

TALIM

July 2021 | Volume 30



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The past 18 months have shown us how unpredictable life can be during the global pandemic brought on by the SARS-CoV-2 and its variants. Affecting people and organizations on every scale imaginable and non-imaginable. Policies drafted, new ones made, meetings, discussions all to accommodate the help that the common person can get through this unprecedented event with survival. Surviving this pandemic is the one and only way to have some measure of victory. Human kind throughout their history have been faced with dire situations and have prevailed. There is a glimmer of hope and light at the end of every tunnel and this is no different. We have seen real life super-heroes in every aspect of our life such as front line health care workers, the sanitation workers, bank employees and security personnel braving the situation so that the payments can be made on time and so on.

Situations have started to improve in countries where strict restrictions had been placed earlier on and are now reaping the benefits. Even after placing restrictions, without the general populace not following, they wouldn't have been successful. Countries in the South-East part of Asia such as Nepal has seen their turbulent share of the pandemic. Delay in implementing policies have left our people highly vulnerable to the SARS-CoV-2. In particular those in high-risk population consisting of elderly age, infants and people with co-morbidities. We are playing catch up with the recovery models adapted by the more successful countries. Nevertheless, we will persist and persevere.

As was the situation with Covid-19 (SARS-CoV-2) last year, our Nepal AOTS Alumni Society (Nepal AOTS) had initially planned to publish the edition in digital format only but we managed to publish its hard copy as well. This year we will be doing the publication of the 30th edition of the TALIM and 31st anniversary of the Nepal AOTS. Circulating to 72 AOTS Alumni Societies (AAS) of more than 42 countries. We are immensely grateful for the advertisement without whom the difficulty would have been more hard to handle. Our distribution has been to many countries around the world.

Majority of the industries such as Pharmaceutical and Healthcare Sector, Hydro, Financial and Banking Sector, Auto Sector, Building Material & Construction Sector, Dairy & Food Sector, Tourism Sector – Airlines & Hotels, Transportation – Supply Chain Management Sector, Trading Sector, including ICT Industry, Media and Educational Sector etc. and many others in Nepal are in contact with Nepal AOTS and we have been maintaining the same cordial relationship.

Japanese companies who have their products available in the Nepalese market, and those who have partnership modelled business in Nepal have seen considerable benefit through our magazine. Among the more prominent members of the AOTS, we have some of the most influential people from the leading sectors of Nepal. We are expecting the same level of support for this year's edition as well and aim for a higher circulation. Our usual meetings were hindered and we were not able to organize as much as would have been possible as otherwise under normal circumstances and have thus been limited to online meetings.

Numerous members from our Nepal AOTS society have been affected either directly or indirectly by the SARS-CoV-2 pandemic. We lost some members from our society and some members lost someone from their family have our deepest sympathies and support in such harsh times. As always Japan's initiative and policies towards handling the pandemic and its management techniques have shown to us that despite having a high density population, with proper guidance and discipline every obstacle can be overcome. Having a patient and cautious approach by them has seen the mass hysteria not being escalated as it was in some other countries. The Nepal AOTS team have visited prestigious Japanese companies Ibasei Ltd. and its related companies at Hitachi, Ibaraki, and NISSAN Motor Co. at Yokohama and we hope we can continue to do in the future so we can follow in the high quality manufacturing and management

practices of the Japanese Industries. Attending more training programs would also go a long way in strengthening the ties and relationship between us.

For the past 18 months we have been facing Covid-19. Due to which, our last year AGM was delayed and lately AGM was organized by online means. After AGM, Nepal AOTS underwent changes with new Executive Committee under Leadership of Mr. Prashant Lal Shrestha (President). Nepal AOTS has also organized several online activities and training programs in cooperation with AOTS, Japan, by Nepal AOTS managing experts locally, from Japan, and our partners AAS of our neighbouring countries. The WNF online Seminar discussed *"The Global Economic Impacts of COVID 19 and its Consequences to the Financial Sector: The Nepalese Perspective"*; *"Challenges and Opportunities brought by the Pandemic COVID-19 in the Manufacturing Sector"*; *"Challenges and Opportunities brought by the Pandemic COVID-19 in the ICT Sector"* & *"Developing COVID-19 Resiliency among the Small and Medium Industries"*. Two Benkyokai activities were organized: Sharing of entrepreneurship experience-Delivered by Mr Rajendra Malla, President, Nepal Chamber of Commerce (NCC) and Nepal AOTS Life Member & Acupuncture and Moxibustion treatment in Nepal to export of Mogusa to Japan by Dr. Ishwor Raj Balami, Managing Director, Yamasho Nepal Pvt. Ltd.

The global pandemic has highlighted how it disproportionately affects residents from low- and middle-income countries like Nepal, widening health and economic inequalities. The general populace has experienced traumatic events never seen before at scale never imagined before. As we move forward, we need to strengthen our basic principles and build on that so the suffering of the people can be alleviated. Our entire team will continue to strive for the best we can in the current situation and help each other as much as we can.

Writers are responsible for their articles - Editorial Board

"The human capacity for burden is like bamboo – far more flexible than you would ever believe at first glance"
– jodi picoult



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MESSAGE



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Message from
His Excellency Mr. KIKUTA Yutaka
Ambassador of Japan to Nepal

It is my great pleasure to congratulate the Nepal AOTS Alumni Society (NAAS) on the publication of the 30th issue of TALIM magazine, which records the history and achievements of NAAS to date. I would like to express my sincere gratitude and respect for the efforts made by all NAAS members in the publication of this issue.

NAAS has been very active and has carried out various trainings, seminars and other programs for human resource development in technical areas. A number of the challenges they have overcome are discussed in this commemorative issue.

People-to-people exchanges are an important element of the long-lasting relationship between Japan and Nepal. When I studied at the Ohio State university in the U.S.A. as a young Japanese diplomatic trainee, a classmate of mine was a Nepali named Joshi. He was studying civil engineering and he always told me that he would like to contribute to the development of Nepal in the future. Not only the public sector, developing better human resources in the business sector is essential for the Nepali economic development as it can become a driving force to attract more foreign direct investment to the country. This can then lead to obtaining more capital, technology and skills to push forward Nepal's progress. Rather than closing the country, welcoming foreign investment by reducing hurdles faced by investors is a more sustainable path to national development. Nepali entrepreneurs and business people can, through the Embassy of Japan in Nepal, inform Japanese investors about what Nepal offers and I must point out that Nepal's promising human resources have great potential to stimulate the country's economic growth. I look forward to working together with you for the progress and enhancement of the economic relations between our two countries.

Next year 2022 marks the 120th anniversary of the dispatch of eight Nepali students to Japan in 1902. This was the first batch of Nepalis in the long history of people-to-people exchanges between Japan and Nepal. The year 2022 has also been declared as 'Japan-Southwest Asia Exchange Year' by the Government of Japan to enhance the momentum of good relationships between Japan and Southwest Asian countries, including Nepal. I share these facts here as NAAS has been and will continue to be one of the important cornerstones for our future bilateral relations.

Regrettably, the COVID-19 pandemic has caused difficulties in the continuation of people-to-people exchanges when compared to the situation before the pandemic. However, we will overcome this hardship as Japan always stands with Nepal to assist for tackling any such situations. I strongly hope that this pandemic will soon be put under control and NAAS will be able to continue with its activities more effectively.

I am confident that NAAS will continue to lead the development of human resources in the business sectors of Nepal for generations to come. I also hope that the various efforts made by NAAS will contribute towards extending both the business relationship as well as the overall friendship that exists between Japan and Nepal.

A handwritten signature in black ink, appearing to be 'Y. Kikuta'.

KIKUTA Yutaka
Ambassador of Japan to Nepal

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बुभिराख्नुपर्ने केही कुराहरू

- आफ्नो नाममा दर्ता भएको कुनै पनि टेलिफोन/मोबाइल अर्कैले प्रयोग गरी दुरुपयोग हुन सक्ने सम्भावना भएको र कतिपय अपराधिक घटनाहरूमा यस्ता दूरसञ्चार सेवाको प्रयोग भएको पाईएकोले आफ्नो नाममा दर्ता भएको टेलिफोन/मोबाइल दुरुपयोग हुनबाट सचेत होऔं, साथै नियमानुसार नामसारी गरेरमात्र अरुलाई प्रयोग गर्न दिने बानी बसालौं।
- अनाधिकृत दूरसञ्चार सेवाको प्रयोग/विस्तार कानुनत दण्डनीय छ। तसर्थ नेपाल दूरसञ्चार प्राधिकरणबाट अनुमतिपत्र प्राप्त सेवा प्रदायकहरूले प्रदान गरेको सेवामात्र प्रयोग गर्नेतर्फ सजग होऔं।
- कुनै अपरिचित व्यक्तिलाई आफ्नो मोबाइल फोन प्रयोग गर्न नदिउँ। यदि आवश्यकता नै परेमा उसको बारेमा बुझेरमात्र प्रयोग गर्न दिउँ।
- तपाईंले खरिद गर्न लाग्नु भएको प्रि-पेड मोबाइलको सिम कार्ड Seal Open भएको, Balance कम भएको वा पहिले नै रजिष्टर भईसकेको हुनसक्ने भएकोले त्यसमा सचेत हुनुहोस् र पछि आईपर्ने झन्झटबाट मुक्त हुनुहोस्।
- दूरसञ्चार सेवाका उपभोक्ताहरूले आफ्नो टेलिफोन/मोबाइल हराएमा वा चोरी भएमा सम्बन्धित सेवा प्रदायकको सोधपुछमा सम्पर्क राखी बन्द गराउनुहोला, जसको कारणले तपाईंको हराएको वा चोरी भएको मोबाइल फोन दुरुपयोग हुनबाट बच्न सक्नुहुनेछ।



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MESSAGE



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AOTS 21-06-153

July 8, 2021

On behalf of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), I would like to congratulate you for organizing the 31st Annual General body Meeting (AGM) of Nepal AOTS Alumni Society (NAAS) on 30 July 2021.

The ravage of the pandemic has spread the fear of death, transforming our life and society. This must be particularly so for Nepal, a country with a population of 28 million and a death count of 9,000. One could not imagine the intensity of devastation and despair felt by the nation.

Most of AOTS Alumni Societies are simply overwhelmed by the situation, and standing on the sidelines. NAAS has proved itself as a successful organizer who coordinated a webinar last February with the participation of 200 viewers. The number was by far the largest among all of WNF webinars, a one-year-old initiative reducing the risk of COVID-19 infection. NAAS are now taking a more vigorous approach to the needs of the community by planning a series of 5 webinars starting next month. We hope that the webinars will help solidifying the fame of NAAS as a reliable catalyst for social improvement.

We will remain committed to provide all necessary assistance to ensure the success of NAAS in your mission of social and economic development.

We wish you all success and prosperity.

Sincerely yours,

Shinya Kuwayama

President

The Association for Overseas Technical Cooperation
and Sustainable Partnerships (AOTS)



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MESSAGE

I would like to extend my congratulations to the 30th Issue of "TALIM" magazine by the Nepal AOTS Alumni Society (NAAS) .

As the General Manager of the New Delhi Office of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), I am serving with responsibility for AOTS's activities in South Asian countries. Even during the last one and a half year under the pandemic situation, I have been seeing the NAAS's enthusiasm and commitment toward human resources development and friendly relationship between Nepal and Japan, with various activities organized by themselves as well as in collaborations with AOTS. I believe, with my admiration and respect for NAAS, that their activities and passions have fortified the foundation for industrial development in Nepal as well as their leading positions of promoting Japan-Nepal relationships in Nepal.

The Covid-19 has been hitting the world severely, and we indeed have been having a hard time, being affected by the limited movement and activities of people globally and domestically. But it is also true that AOTS and NAAS have become stronger after experiencing these unprecedented challenges, by having found new opportunities and approaches as to our raison d'etre. We should be more confident that we have fought against such challenges and gained new strengths with our unchanged spirits to achieve our missions in common.

With the world efforts, we finally see a beam of hope for the exit from the long-continued pandemic. It is time for us to prepare for our quick revival with firm determinations and confidences, by expanding the activities and mutual collaborations encompassing all aspects of human resources development, business exchanges and friendship promotion around the globe. We hope for your continuous cooperation with us, always looking forward to working together with NAAS!

神田 久史

Hisashi Kanda

General Manager, New Delhi Office

The Association for Overseas Technical

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MESSAGE

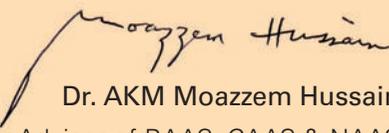
To commemorate the 31st issue of the TALIM, I am very pleased to send my greetings and best wishes to all members of NAAS. My heart-felt congratulations to NAAS for continuing this significant annual activity without any break since NAAS was born. Even the severe Covid-19 pandemic could not stop NAAS from this as well as other activities.

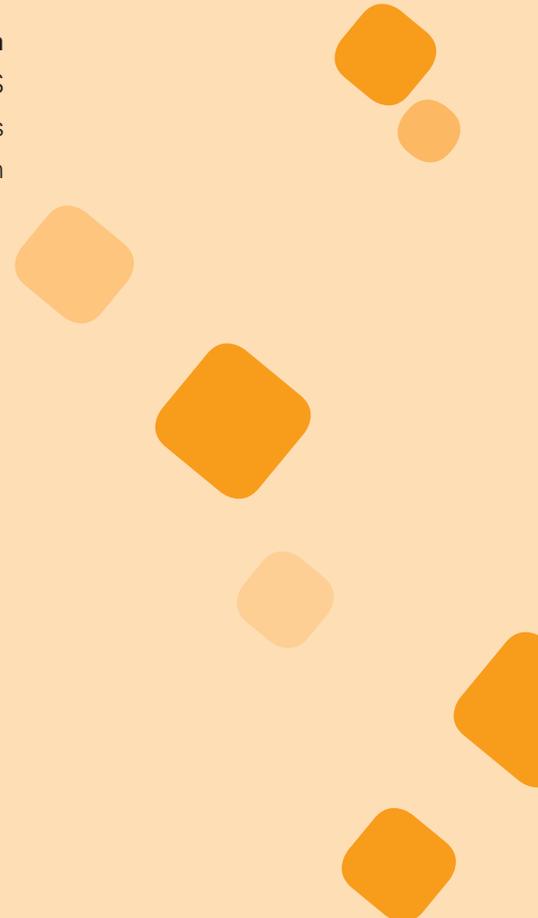


The current President of NAAS is now the president of SAFAAS and this is indeed a proud opportunity to prove the real strength of NAAS. I do hope that Prashant-Ji and his team will try to elevate the contribution of SAFAAS to our member societies.

As you all know, I am now 80 and my connection with NAAS is for more than 30 years and I hope to work together with my beloved NAAS members during the next ten years with your good wishes to see the better days.

July 2021


Dr. AKM Moazzem Hussain
Adviser of BAAS, CAAS & NAAS
Honorary Adviser to AOTS Activities
in Bangladesh



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MESSAGE

Nepal AOTS Alumni Society completed 30 years of its formal existence and is now running into its 31st year. One of the challenging but fruitful year of remarkable dedication of all the ex-trainees of AOTS, Japan, with the ideal of “Sustainability, Stability and Continuity” for the “Human Resource Development in Nepal. Nepal AOTS is advancing ahead continuously in the development of the Nepalese technical skill and human resource in management sector as well as in IT sector, since 1991.



Nepal AOTS has continuously being publishing the annual publication “TALIM” since its establishment. We have this publication of “TALIM” even in this challenging year of COVID-19.

TALIM gives all the glimpses of our activities what we have achieved and what we plan to do in future. The latest TALIM vol. no. 30 published on time for the 31st AGM of Nepal AOTS, is in your hands. This is one of our continuous achievement since last 30 years, with the support and cooperation of all general and life members, Corporate and Institutional members. This stands firmly as one of the pillar in the sustainable and stable development even in this Pandemic age. We must learn to live with the “New Normal” in our lives and the livelihood, which involves our work, services, business etc.

Due to the COVID-19 and lockdown in Nepal and Nepal Governments restriction we had to delay our 30th AGM and the election of the new Executive Committee for 2020 – 2022. Nepal AOTS new Executive Committee started their tenure from December 2020 and handover program was organized. This new executive committee organized its first activity BoNenKai, one of Nepal AOTS’s social activity program, in December 2020. Due to COVID – 19 crisis and with the government’s protocol and regulations, Nepal AOTS decided to organized small event with Nepal AOTS Members and their families.

With the support from our parent organization, the Association for Overseas Technical Cooperation and Sustainable Partnership (AOTS), we were able to continue our Human Resource Development activity with 9 AOTS online webinars. Nepal AOTS also conducted 4 online seminar with the support from the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Regional AOTS Alumni Societies Chattagram AOTS Alumni Society (CAAS), Federation of AOTS Alumni Association of India (FAAAI) under World Network of Friendship (WNF) program. Nepal AOTS partnered with Women Sector, Federation of Nepali Cottage and Small Industries (FNCSI), Federation of Computer Association Nepal (CAN Federation), Development Bankers Association Nepal (DBAN) to organize these WNF online seminar.

Nepal AOTS President, Mr. Prashant Lal Shrestha actively participated in the South Asian Federation of AOTS Alumni Societies (SAFAAS) AGM in February 2021 and Nepal AOTS President was elected President of SAFAAS from this SAFAAS AGM for the 2021 – 2023 tenure.

Besides the main activity of training programs, Nepal AOTS also carried out corporate social responsibility (CSR) activity with the support of our colleagues and friends. Nepal AOTS handed over FINECARE III Plus Analyzer and Reagents D-Dimer Rapid Quantitative Test, CRP Rapid Quantitative Test, MAU Rapid Quantitative Test and HBAIC Rapid Quantitative Test worth Rs. 428, 462.10 (In words Four Lakh Twenty Eight Thousand Four Hundred Sixty Two Rupees Ten paisa) to Chhatrapati Free Clinic Hospital (CFC Hospital), one of Nepal's first Community Hospital established in 1957 AD. CFC Hospital is also operated as COVID dedicated hospital with the in support of Kathmandu Metropolitan City from May 26, 2021 having 50 bed capacity where they can help needy patients in this extreme situation.

This year also we will continue our Human Resource Development activity online from the online seminar programs organized by AOTS, Japan. Nepal AOTS will also conducted 5 online seminar with the support from the AOTS, Japan and SAFAAS.

Beside the training programs Nepal AOTS has been conducting BenKyouKai programs. June 2021 onwards Nepal AOTS is planning to conduct BenKyouKai sessions every month with Japanese and Nepalese resource persons. The term BenKyouKai means "study group or study meeting".

To build the network, Nepal AOTS has been continuously communicating and working with local organization like Nepal Chamber of Commerce (NCC); Federation of Nepalese Chamber of Commerce & Industries (FNCCI); Confederation of Nepalese Industries (CNI); CAN Federation; FNCSI; DBAN; and internationally with AOTS Japan; The International Cooperation Organization for Small & Medium Enterprises in Asia (ICOSA), Japan; SAFAAS; Federation of AOTS Alumni Association of India (FAAAI) for Indian AOTS Alumni Societies, Chattagram AOTS Alumni Society (CAAS), Bangladesh AOTS Alumni Society (BAAS), Japan Sri Lanka Technical and Cultural Association (JASTECA) and other regional Alumni Federations.

It's our great honour to heartily welcome His Excellency Mr. Yutaka KIKUTA, the newly appointed Japanese Ambassador to Nepal. Our best wishes for the great success to His Excellency's tenure in Nepal. Our sincere thanks and best wishes to His Excellency Mr. Masamichi SAIGO, the outgoing Japanese Ambassador to Nepal.

Our heartily thanks to Mr. Hisashi Kanda, General Manager, AOTS New Delhi Office for his supports and advices in the development of Nepal AOTS. We also thank all the SAFAAS AOTS Alumni Society for their support to Nepal AOTS Activities

I would like to express my heartfelt thanks and congratulation to the publication committee for successfully publishing the TALIM.

Lastly, I like to thank all the Nepal AOTS members for their active participation in the activities of Nepal AOTS.

Let us continue the HRD with the ideal of "Sustainability, Stability and Continuity" for the development of Human Resources of Nepal".



Prashant Lal Shrestha

President

Nepal AOTS Alumni Society

NEPAL AOTS ALUMNI SOCIETY

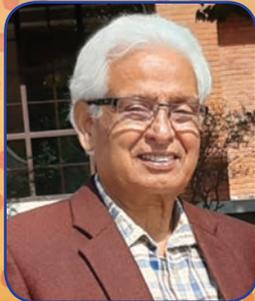
ADVISORS



Mr. Ashok Man Singh Bania



Mr. Madhusudan Bhattarai



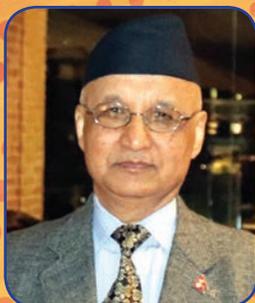
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Mr. Prakash Raj Singh Suwal



Mr. Ramesh Man Singh



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NEPAL AMBUJA CEMENT



Visit Lumbini Year-2076



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NEPAL AOTS ALUMNI SOCIETY

EXECUTIVE COMMITTEE 2020-2022



Mr. Prashant Lal Shrestha
President



Mr. Kishwore Bhakta Mathema
First Vice President



Mr. Prajwal Shrestha
Second Vice President



Mr. Narayan Thapa
General Secretary



Mr. Shiva Shrestha
Treasurer



Mr. Shiv Bhushan Lal
Joint Secretary



Ms. Aju Giri
Internal Auditor



Ms. Nishma Bajracharya
Executive Member



Ms. Shanti Laxmi Shakya
Executive Member



Ms. Shanta Baskota Koirala
Executive Member



Mr. Mukunda Prasad Joshi
Executive Member



Mr. Mahesh Swar
Executive Member



Mr. Naveen Prakash Adhikari
Executive Member



Mr. Manish Kumar Agrawal
Executive Member



Mr. Rajkumar Gupta
Executive Member

उपचार खर्च अब **Citizen Life** ले गर्छ



नेपालमै पहिलो पटक
५० लाख सम्मको उपचार खर्च
मात्र रु.२० प्रति दिनमा २० घातक रोगहरुका लागि

विशेषताहरु

रोग लागेको प्रमाणित भए पछि बिल बिना नै उपचार खर्च प्रदान गरिने
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मृगौला सम्बन्धी रोग	४,३३७

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Report of the General Secretary

Annual General Meeting, July 30, 2021



MR. NARAYAN THAPA

General Secretary
Nepal AOTS Alumni Society

Nepal AOTS alumni society, which was officially registered in Nepal in 1991, is going to celebrate its 30th year of establishment. But there were some important achievements even before 1991. Some of the dates that we need to remember are: 1968 when we got first Nepalese AOTS trainee; February 1986 when Mr. N. Yoshimura, AOTS, Japan visited Nepal to bring together Nepalese ex-trainees of AOTS; June 1989 when Ad-hoc committee of Nepal AOTS Alumni Society was formed; December 1989 when Nepal AOTS was inaugurated by Mr. Y. Shiota, General Manager AOTS, Japan in the presence of Dr. AKM Moazzem Hussain, General Manager of AOTS Dhaka Office and 1990 when Nepal Participated in 1st SAFAAS Convention held in Colombo, Sri Lanka.

Since its formal establishment in 1991, the organization has flourished and evolved in a mature institutions through various programmes, fellowships and the like. It has several other key dates that we need to remember. It is quite not possible to mention all those moments here, however we can remember that wonderful journey. Concept of publishing TALIM and executing that in 1991 March during Nepal AOTS first AGM, getting Nepal AOTS office space free of cost from Mr. Ashok Man Singh Baniya (one of the founding members), and laying foundation stone for Nepal AOTS building jointly by Dr. AKMM Hussain and Mr. P N Manandhar are the undoubtedly key moments which helped to make this journey easier and impactful.

During the 30-year period from 1991 to 2021, Nepal AOTS has provided training to hundreds of senior and mid-career management personnel in various fields in Japan.

In addition to this, Nepal AOTS has provided training to thousands of Nepali human resources, at different times while the members of this organization have been voluntarily involved in the activities and programs of the organization.

