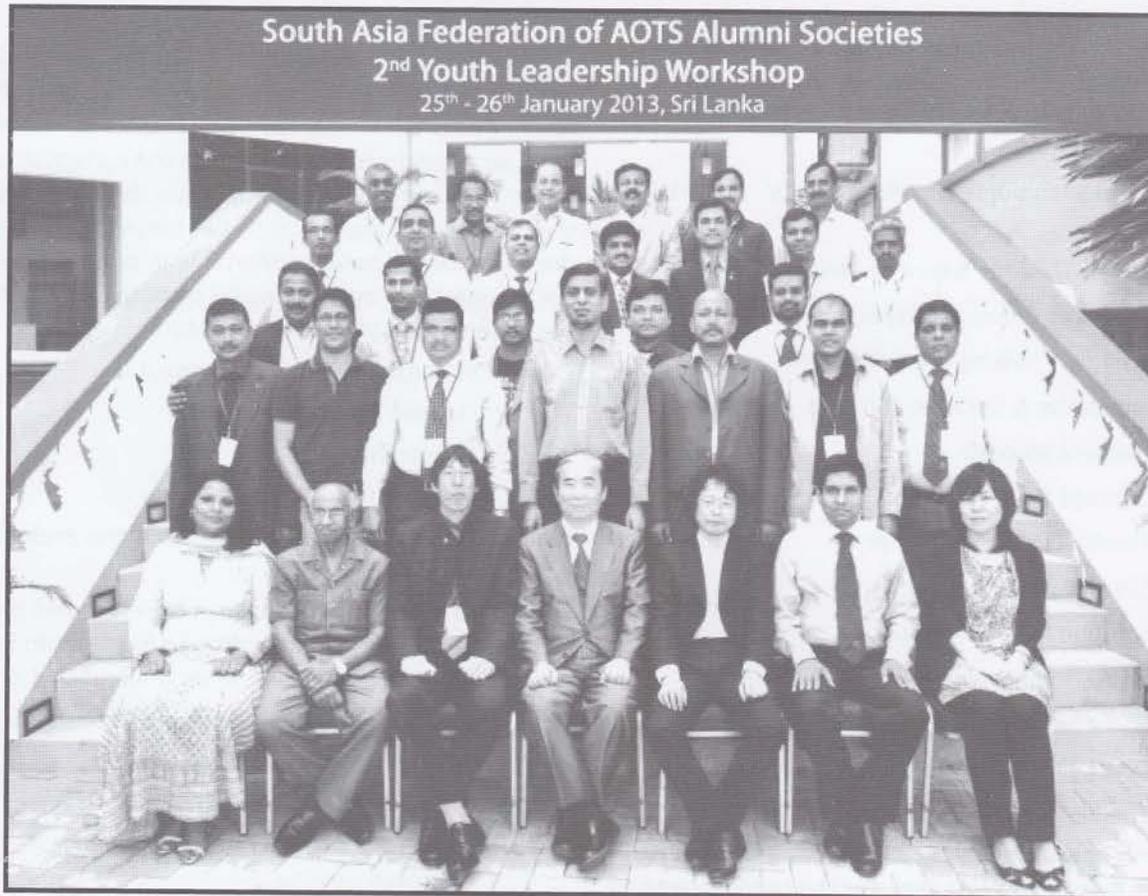
याद राख्नुहोस् सबै साबुन  
DFA बाट बनेको हुँदैन ।

उत्पादक: महाकाली ओलियो केमिकल्स प्रा. लि., मंगलपुर, रुपन्देही, नेपाल

फोन: ०७९-५४०८२८, फ्याक्स: ५४०२६९

# 2nd Youth Leadership Workshop

This article is about the 2<sup>nd</sup> Youth Leadership Workshop organized during the SAFAAS AGM held on 25-26 January 2013 in Colombo, Sri Lanka.



To introduce the purpose of Youth Leadership Workshop (YLW), as the AOTS merged with HIDA as per the Japan Government's restructuring policy and to make the AOTS Alumni Societies self sustaining, the YLW was first organized successfully in 9<sup>th</sup> SAFAAS Convention held in Kathmandu to develop second generation leaders capable to bear the responsibilities to make the AOTS Alumni Societies self sustaining where the concept of "Co-creative (KYOSO) Leadership" was introduced by Professor Hiroyuki Oba from Reitaku University, Japan. In the same workshop, to start the network of the youth leaders of SAFAAS countries, the new platform "YOUNG KYOSO" group was established with the mission statement:

**"We commit ourselves to ensure sustainability of common goal of AOTS by growing together, adding value to the society with integrity and pride of belongingness with JOY".**

## *Objectives of the Youth Leadership Workshop:*

- To enhance leadership in AOTS Alumni Societies based on the Kyoso (Co-Creative) mind
- To encourage stronger network among participants

*2<sup>nd</sup> Youth Leadership Workshop was scheduled for two days:*

- o Day 1: Enhancement of Leadership – Breakthrough Thinking and Extraordinary Breakthrough Thinking
  - Leader as a Facilitator
  - Corporate Management through Breakthrough Thinking: Capacity Improvement and Entrepreneurship
- o Day 2: Plans for the Future
  - Discuss about Alumni Societies activities – exchange expertise, sharing experience, making plan for future collaborative project

*Workshop Facilitator:*

**Professor Shozo Hibino** is a founder and world renowned originator of Breakthrough Thinking. He is also the co-author of the bestselling “**Breakthrough Thinking**” and “**Creative Solution Finding**” and has published more than 100 papers and over 30 other books, which have been translated to Japanese, English, Korean, Chinese, Indonesian, Danish languages. He is the Emeritus Professor of Planning and Design at Chukyo University, Japan.

**What is Breakthrough Thinking?** Few phrases to introduce

- A New Thinking Engine & Paradigm
- Theory of Change & Bypass
- Creative Thinking Mind Software
- Innovative & Creative Thinking
- Design Approach
- Concept Out
- Thinking in Turbulent Age
- Essence Base Thinking
- Solution Finding Approach
- A New Philosophy
- Living Solution
- Don't give Fishes, Teach How to Fish!!
- Thinking Engine for Leaders

*The Theme of the Workshop was: Strategic Thinking in Turbulent Age* and in turbulent age the Leaders need to have Long Term Views.

To succeed in this fast changing age we need to think original and to discard the Traditional Thinking like:

- Copy Cat
- Case Study
- Analytical Approach
- Me Too Approach
- Learn from Past
- Learn from Successful People
- Learn from Advanced Countries

***We need the BYPASS Theory***

We don't need to project our future by looking to the past but we need to look ahead in the Future and learn from the Future itself.

The required mindset for turbulent age is to:

- Seek for innovative mind
- Change the thinking paradigm
- Bypass the advanced countries

- Think from Essence
- Seek for extraordinary results

We need to move from **Descartes** Thinking to **Extraordinary Breakthrough** Thinking.

As we are aware of **Boiling Frog Syndrome** where we do adapt ourselves to the current situation and limit ourselves within a defined periphery and slowly die or go obsolete, the Extraordinary Breakthrough Thinking teaches us to constantly feel upon the fire or we can say alive, so as not to compromise with the current situation but to think out of the box and create the solutions from the dreams and aspiration of the future, therefore EBT doesn't allow us to sit comfortable in present and does not compare the current results from the past but with the expectations of ours' in the future.

*Why is EBT considered safe?* Because it is

1. Essence Based Thinking
2. Holistic Thinking
3. Learning from Future

*Why is it dangerous if we learn from the present and past?*

The future is not in same line as of present and present is not in same line with the past, so we need to look in future and learn from future rather than present or past.

*When there is no Future on the same line of the Past:*

1. You cannot learn from the Present
2. You cannot learn from the Past
3. You cannot use Research Approach or Analytical Approach
4. You have to ask
  1. **What is the Essence?**
  2. **What is the Future Solution?**
  3. **Then How to Do?**

**Learning from the Future: Dream Driven Democracy**

Stage 1: Dream Generation

Stage 2: Dream Incubation

Stage 3: Dream Accomplishment

**Characteristics of Descartes Thinking (Reductionist Thinking)**

1. Everything is divided into elements
2. The elements can be replaced
3. The partial can solve the whole
4. The sum of the parts is the whole

***Descartes Thinking Engine is not complete, Because it cannot handle organic world.***

**Descartes Thinking: Analytical Fact Centricism**

Essence in Descartes Thinking Is "Fact"

Extraordinary Breakthrough Thinking

Everything is "System"

1. Inter-dependence
2. Purpose
3. Holistic View

Essence in Breakthrough Thinking is 'Purpose'

Approach

Descartes

- Analyze
- What Wrong?
- Replace or Remove
- New Solution
- Cause Finding

Extraordinary Breakthrough Thinking

- People
- Purpose
- Future Solution
- Living Solution
- Essence Based

Essence depends on Locus:

For e.g.

What is the purpose of Chocolate?

**For Lover:** To transfer my love.

**For Trekker:** To provide energy.

**Smart Question?** What is difference between Manager and Leader?

*Managers Keep the Past while Leaders show the Future*

**What type of leadership to use for EBT? Facileadership.**

"Facile" means "to make it easy". We are facing many difficulties in such a turbulent age. We are waiting for the leaders who can make our difficulties easy or solve our problems. Those solution experts are called "Facileader".

**Features of Facileader: Breakthrough Thinker**

- Think Strategy from Essence
- Focus on Human Values
- Not Analytical, but Catalyst
- Ask Smart Questions for Solutions
- Motivate People for Solution Finding
- Participate, Not Order
- Show the Vision, Not Problem
- Talk the Possibility, Not Difficulty
- Solution Expert, Not Problem Expert

Best Compliments to  
NEPAL AOTS ALUMNI SOCIETY  
& GRAND SUCCESS OF 23<sup>RD</sup>  
ANNUAL GENERAL BODY MEETING ON  
26<sup>TH</sup> JULY 2013

**SANA HASTAKALA**

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# Attracting Japanese FDI to Nepal – a report of Nepal Japan Investment Promotion Committee

Compiled by:- Prakash Raj Singh Suwal, IPP / Adviser Nepal AOTS

The year 2016 will be the 60th year of establishment of Nepal-Japan bilateral relations. However, the business relation between the two countries is still at an infant stage. Recent trends show increasing Japanese investment and growing interest for Japanese investment in this part of the world. Hence, Nepal AOTS Alumni Society has come forward to do something to attract Japanese investment in our country. We have often heard about inadequate and confusing information and lack of right guidance for potential Japanese investors in Nepal. To improve upon this condition, Nepal AOTS thinks that it should be involved in an initiative of attracting Japanese FDI by working together with concerned Nepalese government agencies, the private sector, and NGOs, INGOs etc. We feel that it is never too late to start! In this context, Nepal AOTS is planning to bring out a comprehensive investment guide book in Japanese language targeted at Japanese investors seeking to invest in potential sectors in Nepal.

Attracting Japanese FDI in Nepal means creating job opportunities for the youth workforce of our country that, at present, are compelled to be outbound and work for the development of other countries, rather than our own country. On the other hand, it will also bring us the knowhow /technology that we really need in our country.