I think, we need to express our gratitude to everyone including our past presidents, past executive committee members, and individuals associated with the organization for their hard work. Thank you very much!

According to our statute, we need to conduct our Annual General Meeting (AGM) in July, every year. However, due to the Covid-19 pandemic, we were obliged to change that date and the 30th AGM was successfully organized in December, last year. Therefore, we have got around 8-month until this AGM.

Major activities of Nepal AOTS from 4 December 2020 to till date are as follows:

1. 30TH ANNUAL GENERAL BODY MEETING

Due to the government restrictions during COVID-19 pandemic, 30th Annual General Meeting of Nepal AOTS was conducted in Blended Mode (Post Holders were physically present at Nepal AOTS Office and other members attended the programme via Zoom Platform) on 4 December 2020. The General Secretary's Annual Activity Report and the Treasurer's Financial Report were presented on the occasion, and the reports were unanimously endorsed by the AGM after a discussion.

Altogether 72 members attended the Annual General Meeting.

Mr. Hisashi Kanda, General Manager, New Delhi Office, made his presence as the Chief Guest of the programme through Zoom where he appreciated the activities of Nepal AOTS and offered valuable insights for further development of the organization and its activities.

The AGM unanimously elected a new executive committee. A complete list of the newly elected Nepal AOTS leadership for the term 2020-22 is as below:

1. Mr. Prashant Lal Shrestha - President
2. Mr. Kishor Bhakta Mathema – First Vice President
3. Mr. Prajwal Shrestha - Second Vice President
4. Mr. Narayan Bahadur Thapa - General Secretary
5. Mr. Shiva Kumar Shrestha - Treasurer
6. Mr. Shiv Bhushan Lal - Joint Secretary
7. Ms. Aju Giri - Internal Auditor
8. Ms. Shanta Baskota Koirala - Executive Member
9. Ms. Nishma Bajarcharya - Executive Member
10. Mr. Mukunda Prasad Joshi - Executive Member
11. Mr. Mahesh Swar - Executive Member
12. Ms. Shanti Laxmi Shakya - Executive Member
13. Mr. Naveen Prakash Adhikari - Executive Member
14. Mr. Rajkumar Gupta - Executive Member
15. Mr. Manish Kumar Agrawal - Executive Member

2. HANDOVER CEREMONY

The handover ceremony for the newly elected Executive Committee of Nepal AOTS Alumni Society was conducted on 7 December 2020. Election Commissioner Mr. Ramesh Nepal handed over the election certificates to the newly elected Executive Committee members after they took the oath of office.



Mr. Hisashi Kanda, General Manager, New Delhi Office, Nepal AOTS Advisors and past presidents,

Ms. Amira Dali and Mr. Prakash Suwal were present in the Ceremony through Zoom. Similarly, newly elected and past Executive Committee members including Immediate Past President Mr. Mahesh Nakarmi and Nepal AOTS Advisors and past Presidents Mr. Ramesh Nepal and Mr. Ramesh Man Singh were present physically at the ceremony.

3. SECRETARIAT MANAGEMENT

Nepal AOTS Secretariat is managed at its own building named Yamamoto Talim Ghar (YTG) at Koteshwor, Kathmandu and secretariat team is working hard to provide maximum services to the members and concerned stakeholders from the office.



Nepal AOTS is using office@nepalaots.org.np - email address, <https://www.facebook.com/nepal.aots> - Facebook page, and <http://nepalaots.org.np> – website to disseminate its information.

Moreover, Nepal AOTS recently signed an agreement with eSewa Fonepay Pvt. Ltd to enable digital payment for Nepal AOTS activities including membership renewal fees and training fees using QR Code and eSewa – e-payment platform.

Likewise, Nepal AOTS secretariat is making preparations to publish a digital newsletter at the earliest. A sub-committee is formed for the same.

In addition, the following documents are being prepared to strengthen the Nepal AOTS Secretariat.

- Financial Regulations
- Employee Regulations

Mr. Rajan Rajbhandari (Office Secretary), Mr. Arjun Choudhari (Office Assistant – Day Shift) and Mr. Kedar Adhikari (Office Assistant – Night Shift) are currently working full-time in the Nepal AOTS secretariat.

4. MEETINGS AND OTHER BUSINESS

In order to fulfill the goals and objectives of Nepal AOTS, following formal meetings were organized on a regular basis from December 4, 2020 to July 26, 2021.

Monthly Meetings	7
Executive Committee Meetings	8
Special Executive Committee Meetings	2
Post Holders Meeting	8
Other Meetings	7

Due to the Covid-19 pandemic, monthly meetings were regularly conducted via Zoom on the first Monday of every month of English calendar.

Similarly, Executive Committee meetings were also regularly organised either in blended mode or in virtual mode on the third Monday of every month of English calendar.

Post Holders Meetings were held as needed, either virtually or face-to-face.

Nepal AOTS activities are carried out through various committees and separate meetings are conducted by such committees. Other meetings include sub-committee meetings and on-demand meetings to plan and execute the activities of Nepal AOTS.

5. BONENKAI 2020 PROGRAMME

Nepal AOTS Alumni Society (Nepal AOTS) organized Bonenkai Programme on Saturday, December 26, 2020 at Hotel Crowne Imperial, Rabi Bhawan Heights, Kathmandu, Nepal.



Bōnenkai (忘年会, "Forget the Year Party") is a Japanese Drinking Party that takes place at the end of the year. The purpose of the party is to forget the woes and troubles of the past year, and hopefully look to the New Year.

Nepal AOTS has been organizing Bonenkai regularly inviting Japanese Embassy members, JICA Nepal Office Staffs, Japan-related Organization's Japanese and Nepalese guests and Nepal AOTS members with their family. Nepal AOTS's Bonenkai is a social gathering where drinks, snacks and dinner are served for the attendees and gifts are also distributed.

Due to COVID – 19 crisis and with the government's protocol and regulations, Nepal AOTS decided to organized small event with Nepal AOTS Members and their families.

Nepal AOTS had collected gifts from its members and Bonenkai Attendees and these have been given as surprised gifts to all attendees of the Bonenkai programmes. Group photos were taken and the programme was concluded with the dinner.

6. NEPAL AOTS - RELIEF ACTIVITY

On April 26, the Government of Nepal announced lockdown in Kathmandu and other places as a public health measure to control the spread of Covid-19 second wave. Lockdown restrictions went into effect at 6 am on April 29 and extended for several times.



The second wave of Covid-19, which began from April 2021, spread very quickly and impacted the life and society more severely than the first wave in the previous year. The second wave of the pandemic not only affected the Kathmandu Valley but also other cities and villages across the country. Lockdown was imposed in all cities and most of the villages which crippled the life and business.

During this second wave of Covid-19, Nepal faced shortages of medical supplies and recorded more than 9000 single-day cases and as much as 250 single-day deaths from COVID-19.

In such a precarious situation, Nepal AOTS decided to contribute to the society and distributed relief materials to Chhatrapati Free Clinic Hospital (widely known as CFC Hospital, community run and non-profit hospital) on June 28, 2021.

Nepal AOTS contributed Finecare III Plus analyzer (1 set), D-Dimer Rapid Quantitative Test (4 Box), CRP Rapid Quantitative Test (1 Box), MAU Rapid Quantitative Test (1 Box) and HBA1C Rapid Quantitative Test (3 Box) worth NPR 4, 28,462.10. This fund was collected from various donors including Nepal AOTS members, advisors and executive committee members.



In the handing over ceremony, Nepal AOTS President - Mr. Prashant Lal Shrestha, Nepal AOTS General Secretary - Mr. Narayan Thapa, Nepal AOTS Treasurer – Mr. Shiv Kumar Shrestha, Nepal AOTS Executive Committee Member - Mr. Manish Kumar Agrawal and Nepal AOTS Office Secretary - Mr. Rajan Rajbhandari were present from Nepal AOTS side where as CFC President – Dr. Manoj Man Shrestha and other officials were present from CFC side.

According to the website of CFC, the hospital was founded on February 5, 1957 with the initial seed of Rs.10, and has served about 3 million patients with over 90 thousand patients a year as of now. CFC serves the marginalized, underprivileged and unreached population of the Kathmandu valley. It was funded by grants, awards, nominal donation from the patients who could pay.

CFC Hospital is also operated as COVID hospital with the support of Kathmandu Metropolitan City since May 26, 2021.

7. SOUTH ASIAN FEDERATION OF AOTS ALUMNI SOCIETIES (SAFAAS) AGM

Nepal AOTS President, Mr. Prashant Lal Shrestha actively participated in the South Asian Federation

of AOTS Alumni Societies (SAFAAS) AGM on 13 February 2021. In the AGM, Nepal AOTS President, Mr. Prashant Lal Shrestha was elected as a president of SAFAAS and 17 Members new executive committee was formed for the 2021 – 2023 tenure.

We wish the best for SAFAAS leadership, to make friendly coordination among the alumni societies in the region promoting the transfer of technology from one region to another and also create a regular link with AOTS Japan.

It's a very proud moment for Nepal AOTS and we wish for the successful tenure to the newly elected SAFAAS leadership!

8. CONTRIBUTION TO WNF, AOTS JAPAN

• AOTS Japan

Nepal AOTS General Secretary, Mr. Narayan Thapa actively participated in WNF committee activities representing SAFAAS to executive WNF training programmes in 18 AOTS Alumni Societies of 6 countries in this region.

• SAFAAS Region

Nepal AOTS Advisor and Past President, Mr. Ramesh Man Singh was the resource person for "Health, Safety and Awareness in Manufacturing and Service Industries" titled webinar, organized by Chattagram AOTS Alumni Society (CAAS), Bangladesh on 27 & 28 February, 2021. Nepal AOTS recommended Mr. Singh to this webinar under the WNF programme.

9. BEN-KYOU-KAI MEETING

Nepal AOTS has provided training to thousands of people in Nepal at different times while the members of this organization have been voluntarily involved in the activities and programmes of the organization.



In this context, after the election of the current executive committee, various committees have been formed to carry out activities of the organization while maintaining the culture and tradition of Nepal AOTS.

The Benkyoukai Committee was formed for the purpose of "Knowledge Sharing and Building" and it is led by Ms. Shanti Laxmi Shakya who is also an Executive Committee Member of Nepal AOTS.

The Japanese word Benkyoukai is actually a combination of 3 Japanese Kanji Characters. These characters, i.e. Kanji symbols, have unique meanings. The first Kanji character means "exertion", the second Kanji character means "strong" and the third Kanji character means "meeting". When we mix first and second Kanji Characters together, it means "study" and thus, Benkyoukai means "study meeting".

Nepal AOTS is planning to conduct at least one Ben-Kyou-Kai meeting each month and 3 sessions are conducted as below so far.

• **Monozukuri at Genba**

Nepal AOTS Alumni Society had Ben-Kyou-Kai meeting on Monday, January 25, 2021 at Nepal AOTS Secretariat on the theme of "Monozukuri at Genba" by Mr. Ranga Nath Dhakal. Mr Dhakal has successfully completed one year training at Ibasei under AOTS scheme. He came back to Nepal and became Nepal AOTS Member. This meeting was organized in blended mode as some of the Nepal AOTS Executives and Members attended physically while others attended online.

Nepal AOTS members visited Ibasei factory in Japan on July 31, 2019 during their participation in the AOTS Convention in Tokyo, Japan in July - August.

• **Nepal AOTS - Nepal Chamber of Commerce : Learning from the past and action for the Future**

Nepal AOTS Alumni Society had Ben-Kyou-Kai meeting on Monday, June 7, 2021 through zoom platform. Mr. Rajendra Malla, President of Nepal Chamber of Commerce was the guest of honor in the meeting where he shared his valuable and inspiring experience with around 26 participants. Mr. Mall is a Life-Member of Nepal AOTS Alumni Society and recently unanimously elected the Chairman of Nepal Chamber of Commerce (NCC) from the 70th annual general meeting (AGM) of the organization. NCC is the oldest chamber of business in the country.

In the Ben-Kyou-Kai meeting, Nepal AOTS president and advisors congratulate him for being elected as the chairman of the prestigious organization. BenKyoKai Committee Coordinator and Nepal AOTS Executive Committee Member Ms. Shanti Laxmi Shakya facilitated the programme. The meeting also discussed about the future possible programmes with mutual benefits between Nepal AOTS and Nepal Chamber of Commerce (basically in ICT and Agriculture sector and other domestic training programmes).

• **From Acupuncture and Moxibustion treatment in Nepal to Export of Mogusa to Japan**

Nepal AOTS Alumni Society had Ben-Kyou-Kai meeting on Monday, July 5, 2021 through zoom platform. Mr. Ishwor Balami, CEO of Yamasho Nepal Pvt. Ltd was the guest of honor for the Ben-Kyou-Kai session.

Yamasho Co. Pvt. Ltd. is a reputed Japanese company having 126 years old history. Since its establishment, the company has been manufacturing and selling acupuncture and moxibustion materials (made of titepati - mugwort) and other tools. "Yamasho Nepal Private Limited" was established in Kathmandu in 2012 and Mr. Balami serves as a CEO in the company since its establishment.



There were around 30 participants including Nepal AOTS President, Advisors, Executive Committee Members and General Members in the Ben-Kyou-Kai session.

BenKyoKai Committee Coordinator and Nepal AOTS Executive Committee Member Ms. Shanti Laxmi Shakya facilitated the programme. This was the third session of the Ben-Kyou-Kai after the formation of the present executive committee in December, 2020.

Ms Ashina Kikuchi, CEO of Laugh Fit Co., Japan will be the guest of honor for Ben-Kyou-Kai session scheduled for August 2, 2021.

Detailed and separate article titled "Benkyokai

programme of Nepal AOTS” is included in TALIM, an annual publication of Nepal AOTS.

10. TALIM PUBLICATION

The 30th edition of TALIM is published this year on the occasion of the 31st AGM of Nepal AOTS. This annual publication of Nepal AOTS has been managed by the Digital Media and Publication Committee led by its Coordinator and Joint Secretary Mr. Shiv Bhushan Lal. Nepal AOTS owes its gratitude to timely advice and support provided by its advisors, and special thanks goes to the contributors and well-wishers of Nepal AOTS, and various other organizations which supported the publication of the magazine by providing articles and advertisements. Digital copy of the TALIM is available online at (https://nepalaots.org.np/talim&my_id=298).

11. TRAINING PROGRAMMES

During the 30-year period from 1991 to 2021, Nepal AOTS has provided training to hundreds of senior and mid-career management personnel in various fields in Japan.

In addition to this, Nepal AOTS has provided training to thousands of Nepali human resources

at different times while the members of this organization are voluntarily involved in the activities and programmes organized by the organization.

Generally, Nepal AOTS conducts 3 types of trainings. First one is to send qualified Nepali people to Japan (for paid training and scholarship programme), second is to conduct training in Nepal with the help of AOTS Japan (including WNF Committee) and the last one is to conduct training in Nepal by Nepali resource person (generally, Nepal AOTS Member).

As the whole world is suffered by COVID-19 and it is not possible to conduct face-to-face trainings, we are conducting training virtually.

Following training programmes are completed till now.

A. Virtual Trainings – by AOTS Japan

AOTS, Japan has started to conduct a series of webinars subsidized by Japanese Government in absence of overseas training programme conducted with in person participation in Japan due to global pandemic. Accordingly, the following AOTS Webinars have been concluded from December 2020 to March 2021.

S.N	Program Name	Date	Recommended	Selected	Participated
1	Corporate Revitalization by Practical Actions [OROP04], for the South Asia Middle East Africa & Europe	December 8, 2020	87	87	75
2	Organization development in VUCA (Volatile, Uncertain, Complex and Ambiguous) situations [ORBIOD1] for developing countries	December 17, 2020	18	14	12
3	Business Innovation Utilizing AI/IoT [OROP02] for South Asia Africa & Europe	December 22, 2020	35	32	28
4	Program & Project Management in the New Normal	January 20, 2021	16	10	9
5	Emerging Trend of DX (Digital Transformation) in Global Management (PICT)	February 4, 2021	14	14	12
6	SDGs oriented innovation in the post COVID-19 era (BIOD2)	January 12, 2021; January 22, 2021; February 2, 2021	2	2	2
7	Introduction of TQM	February 16, 2021	50	50	33
8	Introduction to the QC Story	February 18, 2021	50	50	35
9	The Executive Program on Corporate Management (EPCM)	March 5, 2021	19	19	9
Total			291	278	215

Likewise, following two trainings are already announced for August 2021 and other programmes will be announced soon.

Furthermore, AI/IoT Fundamental Test Global (AIFTG) certification programme is announced to certify an ability of usage of AI and IoT to inspire

S.N	Program Name	Date	Recommended	Selected	Participated
1	Transform Your Business Management Using AI / IoT	August 4, 2021 & August 20, 2021	57	56	-
2	Program for Women Leaders Aiming for Further Growth amid COVID-19	August 17, 18 & 19, 2021	Collecting Applications	-	-

corporate reforms and business improvements. Participants who pass the AI/IoT Fundamental Test Global (AIFTG) will be awarded a certificate from AI-IoT Promotions Association of Japan (AIPA). It will cost 50 USD for the training, and according to AOTS Japan, AI/IoT Fundamental Test Global (AIFTG) will be conducted four times a year. First one will be held on 3rd September, 2021 and second will be on 5th November, 2021.

B. WNF Trainings – by Nepal AOTS

The World Network of Friendship (WNF) was formed with the consensus of all AOTS Alumni Societies during the 5th Convention of AOTS Alumni Societies held in Aichi, Japan in September 1997 with an initial fund made by a personal contribution of 5 million Yen by former AOTS President Mr. Nagaaki Yamamoto. Prior to the formation of WNF, there was the Inter-Alumni Society Resource Exchange Programme. However, the basic guidelines were drawn in the second steering committee meeting held in Dhaka, Bangladesh in November 1998, which was then revised by the WNF Management

Committee during the third meeting held in Kuala Lumpur, Malaysia in December 2001.

WNF’s mission statement is “The creation of a better world through the ties of friendship and the individuals as well as collective endeavor of our members.” To implement this mission, WNF seeks to empower individuals and organizations in developing countries that are committed to the social and economic development of their own communities based upon a belief of self-help and equal-partnership, through human resources development, exchanging information and learning from each other’s experiences. With this entire endeavor, WNF programme can be beneficial to the countries in the region and will certainly be an effort to attain the aim stated in the WNF resolution.

For the fiscal year 2020/2021 there were four programmes approved by WNF committee, AOTS Japan. All these programmes were conducted virtually via Zoom. Separate reports can be found for the above said programme in TALIM, and summary report is given below:

S.N	Program Name	Date	Collaborative Organization	Collaborating AAS
1	Developing COVID – 19 Resiliency among the Small and Medium Industries Participants: 35	February 19 & 20, 2021	Federation of Nepal Cottage and Small Industries (FNCSI)	Chattagram AOTS Alumni Society (CAAS), Bangladesh
2	Challenges and Opportunities brought by the Pandemic COVID – 19 in the Manufacturing Sector Participants: 28	February 23 & 24, 2021	-	Federation of AOTS Alumni Association of India (FAAI)
3	Challenges and Opportunities brought by the Pandemic COVID – 19 in the ICT Sector Participants: 25	February 23 & 24, 2021	Federation of Computer Association Nepal	Federation of AOTS Alumni Association of India (FAAI)
4	The Global Economic Impacts of COVID 19 and its Consequences to the Financial Sector: The Nepalese Perspective Participants: 155	February 25 & 26, 2021	Development Bankers Association Nepal (DBAN)	Chattagram AOTS Alumni Society (CAAS), Bangladesh

Similarly, following five training programmes are approved for this fiscal year and these training will be conducted as scheduled.

C. Other Training Programmes – By ICOSA Japan

Team of International Cooperation Organization for Small and Medium Enterprises in Asia (ICOSA) was planning to visit Nepal by the end of 2020. This trip

S.N	Program Name	Date	Collaborating AAS
1	Delegation and Empowerment	August 26 & 27, 2021	From South Asian Federation of AOTS Alumni Societies (SAFAAS) region
2	Employee Engagement	September 8,9 & 10, 2021	From South Asian Federation of AOTS Alumni Societies (SAFAAS) region
3	Decision Making and Risk	October 3 & 4, 2021	From South Asian Federation of AOTS Alumni Societies (SAFAAS) region
4	Conflict Resolution	November 17, 18, & 19, 2021	From South Asian Federation of AOTS Alumni Societies (SAFAAS) region
5	Change Management	December 22, 23 & 24, 2021	From South Asian Federation of AOTS Alumni Societies (SAFAAS) region

couldn't be materialized due to the global COVID-19 pandemic.

Under these circumstances, ICOSA started series of web based seminars (Webinars) on "Asian SMEs' Approach to COVID-19", from March, 2020 with the support from Japanese-English interpreters. In the programme, they introduced the way how the SMEs in Asia were fighting against the COVID-19. Many Nepali professionals participated in the webinars.

This year, ICOSA is planning to organize series of webinars on "Unique SME Owners" with Japanese-English interpreters. The webinars will be held for 12 times a year and will be centered on interviews with the owners of independent SMEs working hard in various parts of Japan. One in three discussion sessions will be held by panelists from Japan and overseas.

Nepal AOTS decided to send at least three participants for each webinars though out the year and Nepal AOTS will pay webinar fees - JPY 2500 per participants for half a year.

Also, four participants including Nepal AOTS President – Mr. Prashant Lal Shrestha, joined the webinars held in June and July.

Moreover, separate article titled – “Sharing the Key learnings of ICOSA and AOTS-Japan held webinars” is included in TALIM.

12. OTHER ACTIVITIES

A. Federation of Nepal Cottage and Small Industries (FNCSI) Visit

Nepal AOTS President – Mr. Prashant Lal Shrestha, General Secretary – Mr. Narayan Thapa and Executive Committee Member – Mrs. Shanta Baskota Koirala visited FNCSI on February 14, 2021 and met Mrs. Shobha Gurung, Vice President, FNCSI; Mrs. Shiba Upadhaya “Anju”, President, Women Sector, FNCSI; Mrs. Roshni Upadhyay, and Sr. Vice President, Women Sector, FNCSI. Mrs. Koirala is also a General Secretary of FNCSI



- Women Sector. During the visit, Nepal AOTS and FNCSI agrees to conduct several training programs for mutual benefits. Also, FNCSI agrees to collaborate “Developing COVID – 19 Resiliency among the Small and Medium Industries” webinar which was successfully completed with the support of WNF Committee, AOTS Japan on February 19 and 20, 2021.

B. Farewell to Sakiko Kurosaka and Welcome to Ishida Miyuki

Nepal AOTS organized a virtual programme to bid farewell to Ms. Sakiko Kurosaka San and to welcome Ms. Ishida Miyuki San on May 25, 2021. Ms. Sakiko Kurosaka San was working at the Embassy of Japan in Nepal as an economic advisor for around two years and left Nepal on June, 2021 after completing her tenure. Ms. Ishida Miyuki San will be representing Embassy of Japan in Nepal AOTS activities during the period.

In the virtual programme, Nepal AOTS President, Advisors and executive committee members were present.

C. Nepal Chamber of Commerce (NCC) Visit

Nepal AOTS President Mr. Prashant Lal Shrestha, First Vice President – Mr. Kishore Bhakta Mathema, Second Vice President – Mr. Prajwal Shrestha and General Secretary Mr. Narayan Thapa visited



Nepal Chamber Of Commerce (NCC) on April 16 and congratulate newly elected executive team members including President – Mr. Rajendra Malla, Sr. Vice President – Mr. Kamlesh Kumar Agrawal, Vice President – Mrs. Urmila Shrestha and other executive team members. Since newly elected NCC President Mr. Malla is also a life member of Nepal AOTS, he thanked Nepal AOTS for the gesture and expressed his interest to conduct various training programmes especially in ICT and Agriculture sector with the help of Nepal AOTS.

D. WNF Database Support

Nepal AOTS developed web based application for resource-persons database to be used for WNF programmes and by all 73 AOTS Alumni Societies (AAS) located in 44 countries and regions. Though, demonstration is yet to be made in order to get the approval.