The aim of bringing out a comprehensive investment guide book in Japanese language is: "Promotion of Japanese FDI in Nepal"

The objectives for preparing the Nepal Investment Guide book are to

- provide required information sought by potential Japanese investors in Japanese language,
- provide turnkey service to potential Japanese investors for establishing their business ventures,
- business match-making between companies of the two countries, and
- utilize country's youth workforce and discourage their outflow.

A number of strategies to be followed to achieve the final goal.

- Publication of Investment Guide Book in Japanese language.
- Establishment of Nepal Japan Business Information Center (NJBIC).
- NJBIC to be a turnkey service provider to the potential Japanese investors.
- Workshops / Seminars to attract Japanese FDI.
- Trade fairs and business delegations handling.

A working committee of Nepal Japan Investment Promotion formed to carry out the task is as follows:-

1)	Amira Dali	- Coordinator
2)	Ramesh Man Singh	- Member
3)	Ramesh P. Nepal	- Member
4)	Mahesh K. Gorkhali	- Member
5)	Prakash Raj Singh Suwal	- Member
6)	Shiva Shrestha	- Member
7)	Prashant Lal Shrestha	- Secretary

The working committee has prescheduled its meetings on the 1<sup>st</sup> and 3<sup>rd</sup> Sunday of every English calendar month.

The first steering committee meeting of Nepal Japan Investment Promotion Committee (NJIPC) was held on 3<sup>rd</sup> May 2013, Friday at Nepal AOTS Alumni Society (NAAS), Yamamoto Talim Ghar, Koteshwar. The meeting was initiated with the gracious presence of Chief Guest His Excellency Mr. Kunio Takahashi, Ambassador of Japan to Nepal.

Mr. Ramesh Man Singh, President, NAAS welcomed all steering committee members, NAAS advisors and executive members in the meeting organized to launch the prestigious project of preparing Nepal Investment

Guidebook in Japanese Language. He stated that the Investment Guidebook was necessitated to provide information to potential Japanese investors in order to attract Japanese FDI in Nepal.

After a brief self-introduction by all, Ms. Amira Dali, Coordinator, NJIPC and Advisor, NAAS gave a brief introduction of Nepal AOTS, HIDA Japan and the HIDA Research Institution. She then briefed the tentative plan for the project on Nepal Investment Guidebook in Japanese. She said that Nepal AOTS planned to bring out a comprehensive investment guidebook in Japanese language targeted at potential Japanese investors seeking to invest in potential sectors in Nepal. Nepal AOTS would like to work together with the government agencies, I/NGOs, and private sector etc. to promote Japanese FDI in Nepal and to boost the business relationship between the two countries.

The objectives of the project for preparing the Nepal Investment Guidebook in Japanese Language are to provide required information for potential Japanese SMEs; to provide turnkey service to potential Japanese investors for smooth establishment of their business ventures; and, to conduct appropriate match-making for potential ventures between Japanese companies and Nepalese companies. All these will eventually serve to achieve one of the goals to utilize the country's youth workforce and discourage their outflow.

While publication of the Nepal Investment Guidebook in Japanese language is a short term strategy, in the long run, Nepal AOTS would like to establish the Nepal Japan Business Information Center (NJBIC) which will engage in generating and providing necessary information, providing turnkey services to establish businesses in Nepal, and organizing and facilitating workshops, seminars, trade fares and business delegations etc. to attract Japanese FDI.

The steering committee took final shape after the consent from all the proposed members to represent in the committee. The steering committee comprises of:

1. Director, Foreign Investment Division, Department of Industry (DOI), Ministry of Industry, GON represented by Mr. Bipin Rajbhandari, Director
2. Representative, Nepal Investment Board represented by Mr. Mukunda Poudyal, Joint Secretary
3. Representative JICA Nepal Office represented by Mr. Tsutumo Shimizu, Chief Representative, JICA

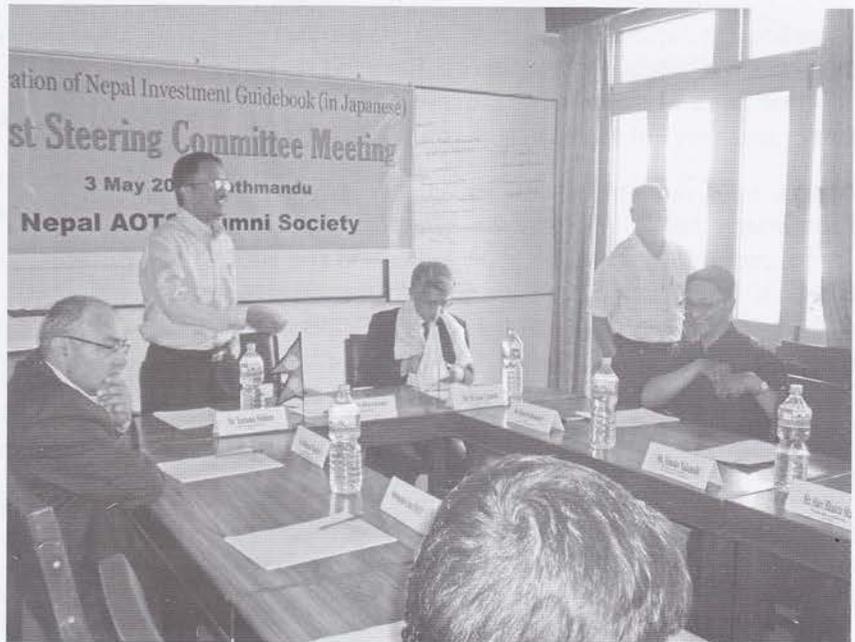
Nepal Office

4. Ms. Tomoko Nakanishi, Research Officer, Embassy of Japan (EOJ)
5. Ms. Junko Naito, President, Japanese Chamber of Commerce in Nepal (JCCN)
6. Dr. Yuki Ito, Overseer of HIDA to Nepal AOTS
7. Representative from Federation of Nepalese Chambers of Commerce and Industry (FNCCI)
8. Mr. Hari Bhakta Sharma, Vice-president, Confederation of Nepalese Industry (CNI)
9. Mr. Rajiv Kant Mainali, Lawyer and Expert in Foreign Investment Law
10. Ms. Amira Dali, Adviser, Nepal AOTS, Nepal Japan Investment Promotion Committee Coordinator

The following points, suggestions and comments were put forth by the participants during the ensuing discussion and interaction.

- All members of the steering committee were requested for their email addresses for efficient communication of suggestions and comments regarding this project.
- NAAS could take advantage of the website portal developed by CNI in collaboration with Department of Industry/ GON, USAID and other institutions as per the requirements of this project. The portal was built with lot of research and with the endorsement of GoN. It is not an easy task to deal with all 34 departments of GoN concerned with FDI, but the CNI portal was built in consultation with them all. For credibility, an investment guidebook or portal need to be authenticated by GoN.
- CNI's portal could be the starting point and said that portals give lots of information but do not give answers to the queries from the potential investors. However, it would be better to have a guidebook or portal in Japanese to cater to the Japanese investors. The GoN portal Invest Nepal's exact translations in Japanese might not be very practical.
- Information regarding the benefits of investing in Nepal as well as profiles of good companies in the country for potential tie-ups should also be provided in the investment portal.

- Views and concerns of potential Japanese investors should be taken into consideration in making the guidebook. In this regard, NAAS will coordinate with JCCN to have interactions with the Japanese business community in Nepal soon and seek their suggestions in preparing the guidebook. (It was that there are about 45 Japanese companies already in Nepal.)



- Japanese investors have lot of detailed queries which are generally not addressed by the existing GoN portals and documents. For example, it is not clear how the effect of the exchange rate fluctuations in the amount of currency required investing will be mitigated; or whether the investment has to be made in lump sum or there was possibility of installments, etc.
- The proposed guidebook should focus on the SMEs rather than on large ventures. Big Japanese companies do not come to Nepal without the ODA. (The counterpart in Japan for this kind of work could be the National Association of Small Businesses. However, its website is only in Japanese.)
- The website that will be built should be linked with other websites (English as well as Japanese) including those of Embassy of Nepal in Japan, HIDA/AOTS, JETRO, EOJ in Nepal, DOI/GoN, CNI, FNCCI, NIB etc.
- Since Tokyo will not directly oversee business relation promotion in Nepal, but will do so through Bangkok or New Delhi which also deal with regional activities, it would be better to introduce web links to the Japanese community in Bangkok and New Delhi.
- Many Japanese SMEs do not understand English, so the website should have the option of Japanese language as well.
- It is necessary to update the guidebook and the portal regularly and when Japanese investors ask questions, it is necessary to answer promptly.

- It should be clear who the proposed guidebook or portal is targeted at, what specialty the guidebook will offer, and how it can be used etc. It is necessary to do some detail research in the initial stage. The tentative schedule that was presented could be readjusted to include more preliminary research work.
- There should be a dedicated team, and in the beginning, a checklist should be prepared and circulated to all for comments. Then the core team could help bring it in final shape.
- Every year, the Food and Beverage Exhibition FODEX Japan is organized in Japan. Nepalese companies can take part in this and promote their agro- and food-products like coffee, tea, ghee etc.
- It was informed that UNCTAD is also in the process of preparing a Nepal investment website.
- NAAS could approach AOTS Alumni Societies of other countries to get sample investment guidebooks from them, if any, for reference.

Summing up the meeting, Mr. Ramesh Man Singh thanked all for their keen participation, and said that NAAS would be in regular touch with them as well as with HIDA Japan and JETRO New Delhi regarding this project. It was announced that the next steering committee meeting was scheduled for 2<sup>nd</sup> August, 2013, Friday.

# Report on Workshop cum Interaction Program on “Outsourced IT Projects: Challenges and Opportunities”

## General

Nepal AOTS Alumni Society (Nepal AOTS) organized a workshop cum interaction program on “**OUTSOURCED IT PROJECTS: CHALLENGES AND OPPORTUNITIES**” with support from Information Technology Professional Forum (ITPF) and in cooperation with Embassy of Japan in Nepal (EOJ), Japan International Cooperation Agency (JICA) and Japanese Chamber of Commerce in Nepal (JCCN). It was one day program held on Friday, September 28, 2012, at The Shanker Hotel, Lazimpat, Kathmandu.

The objective of the workshop program was to develop an understanding on the challenges and opportunities of Outsourcing IT Projects in Nepal, the technical and institutional capacity and policy environment to attract and support outsourcing IT Projects in Nepal. The program was also looking for the requirements of foreign companies, especially Japanese IT companies, and the gaps in terms of quality, delivery and costs of projects, to learn from best practices, and to identify ways to strengthen the standards of Nepalese Professionals and Business acumen required creating opportunities in the Outsourcing IT Projects in Nepal.

## Workshop cum Interaction Program

The workshop cum interaction program discussed on wide range of issues on outsourced IT Projects, its challenges and opportunities. Registration started at 8.00 AM and program started with formal inauguration ceremony at 8:30 AM followed by four different workshop and interaction sessions.