E. Participation in JICA Alumni Association of Nepal (JAAN) Annual Function

Nepal AOTS President – Mr. Prashant Lal Shrestha, Advisor and Immediate Past President – Mr. Mahesh Kumar Nakarmi, First Vice President – Mr. Kishore Bhakta Mathema, Second Vice President – Mr. Prajwal Shrestha, and General Secretary – Mr. Narayan Thapa joined 47th annual function of JICA Alumni Association of Nepal (JAAN) on March 6, 2021 to congratulate JAAN officials for their wonderful journey.



F. Technical Orientation Programme

Nepal AOTS organized few Technical Orientation programmes in Zoom platform for selected participants who had applied and were selected

in the virtual training programmes but had faced technical issues while using digital platform (i.e. Webex) to participate in the programme.

In Nepal, most of the internet user are familiar with Zoom, Team and other digital platform apps. Few virtual training programmes were conducted using "Video Conferencing, Cloud Calling and Screen sharing tool" named Webex and few participants were getting difficulties to use it. After the orientation programme, participants were able to download and use Webex to participate in the webinars.

G. Meeting with AOTS Japan

Nepal AOTS President – Mr. Prashant Lal Shrestha, Vice President – Mr. Prajwal Shrestha, General Secretary – Mr. Narayan Thapa joined Zoom meeting with AOTS Japan on July 8, 2021. Mr. Kenichiro Eguchi, Mr. Yu Ide and Ms. Mariko Hayashi were present during the meeting and it was discussed about AOTS ODA, NGC Program and Nepal specific training programs for fiscal year 2021/2022.

Moreover, Nepal AOTS President – Mr. Prashant Lal Shrestha, Vice President – Mr. Prajwal Shrestha, General Secretary – Mr. Narayan Thapa, Treasurer – Mr. Shiva Shrestha and Joint-Secretary Mr. Shiv Bhushan Lal joined Zoom meeting with AOTS Japan on July 26 2021. Mr. Akira Kuriyama, Mr. Masami Tada (from Japan) and Mr. Hisashi Kanda (AOTS Representative for South Asia/ GM, New Delhi Office) were present during the meeting and it was discussed about Nepal AOTS activities, overall situation in Nepal and AOTS support for future programs in Nepal.

Thank you!



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WNF Online Seminar Report

“Developing COVID-19 Resiliency among the Small and Medium Industries”



MR. PRASHANT LAL SHRESTHA

President
Nepal AOTS Alumni Society

Nepal AOTS Alumni Society (Nepal AOTS) conducted the WNF Online Seminar “Developing COVID – 19 Resiliency among the Small and Medium Industries” using ZOOM as the platform. This WNF online seminar was jointly organized by Nepal AOTS Alumni Society and Women Sector, Federation of Nepali Cottage and Small Industries (FNCSI) with the support of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Chattogram AOTS Alumni Society (CAAS), Bangladesh under World Network of Friendship (WNF) program and was held from February 19, 2021 to February 20, 2021. This WNF online seminar was of total 4 Hours duration (2 hours per Day) started on February 19, 2021 and concluded on February 20, 2021. This two days seminar program had 50 participants all from Cottage and Small Industries.



Chattogram AOTS Alumni Society (CAAS), Bangladesh recommended the Resource Person Professor Dr. Mohammad Saleh Jahur,

Professor of Accounting and Finance and Ex-Director, Bureau of Business Research, Faculty of Business Administration, University of Chittagong, Chattogram, Bangladesh. Professor Dr. Jahur is also the General Secretary of CAAS.



Opening Ceremony was organized on the first day (February 19, 2021). During the Opening Ceremony Mr. Prashant Lal

Shrestha, President, Nepal AOTS welcome all guests, resource person and the participants. He shared how this seminar was conceived and had discussion with Women Sector, FNCSI to materialize and hope the participants will be able to get the present scenario of COVID – 19, the effect of COVID – 19 and how to prepare for the future pandemic. Mr. Hisashi



Kanda, AOTS Representative for South Asia / GM,



New Delhi Office delivered the guest remarks and requested the participants to implement what they will learn during these 2 days seminar and also be safe during this pandemic. Mr. Kishore Bhakta Mathema, Vice President

of Nepal AOTS and moderator of this WNF online seminar introduced Dr. Mohammad Saleh Jahur the resource person of this WNF online seminar. At the

end of the opening ceremony Ms. Shobha Gurung, Vice President of Women Sector, FNCSI delivered the vote of thanks. She thanked Mr. Kanda, and greatly honored by his kind presence. She thanked



Mr. Shrestha and Nepal AOTS for organizing this WNF online seminar and FNCSI is for the first time having collaboration with Nepal AOTS and hope to have more of these. Ms. Gurung said that the

organizers are quite fortunate to have the opportunity to thank our Resource Person of this online WNF Seminar Dr. Jahur and his deliberation will be a step towards preparing for the future pandemic. Ms. Gurung thanked all the participants, guests, Nepal AOTS advisors, Nepal AOTS Executives and FNCSI colleagues to this WNF online seminar. She even requested the moderator Mr. Mathema to summarized Dr. Jahur presentation and translate it in Nepali Language for the benefit of the participants from time to time.

All participants were happy having chance to listen Dr. Jahur and had a good interactions between the participants and Dr. Jahur during the WNF online



seminar. The session were moderated by Mr. Mathema. At the end of the WNF online seminar Ms. Shanta Baskota Koirala, General

Secretary, Women Sector, FNCSI and Executive Member, Nepal AOTS summarized the 2 Days Online Seminar. Mrs. Shiba Upadhaya Anju, President, Women Sector, FNCSI, thanked Dr. Jahur for his deliberations and also thanked Nepal AOTS for



arranging Dr. Jahur and said that Women Sector, FNCSI was delighted to jointly organize this program with Nepal AOTS and hope to have other joint cooperation with Nepal AOTS. Dr. Jahur expressed great admiration to Nepal AOTS, Women Sector, FNCSI and also that CAAS for nominating him for this online seminar. At the Mr. Mathema thanked CAAS, FNCSI, Mr. Kanda, AOTS and Dr. Jahur and concluded the seminar.

“Challenges and Opportunities brought by the Pandemic COVID-19 in the ICT Sector”

Nepal AOTS Alumni Society (Nepal AOTS) conducted the WNF Online Seminar on “Challenges and Opportunities brought by the Pandemic COVID – 19 in the ICT Sector” using ZOOM as the platform. This WNF online seminar was jointly organized by Nepal AOTS Alumni Society and Federation of Computer Association Nepal (CAN Federation) with the support of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Federation of AOTS Alumni Association of India (FAAAI) under World Network of Friendship (WNF) program was held from February 23 – 24, 2021. This WNF online seminar was of total 4 Hours duration (2 hours per Day) started on February 23, 2021 and concluded on February 24, 2021. This two days seminar program had 43 participants and the program was broadcasted live on Facebook Page of CAN Federation and Nepal AOTS with more than 1 K views.



Federation of AOTS Alumni Association of India (FAAAI), New Delhi, India recommended the Resource Person Mr. G. Neelakantan from Alumni Society of AOTS, Trivandrum Centre (ASATC), TC 21/558, Bhagavathy Lane, Karamana, Trivandrum – 695002, Kerala, India. Mr. Neelakantan is the Past Chairman, Computer Society of India. Trivandrum Chapter. He has about 35 years of experience in Information Technology as developer, analyst, trainer,

and delivery head. He is also the invited Trainer for training programs organized by Association for Overseas Technical Scholarships (AOTS), Japan in various Asian countries on topics such as Software Engineering, Project Management, Database Management and Data Warehousing, Agile Methodologies in Software Development, e-Governance, Object Oriented Analysis and Design etc. He was a senior programmer / trainer with Institute of Management in Government, the apex training institution for the Government of Kerala. He has worked as Sr. Systems Analyst, in charge of Information Systems Department at Regional Cancer Centre, Thiruvananthapuram, a healthcare and research organization having national importance and international associations. He also worked as a Delivery Manager of Arackal Digital Solutions, a multinational IT company in Technopark, Trivandrum. Currently, he is working as a freelance IT consultant.



Opening Ceremony was organized on the first day (February 23, 2021). On the Opening Ceremony Mr. Nawaraj Kunwar, President, CAN Federation welcomed all guests, resource person and the participants.

He shared that CAN Federation has been collaborating with Nepal AOTS in ICT programs. Mr. Prem Sharan Shrestha, Director General, Department of Information Technology (DoIT), Nepal Government was the guest and gave the



guest remarks. Mr. Leon Mohanraj, SAFAAS Secretary General elect introduced the resource person Mr. G. Neelakantan. At the end of the opening

ceremony Mr. Prashant Lal Shrestha, President of Nepal AOTS delivered the vote of thanks. He thanked chief guest Mr. Shrestha and said that Nepal AOTS are greatly honored by his kind presence. Nepal AOTS is having collaboration with DoIT and hope to have more of these. He said that he is delighted to have the opportunity to thank Mr. Kunwar and Nepal AOTS and CAN Federation is having collaboration with CAN Federation and hope to have more



of these. He also said that Nepal AOTS is quite fortunate to have the opportunity to thank our Resource Person of this WNF online Seminar Mr. Neelakantan and his deliberation will be a step towards preparing for the future pandemic. He thanked all the participants, guests, advisors and colleagues of Nepal AOTS to this online seminar and the constant support to Nepal AOTS activities has been an encouragement to do more to achieve our Nepal AOTS objectives.

All participants were happy having chance to listen



Mr. Neelakantan and had a good interactions between the participants during the WNF online seminar. The session was moderated by Mr. Kishore Bhakta Mathema, Vice President

of Nepal AOTS. At the end of the second day Mr. Neelakantan expressed great admiration to Nepal AOTS and also Alumni Society of AOTS Trivandrum



Centre for nominating him through FAAAI for this online seminar. At the end Mr. Mathema thanked Alumni Society of AOTS Trivandrum Centre, FAAAI, CAN Federation, Mr. Mohanraj, AOTS and Mr. Neelakantan and concluded the seminar.

“Challenges and Opportunities brought by the Pandemic COVID-19 in the Manufacturing Sector”

Nepal AOTS Alumni Society (Nepal AOTS) conducted the WNF Online Seminar on “Challenges and Opportunities brought by the Pandemic COVID-19 in the Manufacturing Sector” using ZOOM as the platform. This WNF online seminar was organized by Nepal AOTS Alumni Society with the support of

the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Federation of AOTS Alumni Association of India (FAAAI) under World Network of Friendship (WNF) program was held from 23–24 February 2021. This WNF online seminar was of total 4 Hours duration (2 hours per Day) started on February 23, 2021 and concluded on February 24, 2021. This two days seminar program had 41 participants



Federation of AOTS Alumni Association of India (FAAAI), New Delhi, India recommended the Resource Person Dr. S. Ratnakumar from Alumni Society of AOTS, Trivandrum Centre (ASATC), TC 21/558, Bhagavathy Lane, Karamana, Trivandrum – 695002, Kerala, India. Dr. Ratnakumar is the Director, Asian School of Business, Thiruvananthapuram, Principal Adviser for G MEAC- Global Management, Energy & Aviation Consultancy, Adjunct faculty for Indian Institute of Infrastructure & Construction (IIIC) and Indira Gandhi National Open University (IGNOU). He is a 5S Lead Assessor. He is the Former Managing Director at Consumered, Rubbermark, Foam Mattings (India) Ltd., and Rubek Ballons Ltd. He is the Chairman of Japanese Culture & Information Centre, Kerala. He has over 30 years of experience in manufacturing sector including 13 years as Chief Executive of various organizations.

Opening Ceremony was organized on the first day (February 23, 2021). On the Opening Ceremony Mr. Prashant Lal Shrestha, President of Nepal AOTS welcome all the guests



and participants and hope the participants will be able to get the present scenario of COVID – 19,



the effect of COVID – 19 and how to prepare for the future pandemic. Mr. Leon Mohanraj, SAFAAS Secretary General elect introduced the resource person Dr. Ratnakumar.

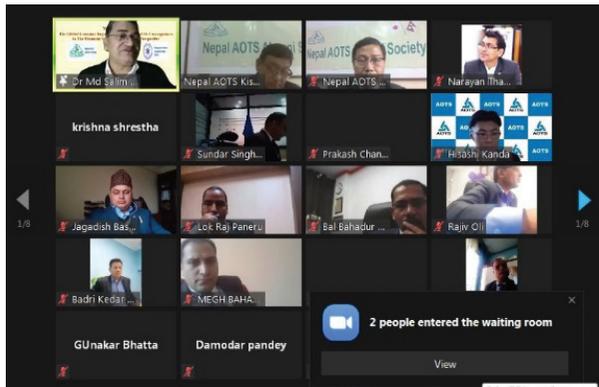
All participants were happy having chance to listen Dr. Ratnakumar and had a good interactions between the participants and the Resource Person during the online seminar. The session was moderated by Mr. Kishore Bhakta Mathema, Vice President of Nepal AOTS. At the end of the second day Dr. Ratnakumar expressed great admiration to Nepal AOTS and also Alumni Society of AOTS Trivandrum Centre for nominating him through FAAAI for this online seminar. At the end Mr. Mathema thanked Alumni Society of AOTS Trivandrum Centre, FAAAI, CAN Federation, Mr. Mohanraj, AOTS and Dr. Ratnakumar and concluded the seminar.



“The Global Economic Impacts of COVID 19 and its Consequences to the Financial Sector: The Nepalese Perspective”

Nepal AOTS Alumni Society (Nepal AOTS) conducted the WNF Online Seminar “The Global Economic Impacts of COVID 19 and its Consequences to the Financial Sector: The Nepalese Perspective” using ZOOM as the platform. This WNF online seminar was jointly organized by Nepal AOTS Alumni Society and Development Bankers Association Nepal (DBAN) with the support of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Chattagram AOTS Alumni Society (CAAS), Bangladesh under World Network of Friendship (WNF) program and

was held from February 25, 2021 to February 26, 2021. This WNF online seminar is of total 4 Hours duration (2 hours per Day) started on February 25, 2021 and concluded on February 26, 2021. This two days seminar program had 195 participants all from the banking sector.



Chattagram AOTS Alumni Society (CAAS), Bangladesh recommended the Resource Person Dr. Md Salim Uddin, Professor, Department of Accounting, University of Chittagong, Chittagong, Bangladesh. Chairman, Bangladesh House Building Finance Corporation-BHBFC and Chairman, Executive Committee of Islami Bank Bangladesh Ltd-IBBL.



Opening Ceremony was organized on the first day (February 25, 2021). On the Opening Ceremony Mr. BN Gharti, Chief Advisor, DBAN welcome

all guests, resource person and the participants. He shared how this seminar was conceived and had discussion with Nepal AOTS to materialize and hope the participants will be able to get the present scenario of the financial and economic sector globally and Nepalese perspective. Mr. Hisashi Kanda, AOTS Representative for South Asia / GM, New Delhi Office delivered the guest remarks and requested the participants to implement what they will learn during these 2 days seminar and also be safe during this pandemic. The chief guest Dr. Gunakar Bhatta, Spokesperson, Nepal Rastra Bank conveyed that it is a good initiative by



all guests, resource person and the participants. He shared how this seminar was conceived and had discussion with Nepal AOTS to materialize and hope the participants will be able to get the present scenario of the financial and economic sector globally and Nepalese perspective. Mr. Hisashi Kanda, AOTS Representative for South Asia / GM, New Delhi Office delivered the guest remarks and requested the participants to implement what they will learn during these 2 days seminar and also be safe during this pandemic. The chief guest Dr. Gunakar Bhatta, Spokesperson, Nepal Rastra Bank conveyed that it is a good initiative by

Nepal AOTS and DBAN to conduct this type of online seminar and hoped that Nepal AOTS and DBAN will have these types of seminars in the future and said that Nepal Rastra Bank will also help to have these type of seminars. Mr. Kishore Bhakta Mathema, Vice President of Nepal AOTS and moderator of this online seminar introduced



Dr. Md Salim Uddin the resource person of this WNF online seminar. At the end of the opening

ceremony Mr. Prashant Lal Shrestha, President of

Nepal AOTS delivered the vote of thanks. He thanked chief guest Dr. Bhatta, and said that Nepal AOTS are greatly honored by his kind presence. NRB is honorary corporate member of Nepal



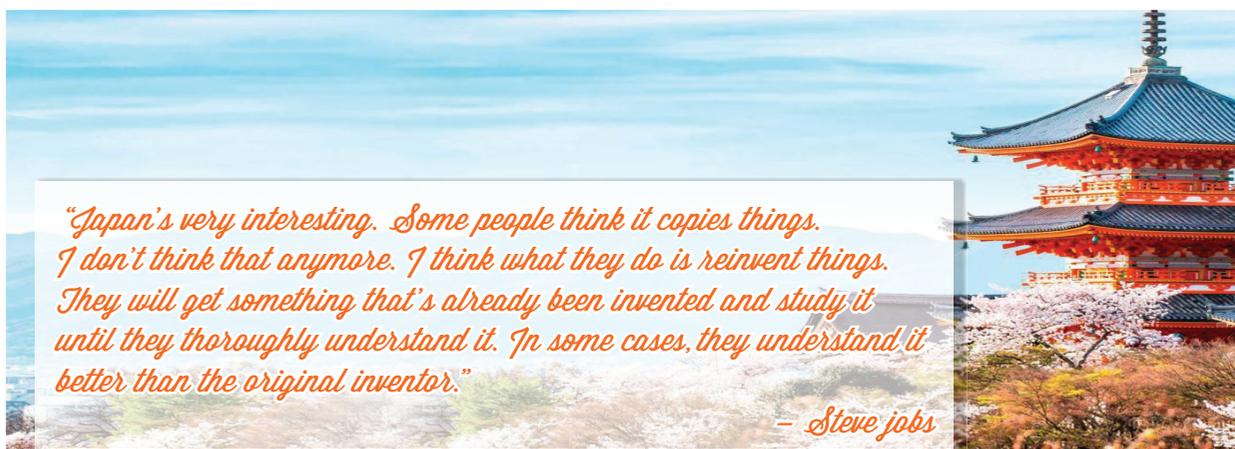
AOTS. Nepal AOTS is having collaboration with NRB after a long gap and hope to have more of these. He said that Nepal AOTS is pleased to thank Mr. Kanda and are greatly honored by your kind presence. This WNF online seminar and other activities of Nepal AOTS have clearly shown that AOTS Japan's continued cooperation has being a great catalyst in HR development activities of Nepal AOTS. Nepal AOTS is hopeful that we will have opportunity to welcome you again and again virtually as well as physically. Mr. Shrestha said that he is delighted



to have the opportunity to thank Mr. Gharti, his initiative is the result of this WNF online seminar. Nepal AOTS is for the first time having collaboration with DBAN and hope to have more of these. Mr. Shrestha said that Nepal AOTS is quite fortunate to have the opportunity to thank our Resource Person of this online WNF Seminar Dr. Uddin and his deliberation will be a step towards preparing for the future pandemic. Mr. Shrestha thanked all the participants, guests, advisors and colleagues of Nepal AOTS to this WNF online seminar and the constant support to Nepal AOTS activities has been

an encouragement to do more to achieve our Nepal AOTS objectives.

All participants were happy having chance to listen Dr. Uddin and had a good interactions between the participants during the WNF online seminar. The session was moderated by Mr. Mathema. At the end of the second day Dr. Uddin expressed great admiration to Nepal AOTS and also CAAS for nominating him for this online seminar. At the end Mr. Mathema thanked CAAS, DBAN, NRB, Mr. Kanda, AOTS and Dr. Uddin and concluded the seminar.



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Brief Key points on Dialogic Organization Development in VUCA Situation

Lessons from the case study of Taneya Group and Dotonbori Hotel (O-Kyu) Group Through AOTS-Japan Webinar



MR. KISHORE BHAKTA MATHEMA

First Vice President
Nepal AOTS Alumni Society

I am greatly thankful to AOTS, Japan and Nepal AOTS for the opportunity to participate in the AOTS, Japan held webinar (17 December 2020). It was an excellent opportunity for self-development and acquire new learnings through participation in such webinars. I sincerely feel that the content of webinar and the key learnings derived through case studies of Taneya group and Dotonbori Hotel (O-kyu) group are very useful and practical for our managers and executives as well. I believe that such learnings should be shared for the purpose of capacity building. Hence, I take this opportunity to share my key learnings (on management aspects) based on my understanding through the webinar.

In the context of the current period of crisis and global difficulties borne out of the COVID-19 contagion, it would be worthwhile to learn from some remarkable management practices adopted by the Japanese companies.

UNDESIRABLE CHAIN EFFECT OF COVID-19 CONTAGION ON THE ECONOMY:

1. Stopped peoples' movement and forced lockdown on social and business activities
2. Reduction in consumption and affected production activities
3. Reduced corporate sales
4. Directly affected consumer demand causing severe negative effect on
 - Manufacturing sector
 - Tourism and hospitality industry, food and beverage and restaurant industry

- Airline and aviation industry
- Shopping malls and rental businesses
- Disruption of supply chain activities etc.

5. Spillover effect in all sectors of economy causing severe loss of employment, job loss and closure of industries.

6. Creation of new poorer segment of the population as a result of depression in economy.

Those undesirable effect has affected the global economy resulting in VUCA situation. VUCA is the acronym for Volatile, Uncertain, Complex and Ambiguous situation.

THE KEY LEARNINGS FROM THE WEBINAR

It is very interesting to note the success stories of Taneya group and Dotonbori Hotel group – those organizations adopted creative strategies, successfully mobilized their workforce, tactfully capitalized on the goodwill of the stricken companies with the motive to influence their customers' sentiments and win their hearts. They succeeded in recovering their losses even in VUCA situation borne out of pandemic. The case study of those two companies provides valuable insights to strategies adopted to derive synergy through teamwork and converting challenges of the crisis period to opportunities for change – adopt changes in the companies for the benefit of all parties. Collaboration of all team members including the owner (leader) and employees (followers) enabled them to respond to crisis, and review their management strategies.

The major point to note is that the owners of both companies are so much ethical in their principle that none of them have removed their single workforce in this contagion period, despite the companies bleed cash and running under loss of earnings.

They strongly believed with trust on the value and ability of their human capital as their non-replaceable precious asset and company has taken the confidence that business will be recovered through them.

1. LESSONS FROM THE CASE STUDY OF TANEYA GROUP

Taneya group is the high-end confectionary industrial group. Their products are available only at high-end stores (pre COVID crisis) with prices of bakery items ranging from 3000 to 5000 Japanese yen. Their group sale was JPY 20 billion as on February 2019. A total number of 1925 employees. The owner of Taneya group, Mr. S. Yamamoto, did not remove a single workforce in this contagion period, despite the company bleeding cash and undergoing the suffering from loss of earnings. The owner strongly believes and trusts the ability of the human capital, and that HR are their non-replaceable precious asset and company takes confidence that business will be recovered through them. The employees were highly influenced by humanitarian gesture of the owner and contributed their full effort to recover the company.

In VUCA period, nobody including top management has the right answers. Various strategies were jointly worked out to meet the challenges in the crisis situation. Taneya management revisited their core values, the company's mission, and its market philosophy, and identified the linkage of core values between company, customers and society. The essence of their market philosophy was "Deliver happiness with delivery of sweets". In short, Taneya management capitalized on its concept of "Eating sweets linked to happiness" and they reapproached their customers with that theme to make their customers happy during those depressive lockdown period. This touched the customers heart and they appreciated the effort of the company. Gradually sales began to picked up.

Some new and creative ideas adopted by Taneya Group:

- They adopted "just do it" strategy. They acted and tried different alternatives.

- Owner influenced the management to shift management style from "command and control" to "collaboration"

- Adopted participative leadership, i.e., servant leadership with focus on empowerment of employees

- Adopted creative dismantling of established process for improvements as turning point, based on changing market perception and change in marketing strategy

- During COVID situation, high-end stores were closed, and businesses drastically dropped; but the owner (Leadership) decided not to curtail employment in such crisis and paid full salary to their employees

- Influenced by the owner's goodwill, the employee participation was fabulous in trying to save the company. Since only convenience stores and drug stores were open in the market, the company decided to put up its products at the convenience stores.