Formal inauguration ceremony was chaired by Mr Ramesh Man Singh, President, Nepal AOTS. His Excellency Mr Kunio Takahashi, Ambassador, Embassy of Japan in Nepal has confirmed as a Chief Guest to the program. Due to the Sita Airlines plane crashed in the morning and the news of some foreign citizens among the casualties, His Excellency could not participate in the inauguration ceremony but sent us the regret message.

In absence of Chief Guest, Mr Mitsuyoshi Kawasaki, Chief Representative, JICA as a Special Guest inaugurated the program by flaming the light on Panas and addressed the august gathering. Mr Prashant Lal Shrestha, Coordinator, IT Committee and General Secretary, Nepal AOTS gave brief introduction about Nepal AOTS Alumni Society and objective of the program.

Dr. Jyoti Tandukar, President, ITPF and Ms. Junko Naito, President, JCCN also addressed on the Inauguration ceremony. Mr Binod Man Rajbhandari, Vice President, Nepal AOTS gave vote of thanks at the end of ceremony.

The workshop session started at 10 AM and the first Session started with the self-introduction of the participants. Mr Prashant Lal Shrestha, Coordinator, IT Committee and General Secretary, Nepal AOTS presented detail objective of the program and Mr Ramesh Man Singh, President of Nepal AOTS as a main facilitator facilitated the program and Mr Prajwal Shrestha, IT committee member was assisting him.

Program discussed on various topics on four different sessions as below:

- Session I:** Brief introduction of the program, self-introduction, Stakeholder Analysis
- Session II:** Discussed on challenges and opportunities on People/Companies and Technology for Outsourced IT Projects
- Session III:** Discussed on challenges and opportunities on Structure and Environment for Outsourced IT Projects
- Session IV:** Discussed on possible solution of challenges and cashing on opportunity.

## Outcomes of the Sessions

### Session I – Stakeholder Analysis

The objective of this session was to identify the stakeholders for the Outsourced IT Projects. The participants were distributed the Meta Card and were asked to list down the

names of stakeholders that they think would be involved in the Outsourced IT Projects. These cards were collected and grouped into different categories and with the discussion with the participants, the stakeholders list was finalized.

### Stakeholders for Outsourced IT Projects

Academia and Training Institutions	End Users (Consumers)	Telecommunication Infrastructure and Service Providers	Financial Institutions
Government (Policy Makers and Regulations, Environment Ministry)	Certifying Bodies for IT Professionals/Companies	Nepalese Embassies Abroad	Promoting/Facilitating Agencies (FNCCI, JCCN Trade Promotion Center etc.)
IT Professionals	IT Associations	IT Companies	Political Parties
Customers	IT Business Incubators	Recruiting Agencies	

### Session II and Session III – Challenges and Opportunities

The objective of this session was to identify the challenges and opportunities for the Outsourced IT Projects. The participants were briefed to identify the challenges and opportunities into four different categories namely People/Company, Technology, Structure and Environment. Same procedure of distributing the Meta Card and were asked to list down the challenges and opportunities in the Meta Card separately. These cards were collected and grouped into different categories and with the discussion with the participants; the Challenges and Opportunities list was finalized.

### Challenges

People / Companies		Technology	
Expertise / Skills (Experience / Training)	Work Culture / Ethics	Updating of latest Technology (awareness)	Companies Promotion is Small
High Employee Turnover	Management	Software Piracy	Low bandwidth
Working Environment	Trust from International Companies	Relatively expenses connectivity	E-Payments/Digital Signature (Online transactions)
Language Problem (Particularly Communication with Foreign Clients)	Quality Assurance		
Structure		Environment	
Lack of specific concerned Line Ministry	Unclear Policies and Acts	Political Instability (Strikes)	Infrastructure (Electricity)
Company Structure (Branches and Communications)	Payment Infrastructure (Exchange)	Innovation and Entrepreneurship / Weak business eco-systems	Global Recession Extortions
Legal Requirements (Regulatory)	Foreign Investment Strategy	Socio-cultural Issues - Holidays	Trust building Mechanism
Lack of proper Government Facilities for promoting business (IT Parks etc.)	Intellectual Property Right (IPR)	Socio-cultural Issues - Cultural Differences	

## Opportunities

People / Companies		Technology	
Abundant Global Market	Nepal not LAN Locked	Free and Open Source Software (FOSS)	Infrastructure as Application service (IaaS)
Young Population (Talent Pool)	Cost Competitiveness	Cloud Computing	Localization
Different Time Zone of Nepal	Sharing Big Projects		
Structure		Environment	
Foreign Investment and Technology Transfer Act (FITTA)		Favourable / Moderate Climate	Work Friendly people
		Physical Distance	

### Session IV– Possible solution of Challenges and Cashing on Opportunities

The objective of this session was to identify the possible solutions of the challenges listed by the participants and how they can cash on the opportunities for the Outsourced IT Projects. The participants were briefed to identify the possible solutions for their list of challenges and to list the strategies that they would adopt to cash on the opportunities and to list them down on to the Meta Card distributed. Nepal AOTS will finalize this with discussion in the focused group meetings.

#### Closing Session

In the closing session Mr. Koji Izawa, JICA Senior Volunteer presented on findings of his study on IT Outsourced Business in Nepal and current and future estimated status of Outsourced IT Business from Japan to the world. On his address, he mentioned how Nepal can take an opportunity from Japan's Outsourced IT Business.

Mr Bhoj Raj Ghimire from Deerwalk Services Pvt. Ltd. and Mrs Pallawee Jha from HitechvalleyiNet Pvt. Ltd. addressed

closing ceremony representing from all participants.

At the end of the ceremony Mr Ramesh Man Singh, President, Nepal AOTS and Mr Prashant Lal Shrestha, Coordinator, IT Committee and General Secretary, Nepal AOTS thanks to all participations for their participations and input. The participants were also informed that Nepal AOTS would be conducting the focused group discussion and hoped that similar cooperation would be there from the participants.

#### Participants

Workshop cum interaction program was attended by 30 participants excluding member of organizer organization. Participants were senior executives, project managers and CEOs from different IT organizations who are working on IT outsourced business since long time and member of few academic intuitions. Most of them are working on application development and few participants were working on outsourced IT projects as freelancer. Beside that few IT experts also participated on workshop cum interaction program to share their experiences and give their input on the program which was valuable.

**NEPAL AOTS ALUMNI SOCIETY is having monthly Meeting at 5:30 pm every 1<sup>st</sup> Monday of English Calendar. All the members are requested to attend the meeting to extend your valuable suggestion and support**

# '5S': Basic Tools of Quality Management:



(Kumar Prasad Khanal)  
Quality Management Trainer,  
Writer of '5S' in Nepali Language,  
Executive Member of Nepal AOTS

"5S" is the name of a workplace organization method that uses a list five Japanese words: seiri, seiton, seiso, seiketsu, and shitsuke. It is translated into English, starting with the letter "S". The list describes how to organize a work place for efficiency and effectiveness by identifying and storing the items used, maintaining the area and items, and sustaining the new order. The decision-making process usually comes from a dialogue about standardization, which builds understanding among employees of how they should do the work. "5S" was developed in Japan. It was first heard of as one of the techniques that enabled, the layout of the facility merges with the concept of visual management.

## 1. The 5 S's

There are five primary 5S phases: sorting, straightening, systematic cleaning, standardizing, and sustaining.

### 1.1 Sorting (Seiri)

Eliminate all unnecessary tools, parts, and instructions. Go through all tools, materials, so on and so forth in the plant/working area. Keep only essential items and eliminate what is not required, prioritizing things as per requirements and keeping them in easily-accessible places. Everything else is stored or discarded.

### 1.2 Stabilizing or Straightening Out (Seiton)

There should be a place for everything and everything should be in its place. The place for each item should be clearly indicated, so that they can be found within a second when needed.

### 1.3 Sweeping or Shining (Seiso)

Clean the workplace and all equipments, and keep it clean, tidy and organized. At the end of each shift, clean the work area and be sure everything is restored

to its place. This makes it easy to know what goes where and ensures that everything is where it belongs. Spills, leaks, and other messes also then become a visual signal for equipment or process steps that need attention. A key point is that maintaining cleanliness should be a part of the daily work – not an occasional activity initiated when things get too messy.

### 1.4 Standardizing (Seiketsu)

Work practices should be consistent and standardized. All work stations for a particular job should be identical. All employees doing the same job should be able to work in any station with the same tools that are in the same location in every station. Everyone should know exactly what his or her responsibilities are for adhering to the first 3 S's.

### 1.5 Sustaining the Practice (Shitsuke)

Maintain and review standards. Once the previous 4 S's have been established, they become the new way to operate. Maintain focus on this new way and do not allow a gradual decline back to the old ways. While thinking about the new way, do not forget thinking about yet another better ways. When an issue arises such as a 'suggested improvement', a new way of working style, a new tool to use or a new output requirement may be needed, so it is necessary to review the first 4 S's and make changes as appropriate. It should be made as a habit and be continually improved.

## Additional S's

The special characteristics of Japanese are not to stay in status-co position. It is called KAIZEN, step-by-step small improvements continuously. So after the evolution of '5S', they thought of another 3S to be added which are equally important to sustain the previous '5S'. These three additional phases are: Safety, Security, and Satisfaction.

### 1.6 Safety

A sixth phase, "Safety", is sometimes added. There is debate over whether including this sixth "S" promotes safety by stating this value explicitly? But without the concept of safety, employee cannot be motivated. So to motivate the internal customer (employee), we must think of the safety factor. These days Occupational Health and Safety (OHS) is the most important factor to be considered in any workplace.

### 1.7 Security

A seventh phase, "Security", can also be added. To leverage security as an investment rather than an expense, the seventh "S" identifies and addresses risks to key business categories including fixed assets (PP&E), material, human capital, brand equity, intellectual property, information technology, assets-in-transit and the extended supply chain.

### 1.8 Satisfaction

An eighth phase, "Satisfaction", can be included. Employee Satisfaction and engagement in continuous improvement activities ensures the improvements will be sustained and improved upon.

It is important to have continuous education about maintaining standards. When there are changes that affect the 5S program such as introduction of new equipments, new products or new work rules, it is essential to make changes in the standards and provide training to employee regarding these new introductions. Companies embracing 5S, often use posters and signs as a way of educating employees and maintaining standards.

## The Origins of 5S

5S was developed in Japan. It was first heard of as one of the techniques that enabled what was then termed 'Just in Time (JIT) Manufacturing'. The Massachusetts

Institute of Technology's 5-year study into the future of the automobile in the late 1980s identified that the term was inappropriate since the Japanese success was built upon far more than components arriving only at the time of requirement. John Krafcik, a researcher on the project, ascribed Lean to the collective techniques being used in Japanese automobile manufacturing; it reflected the focus on waste in all its forms that was central to the Japanese approach. Minimized inventory was only one aspect of performance levels in companies such as Toyota and in itself only arose from progress in fields such as quality assurance and Andon boards to highlight problems for immediate action.

5S was developed by Hiroyuki Hirano within his overall approach to production systems. Many Western Managers coming across the approach for the first time found the experience one of enlightenment. They had perhaps always known the role of housekeeping within optimized manufacturing performance and had always known the elements of best practice. However, Hirano provided a structure for improvement programs. He pointed out a series of identifiable steps, each building on its predecessor. Western Managers, for example, had always recognized the need to decide upon locations for materials and tools and upon the flow of work through a work area; central to this (but perhaps implicit) is the principle that items not essential to the process should be removed – stored elsewhere or eliminated completely. By differentiating between Seiri and Seiton, Hirano made the distinction explicit. He taught his audience that any effort to consider layout and flow before the removal of the unnecessary items was likely to lead to a sub-optimal solution.

Equally the Seiso, or cleanliness, phase is a distinct element of the change program that can transform a process area. Hirano's view is that the definition of a cleaning methodology (Seiso) is a discrete activity, not to be confused with the organization of the workplace, and this helps to structure any improvement program. It has to be recognized, however, that there is inevitably an overlap between Seiton and Seiso. Western managers understood that the opportunities for various cleanliness methodologies vary with the layout and storage mechanisms adopted. However, breaking down the improvement activity in this way clarifies that the requirements for the cleanliness regime must be understood as a factor in the design aspect of Seiton. Toyota's adoption of the Hirano's approach, is '4S', with Seiton and Seiso combined – presumably for this very reason. The improvement

team must avoid the trap of designing the work area and then considering the cleanliness or tidiness mechanism.

Hirano also reminded the world of the Hawthorne effect. We can all introduce change and while people in the business consider the change program to be under management focus the benefits of the change will continue, but when this focus has moved (as is inevitably the case) performance once more slips. Western Managers, in particular, may have benefited from the distinction between the procedural or mechanical elements, Seiketsu, of keeping these matters in focus and the culture change, Shitsuke, which is a distinct approach to bringing about a new way of working. If employees don't feel valued within the overall company culture, perhaps the change required falls outside the limits of a housekeeping improvement program.

### **The Objectives of 5S**

Hirano identified a range of benefits from improved housekeeping, all of which can be regarded as falling within the Lean portfolio – that is, they are all based around the elimination of waste in one form or another.

The most obvious benefit from items being organized in such a way (i.e. that they are always readily available) is that of improved productivity. Production workers being diverted from production to look for tools, gauges, production paperwork, fasteners, and so on is the most frustrating form of lost time in any plant. A key aspect of Hirano's organization approach is that the often-needed items are stored in the most accessible location and correct adoption of the standardization approach means that they are returned to the correct location after use. Another element of Hirano's improved housekeeping is improved plant maintenance – workers 'owning' a piece of plant, responsible for keeping it clean and tidy, can take ownership for highlighting potential problems before they have an impact on performance.

The next aim is Quality. The degree of impact of dirt in a manufacturing environment, obviously, varies with the nature of the product and its process but there are few, if any, areas where dirt is welcome. Even if it is only in the form of soiled documentation accompanying the goods to the customer, this can send a very negative message about the company and its culture. In other cases dirt can have a serious impact on product performance – either directly or indirectly, perhaps through compromising the integrity of test

processes. Of course, 5S does more than address dirt; an inappropriate layout can result, for example, in product damaged through excessive movement or through the use of tooling other than that defined as the standard. Standardization is a theme of Hirano's approach. A Standard Operating Procedure (SOP) for tool certification is much easier to achieve if the tool to be certified is always in a clearly-marked location.

Another goal is improved Health & Safety. Clear pathways between workbenches and storage racks can minimize accidents, as can properly-swept floors. As with Quality, a well-organised, clean and tidy facility lends itself more readily to standard practice. Hirano also described how an environment in which the workforce has pride in their workplace can contribute to a considerable extent in a number of ways including customer service. Improving the layout of the facility merges with the concept of visual management; if workers can see the status of plant and of work in the facility, thus removing the need for complex tracking and communication systems, then benefits will accrue. 5S can also be a valuable sales tool when potential customers visit; a well-organized, clean and tidy facility sends a message of a professional and well-organized supplier.

### **The Evolution of 5S**

Many Western companies now promote Hirano's approach with a sixth 'S' added for Quality. Not unnaturally, there is some debate over this, with devotees on both sides of the argument. The sixth S serves a fundamental purpose – it reminds everyone of the need for Quality. A key lesson (Toyota Production System), taught by Japanese Automobile Manufacturers is that traditional levels of performance must be not only exceeded, but replaced by a completely different perception of the scale of what is acceptable. Rather than managing defects in percentage terms, Western Managers heard of management in 'parts per millions', with single-figure levels of defects being the goal.

This improvement in quality levels could only be achieved with a complete re-definition of processes and culture within Western Manufacturing. This includes issues such as 'Design for Manufacturing' and the fundamental change from Quality Control to Quality Assurance (that is, the Quality department role moving from inspecting and highlighting problems to guaranteeing methods and procedures to eliminate errors). Housekeeping is the main focal point to this and so adding a sixth 'S' highlights this.

# Motivation is crucial for production and continuity: Application of Training Knowledge in Kanchanjangha Tea Estate and Research Center

This article is in reference to the application of one of the knowledge I gained through the training in Japan from 15 – 26 March, 2010 on Corporate Management for Nepal (NPCM). Though there were many aspects I learned from the programme, here I am mentioning only one which I took into application as a starting point for improving, continuing and expanding the production of organic tea in the organization I am involved. The article gives an overview of Kanchanjangha Tea Estate and Research Center (KTERC) for the reader and outlines my areas of application of the knowledge.

## Motivation is crucial for production and continuity

Many of the factories that we visited in Japan were with highly motivated workers. The managers pointed out motivation as the underlying aspect for the success and prosperity of any business. Some of the major factors for motivation were:

- appropriate salary to cover the family needs and make a saving
- insurance by the company
- training for upgrading the skills
- promotion
- performance bonus

I had an opportunity to partially introduce this learning into KTERC.

## Overview of Kanchanjangha Tea Estate and Research Center

### What is Organic Tea Production?

Organic tea production follows a systematic natural process of plantation, production, processing and marketing of tea with the preservation of ecological quality of soil, plant and the product without using inorganic agents. There are several agencies to certify the product as organic. Some of them are NASAA (National Association for Sustainable Agriculture Australia), JAS (Japanese Agriculture Standard), USNOP (United States of National Organic Program), etc.

### Kanchanjangha's Entry into Organic System

Expanding the scope of "Kanchanjangha Tea Estate (KTE)" from organic production to Research and Development it is now known as "Kanchanjangha Tea Estate and Research Center (KTERC)". The plantation



(Shanta Banskota Koirala)  
NPCM trainee of the year 2010





was started in the year 1972 by Deepak Prakash Banskota, one of the leading figures of Cooperative Movement in Nepal. KTERC is located in the remote district of Panchthar in the eastern part of the country. It is spread in an area of 97.5 hectare out of which 62.4 hectare has been planted with tea. Remaining area is covered by forest, Cardamom, Staff Quarters, Office, Factory, and the Kitchen Garden.

KTERC initiated tea plantation with the barren and steep land that was left in a natural way but unproductive. It is directly faced to Mt. Kanchanjangha, Mt. Kumbhakarna and to the Himalayan range to north. The snowy fresh air blows to the tea bushes adding value to the quality of tea. Because of the distinctive topography of KTERC garden, the organic tea is having distinct and unique characteristic quality and property as found in Chinese and Assamica tea. The steep garden is occupied with specific tea shade trees like black Albezia, and Bakaino (Maha Neem) which naturally controls the pests and diseases keeping the soil full of organic matters. The barren land is now occupied with lemon grass, black cardamom, citronella, vetiver, cinnamon trees and other plants that favour bio diversity in that context.

Very first time in Nepal, in 1995 AD, KTE applied for the process of organic certification. In 1997, it received the first 100% Organic Certification of its tea in Nepal from the NASAA. KTERC continuously made its effort to upgrade the organic standard and level. Again in 2003 it received USNOP and JAS certifications.

Here are some of the areas I worked to improve after the training in Japan.

#### Association of Organic Certified Farmers with KTERC

As KTERC had already initiated motivating farmers to go for organic production, I had an opportunity to add on to motivating the farmers scattered in the district. Since 2001 AD, KTERC had initiated bringing in the small tea farmers outside of its garden scattered in 13 different Village Development Committees in Panchthar and Illam districts. More than 550 farmers producing the tea came to organic system with KTERC and all of them received certification of NASAA, USNOP and JAS in 2003 AD. KTERC had provided the necessary technical and financial support to these farmers. We now have agreed on to continue this support in order to motivate and maintain organic tea production in the extended areas in adjoining districts. In summary, now there are:

- 556 household tea farmers,
- more than 100 spice and orange producer farmers,
- 416 hectare of organic certified area for tea
- 100 hectare of organic certified area for spices and orange
- 12 farmer groups/ co-operatives in tea
- 3 spices and orange producer groups/ co-operatives

We have adopted a policy that KTERC will extend its technical and financial support to any small farmer intending to initiate, continue and expand organic farming of tea, spices and herbs in Panchthar and Illam districts. In addition to that KTERC has approved the policy to buy productions of such famers at reasonably high prices than in the local market. At present, the following product items are certificated in organic standard:

- Tea: orthodox black, green, specialty tea with different flavors of spice full of antioxidant
- Spices: black cardamom, chilli, cinnamon bark and leaf, garlic, ginger, turmeric, yellow mustard for cooking oil, black pepper
- Herbs: Lemon grass, flowers, orange peel, lemon peel
- Coffee: parchment, green been

#### Scholarship program

Since 2001 A D. KTERC has launched a scholarship program to the children of its workers, small tea growers, staffs and community farmers as they are economically weak. In this initiative Japanese-

Nepali Bazar, a fair trade business company is also collaborating. Children receive scholarship, uniform, books and copies from nursery level to the School Leaving Certificate (SLC). After SLC the scholarship program becomes more specific and is focused to education in technical faculties. Students have received scholarships in different sectors such as Science, Management, Agriculture, Veterinary, Education, Ayurved, etc. Since 12 years, from this scholarship program more than 900 students have received the support and still it is continuous for future.

I have closely associated myself in this programme. As a result, the mothers (who form the majority of the workers) are happy and motivated not only to send their children to the school for better education but also have devoted themselves to meet everyday targets.

### **Cow Bank Project**

Since 2005 A.D. KTERC has been distributing improved species of cows and calves to its organic Tea growers and workers. This has been meaningful in the sense that the community produces organic manure which the KTERC purchases for application in the tea garden. In addition the family will have milk and additional income. More than 250 cows have been provided to them. Within five years the recipient has to return back a female calf to another farmer.

I observed that the need of organic manure for the tea garden is increasing day by day. I discussed with the factory management for extending the project to the families even if they are not working in the tea garden or the factory. Now the families with low income but residing in and around the garden are included in the project. This has increased the support from the communities and helped fulfill the gap of workforce during the peak season.