- From its earlier practice of giving high importance to brand image and product presence only at high-end stores (which had to close during the general lockdown), management creatively shifted its focus to generating sales in VUCA situation by making its products available at the convenience stores which were allowed to be open in lockdown period.

- Company practiced online sales for the first time

- Various items were modified to meet changing needs of customers

- Expanded their customer segmentation through the presence of its products in sales channel like 7/11 stores etc.

- The company adopted the Mission to increase ties with customers by adopting the marketing philosophy "Eating sweets linked to happiness". This way, the company succeeded in reaching its products to customers during the difficult situation.

- Young chefs promoted baking skills – how to bake at home – through mass social media. This touched the wider base of younger customers and with large number of families most of whom were confined at home due to pandemic

environment. Management also encouraged young chefs to develop new products for online sales

- Employees even sold products outside office complexes.

Organizational development (OD) is a planned effort of leadership, supported by team members to increase organizational effectiveness through planned change in processes and system and improved ability of employees and top management by redefining their norms, values and behavior. **Dialogic OD** in VUCA situation developed new mindset among the employees which were successfully applied in Taneya Group. Sharing of company's crisis situation by owner-leadership with employees and customers. Such a gesture of emotional appeal was positively received by all parties to turn around the business.

The supportive leadership of owner, Mr. S. Yamamoto, of Taneya group succeeded in helping the management shift from "command and control" to "collaboration" with solution focused dialogue that generated correct answers at the time of crisis through employee participation, and recovered the losses. The effect of participative leadership and collaborative teamwork resulted in sales (in June 2020) reaching the same level as of the previous year. The situation improved due to the adoption of creative ideas and the supportive leadership of the owner.

2. LESSONS FROM DOTONBORI HOTEL GROUP

The annual turnover of the Dotonbori Hotel was 2.9 billion Japanese yen as of Dec. 2019. Before COVID-19 pandemic in Japan, tourism was strong and business opportunity was high due to coming Olympic games. Company's targeted customer segment was the international visitors who want to enjoy Japanese culture. Company's mission: Bridge between Japan and world. Due to COVID-19 crisis, there were no tourists and sales disappeared. The monthly cash outflow of 60 million yen which also includes repair and maintenance cost.

The owner, Mr. Hashimoto, decided not to fire a single worker in such crisis. Such gesture of owner touched the hearts of the employees and contributed their best to recover the losses. On the contrary, the company started investing in HR development activities during this dull period of pandemic. Company decided to act with an eye for

future, using two different scopes – microscope and telescope. In VUCA environment, nobody knows the correct answers hence company adopted 'just do it' strategy after some joint deliberation.

The company adopted some new ideas:

- Chefs were encouraged to think what they could do and contribute
- Restaurant staffs started to sell frozen Chinese foods online
- Hotel staffs started to sell "Bento lunch box" outside hotel
- Cleaning of neighborhood by hotel staffs to build community linkage
- Staff members held second hand goods sale at hotel's parking area
- Senior staffs volunteered to help for training of newcomers
- Home visit by owner at employees' houses to share the situation with families. (Interestingly, the Japanese owner of hotel group also visited Nepal to share the situation with family members of Nepalese staffs urging them not to influence their family members to leave the company.)

The management rethought about company's existence based on social obligation to serve for the wellbeing of foreign guests and society at large. Company adopted the philosophy, "Hotel that is fun for customers and attract them for their repeat visit".

Activities of the hotel based on the philosophy were:

- Hotel hires local people and makes them feel happy to work for the company so that they deliver quality service to customers. This evolved collaborative work culture—working together as a family.
- The leadership (owner) attached importance to "Employee first and not profit first".
- The management believed in "Do right things as human, profit follows".
- Adopted proactive attitude for betterment
- Propagated the concept of "Trust members and trust yourself" mindset

- Do not blame others, everything comes from yourself
- In VUCA situation, dialogic for solutions and sense making (new development and experience) are more important than finding a correct answer.

The owner Mr. Hashimoto's humble Leadership empowered staff members to transform themselves; relationship that acknowledged the autonomy of all members fostered work environment of emotional intimate working relationship to deliver total mutual commitments. Leadership helped the group to build transparency, develop mutual trust and power of narrative and so to follow those in their code of conduct requirements for duty. Those factors effectively influenced Employees- Customers- Leadership to become a collaborative team for the common cause.

ORGANIZATION DEVELOPMENT IN VUCA

From Diagnostic OD to dialogic OD (work out solution focused dialogue) for result. Focus of OD shifting from efficiency-productivity-adaptation-alignment to discourse (communication/debate), sense-making storylines (new development and experience), and emergent design.

APPRECIATIVE INQUIRY (AI):

Belief of AI is that organization and people move towards light of positivity or the positive image and positive image create positive action for positive future. AI process amplifies positive belief for positive organization.

AI approach is closure to human nature that integrates different ways of knowing-emotional response, intellectual analysis, imagination, rationale thought etc.

Management searched for best in people, their organization and the environment around them (company - customer - society - environment). AI focuses on what is going right, what is motivating, positively energizing, and identify key strength of a setting; understand the gap between desired and current state, and build cross functional team-knowledge sharing-transfer of knowledge for positivity.

AI is a paradigm shift (from a problem focused model) for creating organizational change by amplifying the positive qualities of people and organization. Based on real experience of positivity on high moment of past and present, help people to know positive imagery-positive images create positive future. This guides People how to repeat their success.

The 4D process of AI on strategic topic are

- Discovery:** What happened when things went well before-peak moment of excellence

Understand the Positive core of Company, Customer and Society-thinking of purpose

Review the high point conditions –Leadership, Commitment, Relationship, Technology, Values, Capacity Building, External environment etc. when things went well

Identify positive core-pick the strongest values and success factor of the team

- Dream:** challenge the status quo-envisage vital future

: Imagine the future state-share with team members about future possibilities

- Design:** The desired state based on positive Core and outcome at the phase of Discovery-Dream about future possibilities

- Destiny:** Create project team based on self-initiative and action -focus on implementing the outcomes from Discovery-Dream and Design phases.

AI has helped in building a common vision, developing new approaches and create a positive work environment.

The humble leadership approach of the owner Mr. Hashimoto has empowered the followership to develop new idea and transform the employees. Humble leadership and supportive attitude of the owner and application of various time-based creative strategies from the followers evolved collaborative environment in Dotonbori hotel group with productive result.

Webinar on “Health, Safety and Awareness in Manufacturing and Service Industries”



MR. RAMESH MAN SINGH

Advisor
Nepal AOTS Alumni Society

Mr. Ramesh Man Singh, Advisor and Past President of Nepal AOTS Alumni Society conducted a webinar titled “Health, Safety and Awareness in Manufacturing and Service Industries” on 27 and 28 February 2021 as the resource person. This was the 4th WNF webinar of AOTS – CAAS Research and Training Center (ACRTC) organized by Chattagram AOTS Alumni Society (CAAS), Bangladesh with the support of The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and Nepal AOTS Alumni Society.

In the short inaugural ceremony on 27th February 2021, Mr. Saifuddin Ahmed, President of CAAS delivered the welcome address followed by addresses by Mr. Ramesh Man Singh, Resource Person and Key Note Speaker of the seminar, Mr. Muhammad Nurul Islam, Past President and Advisor, CAAS and the Chief Guest of the ceremony, and Mr. Hisashi Kanda, Representative, AOTS New Delhi and Guest of Honor of the ceremony. Engr. A.U.M. Zubair, Chief Coordinator of the seminar introduced all the participants while Prof. Dr. Mohammad Saleh Jahur, General Secretary, CAAS delivered the vote of thanks.

The objective of the program was to provide knowledge on health and safety at work, to raise the awareness on safety standards, including necessary management skills required for ensuring the health and safety environment at the workplace.

The webinar covered contents such as the concept and context of occupational health and safety, its principles and major standards, health hazards and risks at workplace, management commitment for establishing healthy and safe environment, health

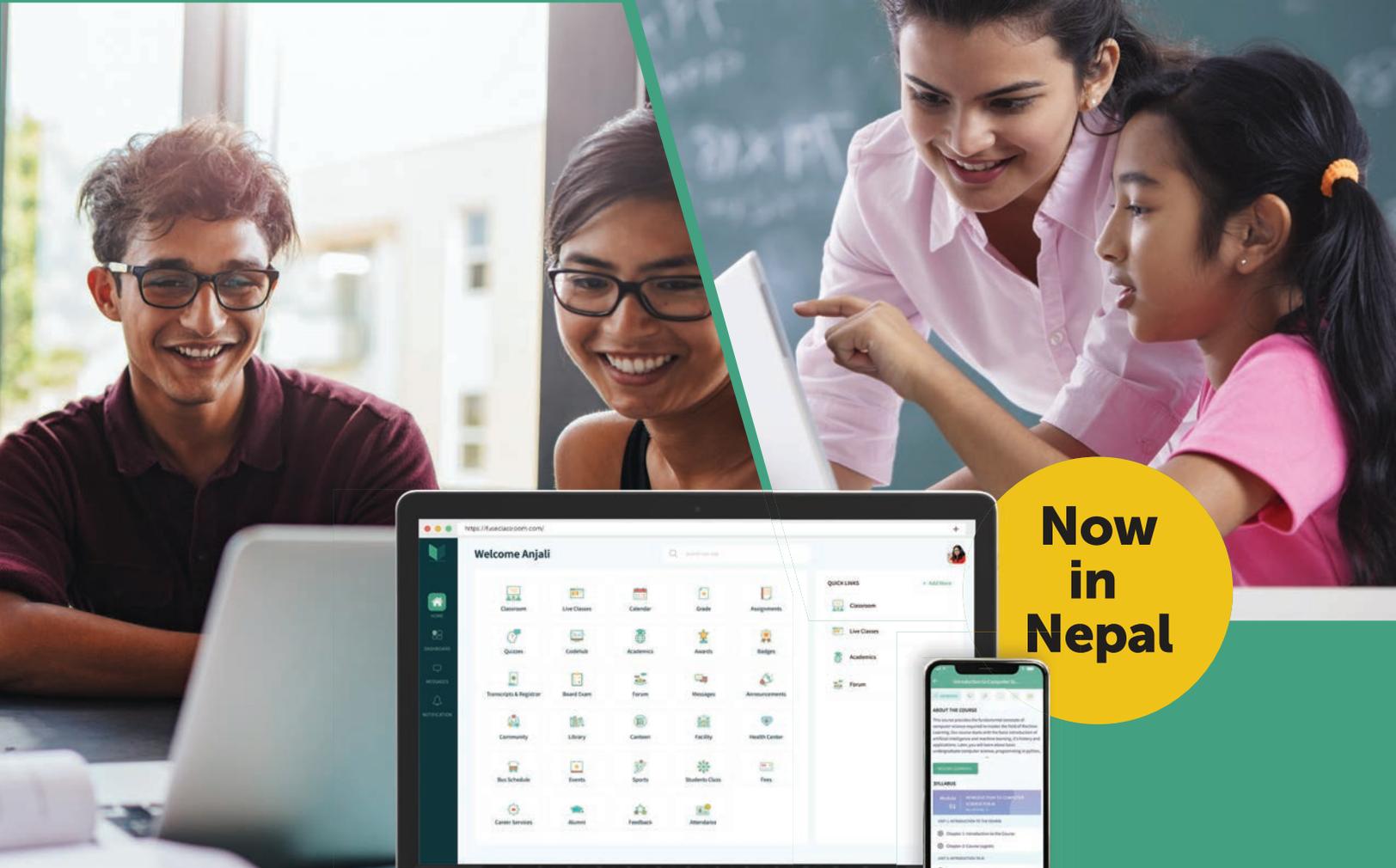
surveillance, preventive and protection measures, education, training and awareness to promote health and safety, some relevant specialized techniques etc.

The webinar was conducted on Zoom platform in three technical sessions during the two days followed by a very interactive Q & A session at the end of the second day. Altogether 25 participants of executive to manager levels representing various manufacturing and service industries of Bangladesh actively participated in the seminar. It was felt that the time frame for this program could be extended for more horizontal and vertical coverage to give more justice to this very important managerial and operational aspects of health and safety at workplace.

“A company will get nowhere if all of the thinking is left to management.”

– Mr Akio Morita

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Reducing 'Cost of Production' and improving 'Product Quality'



MR. NAVEEN PRAKASH ADHIKARI

Executive Member
Nepal AOTS Alumni Society

Quality Management System has determined process, methodology for quality improvement and consistency over quality. Due to price competition manufacturers need to reduce cost of production to sustain. There is a big challenge to reduce cost of production without compromising with quality. Continual improvement is one of the basic principles of 'Quality Management System'. Various methods could be utilized to optimize cost of product without affecting quality. The objective is to demonstrate the method of developing process of quality improvement by considering cost reduction and to apply this method to prevention, inspection, external failure. During the manufacturing process the failure cost prevention of cost and defect rates has been analyzed and measured quality improvement by cost reduction.

The narrator is presenting tools and techniques for consistency and improvement over quality in a competitive business environment. The methodology is described with examples of the results. The Value Creation System has been demonstrated to improve the quality of Intraocular Lenses by reducing costs and increasing productivity.

Quality issues rightly concern every stakeholder in the production value chain from manufacturers and regulators to retailers and consumers. Now in a competitive market it's a big challenge with manufacturers to minimize cost of production by consistency over quality. More so, manufacturers need to improve quality of products to be superior than competitors. This article is going to highlight 'how manufacturers could minimize cost of production of their products and improve quality by implementation of ISO Standards, manufacturing tools and management systems.

'International Organization for Standardization' has set different standards for management systems, product quality standards, testing methods, storage and handling standards etc. Some of these are ISO 9000 for Quality Management System, ISO 14001 for Environmental Management, ISO 31000 for Risk Management, ISO 50001 for Energy Management, ISO 28000 for Security Management System for Supply Chain, ISO 45001 for Occupational safety and health, ISO 22000 for Food Management and many more. These standard guides direct to consistency over quality and continual improvement.

Other management systems and tools like Total Quality Management (TQM), Rapid Cycle Improvement (RCI), Six Sigma and Lean Manufacturing are also useful systems to improve quality and reduce cost of production. These systems help manufacturers to improve quality and reduce cost of products. There is a gap with some manufacturers to implement standards and management tools to improve quality of product and reduce cost of production.

Manufacturers need to improve quality day by day to make it more efficient and keep them superior than competitors. Manufacturing industry needs to focus on quality and reliability throughout product design, manufacturing and marketing. ISO Standards and management systems can be used for quality improvement as well as these systems help to reduce cost of production by efficient management.

1. ISO 9000

ISO 9000 is one of the most widely recognized in the world. ISO 9000 is a quality management standard that presents guidelines intended

to increase business efficiency and customer satisfaction. The goal of ISO 9000 is to embed a quality management system within an organization, increasing productivity, reducing unnecessary costs, and ensuring quality of processes and products.

ISO 9001 is applicable to businesses and organizations from every sector. The process oriented approach makes the standard applicable to service organizations as well. Its general guidelines allow for the flexibility needed for today's diverse business world. ISO 9000 is set up as a collection of guidelines that help a company establish, maintain, and improve a quality management system. It is important to stress that ISO 9000 is not a rigid set of requirements, and that organizations have flexibility in how they implement their quality management system. This freedom allows the ISO

Once this process-oriented approach is implemented, various audits can be done as a check of the effectiveness of your quality management system. There are three main types of audits – 1st, 2nd, and 3rd party audits. An internal audit is a 1st party audit. ISO 9000 encourages (and requires) this type of audit so that an organization can get feedback quickly from those who know the company best. However, this audit

process cannot be viewed as impartial. Therefore, 2nd party audits allow for a consumer to evaluate the performance on an organization. As an alternative to a 2nd party audit, many companies choose to become certified with ISO 9000 through a 3rd party audit. In this case, an independent certification body comes into an organization and evaluates it in terms of the ISO 9000 guidelines. If an organization meets the requirements of the standard, it becomes certified in ISO 9000 and carries a seal of quality recognized throughout the world.

The importance of ISO 9000 is the importance of quality. Many companies offer products and services, but it is those companies who put out the best products and services efficiently that succeed.

With ISO 9000, an organization can identify the root of the problem, and therefore find a solution. By improving efficiency, profit can be maximized.

As a broad range of companies implement the ISO 9000 standards, a supply chain with integrity is created. Each company that participates in the process of developing, manufacturing, and marketing a product knows that it is part of an internationally known, reliable system.

Not only do businesses recognize the importance of the ISO 9000, but also the customer realizes the importance of quality. And because the consumer is most important to a company, ISO 9000 makes the customer its focus.

Figure 1: 'Benefits of 'ISO 9000, Quality Management System' refers its major benefits for manufacturer

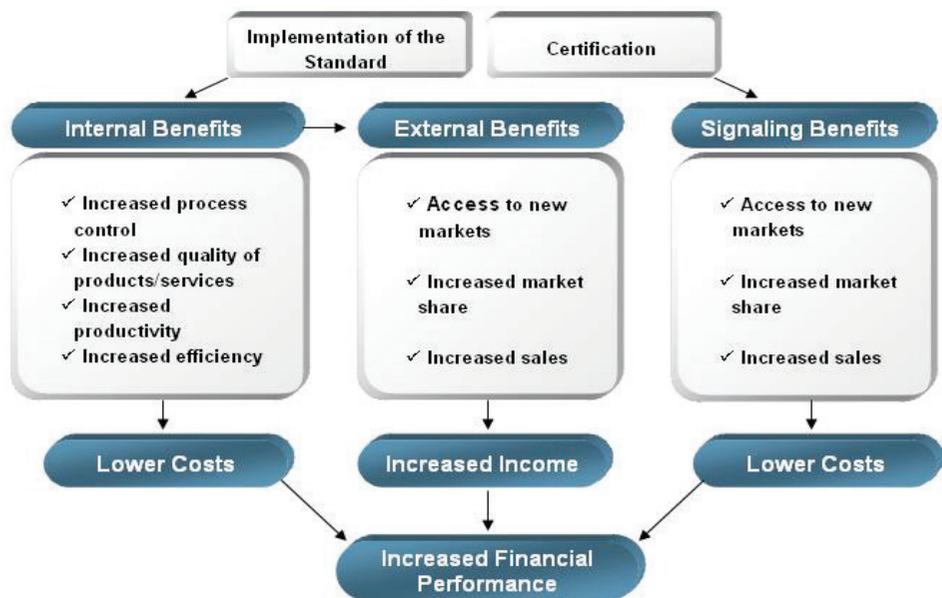


Figure 1: Benefits from 'ISO 9000, Quality Management System'

2. TOTAL QUALITY MANAGEMENT (TQM)

Total Quality Management (TQM) management system was developed in 1950s. The term 'Total' is self explanatory, it means the all terms of entire organization, all department and functions is involved in this system. The 'system' refers to managerial and technological methods to achieve quality requirements and business objectives throughout an entire organization.

TQM is a management system for a customer-focused organization that involves all employees in continual improvement. It uses strategy, data, and effective communications to integrate the

quality discipline into the culture and activities of the organization. Many of these concepts are present in modern quality management systems, the successor to TQM. Here are the 8 principles of total quality management. Organizational beliefs and habits set policies and processes to develop a culture capable of designing and delivering products and services that will exceed customer, regulatory, business and societal needs.

Figure 2: 'Principles of Total Quality Management' refers its major 8 principles and those are described below.



Figure 2: Principles of 'Total Quality Management'

3. RAPID-CYCLE IMPROVEMENT (RCI)

Rapid-cycle improvement is a "quality improvement method that identifies, implements and measures changes made to improve a process or a system." Rapid-cycle improvement implies that changes are made and tested over periods. Commonly used rapid-cycle improvement strategy is the Plan-Do-Study-Act (PDSA) cycle. The PDSA cycle is a four-stage rapid-cycle quality improvement strategy.

Figure 3: 'PDCA Cycle' refers its components and those are described below.

Plan : Identify an opportunity to improve in quality and opportunity to cut down cost of product. Plan thoroughly and identify how it can be implemented.

Do : Carry out the plan on a small number and collect data, observations, opportunities, threats etc.

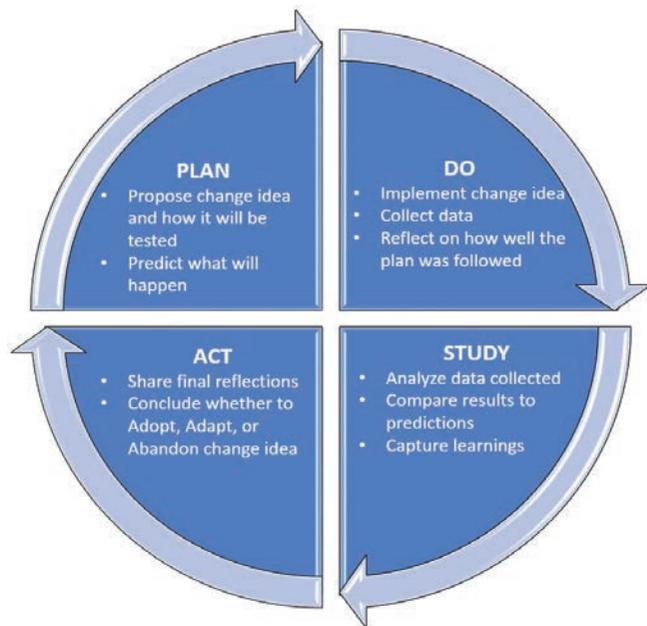


Figure 3: 'PDCA Cycle'

Study : Observe and learn from the Consequences. Study the events, outcomes, data, opportunity and threats by implementing the plan.

Act : Determine what modifications should be made to the test or plan. Implement outcomes of the study to improve quality and reduce cost of the product.

4. SIX SIGMA

A Six Sigma defect is defined as anything outside of customer specifications. A Six Sigma opportunity is then the total quantity of chances for a defect. The fundamental objective of the Six Sigma methodology is the implementation of a measurement-based strategy that focuses on process improvement and variation reduction through the application of Six Sigma improvement projects. This is accomplished through the use of two Six Sigma sub-methodologies: DMAIC and DMADV.

The Six Sigma DMAIC process (define, measure, analyze, improve, control) is an improvement system for existing processes falling below specification and looking for incremental improvement.

The Six Sigma DMADV process (define, measure, analyze, design, verify) is an improvement system used to develop new processes or products at Six Sigma quality levels. It can also be employed if a current process requires more than just incremental improvement.

5. LEAN MANUFACTURING

Lean manufacturing is a methodology that focuses on minimizing waste within manufacturing systems while simultaneously maximizing productivity. Wastes is seen as anything that customers do not believe adds value and are not willing to pay for. Some of the benefits of lean manufacturing can include reduced lead times, reduced operating costs and improved product quality. Lean manufacturing, also known as lean production, or lean, is a practice that organizations from numerous fields can enable.

Lean manufacturing includes a set of principles that lean thinkers use to achieve improvements in productivity, quality, and lead-time by eliminating waste through kaizen. Kaizen is a Japanese word that essentially means "change for the better" or "good change." Using a problem-solving process at every level of an organization, everyone works toward the goals identified by the organization. This means working toward providing the customer with a defect-free product or service when it is needed and in the right quantity.