### **Eco-house**

KTERC has been constructing eco-house to its workers and staffs especially for those working in the garden and factory sites. The houses are such designed and constructed that they consist smoke less oven/hearth, water supply, toilet and bathroom, enough safety and family privacy, electricity, kitchen garden, separate kitchen, bedrooms, constructed with maximum of

local materials.

In addition, KTERC had initiated a homestay programme in a small village called "Mathillo Gaun" since 7 years. We at KTERC are now getting in touch with central level agencies that support eco-friendly activities including agrotourism. Recently I met with the Governor of the Nepal Rastra Bank and the idea was discussed. We are motivating the community to increase the members for homestay programme by sending more foreign and national visitors for homestay. We have now formulated a package for visiting the garden and factory for those who arrive at KTERC.

### **Workers' Co-operative**

To improve the skill, capacity, leadership and income of workers and field staffs, KTERC facilitated the workers to form their co-operative in 2007 A.D. The co-operative is fully an autonomous institution that is running as per the Co-operative Act of Nepal. KTERC has contributed about five hundred thousand rupees to the cooperative. The cooperative at the moment is making available rice, cooking oil, salt tea and cereal to the workers in a relatively cheaper price than in Phidim market.

I held series of meetings with the workers to aware and motivate them to be member of the cooperative and get benefit. As next step, I will motivate the women workers to operate savings programme.

### **Training**

For the promotion and production of organic tea, spice and fruits, I have put more thrust in regularly providing technical trainings basically for the farmers, community, workers and staffs. As a result, environment friendly methodologies are applied in KTERC's garden and the tea growers follow the same practice; internal control system is in application; and the quality of product is assured. Now the garden incharges, workers in the processing and packaging units require advanced trainings. I have started assessing the training needs of the workers and staffs based on which series of trainings will be designed and delivered.

# Japan's IT company

Yujiro Yoshida

## Self Introduction

I am Yujiro Yoshida, a member of JOCV, dispatched by JICA to Nepal AOTS to assist to expand the Nepal's IT industry. I'm now surveying what possibility IT industry of Nepal possesses especially from business point of view.

I would like to share here my experiences I collected in Japan. I hope it will be a reference to Nepal's IT businessmen.

## When I first joined the company

After completing my undergraduate study, I worked as a programmer for 6 years in a software development company in Japan. Comparatively the company was smaller in size in Japanese context with about 30 staffs and was developing the software mainly for government offices and for the universities.

I majored in physics in the college and when I joined the company I was totally a layman in programming. Since the company was small there was no in house training in the company. For the first one month after joining the company, I worked to construct the trial environment of System that was to be developed. With this work, I learnt slowly how to install Windows and about Windows Server. Then for 3 months, I did self study on C+ and Object Oriented Programming in free time searching in internet, at the same time doing corrections of detail specification of System Development and Data Base also doing editing job of document. In C+ if Visual Studio of Microsoft is used, desktop applications can easily be constructed. I still

remember how I was happy when for the first time I run the program by myself.

## First program

While doing correction work of detail specifications slowly I started to understand the System Development. After half a year, I was given the chance of programming for the first time. The program was Batch processing of System (processing of data everyday in the same defined time) with the detail design specification given and the program was made. But, since only six months have passed after joining the company, it was not possible to run the program perfectly. So, asking to the senior, next to my seat, I completed the program. Very sadly, the completed program had many bugs, the quality was also very bad. But, this first experience taught me how to minimize the bugs and what should be done to make the high quality programs. I could not meet the delivery time then. But, fortunately the client wanted to add the functions in the program and it allowed the extension of delivery time, which saved my face also. What I feel now is the important skill of the programmer is not only the language and technical knowledge but standing on the long term vision how far he/she can write the source code finely with due consideration on length and conservatism at the same time.

In the filthy source code many bugs are hidden, and while correcting the System, the unnecessary tension of bugs that in fact are not natural, comes up. These realities I could understand not only because of study, but because of experiences.

## Community Activity

After that as a programmer I worked participating in different kind and different sized projects. Simultaneously, whenever I had free time, I continued to study the latest technology and difficult technology through homepage. Besides, after finishing work, I kept on participating in study meeting organized by local community. Sapporo city where I was residing has many self initiated study groups like Ruby Study Group, Net Study Group, Web Designing Study group etc. The study groups were run by the self interested community members, and used to gather once in a month for making presentations, exchanging the ideas/ opinion on problem technology and on the new technologies. Also the experiences were shared like giving the example which technology helped a lot in the work and which did not. In Japan, such sharing of experience and knowledge in the community is very much popular. For example, in case of the technology not experienced by oneself, one can share the idea and easily listen to someone who has already experienced the same. Of course, the member companies are of different types and their positions are also different, and the students also participate. This kind of community activity allows the sharing of knowledge beyond the border of the company and is very much helpful too.

## Project Manager

At the time of 4th year of joining the company, I was promoted to the project in-charge of a project in the company. It was the project to make the system to manage the students' information of a university. The team was comprised by 3 persons from in-house (company), the 2 persons from outside the company making the total 5 members. That time since I was doing self study on Agile - a development method, I decided to adopt Agile to proceed the project work. I'm not going to mention about Agile in details here but to put in short, it is different from the existing method of System Development of Water Fall type. The each functions of the system is minutely divided, and accordingly in each 2 weeks period the delivery is given and the work is simultaneously proceeded. In

the beginning, few team members were confused in the style of work, but started to get used to with the work progressed. So, the System Development Work comparatively progressed well. Besides, since the delivery (to the client) was done periodically, the voice of the client could be heard regularly due to which referring the client's interest and opinion, the flexibility in the work could be adopted. As a result, I could finally satisfy the customer very much. Of course, I do not mean that everything went very smooth. Because of lack of skill among the members, the trouble like of big quantity of bugs was also faced. But, I could sense it quicker and could take the measures to solve the problem right on time.

## Lastly

I shared my experiences of small and medium sized company that is involved in System Development in Japan. I'm afraid it could be different from the image that everybody here has drawn. Everyday was the day for the failure and of hit and trial. Of course, it may not be true in large companies. Also, there are many small and medium sized companies which could be different from the one I experienced.

While I observe the Nepalese IT companies, I feel many companies technical expertise is higher but the experience on System Development is poor. I was requested to teach the Japanese way many times. But, to be very frank, Japanese style also keeps on changing, it is different from company to company. So, it cannot be generalized and simply taught. Rather I feel, doing business with the foreign companies, increasing the experiences is necessary in case of Nepalese companies.

Moreover, important point is instead of saying 'we can do everything', experiencing one by one, step by step, it will be better to say honestly 'this technique we have experienced, so we can do it, but this technique we have not done yet'. I think this honesty could be the important factor to win the trust of the foreign companies. The Japanese companies/people normally think that the companies that say 'anything we can do' are not reliable/trustworthy.

## HIDA Management Training Program

S.N.	Name of Program	Duration	Place	Name of participants	Name of Participants Company
1.	The Quality Control Training Course (QCTC)	10-25 September 2012	Osaka	Mr. Vijaya Kumar Sah	Nepal Pharmaceuticals Laboratory
2.	The Executive Program for Quality Management (EPQM)	20-28 September 2012	Tokyo	Mr. Pradeep Kumar Sarda	Nutri Foods Pvt. Ltd.
3.	The Program for Practical Operation Management (PPOM)	11-24 October 2012	Yokohama	Mr. Bharat Sah Teli	National Healthcare Pvt. Ltd.
4.	The Program on Industrial Wastewater Treatment Technologies for Asia (PAWW)	13-22 November 2012	Osaka	Mr. Kavi Das Dhaubaji (Shrestha)	Nilah Water Treatments
5.	The Program for Design Management (PDM)	28 Nov- 11 Dec 2012	Tokyo	Ms. Nishma Bajarcharya	Nepal Pharmaceuticals Laboratory
6.	Corporate Management Training for Nepal (NPCM)	16- 29 January 2013	Aichi	Mr. Amit Gupta Mr. Asharam Tandukar Mr. Binit Lohia Mr. Bishwo Mohan Karmacharya Mr. Chamatkar Paudel Mr. Deepak Shrestha Mr. Dibas Neupane Mr. Kashis Shrestha Mr. Kul Prasad Neupane Mr. Milan Shrestha Mr. Narayan Neupane Mr. Nischal Man Singh Pradhan Mr. Prashanta Raj Dhamala Mr. Santosh Kumar Kasaudhan Mr. Shreejesh Ghimire Mr. Sudeep Ghimire Mr. Sushil Kumar Chapagain Mr. Pashupati Khatri	SR Drug Laboratories Gorkha Travels Magnus Pharma Bhotekoshi Power Co. Global IIME Bank Ltd. Subisu Cablenet Sambad Technologies Nawa Nepal Plastic Mukhtinath Khadhya Udhayog Avenues Television Hallmark Infosys Brihat Investments Batika Saving & Credit Co-Operatives Mahakali Oleo Chemicals NMB Capital Ltd. Ganesh Engineering Works The Comfort Housing P. Ltd. Direction Nepal P. Ltd.

### WNF Training Program

1.	Godrej (Tooling Division)	26 Nov~ 15 Dec 2012	Lazimpat Engineering Works	Mr. Atish Singh	Godrej, Mumbai
1.	Interior Design	1-11 September 2012	Swastik Interior Delux Interior	Ms. Gyana Kumari Shakya Ms. Laxmi Kumari Shrestha	Journeyman Interior, Dhaka, Bangladesh

### WNF Training Program Resource Person

1.	Interior Design	22~26 July 2013	Nepal AOTS	Mrs. Nazneen Haque	Journeyman Interior, Dhaka, Bangladesh
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# Nepal AOTS Alumni Society