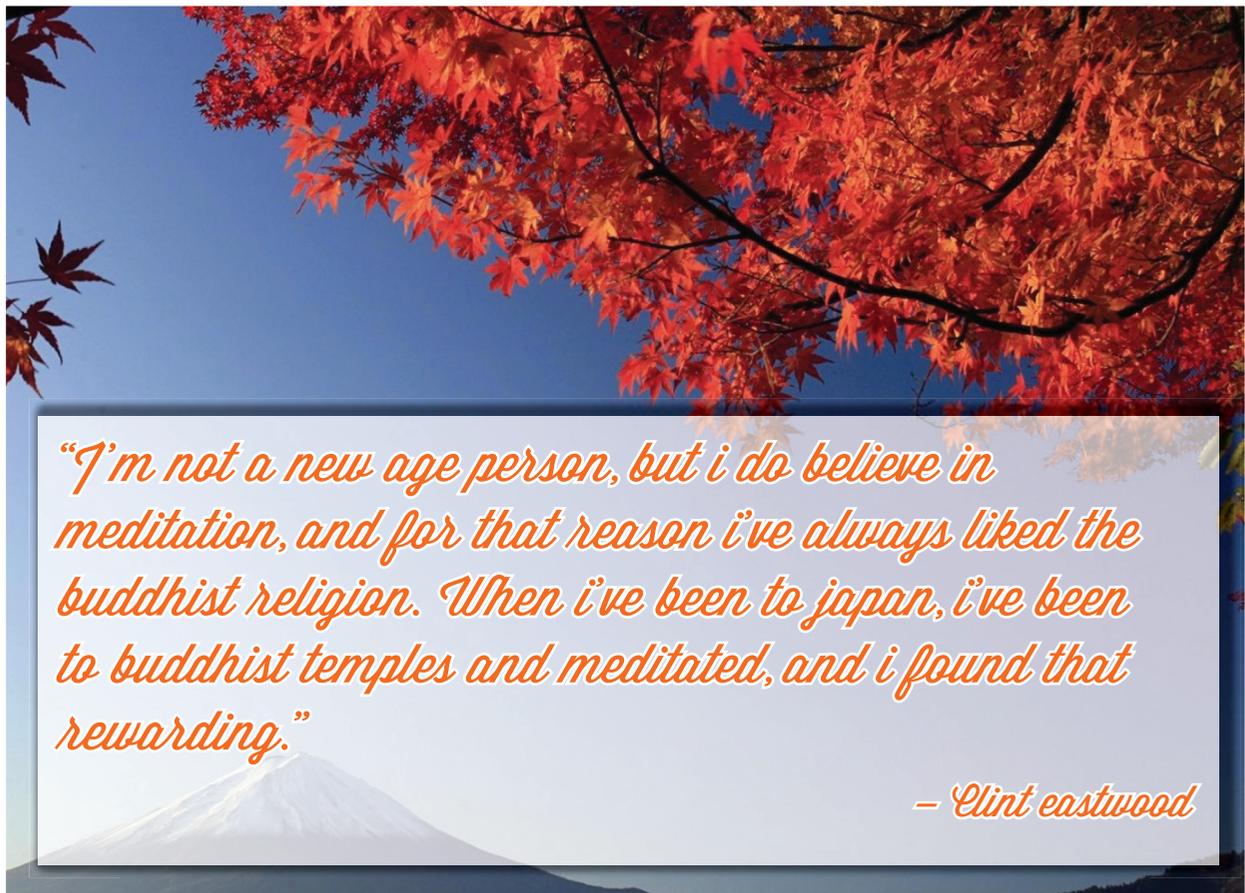
As lean organizations work to improve processes, they identify and eliminate waste and sources of waste. Wastes are activities that consume resources but do not add value in the eyes of the

customer. Taiichi Ohno, former Toyota chief engineer, identified seven wastes of manufacturing:

- Overproduction
- Transportation
- Unnecessary inventory
- Inappropriate processing
- Waiting
- Excess motion
- Defects

Lean strategies enable companies to develop and deliver high-quality products and services faster and with less waste. Lean thinking can be effective in any industry. For the medical device field in particular, it can provide significant competitive advantages in the areas of development, production, and supply chain.

Manufacturer can improve quality of products and reduce cost of production by proper implementing ISO 9000, Total Quality Management (TQM), Rapid Cycle Improvement (RCI), Six Sigma and Lean Manufacturing. These tools help the manufacturers to reduce cost of production and improve quality. This will help manufacturers make their product better and better quality, reduce cost of production, resulting sustainability, capability of manufacturers can be increased.



Key Learnings on Management through ICOSA Webinars



MR. KISHORE BHAKTA MATHEMA

First Vice President
Nepal AOTS Alumni Society

It was a wonderful opportunity for self-development to acquire new learnings through participation in some of the ICOSA and AOTS, Japan managed webinars of 2020/21, and I am greatly thankful to ICOSA, AOTS and Nepal AOTS for providing such valuable learning opportunity. I sincerely feel that the content of the webinars and the learnings derived are very useful and practical for our managers and executives as well. I believe that such learnings should be shared for the purpose of capacity building. Hence, I take this opportunity to share my key learnings on management based on my understanding.

1. MANAGEMENT UNDER COVID-19 DISASTER: LEADERSHIP

(ICOSA webinar 16 January 2021)

On a holistic approach, leadership is viewed on basis of skills, qualification, personality traits, attitude, motives and behavior. However, more weightage is given to character traits of the leader. Leadership is like a mass of the iceberg. Attributes like experience, skills, qualification, and personality traits represent the tip of the iceberg, whereas, character, attitude and motives represent the huge mass of iceberg hidden underneath. This is the latent under current force. The leader's character affects team members, community, society and the nation as a whole. This can make or break an organization. Leadership's change in character should come voluntarily to transform oneself without any pre-conditions for self-change and freeing from negativity. Mind, intellect, ethical will, positive emotion, motives etc. are engraved in ethos that comprises the character. Since a leader's actions carry moral dimension, work and values, and moral and ethical practice

have to go together during the leadership journey. It is my personal belief that spiritual development too is required for the leader to balance business and social responsibilities.

Leadership's role is to steer the organization in the right direction, set the right strategies (**mentioned below**) and execute them properly to create organizational effectiveness by improving the ability of employees to support value creation in team effort and foster a sense of belongingness. Leadership is also responsible to manage organizational crisis, and empower and involve team members to accomplish the tasks under VUCA situation in the contagion environment of COVID-19.

VUCA is an acronym for Volatile, Uncertain, Complex and Ambiguous situation. In the VUCA situation, the following **strategies** are worth considering in a business organization.

- i. **Defensive strategy:** Protect cash flow-secure funds, reduce running cost, optimize overheads and manage working capital
- ii. **Offensive strategy:** Under crunch environment, cash is considered more important than profit. Generate cash flow through market development, and banks work out structured reform of cost and carry out the business continuity plan
- iii. **HR and organization related strategy** for organizational effectiveness and influence value creation ability of employees to manage the crisis. Design and conduct appropriate training programs to develop multi skilled/multi-talented employees.

iv. **Utilization of spot information** for quick detection of infection and operational problems so to apply quick counter measures and to adhere to standards.

v. **Information sharing and communication skill:** The leader's communication style to touch the hearts of the recipients should be reflected in the management strategy, plan, policy and required process of counter measures.

vi. **Transform company culture:** Adopt creative disruption of established work process through online meeting, remote working etc., and sharing new business ideas to manage crisis by dismantling established process for improvements under changed environment due to COVID.

vii. **Involve, influence and positively convince team members** that management respects them as valuable resources and listens to the voice of team members. Convince employees to change their mindset and attitude to take the opportunity to work together with management to overcome the crisis situation, to manage organizational difficulties and to develop the ability of the people.

Transform to self-organized teams during pandemic crisis. Shift from command and control to collaborative approach through employees' empowerment and participative leadership. Win trust of team members and adopt servant leadership for better results. Reorient the marketing team to adopt market strategy in response to the changed perception of market due to COVID pandemic. Connect with the customers by winning their sentiments through quality of products (price and delivery).

Servant Leadership creates voluntary action among employees. Leader first serves others, wins their trust, and then leads and guides them. One needs to understand that positional authority alone cannot mobilize followers. Encourage followers to dream for creativity to generate innovative ideas and concepts. A leader alone cannot identify the correct answer to everything; hence collaborative approach of the team is helpful for the right result. Leader has to win the trust of followers and adopt right leadership style in order to materialize the tasks and deliver the result with optimism and never give up attitude.

Leadership style is a combination of directive and supportive behaviors

- **Directive Behavior-** Involves the people, what to do, how to do and when to do and monitor their performance behavior
- **Supportive Behavior-** Involves listening to people, providing support and encouragements and facilitate them in problem solving and decision making

Situational Leadership theory comprises of four basic leadership styles as follows:

- **Style 1: Directing.** The leader provides specific direction and closely monitors task accomplishments.

High- Directive

Low- Supportive

- **Style 2: Coaching.** The leader continues to direct and closely monitors the accomplishment. Explains decision, solicits suggestions and supports for its progress.

High- Directive

High- Supportive

- **Style 3: Supporting.** The leader facilitates and support the people's effort towards task accomplishment and shares responsibility for decision making.

High- Supportive

Low- Directive

- **Style 4: Delegating.** The leader turns the responsibility to people for decision making and problem solving.

Low- Supportive

Low- Directive

Learnings from webinar is that the Leadership is a journey under different situation and environment. Leadership is not the common technique that fits in all situation (in leadership journey). The leadership is building the ability to see the opportunities in every difficulty.

Like the growth and development of human body, an organization too goes through various stages of

development. During the phase of development, each stage or each situation in leadership journey requires combining different leadership styles/behaviors to overcome difficulties. Continuously looking for new ways to serve will improve the leadership skill required to become a leader. However, the essence of leadership must be the same in any stage or in any situation.

2. WHAT WE LEARNED FROM COVID-19 DISASTER: INFORMATION SHARING AND MANAGEMENT THAT RESPECTS HUMAN BEINGS

(ICOSA webinar 19 December 2020)

IMPORTANCE OF INFORMATION SHARING

This communication strategy is highly beneficial in the context of Nepalese companies. Many Nepalese managers must have experienced negativity of interdepartmental egos due to I-am-always-right attitude of some of the departmental heads. Lack of transparency and communication gap create utter confusion in workplace situation. Communication gap also results in lack of coordination that create 'left hand does not know what right hand is doing' situation at the workplace. In Nepalese context, this is the major hurdle that emerges due to mismatch in dealings of human element and gap of information that are responsible for inefficiency. This is also responsible for the breakdown of employees' zeal for involvement resulting loss of collaborative team spirit.

Prof. Dr Kurose Naohiro provided very valuable managerial lesson related to effective communication and information sharing loops.

a) Macro-Micro Loop. Information sharing from higher management to general employees; top executives to general employees (top-down communication)

This involves sharing of information held by higher management such as corporate philosophy, business plan, profit plan, departmental policy, sales and profit result may be in the form of note book through top management for the purpose of general employees. Such information may also include management strategy, sales, production, R&D policy, cost-delivery target, etc. Such top information is necessary for decision making at all levels. Sharing of information from top management

who understands entire management (macro) to individual employees (micro) supports to create employees' independence through updated information on corporate policy, transparency of information related to company affairs, business related information that fosters employees' empowerment.

- Serves as company's proactive communication modality that gives recognition to employees down the line with strong message that 'you are equally important resource' for the management.

- Empowers the field employees by updating employees to move ahead on their own and become independent through top managerial information that facilitates them in decision making and also equips them to take on-the-spot decision at the field level that is in line with company's policy and need. For example, the employees at sales and manufacturing have access to variety of information about demand and technology.

- The management also involves such employees to participate in periodic strategic plenary session of the company's management to discuss various matters of field in order to help to set the right strategy for higher management. This also makes them participate in work rules, salary and bonus etc. at their level that help the management.

- The individual field level employees (micro) feel empowered and independent, and apart from sharing of such information by higher management, they also participate in creating the information. This goes a long way to generate autonomy.

- The higher management strongly believes that people can't really move people. People move by themselves through information sharing and through their involvement and participation in creating information to help the management.

b) Micro-Macro Loop. Information sharing from general employees to top executives; sharing of field based 'bottom information' to the higher management (bottom-up communication)

- Apprise higher management the actual need and requirements of the field and their future decisions.

- Information sharing from employees help the management to acquire creative ideas from employees through dialogue with management

- Such information sharing from field employees will help the companies to improve their products and business based on real need

c) **Micro-Micro Loop.** General employees to general employees; horizontal sharing of bottom information

- Exchange of field based bottom information horizontally may be in the form of a newsletter.

- Sharing of bottom information will help in exchanging of opinions and dialogue that will refine the information and supports in converting to more valuable product

- This communication process loop helps the management to understand real need of customers so help the company to modify the products and accessories proactively and win customer trust.

- Such horizontal information exchange by sales staffs in a trading company has helped the company create information on new demand, customers need and technology source. That helped the company to incorporate those needs in their product for their growth.

As a result of utilizing these three communication loops, management and employees will pursue a common goal collaboratively rather than the employees who work hard to achieve their goals independently.

MAJOR CONSTRAIN ELEMENTS

Formation of Macro-Micro loop leads to formation of other two loops.

a. Macro–Micro loop enhances employees' independence through right and conducive work environment.

b. In case of failure to establish employees' independence by Macro-Micro loop, the other two Micro-Macro and Micro-Micro loop cannot be formed

c. Macro-Micro loop cannot be formed by technique alone. This requires a democratic

essence in the thinking process of owner/ leader/manager for building trust and human relationship in all dealings and interaction in the company's work environment. Information monopoly maybe a source of authority for the top management, but they must be willing to shed that authority by sharing top level information to strengthen the authority of general employees.

This cannot be possible in a work environment where the owner or top management carry feudal thinking influenced by dominance of Owner-Servant and Manager-Worker relationship in business, and also where employees think managing is the management's job and not theirs. Hence, Macro-Micro loop requires the company to foster a democratic corporate culture where managers and general employees consider each other equal in personality. However, that it is easier said than done. This cannot be established overnight, and hence requires a lot of effort to change the mindset, work culture, and to build the awareness for creating the conducive environment in the company.

INFORMATION SHARING CAPITALIZES EMPLOYEES' PERFORMANCE

- Trust, respect for employees, and sharing of information on the business purpose will strengthen the intrinsic motivation level of employees to achieve the desired goal. This intrinsic motivation (non-monetary incentive) moves the people. Hence extrinsic motivation (fear & reward) only is not a long lasting solution to move the people.

- Employee participation creates ownership of task and responsibilities and commitment to accomplish goals of quality, productivity and growth even in difficult and uncertain period.

- Information sharing and respect to employees enhances the joy of working for employees when they work based on intrinsic motives. Extrinsic motivation of fear and reward is not a lasting solution.

- Employees desire for **autonomy, good relationship and building competency** at work place is the driving force of intrinsic behavior for which information sharing is the soul.

How has COVID-19 affected Nepal?



MR. PADMA BAHADUR THAPA

COVID-19 has brought a lot of damage personally, emotionally, economically and what not. Nepal being a developing country, I personally believe that Covid 19 has drastically affected people living in Nepal. The impact has already started to surface in number of sectors like tourism, trade and production linkages, supply and health. Especially the entire service industries: tourism, aviation, business, and hospitality sector have been hit hard by the outbreak. The economy of every developing country twice in case of Nepal.

The travel restrictions to and from different international destinations was put into action as a measure to prevent the spread of COVID-19 infection, which massively affected the tourism sector. With the implications of countrywide lockdown, the international flight ban resulted in the stranding of thousands of Nepalese in different parts of the world also hampered the tourism sector's business. The pandemic also led to bring scarcity on raw materials and skilled man-power itself as the country was alerted on full lockdown. The losses occurred during this pandemic is unfigureable because the losses occurred during this pandemic cannot even be covered within next 10 years. Due to international flights ban many of our shipments were delayed into reaching to our customers. Hence we can argue that pandemic didn't only affect the business of any particular country. It has kicked every business sectors worldwide backwards. A large number of Nepalese labour migrants and students could not return to their destinations abroad from Nepal, resulting in serious havoc. Scarcity of food, water, proper medical services and all basic essentials was the main problem that country faced during this pandemic.

COVID-19 has impacted tourism the most in Nepal since tourism is extremely important to the livelihoods of the locals. COVID-19 has shut down businesses like travel agencies, tour guides and tea houses due to lockdown procedures. Since Nepal built its economy around tourism, the loss of that tourism has crippled the country and driven its citizens into unemployment and poverty. Heavy increase on the price of raw materials was also noticed on every sectors. Covid 19 has been like a cancer to all household as well as business sectors which brought us huge losses of life, global trade and also hit the economy of country hard. Specially in the context of developing countries the conditions are getting much much worse. Healthwise, this pandemic has brought a horrific experience in people's life. Many people lost their loved ones which has brought chaos in their daily life. Covid 19 has adversely spread serious mental and emotional traumas globally into the hearts and minds of people. It has directly impacted onto thinking and working habit of people. Also we can regale that covid 19 has made people much more lazier which we can say is slow poisoning to business sectors. Covid 19 not only hampered the business sectors it also hampered the peace and prosperity of country, creating emergency situation which freaked out the world itself.

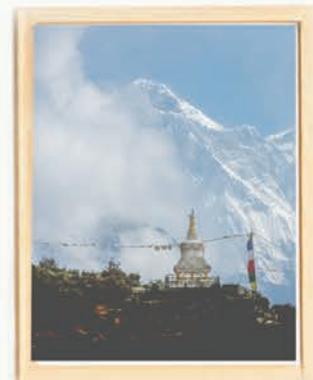
The situation is alarming. Although we are yet to experience full impact and aftermath of the corona virus, this worldwide threat has already created economic uncertainty among all of us. People are worried as still we don't know much about this deadly virus and how deep and widespread the economic fallout will be. Yet all we can do for now is maintain proper social distance from crowds and hopefully pray that everything will get back to normal sooner.



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Why Did I Return to Nepal from the USA?



MR. SURESH TAMANG, PhD

Even five years after moving back home, many colleagues and family friends continue to ask me why I returned to Nepal from the USA. Some discouragingly ask me what there even is in Nepal. Majority of my colleagues have settled there by hook and crook, but I am proud to be among the few who could return to Nepal. The simple answer to their question is to build Nepal to reach its potential by providing assistance to my country and fellow citizens. I do not believe in “going to heaven after death,” and rather would like to make the human experience a pleasant one.



Sweden 2002

I have had the privilege of visiting nations such as Bangladesh, China, Finland, India, Japan, S. Korea, Sweden, Thailand, Republic of Marshall Islands and the Federated States of Micronesia. Additionally, I lived and studied in the UK for approximately 2 years and have spent almost 9 years in the USA. While returning to Nepal from each of these developed countries, many people including my own family members and relatives were surprised at my decision to settle back home. My visits to these countries served educational and training [TALIM] purposes, widening my worldviews, critical

thinking skills and knowledge on related disciplines. Thus, I am grateful for these experiences however I also do not regret coming back to my motherland to serve and give back to my community. For the betterment of Nepal, I believe that it is essential to address social injustices such as caste hierarchy, racial discrimination, unreliable public services, immature government policies and corruption scandals. We can educate people, organize them and work together to change our society. After all, I am optimistic that there will be positive changes sooner or later.

In 2002, I started traveling abroad for the purposes of studying and training [TALIM]. My first trip was to Stockholm to attend a month-long training on advanced international project management funded by the Swedish International Development Cooperation Agency [SIDA]. During this visit to the Scandinavian region, I was also able to visit Finland, ride a cruise over the Baltic Sea, and connect with individuals from various parts of the world. The following year, I visited Bangladesh for an official meeting with colleagues at the Birdem Hospital [Dhaka] for a project meeting associated/funded by the UK AID through University College London



Uk 2006

[UCL]. A few months later, I also attended a 3 week “Solving Human & Organizational Problems [SHOP]” training at the Chubu Kenshu Center [CKC] in Japan, funded by the Ministry of Economy, Trade and Industries [METI] and organized by Association of Overseas Technical Cooperation [AOTS].

In 2004, I had the opportunity to study in England upon admission to Keele University’s (Staffordshire) Master’s program on Health Population and Nutrition. There, I met colleagues from many African nations who were involved with government healthcare services in their respective countries. We spent two wonderful winters in England, and my family came back to Nepal in early 2006. Although there were opportunities to continue studying and living in the UK, I had a commitment to my organization that I could not breach.

Furthermore, in 2007, the Asia Pacific Leadership (APLP) Fellowship at the East West Center in Hawai’i allowed me to venture on a 10-month training program with 35 admirable colleagues. In fact, this opened the window for my further study at the University of Hawai’i. I explored the relevant courses and finally was admitted to a PhD program at the School of Social Work in Fall of 2008 [August – December]. During my study, I worked with the Native Hawaiian and Pacific Islander [NHPI] population, who unfortunately face various socio-economic, health, education, geo-political and cultural issues similar to those of indigenous people around the world. After participating in multiple public health and social work projects and garnering experiences in research design and coordination, data analysis and writing, as well as visiting the Republic of Marshall Islands and Federated States of Micronesia, I completed my degree in 2014.

My coursework was enriched with the *aloha* (compassion) spirit; with the blessings and knowledge of my Native Hawaiian professors, community elders and colleagues. I was able to learn more than I imagine, I would have had I



Professors

deferred this opportunity. Indigenous values such as *ha’aha’a* (humility), *malama āina* (caring for the land), cultural revitalization and holistic methods of healing were instilled in me, and I came to deeply respect the culture and its people.

In addition, living in paradise definitely had its perks. The beautiful blue oceans, clear skies, and breathtaking locations are accompanied by kind-hearted people. This nurturing atmosphere of the islands provided a wonderful environment for our daughter to grow. She attended elementary to high school there and became accustomed to the American lifestyle, and pursued her interests in Judo and Wrestling throughout the year. Our small



HNL

Nepali community comforted us in our home away from home, as we gathered to celebrate traditional holidays and auspicious events. Despite all that however, I was in a rush to come home upon graduation and returned in June 2016, immediately after my daughter finished her sophomore year of high school.

There is much that I found admirable in the US such as the discipline, timeliness of public services, government security, education system, transportation and management. I still remember the community parks, playgrounds, libraries, markets and the other infrastructures. However, developed nations also face social issues and challenges. The social security system is complicated, healthcare is unaffordable for a majority, and immigration policies make it difficult for migrants to seek refuge. Socio-economic problems like increasing poverty, homelessness and mental health continue to affect many families. Non communicable diseases such heart disease and obesity are also increasingly problematic. Furthermore, federal limitations on international students complicate postgraduate job opportunities. The prevalent issues of racial injustices, hate speech and police brutality, which have always been present in society, peaked global interest through the Black Lives Matter movement after the murder of George Floyd by a police officer.

Similarly, Nepal has its own social issues. Inequalities in our communities have been upheld due to the impacts of the century-long caste hierarchy system, power dynamics between men and women, and our societal values. Why are some people deemed “untouchables,” and cannot touch water, enter homes and temples? Why are



UH Manoa 2014

menstruating girls and women left isolated? In order to establish social harmony, it is crucial that we be critical about the unfair treatment, moral and psychosocial impacts, and social divides that have been created by the system, and uproot it permanently.

My familiarity with public health and social welfare and the need for the support of Nepal’s vulnerable populations such as children, elderly and people with disabilities [PWD] were one of the biggest factors in my decision to return home. Although the government provides assistance and social security benefits, rooted societal issues cannot be solved simply through financial interventions. As a social worker and social justice advocate, I believe in challenging social evils and injustices to create positive change. In order to solve issues like untouchability and racial discrimination, we must approach the topic with the understanding of the social and cultural, as well economic and political aspects that affect it.

I am currently engaged in healthcare research, social development and philanthropy, analyzing



Byodo Temple

health and public health policy making that impact people's lives. I am making efforts to apply my knowledge and skills to the appropriate local culture and situations. With over two decades of work experience, especially with NGOs, I came to the understanding that there was a dire need for the contributions of passionate social workers in the community. Being born and raised on this soil, I believe it is my responsibility to have the courage and pride to serve my nation in the capacity I can. This brings happiness to myself and those surrounding me. Had it not been for the community that raised me; my parents who worked day and night on our farm to provide for us, my early elementary school teachers who instilled the importance of education in me, and the mentors that provided me with guidance and moral support, I would not be where I am today. Thus, returning my gratitude through my expertise provides me with a sense of fulfillment.

Moreover, I have come to the realization that for a professional, there is a little difference in the work you do whether you are in the US or Nepal. Although financially, there are definitely more benefits with seeking employment abroad,



Byodo Temple

however I am content with being able to provide the basic needs for the family and myself. In the harsh times we are facing today, I weigh my roles and contributions to society as more critical here in Nepal than in the US. I also believe I find more gratification in taking on the role of a “big fish in a small pond” rather than a “small fish in the ocean,” as I am able to witness the impact of my roles. Life is highly dignified here as I am satisfied, something I was struggling to fully discover for myself in the US. I am extremely content to be home, to be a visible ally and to peacefully fight against injustices for the betterment of society.