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31	Joshi, Bhawani Bhakta	Star Investment Co. Pvt. Ltd.	4239812	4351939	starlmi@wlink.com.np		9841353869
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45	Malla, Rajendra	New Asiatic International Traders	4222384, 4231107	4472606	mallaraj@wlink.com.np	4494018	9851083361
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88	Karki, Dipinti	4227222	4410930	Avenues Television P. Ltd.		dipintikarki@hotmail.com	4251055 9851098394
89	Karki, Mahesh	061-530607	061-540162	Machhapuchhre Metal & Machinery Works		karki_mahesh@hotmail.com	061-527328
90	Karki, Sajal	049-421400	049-421400	Laxmi Lodge & Hotel		info@laxmilodge.com	049-421500
91	Karki, Uttam	4220658	445680	Surya Nepal Pvt. Ltd.		uttam@snpl.com.np	4227585
92	Karmacharya, Chandra K.	061-525529	61-523016	Karmacharya Trading		kbh@mos.com.np	061-521571
93	Karmacharya, Jaya Bir	6540089	5522023	Omnic Laboratories Pvt. Ltd.		jayabir61@yahoo.com	6540059
94	Karmacharya, Rameshwor	4210104	4770525	Nepal Telecom		r.karmacharya@ntc.net.np	4210199 9851021525
95	Karna, Suresh Kumar	4232112	5544368	Kumari Bank Limited		skarna@kbl.com.np	
96	Kayastha, Nagendra	5545694	6611090	MULTI Software (P) Ltd.		nagendra@mail.ru	5523103
97	Kejriwal, Anil Kumar	4441702	4477511	Siddhartha Finance Ltd.		anilkejriwal1@gmail.com	4442968 9851072013
98	Khadka, Amin	4493775	4496360	Tilganga Eye Center		amin@tilganga.com.np	9841301710
99	Khadka, Keshab Bikram	071-204500	017-524821	Annapurna Agro Industries Pvt. Ltd.		swami_dt@yahoo.com	9851010340
100	Khairgoli, Shrestha Raju P.	4266858	6610386	Omnic Laboratories Pvt. Ltd.		rajuprasadsrestha@yahoo.com	4268081 9851044365
101	Khanal, Dharna Prasad	9851077038	4361670	TU. Memorial Health Science		Dr.dpk.mmihs.edu.np	4436395 9851077038
102	Khanal, Gopal	4257462	4355428	Asia Publication P. Ltd.		asiapublication@hotmail.com	4239190
103	Khanal, Jhalak Prasad	4427550	4431743	Jyoti Bikash Bank Ltd.		jhalak@jbbi.com.np	4442192
104	Khanal, Krishna Prasad	4471584	4351915	Apollo Offset Press P. Ltd.		khanal_krishnap@hotmail.com	4471584
105	Khanal, Kundan		4471782			kundan@htp.com.np	
106	Khanal, Sarita Karki	4354027	4351861	Lomus Pharmaceuticals			4436395
107	Khanal, Sharad	071-522152	9847021819	Asian Pharmaceuticals Pvt. Ltd.		khanalbabu@gmail.com	71-523152
108	Kharel, Gourish K.	031-520108	4410647	K-too Health Food Inc.			
109	Khatwada, Achut	4312008	4372645	Equipment Maintenance & Service Center			4312000
110	Khatri, Bishnu	16617309	16540353	New Kantipur Feed Industry		ashapuri@wlink.com.np	16614780
111	Khatri, Sudhir Babu	4231120, 4231490	5525164	Development Credit Bank Ltd.		sudhir@dcbl.com.np	4231469
112	Koirala, Euden	5548375	9851047337	Laxmi bank		euden.koirala@laxmibank.com	5548376
113	Koirala, Shanta Baskota	4469503	9841737074	Kanchanjangha Tea Estate		shantakoiraala@hotmail.com	4493303

114	Lal, Shiv Bhushan	capital merchant banking & finance	4270059	5534866	shiv.lal@ntc.net.np	4270410
115	Lohani, Puunya Prasad	P.U Printers	4495388	4480452	pp.lohani@gmail.com	
116	Maharjan, Asha Lal	Nepal Telecom	4213944	5526379		
117	Maharjan, Ashok	Palpali Lable Industries	4414772	4414772		4424168
118	Maharjan, Babu Raja	Kathmandu Repairing Center	4246518		csb@ccsl.com.np	
119	Maharjan, Maheswor	Systech Nepal Pvt. Ltd.	5521131	4364232	maheswor@gmail.com	9841220624
120	Maharjan, Mandira	Bhaktapur Ceramics Pvt. Ltd.	6613440	4424540	romiluck@hotmail.com	9851090297
121	Maharjan, Suresh		9841304297	5540101		
122	Maharjan, Surya Lal	B.L. Enterprises	4359516	4428651	suryalalmaharjan@hotmail.com	9841618346
123	Mahato, Chandra Kishor Prasad	National Healthcare P. Ltd.				9855020101
124	Mahato, Radhe Shyam	National Healthcare P. Ltd.	051-528538	9851041371	mahators1@yahoo.com	051-533400
125	Malla, Naresh Bahadur	Web Printers P. Ltd.	4272969	4221278	sula@mos.com.np	4275611 9851033729
126	Malla, Trilokeshwor	Direction Nepal P.Ltd.	4117101	9851030880	tmalla@live.com	4117105
127	Manadhar, Bandana	Prime Commerical Bank Ltd.	4271191	4233388	bandana.manandhar@pcbl.com.np	4233390 9851014000
128	Manandhar, Deepak	Nepalconsult (P) Ltd.	5523763	4259927	dpak_mdr@hotmail.com	
129	Manandhar, Leesa	Lomus Pharmaceuticals	4354027, 4420060	4263501	leesamanandhar@hotmail.com	4436395
130	Manandhar, Saroj	Deurali-janta Pharmaceuticals Pvt. Ltd.	4371061	4480365	saroj.manandhar@deuralijanta.com	4375574 9841409305
131	Manandhar, Sunil	Tilganga Eye Center	4493775	9.8412E+10	sun_manandhar@hotmail.com	4474937
132	Manandhar, Saroj	SSI Education	4265572	4256895	sama_sayami@yahoo.com	
133	Maskey, Ujwal Raj	FOND P. Ltd.	4429815	9851042355	umaskey@hotmail.com	4430814
134	Maskey, Gopesh Shakti	Vijayadeep Pharmaceuticals	5525515	4471697	gopesh_sm@yahoo.com	5539817
135	Mathema, Kishor Bhakta	The Dwarika's Hotel	4479488	6630956	mathema_kb@yahoo.com	4478378 9851088225
136	Mishra, Akhileshwar	Kathmandu Engineering College	4276130	4417122	akhil_mi@yahoo.com	4272653
137	Murarka, Ashok Kumar	Ilam Tea Producers Pvt. Ltd.	021-523965	021-523965	murarkaorg@wlink.com.np	021-525194
138	Nakarmi, Dibesh Lal	Krisuns Works	4284698	4273177		9741004006
139	Nakarmi, Narayan	Radymade Garment Training Center	4256931	4258270		
140	Neupane, Hom Nath	Nebico Pvt. Ltd.	4350130	9742602950	n_hom@hotmail.com	4350527
141	Neupane, Suman	Global Bank Ltd.	4231007	4474578	suman.neupane@globalbank.com.np	4231057 9851023464
142	Niroula, Yogesh Kumar	Nasa Trading and Consultancy Pvt. Ltd.		23581856	yogesh@aaarya.com.np	
143	Nyachhyon, Jayan	Himal Tents Pvt. Ltd.	5527202	5526070	jayan@info.com.np	5527167

144	Pandey, Jarman Bahadur			4250758	jepnepal@hotmail.com	
145	Pandey, Prajwal Jung	Lomus Pharmaceuticals Pvt. Ltd.	4436396	4372687	prajwalpandey@lomus.com.np	4436395 9851039755
146	Pandey, Pratap Jung	International Leasing & Finance Co. Ltd.	4782010	4412001	pipandey@yahoo.com	4782167
147	Pandey, Yadav Raj	Prudential Bittiya Sanstha Limited	4445988	4417265	yadavrajpandey@hotmail.com	4446453 9851034051
148	Pandeya, Shanker Prasad	Sagarmath Silks	4781300	9851027009	himal@silks.wlink.com.np	4781303
149	Pant, Janardan Dev	Himalayan Bank Ltd.	4243107	4240368	janardan@hotmail.com	4240086
150	Panta, Naresh Dev	World Distribution Nepal Pvt. Ltd.	4263600	4413078	panta_nd@hotmail.com	
151	Panta, Ramesh Prasad			4486601		
152	Panta, Surendra Nath	Continental Trading Enterprises Pvt. Ltd.	4650803	4811279	admin@continental.com.np	4650801
153	Panthee, Srijana Mishra	Nepal Oil Corporation Ltd.	4266741	4488368	srijanapanthee@hotmail.com	
154	Paudel, Tara Prasad	Gaurav Nepal Engineers (P) Ltd.	56525249	56521949	gaurav_eng@wlink.com.np	56525076
155	Piya, Amatya Minoo	Nepal Pharmaceuticals Laboratory	5529059	5530681	minnopiya@gmail.com	5529434 9851076499
156	Piya, Bharaf Narayan	United Packaging Pvt. Ltd.	056-570663	5530681	bnp@techminds.com.np	056-528363
157	Piya, Jiwan Lal	Chirag Foam Ind. Pvt. Ltd.	4430773, 4350384	4420773	piya@ccsl.com.np	4430945
158	Pokharel, Arun	Shangrila Tours (P) Ltd.	4226138, 4226139	4420018	arunp@mos.com.np	4418182
159	Pokharel, Ganesh Raj	Citizens bank International Ltd.	4169067	5592881	ganesh@ctznbank.com	4169077
160	Pokharel, Prabin Raj	Global Bank Ltd.	4231198	4485845	prabin.pokharel@globalbank.com.np	9851040107
161	Pokhrel, Bijayshwar	CTL Pharmaceuticals P. Ltd.	6610893	4358760	ctfactory@infoclub.com.np	4266849
162	Pokhrel, Rajib	Premier Finance Co. Ltd.	5521223	9851021675	rajivpokhrel@gmail.com	5550412
163	Pokhrel, Sanjeeb Chandra	Nepal Rubber Udhhyog Pvt. Ltd.	4221123	4221123		4223145
164	Poudel, Nikita	Gopi Krishna FM Radio	4812404		itsmenikita@hotmail.com	
165	Poudyal, Roshan	CTL Pharmaceuticals P. Ltd.	6610893	4470540	roshpn@hotmail.com	6611617
166	Poudyal, Upendra Keshari	NRB. Mint Dept. Sundhara	4226965	4474144	nrbmint@ntc.net.np	
167	Pradhan, Banshee Ram	Institute of Engineering	4256481	4354043		
168	Pradhan, Basanti Roshan (Shrestha)	Training Institute For Technical Instruction	66307187	4228270	bsshrestha@yahoo.com	6630289
169	Pradhan, Bhusan Narsingha	Ministry of Land Information & Archive	4477615	4424479	b_pradhan@yahoo.com	4477613
170	Pradhan, Kishor Kumar	Birat Pharma Lab (P) Ltd.	021-527191	021-527144		021-527082
171	Pradhan, Mahesh Prasad	Omnic Laboratories Pvt. Ltd.	4266858	4250627	maheshpradhan@gmail.com	4268081
172	Pradhan, Paras	Madan Puraskar Pustakalaya	5521393	9851044172	paras@mpp.org.np	

173	Pradhan, Prabhu Keshar M.	NIDC	4228322	4272650	4227428
174	Pradhan, Pragya	Omnica Laboratories Pvt. Ltd.	6540089	4782880	6540059
175	Pradhan, Rabindra	Shiv Shankar Biscuits Ind. Pvt. Ltd.	061-520596	4254226	985105282
176	Pradhan, Rajiv Bhakta	LOTUS Opportunities	5530313, 5526660	5560830	5532013
177	Pradhan, Rati Bhochhibhoya	Beltron Traders (Beltronix)	5527999	4221673	5527884
178	Pradhan, Sushil	Professional Computer System P. Ltd.	4244626, 4244475	4225999	
179	Pradhan, Tribeni Man Singh	Chamati Land Pooling Project	4413102	5526826	4442323
180	Pradhanang, Ajay Bahadur	Fleur Himalayan Ltd.	5529436	5525322	5529434 9851033261
181	Pradhanang, Subir Bahadur	FOSS Nepal	9841268738	5012556	
182	Pradhanang, Tara Bahadur	Prefab Concrete	4220046	4220046	
183	Pradhananga, Ramendra	Professional Computer System P. Ltd.	55435544	4671071	
184	Prajapati, Rabin	Bhaktapur Ceramics Pvt. Ltd.	6613440	6611625	9851090297
185	Prajapati, Rupesh	Chandeswori Auto Engineering	4485862	011-661671	
186	Rajbhandari, Achyut	Perfect Printing Press	4284265	4278869	4278050
187	Rajbhandari, Ashok Raj	Technology Consultancy Services P. Ltd.	4413040	4350137	4425219
188	Rajbhandari, Bhava	Variety Printers	4278869	4284275	
189	Rajbhandari, Binod Bahadur		9851024440		
190	Rajbhandari, Rabindra	BRS Infotech learning Pvt. Ltd.	4412580	4782454	4418361 9851030644
191	Rajbhandari, Sohani	Informatic Computer School	5551177	4244886	9851033040
192	Rajbhandary, Purnima	Birat Investment Pvt. Ltd	4282086	4033116	4288820
193	Rana, Ashoke S. J. B.	Himalayan Bank Ltd.	4227749	4222245	
194	Rana, Sarbajit	Surya Nepal Pvt. Ltd.	053-520035	051-529264	053-520034
195	Rana, Vivek S	AAC Inc		4465786	4413038 9851019881
196	Rauniar, Anand Shah	Interstate Multimodal Transport P.Ltd.	4271473	4274129	4271570
197	Rauniyar, Umesh Prasad	Nepal Pharma. Lab. P. Ltd	5529059		5529437
198	Rayamajhi, Pradeep Narsingh	Himalayan Bank Ltd.	4227749	4358348	4222800
199	Regmi, Shree Ram	Lomus Pharmaceuticals Pvt Ltd.	4990496	4372903	4436395
200	Roongta, Jagdish	National Healthcare P. Ltd.	51-524336, 528537	51-521345	51-533400
201	Sangat, Gore Kaji	Nepal Biotech Nursery	5591349	4486839	5553377

202	Satyal, Anil Raj	Nepal Electricity Authority	6610033	4474068	anisatyal@ntc.net.np	6614626
203	Saud, Binaya Mohan	Subisu Cablenet Pvt.Ltd.	4429616	4473767	binaya@subisu.net.np	4430572
204	Sayami, Sidhi Das	Sisa Holidays Tours (P) Ltd.	4424973	4253092	s_sayami@wlink.com.np	5526570
205	Shah, Vijaya Bahadur	King Mahendra Trust	5526571, 5526573	5538644	vbshah@kmtnc.org.np	5526570
206	Shahi, Praveen	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4375575	4424084	praveenshahi@yahoo.com	4375574
207	Shakya, Gautam	GeoSpatial Systems Pvt. Ltd.	5531131	5529008	shakya_gautam@hotmail.com	5531431
208	Shakya, Rajesh Kumar	Hitech Valley iNet Pvt. Ltd.	4427336	4426075	rajesh@hitechvalley.com	4417745 9851034585
209	Shakya, Salin Narshing	Crystal Image	4245501	5533603	skysalin@yahoo.com	5551905 9840050107
210	Shakya, Saroj Kumar	Nepal Telecom	5529826	9851042757	sarojs@ntc.net.np	5537477
211	Shakya, Shanti Laxmi	Nepal Electricity Authority	4258342	9851054360	shantinea@yahoo.com	4228110 9851054360
212	Shakya, Sunya Bahadur	Shambala Garments (P) Ltd.	5522433	5522433	shambala@wlink.com.np	5522433
213	Sharma, Ananta	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	4491544	ananta.sharma@deuralijanta.com	4375574
214	Sharma, Ashis Kumar	Siddhartha Bank Ltd.	4442919	4488766	ashis1150@gmail.com	4442991
215	Sharma, Ashok	Simca Laboratories Pvt. Ltd.	6631259	4414433	simca@wlink.com.np	4251232
216	Sharma, Binita Ganawaly	Himalaya Co-operative Society	981038157	4471596		9845022806
217	Sharma, Ghanashyam S.	Yeti Finance Company Ltd.	057-523806	057-523463	ghanashyam_htd@hotmail.com	
218	Sharma, Madan	Nepal Telecom	4210435	4471571	madan.sharma@ntc.net.np	4210450 9851075757
219	Sharma, Ramesh	Sharma & Company Pvt. Ltd.	4260577	4271227	sharmaco@mos.com.np	4260628
220	Sharma, Shiva Kumar	Himal Hydro and General Cons. Ltd.	5535032	5522597	gm@himalhydro.com.np	5550211
221	Sharma, Shyam Sunder	MEH Consultants (P) Ltd.	4477634	4471596	meh@info.com.np	4491387
222	Sherpa, Dawa	City Carpet Industries	4913058	4499957	mail@citycarpet.com.np	9803041471
223	Sherpa, Urgan	Udeco Pvt. Ltd.	5541279, 5411289	5540901	urgen@wlink.com.np	5523870
224	Shilpakar, Anajana	Wood Carving Industries Pvt. Ltd.	5521447	5533366	anjana@woodcarving.com.np	5527730
225	Shrestha, Amar Lal	Doree Printers	4415399	4415399		4412746 9851059075
226	Shrestha, Anil Prasad	Mancha Confectionery Indurtry	071-542952	071-542909	sagun57@gmail.com	071-438950
227	Shrestha, Barun	Nepal Investment Bank	51010188	4495850	Shresthabarun@yahoo.com	5010142
228	Shrestha, Bhagawati	Nepal Bio-Tech Nursery	5591349	4355218	nbn@mail.com.np	
229	Shrestha, Bhim Dhoj	Tribhuvan University	4331316	4263659	bhim00@rediffmail.com	9851059075
230	Shrestha, Bhusan Krishna	Pape Inc. Traders	4246303, 4253404	5533809	pape.inc@mail.com.np	4225524

231	Shrestha, Bhuwan Krishna	CTL Pharmaceuticals P. Ltd.	44229941	4246396	mailbhuwan@yahoo.com	4266849
232	Shrestha, Bijay Bahadur	Snowlion Carpets Pvt. Ltd.	4227130	4431637	snowlion@csl.com.np	4225487 9851020415
233	Shrestha, Bijaya Krishna	Beltronix	4251515, 4249285	4251576	beltronix@wlink.com.np	4251515
234	Shrestha, Bijesh	Harati Computer Service Pvt. Ltd	4260622	5541735	bijesh@harati.com.np	4267810
235	Shrestha, Degendra Kumar	Down Town Housing Co.P. Ltd.	5000223/224	5013034	degendra@hotmail.com	5000224
236	Shrestha, Denis	Advance Poly Clinic	4443386	4370164	drdenis@advancepolyclinic.com	4266849
237	Shrestha, Devendra Shrestha	CTL Pharmaceuticals P. Ltd.	4228495	5522413	dev202@hotmail.com	4266849
238	Shrestha, Dipendra Lal	Quest Pharmaceuticals P. Ltd.	4240304	4473246	quest@csl.com.np	4231028
239	Shrestha, Ganesh Raj	Pashupati Rubber Industries (P) Ltd.	5521157	5524780	ganeshshrestha@hotmail.com	5527167
240	Shrestha, Geeta	Readymade Garment Train. Center	4256931	4226526		
241	Shrestha, Gopal Krishna	Himal Cement Company Ltd.	4331762, 4331764	5526531	ksgopal@wlink.com.np	4330136
242	Shrestha, Guna Raj	PD Consult	4491475	4229190		
243	Shrestha, Hari Gopal	Hitesh Garments	4221262	4221262		
244	Shrestha, Hari Kishor	Om Hospital & Research Center	4476224	4351172	omhrc@wlink.com.np	4466128
245	Shrestha, Jyoti	Chandra Enterprises Pvt. Ltd.	4245856, 4232858	4720352	singhdan@wlink.com.np	4245856
246	Shrestha, Keshab	Natural History Museum	4271899	4272637	keshab_shrestha@hotmail.com	
247	Shrestha, Laxmi Bahadur	Harishiddhi Brick & Tile Factory Ltd.	4240698	4418862	nbgroup@mos.com.np	4240665
248	Shrestha, Madhav Narayan	Nepal Water Supply Corporation	4419585, 4411194			
249	Shrestha, Madhur Kumar	Seagate Institute of Technology	5537231	5544450	seagate92@wlink.com.np	9841211123
250	Shrestha, Mahendra Gopal	Habitech Nepal Pvt. Ltd.	5592895	4279913	mahendra93m@hotmail.com	5525417
251	Shrestha, Maheshwor Prakash	Nepal Investment Bank Limited	4231430	4272052	maheshwor@nibl.com.np	4229623
252	Shrestha, Naresh Kumar	Panas Pharmaceuticals Pvt. Ltd.	4491153	4783118	panas1153@gmail.com	4491153
253	Shrestha, Neeraj Man	Nepal Telecom	4220930	5522699	n_shrestha@yahoo.com	4228888
254	Shrestha, Nepal Bhusan	Prime Commerical Bank Ltd.	5533066	4233388	shresthabhusan@hotmail.com	4233390
255	Shrestha, Om Prakash	Arniko Nirman Co.	4470307	4487665	arniko@mos.com.np	4487848
256	Shrestha, Opendra Kumar	Sharma & Company Pvt. Ltd.	4261158	4472406		4260628
257	Shrestha, Pradeep Kumar	Omnic Laboratories Pvt. Ltd.	4266858	5528156	omnica@htp.com.np	4268081
258	Shrestha, Prajwal	Microtech International (P) Ltd.	4247541	4241951	sprajwal@wlink.com.np	4240469 9851039626