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हात धुनु भनेको कोरोनाभाइरस विरुद्ध लडनु हो ।



Health and Lives of people Matter



MR. RAMESH MAN SINGH

Advisor
Nepal AOTS Alumni Society

The Bhopal poisonous gas disaster (1984), the nuclear and radiation accidents in Chernobyl (1986) and Fukushima Daiichi (2011), the collapse of Rana Plaza building in Dhaka (2013), the Dahej chemical plant explosion in Gujarat (2020), the Chongqing coal mine disasters in China (2020). All chilling tragedies! These are just few of the infamous widely publicized accidents that have resulted in thousands of deaths and casualties both within and outside the plants or factories or sites in different parts of the world. The people of Bhopal are still reeling under the after effects of exposure to poisonous MIC gas in the Union Carbide plant even after nearly four decades, and litigation and demands for just compensation still not subsided. Similar large-scale accidents and disasters have occurred in practically all industries such as defense, energy, food, manufacturing, construction, mining etc. in major industrialized nations around the world causing enormous damage to human lives, local communities as well as the environment.

THE SOCIAL AND ECONOMIC BACKLASH

Not all industrial accidents are of such big nature, though. The extent of total smaller but frequent occupational accidents and occupation-related diseases concerning individuals or groups of workers in the normal operations of their routine business, most of which grossly underreported and unaccounted for, is much higher. To put things in perspective, according to ILO estimates, worldwide, there are more than 340 million work-related accidents every year; 160 million victims of illnesses due to workplace hazards and exposures,

and 2.3 million women and men succumb to occupational accidents and diseases, that is, 6000 deaths every single day. Some people may wish to callously label these as 'collateral damage' and a 'price for progress'. The reality of the mammoth costs to society and enterprises as well as to the workers and their families (dependents) are simply unacceptable and cannot be tolerated. It is quite clear that disasters and accidents, big or small, undermine the efforts for sustainable economic and social development of countries. Thus, it is in the best interest of all governments, enterprises (employers) and workers to improve occupational health and safety (OSH).

Work plays a central role in people's lives – this primordial role encompasses their economic, social, political, intellectual, and mental as well as physical well-being. Most people spend at least eight hours a day at the work. As fundamental as it sounds, it is imperative that they work in a safe and healthy environment irrespective of the type, nature and context of work. However, workers all over the world face multitude of health hazards directly at work. They work in conditions of physical risk, they are prone to accidents of any scale, and such conditions lead to both external and internal injuries and diseases, temporary or permanent disability of vital senses, or even fatalities. Such casualties are among the oldest externalities that employers, workers and regulatory bodies have had to deal with since the industrial revolution, and, considered a natural byproduct of people's insatiable pursuit of profit and wealth maximization. Needless to say, measured in economic and social

costs, the enormity of suffering and tragedies in terms of human life underscores the importance of ensuring OHS in the workplace.

THE QUALITY ARGUMENT

It is evident that OHS is an integral component of total quality of an enterprise and a key concern for promoting quality of life of members of the enterprise. Quality is a function and an outcome of balancing the total components of QCDSM – control and improvement of quality (Q) in terms of conformance to intrinsic and extrinsic specifications, optimum cost (C), timely and reliable delivery (D), including consistent safety (S) and higher morale (M) of employees. The efforts at improving quality, productivity and competitiveness of the enterprise cannot be meaningful without focus on health and safety of workers (the ‘S’ component of quality) in the enterprise. Taking into account the losses resulting from work-related diseases and injuries, in terms of compensation, lost work-days, interruptions of production, training and retraining, medical expenses etc. These could add up to a significant amount seriously impairing cost optimization goal (the ‘C’ component) of the enterprise. Unsafe and unhealthy work environment, hazards and exposures, incidents and accidents, etc. breed insecurity, fear, anxiety, psychosis among workers that, in turn, may lead to further mishaps. These result in low motivation and morale (the ‘M’ component), reduced efficiency, increased absenteeism and possible turnover. Expecting high quality products and organizational excellence with workers with low morale and motivation is tantamount to hallucination and day dreaming. Thus, the economic costs of not institutionalizing OHS places a considerable burden on the competitiveness of enterprises.

THE ETHICAL DIMENSION

There is another dimension to how the enterprise will be negatively impacted by exhibiting complacent attitude toward OHS regime – loss of goodwill and corporate reputation among the stakeholders. It is ethically, morally and legally wrong for an enterprise to do business by subjecting its employees to unhealthy and hazardous work conditions. Embracing a set of business ethics is an affirmation that it promotes the dignity of its employees, and that it assumes a positive role for the well-being of the stakeholders including the community and the

environment. Unethical practices against the well-being of the stakeholders tend to backfire on the enterprise in the form of loss of image as well as diminishing loyalty and support from stakeholders including its employees. Goodwill and reputation are vital intangible assets of an enterprise.

THE COVID-19 CONTAGION

The COVID pandemic has brought forth greater challenges to businesses. There is pressure to ease lockdown restrictions and get back to work. Businesses need to demonstrate resilience, ensure work continuity and economic survival. Challenges give rise to creativity and innovations – as is apparent in many work modules designed or redesigned to facilitate work-from-home or distance-work in the spirit of physical-distancing. However, many jobs and work that require physical presence of workers at the shop floor of manufacturing units or other work stations have to comply with the deterrent protocol recommended by concerned national and international institutions. Actions to prevent and control the contagion at the workplace include mapping hazards and assessing risks of contagion in relation to all work operations. It also involves adopting risk control measures to each sector and the specifics of each workplace and workforce. The extension of such a protocol also falls within the OHS framework.

IT PAYS BACK

Many enterprises are overly concerned with cost minimization, and tend to shy away from cost decisions in areas that do not show direct gains. OSH does have cost implications. However, such a cost should be taken from a long-term view as an investment for productivity of individual employees as well as the enterprises they work in. Relate this with Juran’s maxim “quality is free” – invest in a strong quality regime for prevention of errors (which also has cost implication), the accruing benefit offsets the cost of the investment. Same here with OSH – prevention and protection must be the main aim. It pays back in a much greater way. For the sceptics, just consider the cost of not investing in a good quality management system! Likewise, consider the cost of not maintaining a strong OSH – the legal, economic and social costs of risks of injuries or deaths maybe higher, and harsher. Afterall, it is about the health and lives of people. Where people’s lives and health matter, all

will agree that there can be no compromise. We have to do our best with strong commitment and purposeful actions.

THE FUNDAMENTALS OF OSH

The basics of occupational health and safety have to be understood and promoted across the enterprise. The main purpose of OHS is to promote and maintain the highest degree of physical, mental and social well-being of workers in all occupations that include the prevention of and protection from hazards and risks to health of workers caused by their working conditions. It is about placing and maintenance of workers in their employment from risks resulting from factors adverse to their health. This has to be supported with strong OSH policy, and maintenance of a system for continuous occupational health

surveillance, preventive and protective measures, education and training, workers' participation, and coordination and cooperation of all.

This makes sense from the legal, economic and moral points of view. It makes a compelling good business sense as well – higher productivity, increased efficiency and quality, reduced medical and insurance costs, lower litigation and compensatory payments, prevents conflicts which often starts when a worker is injured, improved reputation of the enterprise, and much more.

Once again, in the larger interest of competitiveness and business sustainability, enterprises should consider taking OHS seriously as an integral aspect of business.

PREVENTION OF COVID-19

1. Wash your hands frequently
2. Avoid touching your eyes, nose and mouth
3. Cover your cough using the bend of your elbow or a tissue
4. Avoid crowded places and close contact with anyone that has fever or cough
5. Stay at home if you feel unwell
6. If you have a fever, cough and difficulty breathing, seek medical care early – but call first
7. Get information from trusted sources



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Challenges and opportunities brought by the pandemic covid19 in the Micro, Small, and Medium Enterprises (MSME) in manufacturing sector in India



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MSMEs are the source of 33.4% of the total manufacturing output and contribute to 48% of the overall exports in India. MSMEs also produce over 6000 products and total turnover of MSMEs in 2019-'20 is Rs 65,597 crore (9.200 billion USD)

CHALLENGES FACED BY MSMEs

MSMEs' earnings impacted by 20-50% due to Covid-19 pandemic. The Indian MSMEs sector contributes about 30.27% towards the GDP through its national and international trade. Small enterprises faced the maximum liquidity crunch due to Covid-19 pandemic. More than 50% of MSMEs are in rural areas. This also indicates the role promoting sustainable and inclusive development generating large-scale employment in rural areas. Bulk of MSMEs are in unorganized sectors. Many operate in cottage industries and are scattered in remote areas deprived of proper infrastructural and financial facilities. The MSMEs that highly count on the procurement of raw materials from other states or countries are concerned about their vulnerability to supply shortages. Due to travel restrictions and termination of the international transportation system, exports and imports have shrunk. MSMEs are unable to procure raw materials as well as supply their products to the end-users in time. Imports have been decreased to 40% due to the outbreak of coronavirus and prolonged lockdown. China account for 27% of India's total automotive part imports. In the covid situation MSMEs laid-off majority of workers because of inability to pay wages. They vacated offices due to incurring expenses. Many SMEs stopped production due to lack of demand. MSMEs are not properly equipped with the work from home facility. Hence unable to

carry out critical operations during the Covid period especially during lockdown.

OPPORTUNITIES DUE TO COVID PANDEMIC

Disrupted restaurant industry but accelerated the food delivery during the covid times. Similarly Digital technology accelerated with Covid 19. Application of Artificial Intelligence, Machine Learning and Data Analytics are examples. COVID-19 offers an opportunity to revisit the competitiveness of industries. Innovation and competition make it inevitable for the manufacturing sector to equip with new technology and modernization. Industries need to optimize their cost structure with an eye to keep a low margin for their products so that the price of the goods will be lower, and they will be able to penetrate the market and capture it. Framing of proper pricing - marketing strategies and digitalizing marketing activities are of the essence during this hard time.

HOW TO MAKE CHALLENGES OF COVID 19 AS OPPORTUNITIES

*Demand of the customers and their preferences should be considered * The product should be designed which maintains quality and globally competitiveness.

To devise proper plans that will position their brands Products that are sustainable and will not be detrimental to the ecosystem should be given priority.

*To digitalize marketing activities, firms must give priority on e-commerce as the habits and preferences of the customers have undergone a drastic change due to pandemic Covid 19

PROPOSED REORIENTATION STRATEGIES

Innovation

The power of innovative ideas to revolutionize industries and generate wealth is evident from history. The creative ideas of innovative entrepreneurs produced powerful competitive advantages and tremendous wealth for the pioneering organization. It is the right time entrepreneurs involve seriously developing innovative business ideas to make innovative products to secure a niche market. Innovation will be indispensable for enterprises after this epidemic; otherwise, they cannot exist. Entrepreneurs can form an innovation cell to think different and act different. Innovators should be courageous and willing for change and take risks to make change happen. Need to practice associational thinking and more frequently engage in questioning, observing, networking, and experimenting

Adaptation to digital technology

To stay competitive in the business and economic environment requires new strategies and practices. During the pandemic, consumers have moved dramatically toward online channels, and companies and industries have responded in turn. To serve customers facing mobility restrictions because of the COVID-19 crisis, organizations should ensure that their digital channels are on par with or better than those of their competitors to succeed in this new environment. For example, an automobile manufacturer now handles functions traditionally performed by dealers, such as trade-ins, financing, servicing, and home delivery of cars.

Enterprises should build up a robust digital infrastructure and digital services- Harness digital technologies like shifting to cloud-based services from an on-premises system, use the software as services, invoicing, and billing solutions. Upgrade customer services via digital methods and adopting of digital communication. Without adopting digital practice, it will be difficult to survive during post epidemic as people will continue to avoid meeting and social gathering. Physical stores can only serve the surrounding area. An online store opens you up to the entire country and even international sales. Online stores have an incredible ability to grow. They have a smaller overhead than physical retail while also expanding your customer base. Digital technologies enable firms to innovate, for example by improving business processes, and to automate certain routine tasks Digital technologies reduce the costs of interacting with suppliers

and customers. Digital adoption can streamline production processes and to some extent act as a substitute for routine labour input

In most companies, and especially in small and medium enterprises, data collection is manual, using pen and paper or basic spreadsheets. The process is prone to errors and inaccuracies, which are naturally aggravated during the stress of a crisis. Digital solutions allow manufacturers to automate data collection by adding sensors or directly tapping into machines' programmable logic controllers (PLCs) to collect data and display it on live dashboards

Business reengineering

Small and medium enterprises all over the world have been hard hit by the COVID 19 pandemic. The market for their product lines suddenly vanished or decreased significantly to such low levels that on an average 40-50% of them closed globally. A few Enterprises were able to survive the pandemic through innovative re-engineering processes Business process reengineering (BPR) is the practice of rethinking and redesigning the way work is done to better support an organization's mission and reduce costs. Business reengineering involves the following

- *Retrofitting for improving efficiency
- *Replacement of existing equipment - this can be beneficial for both technology improvement and efficiency improvement
- *Redundancy- some of the process line can be removed if they do not contribute to value addition or the outputs are no longer commercially viable.
- *Regenerative and energy saving equipment installation* Realigning process line to add new product ranges

The manufacturing, distribution, servicing, and revenue processes must be studied against the market for the current product line and future demand for them. If the current product line of an organization lacks demand in the short-term to long-term, they need to explore the trending demand for other products that can be produced by them by modifying product line, reskilling their personnel, redefining their distribution channels, and modifying their revenue models

Upskilling and reskilling

As employees return to the new normal, employers face tough choices regarding shortcomings in skills

and knowledge that were laid bare by the forced telecommuting following the pandemic shutdown. Adapting employees' skills and roles to the post-pandemic ways of working will be crucial to building operating-model flexibility. As employees return to the new normal, employers face tough choices regarding shortcomings in skills and knowledge that were laid bare by the forced telecommuting following the pandemic shutdown. Adapting employees' skills and roles to the post-pandemic ways of working will be crucial to building operating-model flexibility. Workers across industries must figure out how they can adapt to rapidly changing conditions, and companies must learn how to match those workers to new roles and activities. This dynamic is about more than remote working—or the role of automation and Artificial Intelligence. It is about how leaders can reskill and upskill the workforce to deliver new business models in the post-pandemic era. To meet the above challenge, companies should craft a talent strategy that develops employees' critical digital and intellectual capabilities, their social and emotional skills, and their adaptability and resilience. Upskilling and reskilling enable employees to maximize their potential in their current position, or take on new tasks where the business needs support

Enhancement of productivity

The Manufacturing industry's priority must be improving automation across the value chain, taking digital initiatives to the next level, and promoting work from home, especially for the support functions viz HR and finance. To enhance production, manufacturers should also develop local or regional suppliers for the raw materials and reduce complexity in manufacturing through standardization. The focus will be on reducing human dependency through digital solutions, cutting wastages across manufacturing, and improving efficiency in manufacturing. Manufacturers need to rapidly identify the products that are most critical for stabilization and growth and have demand in market. Technology must be manufacturing industry's priority for productivity. Remote work and virtual meetings are likely to continue. Manufacturing operations are steadily shifting towards work process digitalization. The pandemic has brought about an opportunity to take a hard look at our manufacturing capabilities, use of digitalization to optimize resources, localization of supply chains, use of automation to improve productivity etc.

CERTIFICATIONS

• ZED Certification in India

India Developed an ecosystem for Zero Defect manufacturing in MSMEs which promote adaptation of quality tools/systems and energy efficient manufacturing. It enables MSMEs for manufacturing of quality products and encourage MSMEs to constantly upgrade their quality standards in products and processes. It also drives manufacturing with adoption of Zero-Defect production processes and without impacting the environment

• Benefits of ZED Certification for MSMEs

- *Credible recognition for international investors seeking investment in India * Part of Supply Chain of national &International OEMs * Streamlined operations and lower costs
- *Superior quality, reduced rejection and higher revenues *Increased environmental consciousness and social benefits
- *"ZED mark" to enable an MSME to be seen as a company with a difference

• ISO Certification

ISO refers to International Organization for Standardisation. It is an independent organisation that provides standards in terms of quality, safety, and efficiency of products and services provided by businesses. In the post covid situation it will be advantageous if enterprises secure ISO certification.

• Benefits of ISO Certification

- *Improve Customer Satisfaction *
- International Recognition * Defined Processes * Reduce Costs * More Business/ Different Markets * More Consistent Quality

SUPPLY CHAIN MANAGEMENT

The pandemic and the ensuing lockdown led to major disruption in transportation of products through all modes. Other side to this problem was the increase in freight rates due to the reduced number of flight and ship operations. Both have resulted in increased costs and reduced profitability for businesses. Impact was more on small businesses than established larger organizations as identifying and sourcing from new suppliers and coping with increased costs could be more challenging for small and medium enterprises. Most Small

and medium enterprises have limited borrowing capacities which further aggravate their liquidity. Panic buying and stocking of essential commodities by customers on one side and postponement of buying decisions for non-essential items on the other side are other issues in the pandemic period. The Small and medium enterprises should attempt to diversify and localize or regionalize their supply channels to restore the supply chain breakdown. Small and medium enterprises also concentrate on materials and components that can be substituted. Too much dependence on imports for raw materials and components to be kept minimum

ENERGY MANAGEMENT

Energy Management means minimizing the energy cost and pollution with conscious, judicious, and effective use of energy. Energy efficiency refers to a reduction in the energy used for a given service (heating, lighting, etc.) or level of activity. Reduction in the energy consumption is usually associated with technological changes. Reduction in energy consumption can also result from better organization and management. Energy Conservation is the reduction in the amount of energy consumed without significant reduction in GDP, general standard of living or level of personal comfort. It can take the forms of reduction of wasteful use of energy, increase in the efficiency of energy conservation and end use, and change in the living patterns. Energy audit is defined as the verification, monitoring and analysis of use of energy including submission of technical report containing recommendations for improving energy efficiency with cost benefit analysis and an action plan to reduce energy consumption

Energy Management in the tea production process: Efficient resource utilization includes optimum use of resources in production processes and minimizing the generation of wastes. The industry shall explore reuse and recycling of wastes generated to enhance resource utilization. It shall consider the following for efficient utilization of resources

*The industry shall ensure suitable and consistent quality of tea leaves to maximize productivity * The industry shall use suitable magnets to remove iron-contamination, if any, from the processed tea leaves *The industry shall avoid idle running of roller to reduce energy consumption * The industry shall use energy efficient LED lighting * The industry shall install natural ventilators * The industry shall

maximize the use of day lighting * Use renewable energy to the possible extent

JAPANESE 5S MANAGEMENT

Global competitiveness can be increased to a great extent by implementing Japanese 5S Management. 5S is a simple housekeeping process and the cost involved is nominal. 5S Management originated with Japanese inventor Sakichi Toyoda—the founder of Toyota who is also known as the “father of the Japanese industrial revolution”. In the wake of World War II, Japan was rebuilding the country’s infrastructure and strengthening its new manufacturing systems. It was Sakichi Toyoda and son Kiichiro as well as Toyota engineer Taiichi Ohno who developed the 5S methodology. The 5S Methodology formed by Toyota offered each employee a level of importance and encouragement that every job was essential to the process and product. Waste was kept to a minimum and workspace organization led to timely outcomes with genuine employee pride. 5S Methodology was founded through five Japanese words, which have been translated to English words:

***Seiri** (Reduction): Sort necessary things from unnecessary things ***Seiton** (Sorting): Set necessary things in easy-to-use conditions ***Souji** (Cleaning): Put necessary things in a best condition ***Seiketsu** (Neat): Keep above-mentioned conditions. ***Shitsuke** (Discipline): Persons who sustain above-mentioned conditions

BENEFITS OF 5S

* High degree of involvement of large number of employees across all levels * Creating a culture for continuous improvement * Reducing waste of all types * 5S shall positively impact productivity * 5S shall lead to improved Quality * Increase Safety. Handling of safety procedures will reduce the emergency response time * Increase in Employee Morale * Space for expansion with re-layout * Improved efficiency by waste reduction * Speed of work will increase

MENTORING SUPPORT

Mentoring is the Professional expertise as well as support to a less experienced entrepreneur from an experienced entrepreneur. A Mentor will look for:

*Opportunities to help the entrepreneur achieve a “win”. So, his confidence builds up [to face subsequent challenges]

*Give ability to spot trouble long before anybody else can

*Spur the new entrepreneur to further success through praise, and celebration of his/her accomplishments

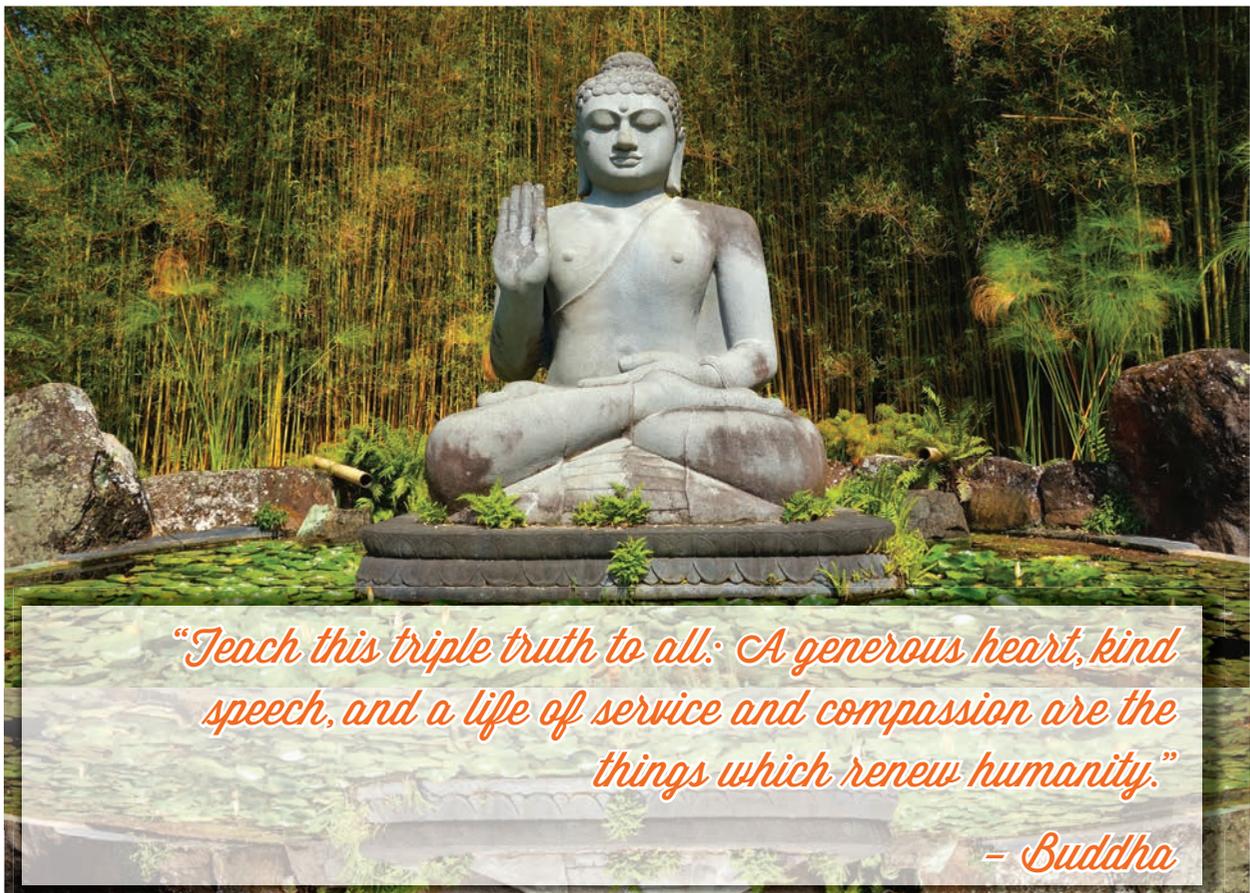
Experience is an Asset – but, awfully expensive. Yet, experience is crucial to business success. A successful mentor has a network of people who can benefit the business, and it is unlimited and expanding. Business mentoring helps entrepreneurs to produce “high quality decisions” that define them. Business mentoring helps in defining them, in authority and effectiveness. A mentor can help any inexperienced team by sharing their own experience. A Mentor can address the new entrant’s weakness in business as well as economic knowledge. In the post-covid ‘new normal’, consumer demand and aspirations differ from the past. Enterprises are facing stiff competition - global too – in terms of price, quality, service, etc; So, for sustainability, new product features are indispensable. To mitigate the complex challenges posed by COVID pandemic, emerging opportunities be used; and mentoring support be sought. Investing in business mentoring is the

most cost-effective way to develop emerging local enterprise talents.