259	Shrestha, Prakash Man	Harishiddhi Brick & Tile Factory Ltd.	5521451, 5521178	5533225	prakashs_0606@yahoo.com	5522776 9851007377
260	Shrestha, Prashant Lal	Islington Collage	4412929	4359856	prashanta.lalshrestha@gmail.com	9851075058
261	Shrestha, Prashida Man	Clean Energy Development Bank	4671444	4120980	pmskath@hotmail.com	4277013
262	Shrestha, Pritam Lal	Sunrise Bank Ltd.	4239470	9851034336	pritam01@yahoo.com	4239451
263	Shrestha, Rabi K.	CTL Pharmaceuticals P. Ltd.	4252500	5521117		
264	Shrestha, Rabin Kumar	YOMARI Inc. Pvt. Ltd.	5543290	9851045150	rabin.shrestha@yomari.com	5549957
265	Shrestha, Rabin Kumar	Coseli Chhala Jutta Udhhyog	4354211	4356711	coseli81@yahoo.com	4350866 9851052470
266	Shrestha, Rajan	Hama Iron and Steel Industries Pvt. Ltd.	4261716	4261716	hamasteel@info.com.np	4261686
267	Shrestha, Rajan Babu	Aero Care Air Conditioning Service	4474072	4412903		
268	Shrestha, Rajani	Educational Enterprise (P) Ltd.	4223749	4427037	mohanedu@hotmail.com	
269	Shrestha, Rajat	Blue Cross Hospital Pvt.Ltd	4262027	4270245	relation@bluecross.com.np	4266027
270	Shrestha, Rajesh Babu	Chitwan Construction & Engg. Co.	4434648	4421496	rajesh@chitawancoe.com	4434515 9851020604
271	Shrestha, Raju Babu	Manakamana Darshan P. Ltd.	4434690, 4434825	4417943		
272	Shrestha, Ratna Lal	Krisuns Works	4284698	4284698		
273	Shrestha, Ratna Man	Shakti Hume Pipe Udhhyog	4270518	4271438		
274	Shrestha, Ratneshwari	Ratna Art	4221090	4254166	ratnaart@htp.com.np	9851052470
275	Shrestha, Rishi Mani	Morang Auto Works	4261160	9851096398	shrestharishi@yahoo.com	
276	Shrestha, Ruby Laxmi	National Dairy Development Board	5525400	4491334	kdshr@csl.com.np	5532096
277	Shrestha, Sabin	Himalayas Pashmina	5543652	5520517	shrestha_shrestha@hotmail.com	5522485 9851032710
278	Shrestha, Sabin Lal	High Land Distillery	4231316	5521797		
279	Shrestha, Sajala Joshi	Simca Laboratories Pvt. Ltd.	6631259	4259221	sajala_joshi@yahoo.com	9851063665
280	Shrestha, Santosh	MARS P. Ltd	4446294	4284073	sentorarth@gmail.com	4427109
281	Shrestha, Sanu Maiya	Nepal Bio-Tech Nursery	5541349		nbn@mail.com.np	
282	Shrestha, Satish Chand	Shreenagar Agro Farm Pvt. Ltd.	4354892, 4354002	4413504	saf@info.com.np	4433405 9851024812
283	Shrestha, Shiva Krishna	Sef-y Consultant	6611545	6611545	shivaks@mos.com.np	6614242
284	Shrestha, Shiva Kumar	Computer Care Pvt. Ltd.	5521131	5532421	shivashrestha@hotmail.com	5547764 9851027458
285	Shrestha, Sohan Sunder	Shakti Hume Pipe Udhhyog Pvt. Ltd.	5529779	9851081312	sohanss@hotmail.com	9851081312
286	Shrestha, Sunil Babu	Shiva's Construction Pvt. Ltd.	4258493	4220231	sunilbabus@yahoo.com	4254944 9851084015
287	Shrestha, Surendra Krishna	Balaju Engg. & Structure Works	4350302	4354372	balaju_engineering@hotmail.com	4354373

288	Shrestha, Suresh	GeoSpatial Systems Pvt. Ltd.	5531131	5527757	ssuresh@geosp.com	5531431 9851040894
289	Shrestha, Suresh	Nepal Auto Mechanical Workshop	4275725	5528821		
290	Shrestha, Uddhav	Om Shiwashakti Press	4226038	4416138	uddhavshrestha@gmail.com	
291	Shrestha, Umesh	Anupum Foods Pvt. Ltd.	5539012	5522676		5527586
292	Shrestha, Umesh Lal	Quest Pharmaceuticals P. Ltd.	4240304	5524031	umeshshrestha@gmail.com	4231028
293	Shrestha, Uttam Dass	Trikhanda Packers Pvt. Ltd.	057-522828	4781522	trikhanda@ntc.net.np	057-521770
294	Simha, Reeta	Aama Craft	2171764	4252079	info@aamacraft.com	4383364
295	Singh, Bijay Bir	Gem Plasticrafts Pvt. Ltd.	4354233	4374157	gemplastic@gmail.com	4261907 9851036525
296	Singh, Charan	Sipradi Trading (P) Ltd.	4311501	4492434	charan.sipradi.com.np	4311510 9851052988
297	Singh, Mukendra	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	4430340	mukendra.singh@deuralijanta.com	4435166
298	Stapith, Hira Ratna			4226774		
299	Sthapit, Ajaya Ratna	New Hotel Crystal Pokhara P. Ltd.	4228011	4228013	ajsthapit@mail.com.np	4228028
300	Sthapit, Bijiya Ratna	Yeti Travels Pvt. Ltd.	4221234	4226079	bijay24@hotmail.com	4226153
301	Subedi, Mukti Nath	Rakhu Bhagwati Const.	4220520	061-520967		
302	Subedi, Ram Hari	Gorkha Ayurved Company Pvt. Ltd.	4286875	4357717	RAMHARI@SUBEDI.ORG	
303	Suwal, Bijendra	Nepal Investment Bank	4228229	4419871	bijendra@nibl.com.np	4228927 9851046008
304	Suwal, Reena Singh	Beltronix	5527999	4244515	ainasingh@hotmail.com	9841226003
305	Tamang, Ladhuram	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 2082298	4355648	hyonjan@wlink.com.np	4360916 9851075980
306	Tamang, Suresh	Mother Infant Research Activities	041-523550	041-523371	suresh@mira.org.np	9841444353
307	Tamrakar, Govinda Man	MEH Consultants (P) Ltd.	4477634	6610234	govinda.tamrakar@mehconsultants.com	9851035743
308	Thapa, Bipin	Academy of Information Tech. Pvt. Ltd.	4412929	5522462		
309	Thapa, Deepak	Kathmandu Repairing Center	4246518	5581137		4245835
310	Thapa, Narayan Bahadur	Internet Business Bureau	4482444	9841329102	narayan@ibb.com.np	4435166
311	Thapa, Prabhakar Shumsher	Him Electronice P. Ltd	4267760	4004027	Prabhakar@himelectronic.com	4267288
312	Thapa, Pravat	Surya Nepal Pvt. Ltd.	053-520900 Ext.231	053-521382	prabhat@snpl.com.np	9845021063
313	Thapa, Ramesh	Direction Nepal Pvt. Ltd.	01-4117103	14117102	ramesh@directionnepal.com	01-4117105
314	Thapa, Sabin	Green Tick Nepal Pvt. Ltd.	4101076	4476362	sabinthapa@subisu.net.np	
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316	Thapa, Umesh	Intel Institute Pvt. Ltd.	4249090	4243944	info@intelinstitute.com	
317	Todi, Subodh H.	Godawari Marble Industries P. Ltd.	4411187	4412268		4412961

318	Tuladhar, Saroj Kaji	Goodwill Finance Limited	4444031	4362441	goodwill@finance.wlink.com.np	4443414
319	Tuladhar, Subarna Das	N.B. Group	4240698	4228444	nbgroup@mos.com.np	
320	Tuladhar, Ujwal Bir Singh		4417759	4417755	ujwal12@hotmail.com	
321	Upadhaya, Dipak Prasad	Nepal Electricity Authority	4225852	9851077584	dpupadhaya@gmail.com	
322	Upadhaya, Durga Prasad	Training Institute For Technical Instruction	6630187	9803377406	dpu@titi.org.np	6630289
323	Upadhaya, Ganesh Prasad	Wagle Trading Co.	4353136, 4353365	4353136	sugan@mos.com.np	4353348
324	Upadhaya, Sarad Chandra	Janak Education Material Center Ltd.	6610170	4473284		
325	Upreti, Ashok Kumar	Peacock Plasticware Pvt. Ltd.	4288339	4355965	aku@ntc.net.np	
326	Upreti, Chinta Mani	Khadya Udhog Ltd.	057-520127	057-520454	khadya@vianet.com.np	
327	Vaidya, Anand	Vaidya Electronics	4480041	4480041		
328	Vaidya, Pradeep Man	Vijayadeep Pharmaceuticals	5525515	5521448	vaidya@upharma.wlink.com.np	5535367
329	Vaidya, Vivek Man	Vijayadeep Laboratories Ltd.	5539816	5525515	vivekzz@hotmail.com	5539817
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331	Sah, Vijay Kumar	Nepal Pharmaceuticals Laboratory	051-521097	9802920032	bjay.sah38@gmail.com	051-5220843
332	Shrestha, Kavi Das Dhaubaji	Nilah Water Treatments	4107031	6631763	niwat@info.com.np	4107211
333	Bajracharya, Nishma	Nepal Pharmaceuticals Laboratory	5529059	4252663	nishmab@gmail.com	5529434
334	Karmacharya, Bishwo Mohan	Bhote Koshi Power Company	4270027	4620444	bishowkmohan@gmail.com	4273516
335	Chapagain, Susil Kumar	The Comfort Housing Pvt. Ltd.	4439360	4890519	susil2065@hotmail.com	4439973
336	Pradhan, Nischal Man Singh	Brihat Investments Pvt. Ltd.	4033303	4286363	nischalp@hotmail.com	4033305
337	Shreejesh, Ghimire	NMB Capital Ltd.	4253016	4244935	shreejesh@gmail.com	4251544
338	Khatri, Pashupati	Direction Exhibiton & Convention Center	4117102	4117104	pashupait69@gmail.com	4117105
339	Ghimire, Sudeep	National Casting Industries	057-520189	057-520266	gew@ntc.net.np	057-525266
340	Tandukar, Aasharam	Sky Deals Tours & Travels	4433838	5545425	md@gorkhatravels.com	
341	Neupane, Narayan	Hallmark Infosys Pvt. Ltd.	4242454	9851110497	naranneupane@gmail.com	4441998
342	Agrawal, Amit Gupta	SR Drug Laboratories	4223764	4421705	amit@sdrug.net	4222506

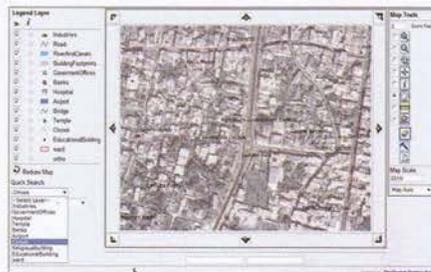
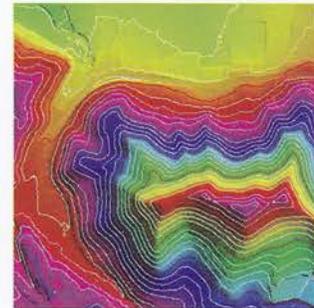
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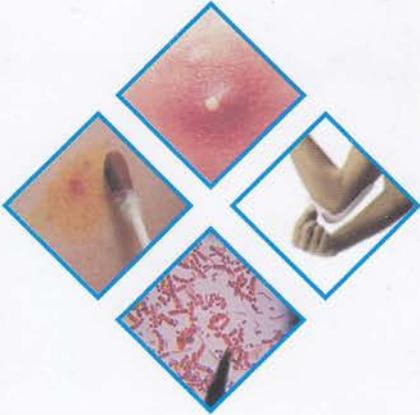
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