CONCLUSION

Covid pandemic paralyzed economic activities over 225 countries and the impact on manufacturing industries are worst. Industries are facing challenges which it never experienced before. The pandemic was an eye opener and compelled to revisit the activities, mode of operations and to adapt to a new normal era. Variety of new opportunities emerged. To mitigate the challenges, reorientation of strategies is inevitable as proposed above. By adopting them we can reenergize the manufacturing sector by enhancing efficiency for achieving global competitiveness which ultimately leads to sustainability of manufacturing enterprises

(Dr.S. Ratnakumaran is also Principal Advisor to GMEAC, Global Management, Energy and Aviation Consultancy. He was Managing Director of various organizations over 13 years and has 35 years of experience in manufacturing organizations. He can be contacted for further details by email: gmeacr@gmail.com Tel: +91 7012017805)



“Teach this triple truth to all: A generous heart, kind speech, and a life of service and compassion are the things which renew humanity.”

- Buddha

Benkyokai program of Nepal AOTS



MR. KISHORE BHAKTA MATHEMA

First Vice President
Nepal AOTS Alumni Society

Nepal AOTS periodically involves in conducting various management related training activities at home as well as sending Nepalese entrepreneurs and managers for training in Japan. Nepal AOTS is thus involving in managerial skill building activities of entrepreneurs and their staff members. Whereas, in reality, after the training programs majority of members remain silent and lost touch with Nepal AOTS. As a consequence, there is perpetual crunch of active members in Nepal AOTS to volunteer to manage various events also their lack of willingness to participate in monthly meetings as well.

With passage of time, Nepal AOTS mulled at seeking ways to attract its members' for their participation in the monthly meetings as well as seeking their participation in various events of Nepal AOTS. Nepal AOTS adopted Benkyokai session effective year 2018, December, (for the initial observation purpose) participation was limited to likeminded team of executive members.

Glimpse of earlier held theme - Benkyokai activities of Nepal AOTS during December 2018/019.

1. SWOT analysis for Strategic planning with reference to Nepal AOTS

Followed by group discussion on following area of concern

- How do we capitalize our strength to take advantage of opportunities?
- How our strengths can combat our threats?
- How opportunities help to mitigate or minimize weaknesses
- How to minimize weaknesses to avoid threats?

2. Aligning Nepal AOTS's vision/mission for building cohesive and productive team

3. Sharing on Japanese corporate culture, values and management style

- : Cost reduction
- : Waste reduction
- : Achieve increased efficiency, productivity and quality

4. Creativity for next generation

- : Own creativity to be cultivated and applied in various fields
- : prevent stagnation
- : Seeds of Creativity to be compatible within the boundary of reality and fulfill contemporary need
- : Deliver the promised features
- : Understand blind side features-bottleneck for rationale decision

5. I. Application of 5S in hospital management

- Sharing of experience to run AAS efficiently and unitedly complying to AOTS spirit

6. Monozukuri philosophy

Initial two sessions were meaningfully launched with active discussions between the executive committee office bearers and executive members, deliberated by Nepal AOTS advisors namely Prof. Mr Dinesh Chapagain, Mr Ramesh Nepal, Ms Amira Dali, Mr Prakash R.S Suwal and Mr Ramesh Man Singh. Thereafter, through the support of advisor Ms Amira Dali, Nepal AOTS then invited various entrepreneurs and experts from Japan and India (coinciding their time of their Nepal visit) as resource persons for sharing their entrepreneurship knowledge and experience to the participants.

Nepal AOTS executive committee reiterate their gratitude to advisor Ms Amira Dali, through her continued support, persuasion and assistance such relevant study meeting session came into being.

So far, Nepal AOTS has organized six sessions of Benkyokai based on six different theme in the year 2018/019.

Through Benkyokai session various knowledgeable Japanese, Indian and Nepalese speakers delivered their experience sharing program which has enriched the knowledge level of participant members.

Due to pandemic effect in the year 2020- movement restriction and resultant long period lock down environment has affected the Benkyokai activities, those constrain resulted nil program in the year 2020.

Nepal AOTS believes that such sharing of resource person's rich knowledge and experience through Benkyokai forum also support for capacity building of the participant members for their institutions. Hence Benkyokai program meaningfully inspire to serve as an intrinsic motivation for self-development of the members as well.

Self-development is an ongoing process and committed people aspire for learnings to gain knowledge for application in their professional field

Benkyokai is the Japanese word, meaning study forum or study group. In Japan, likeminded individuals get together and study common topic. It can also be explained as forum for like-minded circle to learn through experience sharing programs and improve their business knowledge.

Such forum also relies on concept that diverse group of interested individuals join with their voluntary interest in the topic to be discussed or problem to be solved. In Japan, such meeting has demonstrated the capability for "solving tough problems" and "create new realities"

Nepal AOTS continues to believe that such session will motivate and inspire the participant members to transform their thinking process and become the change agent for betterment. As a result of this consensus in thinking process of the executive committee members, new Benkyokai committee was formed in the year 2021 under the convenorship of our executive member Ms Shanti L Shakya, to strengthen and drive Benkyokai activities. New committee has recommended to open this knowledge sharing session to all Nepal AOTS members and session starts **virtually through zoom** on each month-one hour before the monthly meeting. Periodic monthly meeting will start after the Benkyokai session of one-hour duration (including Q&A).

For our knowledge base -to identify the resource persons for sharing of experience -Benkyokai committee has planned to identify the resource persons from the following source

- a. manufacturing/service sector companies of Nepalese entrepreneurs working with Japanese entrepreneurs and exporting their products to Japan. (involvement of Japanese investments)
- b. Notary entrepreneurs and industrialists (who are our members or nonmembers) approachable in our network.
- c. Japanese entrepreneur or Japanese expert of any field- industrial engineering, IT, business management, economics or service related field of healthy lifestyle and emotional well-being etc.

Benkyokai theme of activities resumed this year on 2021 (virtually through Zoom meeting) started effective month of June-one hour before the monthly meeting of Nepal AOTS members. So far Nepal AOTS has conducted two Benkyokai sessions on the following theme effective month of June and July (on the year 2021).

1. Sharing of entrepreneurship experience-

Delivered by Mr Rajendra Malla , newly elected president of Nepal Chamber of Commerce.

It is a pleasure and pride to note that Mr Malla is also the life member of Nepal AOTS

The sharing of his rich entrepreneurial experience in trading and commercial sector initially from trading of local agro products to import of automobiles spare parts and thereafter gaining the knowledge on foreign trade, participated in global tender business (export/import) that touched and inspired the participants for entrepreneurship.

The sharing of his risk taking struggle and never give up attitude is another entrepreneurial stunt of courage which inspired him to invest in diversified portfolio like Real estate and commercial building project to energy infrastructure project like hydro power sector.

Business confidence, intuition and risk taking ability led him as a successful investor in FIs-Banking and insurance sector and also as manufacturer of building material sector as well.

Finally, his practical tips and suggestions for the participants is firstly to learn about the business

investments with careful study on the viability of the intended project and take the calculated risk with intuition, build entrepreneurship skill for profitability and apart from wealth multiplication also emphasized to put some amount for social works and charity purpose of community from the earnings. That was his gist of experience sharing and guiding philosophy of entrepreneurship spirit.

2. From Acupuncture and Moxibustion treatment in Nepal to export of Mogusa to Japan.

Sharing of experience by Mr Ishwor Balami –CEO of Yamasho Nepal, associated with renowned company Yamasho, Japan having rich experience of 126 years in Japan.

: Mr Balami's expertise is in the field of pain management through Accupuncture, Moxibustion and Accupressure , those are effective treatment also for age related ailments (joint pain and neuro related problems).

: It is encouraging to note that Mr Balami locally cultivates as well as collects easily available shrub like "Titepati" from various rural source in Nepal -it's botanical name is Artemisia Vulgaris.

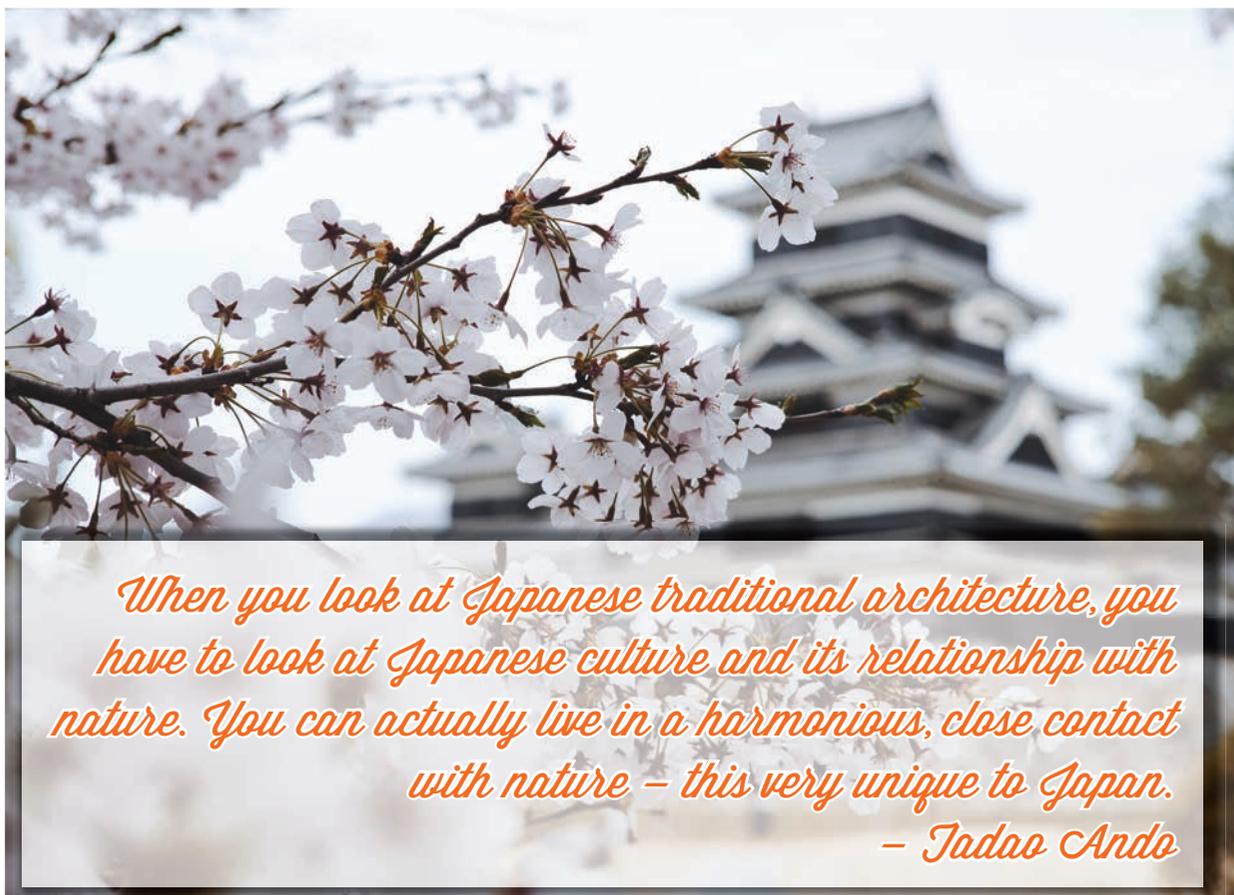
"Titepati" has high medicinal value, hassle free (plant's) protection from cattle and animals. it is not touched by any cattle and not usable for fodder purpose for farmers. This herb plant is popular for making moxibustion materials and also as ingredient for cosmetic purpose in Japan. Hence this Nepali origin "Titepati" carries high demand in Japan and it is exported to Japan and contributing in foreign currency earnings for Nepal.

: Plucked Titepati leaves are sun Dried-Curing of dried leaves through heating process –Cured leaves are then grinded -separate moxa- wrap moxa in paper stick-cut moxa stick of various size and shape for export to Japan.

Moxa prepared from Nepali "Titepati" is used for oriental treatment –moxibustion in Japan

Moxa stick (from titepati) is used for moxibustion treatment which is sold in Japan under Himalaya Brand which is a popular brand in Japan and pride of Nepal.

It is encouraging to note the value added activity from locally available and locally grown shrub that is earning foreign currency through export to Japan.



*When you look at Japanese traditional architecture, you have to look at Japanese culture and its relationship with nature. You can actually live in a harmonious, close contact with nature – this very unique to Japan.
– Tadao Ando*

My experience of Training in manufacturing company in Japan, under AOTS



MR. RANGANATH DHAKAL

Technical supervisor NYSE pvt. ltd.

Program Title : “Specialized Technical Training”
(2019-K-TS14)

Training Period : 2020-01-08 to 2020-12-24

Training Theme : General Orientation Course/management training (6W) and Specialized Technical Training in Manufacturing.

Company where I was trained in Japan: Ibasei Ltd. Hitachi City, Ibaraki.

Company in Nepal : Nepal Yantra Shala Energy Pvt. Ltd. (NYSE)

INTRODUCTION OF IBASEI LTD.:

Ibasei Ltd. is a 82 years old company specializing in the manufacturing of precision generator motors ,mainly for the Hitachi co of Japan. Ibasei worked in Nepal under the JICA project in the rural household electrification with the small units of handy electricity generation . I was involved in this project as NYSE was the counterpart manufacturing company in Nepal.

INTRODUCTION OF NYSE:

It was established in 1976 in Lalitpur Nepal. Nepal Yantrashala Energy is capable of manufacturing Pelton and Crossflow turbines up to 100KW capacity. NYSE manufactures Pico power & peltric sets also. It is the first private sector company of Nepal to do such work.

EXPERIENCE IN JAPAN (DURING ORIENTATION PERIOD):

a) After the flight of 6 hours by Nepal Airlines (I was lucky to fly direct to Osaka by RA), I reached Kansai International Airport at Osaka. The airport was constructed over the sea, and as a technical Person, it was a big wonder to me when I was landing there. As I landed, I was impressed by the cleanliness at the airport; everything I saw was shining without a small dust in any corner. The Japanese style hospitality and

the ‘quietness’ of Japanese people was deeply felt from the point of entry.

b) My training started on Jan.8, 2020 at KKC for six weeks focusing on Japanese language class, Japanese life style and behavior, and culture. Tour to the famous spots of Japan and factory visits were remarkable to know Japan. This six weeks training indeed was a preparatory training for me to under go an intensive training at Ibasei’s factory at Ibaraki prefecture. The very new and interesting for me as a Nepali during this training was the orientation/training given on safety and precautionary measures to be taken during the disaster like earthquake. I knew Japan was an earthquake prone country but never imagined that trainings are given to the foreigners as well. The visits to the Japanese companies, and the lectures on Japanese style of management were real eye opener to me to confirm the questions I used to raise when I worked with Japanese in Nepal. This six weeks period was the only chance to me to mix with other AOTS trainees from different countries, and to exchange the views.

EXPERIENCE IN IBASEI FACTORY:

Ibasei has 4 factories in total in Ibaraki prefecture, northern prefecture from Tokyo. First time I took bullet train from Osaka to Tokyo on the way to Ibaraki accompanied by Ibasei staff. I could



not express my excitement while I was riding the bullet train for the first time. The views seen from the window Glass of the train was very special and I wanted to store them in my eyes and mind forever. My excitement started to shift to insecurity as I started to be closer to Hitachi city where I have to stay for 9 months all alone undergoing training in the factory surrounded by the Japanese staffs only. I was not yet confident on my Japanese language to communicate with my trainers and other staffs of the factory. But, contrast to my worries, although I was the first foreigner trainee in the factory, all the staffs were very kind, cooperative. There were few persons whom I knew when they were in Nepal to work. The best part of Japanese staffs in the factory is they just keep on encouraging me all the time saying " you are learning very well, you are wonderful and your Japanese language is quite good". I knew my language was not enough to communicate perfectly, but my trainers worked harder than me to make me understand. I felt only the Japanese people can do it! Their kind words always motivated me to be more serious on work and to do 'ganbaru'.

MY EXPERIENCE AT GENBA :

In the total flow of work at genba - planning, assembling, problem solving, quality controlling and the safety management are the basic stages where I was involved as a trainee. Here I learnt the importance Of ' uchiawase' , meeting in our term. The most amazing part to me was the cleanliness of the shop floor In the factory - all the staffs are involved in rotation to clean the whole area of the factory including the toilet. They all do from their heart. I found the planning is always a long process involving all the Concerned staffs, they make the things 200 % sure during the planning stage and only then they start the work.

The accuracy and precision in the manufacturing/ assembling are another amazing parts of Japanese workers' concept. Words like approximate and about do not exist in the whole process of planning and processing. The error or difference of even 0.05 mm is not permitted in Ibasei production system, which was not an error/problem to my concept then. Loyalty and punctuality were two extraordinary qualities I found in the Japanese company staffs, which must be learnt by all of us. The staffs feel that they belong to the big family of Ibasei and as a family member, they work wholeheartedly for the company with the feeling that if only the company exists, we will exist. So, they reach the factory 15 to 30 mins. Ahead of work start time. After the briefing of the manager on work and safety, they start the work without delaying a minute. No excuse of any kind exist. Safety is another important factor that the Japanese workers in the factory are always taught and are taken care of. No one is allowed to enter the Genba without

safety gear provided by the company. It was just an opposite situation in our company in Nepal that the workers hesitate to wear the safety gears showing their personal reasons. I am still wondering in fact why the Japanese people are so healthy, energetic and strong. They do everything by themselves, they are all-rounder and do not expect the help from others. The senior staffs who are already crossed 70 years are always serious to transfer their know how and technique to younger generation. The 77 years old Chairman of the company commutes to the factory every day and participate in the management of the company.

MY COMMITMENT AFTER COMING BACK TO NEPAL:

During the training period, I had to make presentations in Japanese in the company and I made it to AOTS Japan virtually. Due to the spreading of corona while I was undergoing training at Ibasei, my movement was limited and AOTS, Japan could not join physically to my experience sharing program. I was expected by AOTS to share my experience of MONOZUKURI GENBA at Ibasei to my colleagues of my company in Nepal.

The social, cultural and economic background of we Nepali do not allow us to copy whole Japanese system as it is. But, we can make the changes by adopting the small things that we can apply. First of all, my priority in Nepal will be to the punctuality and cleanliness. Unless we are punctual, we cannot be efficient and make the client happy. In the same way, unless work environment is neat and clean, the quality product cannot be produced. I personally feel that given above two conditions well fulfilled, then only we should start thinking of quality. My training in Japan seems like a beautiful dream to me, it was an enlightening experience that I am sharing to my colleagues here. I humbly would like to thank AOTS Japan, Nepal AOTS Alumni Society, Ibasei Ltd. and all the persons who were involved to make my training successful.



Coronavirus disease (COVID-19) global health crisis and its financial impacts in Nepal



MR. RAJENDRA CHAPAGAIN

CEO, Creative Press Pvt. Ltd.

COVID-19, will be widely spoken as the twenty first century misery that has thrashed away existing health infrastructure since the day one of its findings. After around two years most countries aren't equipped to come out from the crisis. It created panic in the search for essential health support items like masks, sanitizer, testing kits, hospital beds, oxygen concentrators and ventilators and putting the world in standstill. It has been realized that despite technological advancement, the world was ill-prepared to contain the virus and it has proven unfortunate to have caused an unprecedented loss of life globally. COVID-19 pandemic has been the defining global health crisis of this generation and reminds us of our global connection to each other. To revive the normalcy, the primary duty of each individual country is to follow all safety guidelines and protect the society from another deadly outbreak.

Most advanced countries where the situation emerged alarmingly caused huge loss of life and property. However, countries like China and Australia have been successful in containing the virus with the help of tight and strict regulations. Even after one and half years has passed when it was first detected in Wuhan city of China, there is little hope to heal wounds and resume a normal life without fear. Instead, it is still attacking communities by mutating a stronger variant than before. This pandemic has left colossal effects in society for a long time and is still far from over.

Unfortunately as the first wave passed, we were unsure about the subsequent surges. Similarly, we were unaware of how lethal it would be. The chaotic situation prevailed for a long time. Disrupted economic activities, tourism, and service sectors made every person affected. This is bizarre because globally daily infected people have not come down



significantly encircling entire world from invisible enemies. There may be some decline in numbers in some parts of the world but at the same time it is rising in others which is alarming and shows no prospect of slowing down. The irony is no one in the world is safe until and unless every single person remains virus-free.

It is pertinent to say that world leaders, gathered in London for G7 in the month of June 2021, have committed to fight against COVID 19 and pledged support to improve global health governance. Since vaccines are the only proven method to fight this disease, they have explicitly expressed solidarity to support more vaccines to the developing world to fight against pandemics. Coming out of the crisis as soon as possible is first and foremost to everyone because it has left a huge burden in the financial sector. The phenomenal impact of this crisis will push millions in poverty. Eventually the recovery process shall take a long time to bounce back.

Nepal couldn't remain untouched by this global health disaster, rather it plunged into a deeper crisis after COVID 19. It's already sluggish economy compelled us to make expenditures in the health sector causing a massive deficit. Due to complete and partial lockdown the revenue collection has declined substantially. We are already annexed in the list of most affected and vulnerable nations list because of rising cases and higher positivity rate

and the number of casualties to this day, when everything looks normal on the road, is worrisome. Hence overhaul in revenue model and stimulus programs from the government are prerequisite to put the economy in place.

Just after global economy shock-wave due to pandemic richer countries have been successful in injecting more incentives in industries, businesses and employment to boost up the economy whereas country like ours left behind to follow exactly what smart economy power did. In contrast, the economic consequences of the pandemic and impact on livelihoods across Nepal are expected to be the most acute for informal workers. Those without social security or assistance are more at risk of falling into extreme poverty. Nepal Government's inability to address the situation and shy away from its major responsibility is the matter of serious concern. Neither has our government brought out stimulus packages nor measures to rescue economic sectors. Rather, stand in crossroad with dilemmas and no proper direction in handling the crisis which is disheartening itself.

Therefore the recovery from this pandemic can be done in two broad ways. Individually, we can follow the safety measures and vaccinate ourselves as available. Secondly, the government needs to bring smart rescue actions to revive this declining economy.



*Japan never considers time together as time wasted.
Rather, it is time invested. – Donald Richie*

Human Capital Acceleration Through Strategic Deployment of Converging Technologies



PROF. TIMILAYAMITHAPA

Rural transformation is a big global project in the world scenario for meeting the need of ambitious digital transformation worldwide. Around 50% of the developing world's population (Nepal: 80%; India: 66%; China: 40%) is living in the rural sector, mostly in agrarian sectors with lack of incentive and facilities for modern education system. A large percentage of them are impoverished and do not have access to latest electronic technology and digital transformation revolutionizing the urban world because of the availability of information. This is becoming a situation of a digital divide between rural sector and urban sector.

There is a serious requirement of engaging Think Tanks of the country to explore strategic opportunities to ensure that converging technologies are integrated into public sector policies, plans and programs in effective and equitable ways. Some of these technologies are already being used by the private sectors, however, not extensively for human capital development. There is a further need to identify constraints that prevent the effective implementation at the ground level, including the sectoral silos that need to be opened up to incorporate these technologies to produce greater impact. And this is particularly pertinent in the context of implementing policies and programs in the relatively new (and fragile) federal structure, in which converging technologies could potentially offer more effective pathways to improve service delivery. IT forces of the nation should be integrated along with concerned stakeholders to strengthen better service delivery at the ground level of the fragile federal structure of Nepal.

In the context of especially pandemic and climate change challenges, there is urgency of reversing losses caused by the COVID pandemic; leveraging the cultural shift that has occurred in the use of technology in the human development sectors, but also the difficulties that have been revealed; and preparing for future shocks as well as adjusting to climate change.

The converging technology revolution comprises the synergistic combination of four groups of technologies: information technology, biotechnology, nanotechnology and cognitive technologies. They go beyond digital technologies, although they are underpinned by the latter. Data is central to the converging technology revolution; a unique feature is the integration of data from the human, physical, biological and cyber worlds. High speed computing power and connectivity are the other two factors powering this revolution. These characteristics drive both the potential and the risks from the converging technology revolution. The development of Artificial Intelligence (AI), itself a combination of information technology and cognitive science and made possible by the availability of vast amounts of data, cheap high speed computing power and ubiquitous connectivity, is further enabling and driving the converging technology revolution. These developments have profound implications for human capital – creating the possibility of rapid accumulation of human capital through technological innovations in education (e.g., by improving learning quality), health (e.g., by improving stunting or reducing non-communicable diseases) and social protection (e.g., by addressing informality of the labor force) sectors; as well as

supporting sectors such as agriculture, water, energy, sectors critical for Nepal's development.

In the context of especially pandemic and climate change challenges, there is urgency of reversing losses caused by the COVID pandemic; leveraging the cultural shift that has occurred in the use of technology in the human development sectors, but also the difficulties that have been revealed; and preparing for future shocks as well as adjusting to climate change.

There is a serious need of initiating in collaboration with development partners to sensitize targeted stakeholders to gain an understanding of the potential for and risks of converging technologies for accelerating human capital in Nepal. There is a need to explore and vet the possible technology entry points – such as digital platforms, enabling digital access, local content, technology and data governance, community innovation etc

HUMANS AS TECHNOLOGICAL BEINGS

The advance of the Fourth Industrial Revolution (robotics, artificial intelligence, augmented reality, virtual reality and the like) has produced a developing scenario in which the service of humanity seems too often eclipsed by the momentum of technology and commerce. This challenge has been highlighted recently, as some of the leading innovators of the Fourth Industrial Revolution have begun to relinquish their intellectual property because of the risks to them as the owners of it.

YOUTH AND ENGAGEMENT

Putting humans and IT at the center means three things: distributing benefits, managing externalities, and ensuring that technology directly and indirectly empowers and augments the uniquely human aspects of ourselves.

Policies, institutions and processes can determine access to assets and influence decision making processes. Have citizens of Nepal been able to choose right people at the decision-making places? How much aware are our citizen? Artificial Intelligence, Robotics, Augmented Reality and more such technologies have changed the technological landscape like never before. Let's not forget how Artificial Intelligence has tremendously transformed, customer experience, in recent years.

TARGETS FOR PROGRESS

The third beacon of hope is the increasing prominence of the United Nations Sustainable Development Goals (SDGs). The SDGs provide history's first universal matrix for achieving a flourishing future. Adopted by the heads of governments from 193 UN member states, the SDG framework addresses the key physical facets of life in our global village – social, environmental and economic.

ENRICHED SOCIETY

The state must be responsible for guaranteeing education and health services for all, as well as for providing social security. It will be a transformative progressive force that will embrace and build upon human being's latest achievements in areas of knowledge and science. Citizens demand transparency, accountability, rule of law and zero tolerance to corruption in all our conducts and financial transactions. It should be grounded on principles of national sovereignty, prosperity, accountability/transparency, sustainability, and inclusive participatory democracy. A holistic view is aspired in understanding the stakeholders' livelihoods as a whole, with all its facets, by a manageable model that helps to identify the most pressing constraints people have to face.

Emergency response department of Nepal has so far has not engaged technocrats during disaster times in bigger scale in more responsive way exploiting technology. This one and half year of Covid pandemic has accelerated Digital platform-based projects worldwide which provided lot of new opportunities for device manufacturers, equipment manufacturers, professionals and researchers specially in the sector of emergency response handlings.

Nepal had prepared a Digital Framework in 2019 announcing eighty initiatives in eight sectors. Some of these technologies are already being used by the private sectors but not extensively for human capital development. There is a further need to identify constraints that prevent the effective implementation at the ground level, including the sectorial silos that need to be opened up to incorporate these technologies to produce greater impact. And this is particularly pertinent in the context of implementing policies and programs in

the relatively new (and fragile) federal structure, in which converging technologies could potentially offer more effective pathways to improve service delivery. Well-functioning good governance is missing for human capital development to take place for IT industry development

The evolving new ideas sits at the center of the SDG framework as the fulcrum to lifting all the others. SDG is about the empowerment of women and girls worldwide. SDG-aligned movements are going global and becoming increasingly democratized. Forward-thinking international companies are taking note. Tech leader IBM, for example, is recruiting 200,000 girls into STEM learning programs in India to help change the gender imbalance in the tech sector. Tata Trusts, the philanthropic arm of the Tata conglomerate, is spearheading solutions to the country's water and sanitation crisis through PPPs encouraging SDG-focused social entrepreneurship model. If women and girls are empowered to lead campaigns for human flourishing, all the other SDGs will rise. Are the rural citizens of Nepal aware of this opportunity?

How will voice, agency and empowerment be ensured for women, poor and marginalized communities, in the face of technological dominance by a few actors? By end of 2020, more than 1200 Nepalese have already received training through HIDA / AOTS in Japan and more than 3300 in Nepal itself. Human capital development specially of female citizens of Nepal needs to be developed at fast pace. Assistance from institutions like AOTS could accelerate Human capital development which will help accelerate the digital transformation of Nepal too.

With technology disruption being accelerated due to Covid 19 pandemic re-skilling and human capital development has become urgent in Nepal faced with limited resources. Sharing of lessons learnt in developed countries through virtual platform would give direction for Nepal for co-creating directives.

With the common motto of "Progress Through Human Resources Development", Nepal AOTS cooperates, implements and organizes programs of skill and knowledge up gradation of Nepalese citizens. How can these technologies be used to improve service delivery in the HD sectors and other contributing sectors that help build human capital (agriculture etc.)? In particular, how can these technologies be deployed in a federal context where local levels have limited knowledge, capacity, infrastructure, etc.? Because of Covid pandemic digital deliveries have accelerated and there will a flood of new skills requiring re-skilling of existing youth force and preparing future Human Capital with resources constrained environment of academic institution the new demand of modular re-engineered curriculum. Institutions like AOTS can play role in providing trainings and in improving integration of academia and industry functioning.

In the context of especially pandemic and climate change challenges, there is urgency of reversing losses caused by the COVID pandemic; leveraging the cultural shift that has occurred in the use of technology in the human development sectors, but also the difficulties that have been revealed; and preparing for future shocks as well as adjusting to climate change. There is a need for building capacity to adapt technologies and innovate in Nepal's context, especially in the context of climate change and building back. According to a Forbes analysis, Japan is home to almost 10% of the world's most innovative companies. AOTS Input could strengthen the talents of Nepal too. Tapping talents from rural areas requires investments. I have witnessed the talents of rural and economically backward students who have competed in open competition to get enrolled in premier public institutions. If the Digital Nepal framework has to be successfully implemented for overall growth of the society public institutions including universities have to be strengthened by encouraging public enterprise development models.



One glass of water doesn't equal another. One may just appease the thirst, the other you may enjoy thoroughly. In Japan, people know about this difference.
- Jil Sander

Nepal AOTS Alumni Society

Honorary Corporate/Institutional Members

1. **Nepal Rastra Bank**
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Nepal AOTS Alumni Society LIST OF LIFE MEMBERS

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A									
1	Ajaya	Kumar Mudbhary	Nepal Wood Preservative Industries	4241182		akmudbhary@gmail.com		9851021847	166 / 1998
2	Amira	Dali	Sanpo International Corporation	5592859	4270763	sanpoktm@mos.com.np	5590857	9851033164	Jul-89
3	Arati	Nepal	Mahi Enterprise		4474802	nepalarati@hotmail.com		9841361737	168 / 1998
4	Ashok	Kumar Aryal				ashok_aryal@hotmail.com		9851120275	40 / 1991
5	Ashok	Manandhar	Information Sysyem Solution	4223631	4251897	manandhar_ashok@hotmail.com		9841218583	204 / 2000
6	Asok	Man Singh Bania	Sako Engineering & Trading	4227488	4227488	sakoram@hotmail.com		9813385485	16 / 1989
7	Asta	Bahadur Shakya			4278849				20 / 1989
B									
8	Bakhan	Singh Lama	Pooja Fashion Industries Pvt. Ltd.	4491021, 5712014	4373910	singhdan@mos.com.np	4245856		121 / 1996
9	Ballav	Bahadur Pradhanang	Modern Packaging Industry	4350983	4220144	ballavp@gmail.com		9803620451	82 / 1995
10	Barun	Piya	Kastamandap Trade Links	4428647	4439792	kti.lpiya@gmail.com		9851020131	142 / 1996
11	Bhagat	Bahadur Thapa	NIDC	4228322	4472812	nidc@wlink.com.np	4227428		
12	Bhawani	Bhakta Joshi	Star Investment Co. Pvt. Ltd.	4239812	4351939	joshibisha@gmail.com		9841444566	14 / 1989
13	Bhola	Prasad Adhikari	Swastika Copy Udyog	021-417194	021-527051	swastika@swastika.brt.wlink.com.np			
14	Bidur	Kumar Khanal	PEPSI Cola International		4470115				36 / 1990
15	Bijay	Bahadur Manandhar	Lalitpur Finance Ltd.	5536598, 5523850	5533003	bj@wlink.com.np	5531916		174 / 1999
16	Bijendra	Shrestha	Pacific Commercial Co. P. Ltd.	4430525	4273771	bijendra@pacific-nepal.com tanujapradhananga@gmail.com		9851020755	89 / 1994
17	Bindu	Shakya	Hotel Ambassador P. Ltd.	4410432	4287167	sakya.bindu@gmail.com	4413641	9851022363	169 / 1998
18	Binod	Raj Paneru			4422317	paneru1@gmail.com		9851030548	193 / 1999
19	Binod	Vaidya	Institute of Engineering	5532235	4229374	bi_vaidya@hotmail.com			203 / 2000
20	Brajesh	Vaidya	super Cheme Enterprises	5591349		superchem@live.com		9851022541	79 / 1994
C									
21	Chandra	Man Pradhan	Central Finance Co. Ltd.	5422289	4228270	central@mtc.net.np	5540842		191 / 1999
22	Chandra	Prasad Kachhipati	Sana Hastakala	5010556	4357896	chandra.kachhipati@gmail.com		9851050913	157 / 1997
23	Chinta	Mani Bhattarai	Lumbini Bikas Bank	9851021438	4473554	cmb.lufi@gmail.com		9851021438	189 / 1999

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s.no number
D									
24	Dev	Raj Tamang	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 2082298	4366215	devtamang21@gmail.com	4350916	9851034322	1998
25	Devendra	Prasad Dhoju	Butwal Finance Ltd.	071-544288	071-540691	butwal@finance.btw.wlink.com.np	071-544488		187 / 1999
26	Devraj	Rajbandari	Arnico Nirman Company P. Ltd.	4474003	4478852		4478853		129 /1996
27	Dhiraj	Kumar Karki Chhetri	Hotel Seema	057-520191	057-520124	seema@mos.com.np	057-520655	9845022571	
28	Dhruba	Maharjan	Central Service Department		5545628	dhrubamaharjansanepa@gmail.com		985110990	215 / 2000
29	Dinesh	Pradhan	Kagaj Kothi	9851033120	4279619			9851033120	192 1999
30	Dinesh	Prasad Chapagain	Godhooli Studio		5905547	dimeshchapagain1945@gmail.com		9851035619	34 / 1990
31	Durga	Lal Sapkota	Nepal Material Handling Engg.	078-501125		nmnew1993@gmail.com		9855055903	156 /1997
32	Durgesh	Raj Dali	Biotech Nursery Pvt. Ltd	5591349	4270763	durgesh.dali@gmail.com	5590817	9818985554	176 /1999
F									
33	Fadindra	Raj Giri	Labline Traders Pvt. Ltd	4258590	5592756	fadindra.giri@labline.com.np girinepal12@gmail.com		9851098173	
G									
34	Gautam	Lal Pradhan			4434816	nepalexpress1@hotmail.com		9841208286	
35	Gopal	Bajaj	Deepak Garment Industries	4250018, 4249493	4364701	pinkbobbybejaj@hotmail.com		9851022217	94 / 1995
36	Gyanendra	Lal Pradhan	Shangri-La Energy Limited	4434003, 4434004	4414579	glp2067@gmail.com	4439319	9851021222	99 / 1995
H									
37	Hari	Bhakta Sharma	Deurali-Janta Pharma Pvt. Ltd.	4018503	4418297	hari.sharma@deuralijanta.com	4435166	9851021281	146 / 1997
38	Himalaya	Prasad Sharma			55449437	binahimal@gmail.com		9813549294	
I									
39	Imojini	Shrestha	Modern Printing Press	4253195	4253195	modprint@infoclub.com.np	4225524		112 / 1996
40	Indra	Bajracharya	Smile Wear	5529219	5542506	smilewear_nepal24@yahoo.com		9861032565	45 /1991
41	Indu	Ratna Tuladhar	International Motorcycle Spare Parts	4418161	4272038	emailenet@indo.com.np	4242625		132 1996
J									
42	Jagan	Khanal	Sisa Holidays Tours (P) Ltd.	4424973	4370395	jagan@wlink.com.np			
43	Janak	Raj Tuladhar	Kathmandu Repair Centre	5905081	5523964	janak@ioe.edu.np		9851055318	183 / 1999
44	Jyoti	Prakash Pandey	Nepal Investment Bank Ltd.	4228229, 4242630	5536149		4226349		
45	Jyoti	Tandukar	Institute of Engineering	5534070	4363863	jyoti@tandukar.net		9851026199	178 /1999

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s.no number
K									
46	Khem	Raj Bastola	Maitri Travels & Tours (P) Ltd.	5364080, 4249221		maitri@ntc.net.np	4250990		
47	Kiran	Kumar Mudbhary	Mudbhary & Joshi Construction P. Ltd.	4241182	9801021771 4270771	kiranmudbhary@gmail.com		9851021771	
48	Kiran	Narsing Shakya	Subash Printing Press	5533191		kiranshakya48@gmail.com		9851044448	23 / 1989
49	Kishor	Kumar Maharjan	Sunrise Bank Ltd.	4004561	5529275				188 / 1999
50	Krishna	Bahadur K. C	Nanda Battery Industries	071-542775	071-560091	nandabattery@hons.com.np			54 / 1993
51	Krishna	Mohan Shrestha	Surya Confectionery P. Ltd.		061-525090				
52	Kumar	Prasad Khanal		9841338831	4471782	kumarkhanal@gmail.com		9841338831	39 / 1991
L									
53	Lochan	Lai Amatya	Advance College and Engineering and Management	5522852	5524645	lochan.amatya@ntc.net.np lochanlai@gmail.com		9851023151	202 / 1999
M									
54	Madhusudan	Bhattarai			4601118	madhusudanbhattarai@hotmail.com	4476561		17 / 1989
55	Mahendra	Suwal	Prasuma's Delicatessen (P) Ltd.	4310336, 4310672	4312035	prasuma@ccsl.com.np	4310671		177 / 1999
56	Mahesh	Kumar Nakarmi	Shanker Automobiles Agency / Krisuns Works	4284698	4253625	nakarmi.mahesh@gmail.com		9803032544	1984, 6/1/1989, 2007,
57	Mahesh	Singh Kathayat	Kathmandu Engineering College	9851044333	4498740	mkathayat@gmail.com		9851044333	221 / 2000
58	Mani	Ratna Shakya	Deurali-Janta Pharma Pvt. Ltd.	4371061	5229075	mani.shakya@deuralijanta.com manishakya01@gmail.com		9802088083 9860406035	206 / 2000
59	Manohar	Das Mool	Kagaj Kothi Pvt. Ltd.	4279619	4244126	manohar.mool@gmail.com		9851021818	172 / 1998
60	Manoj	Kumar Bhattarai	Nepal. Industrial Development Corporation	4428353	4228322	bhattaraim@gmail.com			220 / 2000
61	Meena	Shrestha Rajbhandari	Elite Creation P. Ltd.	4474003	4478852	elite@ccsl.com.np	4478853		
62	Mrigendra	Bhurteel	Tibetan Rugs P. Ltd./ Kathmandu Dying	5534177, 4362131	5536685	bhurteelayan@gmail.com	5523706	9851092659	84 / 1995
N									
63	Narayan	Bajaj	Deepak Garment Industries	4249493, 4229217	4364701	bajajnarayan11@gmail.com		9851021478	68 / 1994

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobie	Member s.no number
64	Naveen	Bir Singh Kansakar	Bir Singh Auto Centre	4270243, 4276880	4273699	naveen.kansakar@yahoo.com		9851020386	180 /1999
P									
65	Prakash	Kumar Nepal	Jagadamba Spinning Mills (P) Ltd.	071-621911	021-528912	pknepal@gmail.com			158 / 1998
66	Prabendra	Lal Singh			4256529				205 / 2000
67	Prajesh	Nath Upreti	Nepal Chemical Traders	4415753, 4423197		superchem@live.com		9851022541	190 /1999
68	Padma	Jyoti	Jyoti Group of Companies	4252665	4221290	plyoti@mos.com.np		9801159109	159 /1998
69	Prabin	Krishna Shrestha			5533009	prabinkshr@hotmail.com		9851053859	167 / 1998
70	Pradeep	Kumar Bista			5424319	pradeepbista@hotmail.com			50 / 1992
71	Pradeep	Kumar Nepal	Nepal Industrial Dev. Corporation	4229418, 4228322		nidc@wlink.com.np	4227428	9841354684	
72	Pratul	Lal Shrestha	Orbit International Pvt. Ltd.	5524944, 5524844	4265653	orbit@mos.com.np	5526098		194 /1999
73	Pradeep	Man Vaidya	Vijayadeep Laboratories Limited	5525515	5539817	vijayadeep53@gmail.com vijayadeep@yahoo.com		9851025000	218 / 2000
74	Pradeep	Manandhar	EG Shop (P) Ltd.	4231502	4254767			9851054007	179 /1999
75	Puskar	Nath Maskey	Navajeeven Textile P. Ltd.	5526537, 5526552	5524294	maayke@wlink.com.np	5526537	9851025438	154 /1997
76	Puspa	Pani Gautam	Podrej Steel Industry	4470818	4370094				210 /2000
77	Prakash	Raj Singh Suwal			4231695	suwalprakash@gmail.com		9841280111	28 / 1989
78	Prakash	Rudra Shrestha	Nepal Consult P. Ltd.	5520153, 5180170	4411896	pr_shrestha@hotmail.com		9851031472	116 / 1996
79	Purusottam	Subedi	Prime Commercial Bank Limited	049-411089	4275324	purusottam.subedi@pcbl.com.np subedipur@gmail.com		9841279728	185 /1999
R									
80	Rabinda	Mananda Bajracharya	NIDC	4228322	4229340	nidc@wlink.com.np	4351654		200 /1999
81	Radhika	Ranjitkar Shrestha	Quality Printout	4247730	4273838		4240118		
82	Rajendra	Malla	Nepal Chember of Commerce / Manang Air Pvt / Prabhu Insurance	5199220 / 4230947	9851083361	rmalla1962@gmail.com		9851083361	19 / 1989
83	Rajoj	Man Shrestha	Central Finance Co. Ltd.	5522289, 5544517	5522289	central@ntc.net.np	5540842	9851020580	181 /1999
84	Raju	Nath Chalise	Machhapuchhre Bank Limited	4417959	4471118				184 /1999
85	Reju	Shakya	Otard International Pte. Ltd.	4413933	4414378	otard@mos.com.np	4416720		

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86	Ram	Badan Shrestha Bania	Sako Engineering & Trading	4242442	4227488	sako@mos.com.np	4223187	9813385485	92 / 1995
87	Ram	Kumar Singh	Lazimpat Engg. Works	4428506	4415404	lazimpatmetal@gmail.com		9841348663	161 / 1998
88	Ramesh	Bahadur Shrestha			4355395	shrestha_home@yahoo.com		9851071133	
89	Ramesh	Man Singh			5453849	ramesh.man.singh@gmail.com		9851075439	109 / 1995
90	Ramesh	Nanda Vaidya	Professional Computer System (P) Ltd.	4244626, 4244475	4374082	rameshv2@yahoo.com	4242518		207 / 2000
91	Ramesh	Prasad Nepal	Integrated Methodical Research Centre	4474802	4474802	imrca2005@gmail.com		9851062933	Jan-89
92	Ramesh	Prasad Subedi			4271226	subedirp@yahoo.com		9851020478	131 / 1996
93	Ramesh	Rajkarnikar	Krishna Pauroti Pvt. Ltd.	4411452	4443062	shreyas@wlink.com.np		9851025270	
94	Rohini	Shrestha	Sana Hastakala	4436631	4428640	sanahast@wlink.com.np	5526985		195 / 1999
5									
95	Sanam	Amatya			5521444	saneem3@yahoo.com		9867068909	53 / 1993
96	Sanjeeb	Pradhanang	Prefab Concrete Ind. Pvt. Ltd.	4240454	4240854	sanjeebdai1@gmail.com prefab@infoclub.com.np	4223997	9851145878	
97	Sanjeev	Rijal	Nepal Jute Industries	9851022856	4411205	ctravels@mos.com.np	4266459	9851022856	76 / 1995
98	Sanjoj	Man Shrestha	Premier Aluminium Works Pvt. Ltd.	5218838	9851020746	sanjoj@infoclub.com.np		9851020746	104 / 1995
99	Sarju	Rajbhandari	Mercentile Communications Pvt. Ltd.	4240920	4474511	sarju@mos.com.np			201 / 1999
100	Satya	Narayan Shah							127 / 1996
101	Shant	Raj Rajkarnikar	Nebula Fruit Products	5370166	5370309	info@nebulafruit.com		9851036872	1999
102	Shanta	Bahadur Malla	Bhumi Restro lounge	4412193	5006003	shantamalla@hotmail.com	4266359	9851026242	122 / 1996
103	Shanti	Chapagain			5905547	shantichapagain50@gmail.com		9841890903	170 / 1998
104	Shashindra	Shrestha	NEBICO Pvt. Ltd	4350541, 4350130	4372346	shashindrashrestha18@gmail.com	4350527		78 / 1995
105	Shekhar	Prasad Dhungana	Kathmandu University	5528812	4430974	shekhar_dhungana@hotmail.com			199 / 1999
106	Shivjee	Roy Yadav	Bhawani Ply Wood Industries	4422257	4480415	shivjeer@yahoo.com		9841305328 9801059782	123 / 1996
107	Shrawan	Bajaj	Deepak Garment Industries / Himal Engineering Consultancy	4443039	4364308	bajajsravan@gmail.com bajajsravan@gmail.com	4249865	9851004798	
108	Subash	Silwal			5535308		4224553		213 / 2000
109	Suman	Bahadur Shrestha	Ace Finance Company Limited	4249396, 4249388	4491176	subas5@honthail.com	4249477		
110	Sunil	Rajbhandari	Highland Pashmina	5524113	5524113	sunilrajbhandari61@gmail.com ace@mos.com.np		9851021946	

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111	Suraksha	Man Singh Bania			4271090	smsb1@hotmail.com		9860201159	87 / 1995
112	Surendra	Das Shrestha	Balaju Engg. & Structure Works (P) Ltd	4359086	4351598	balaju_engineering@hotmail.com		9851030879	182 / 1999
113	Surendra	Bahadur Shrestha	.Balaju udvog	4350302			4354373		162 / 1998
114	Sushiel	Joshi	Himalayan Bank Ltd.	4250201, 4227749		hbl@hbl.com.np			212 / 2000
T									
115	Tanka	Mani Kafle	Gorkha Brewery (P) Ltd.	056-520741	056-525815		056-520994		173 / 1999
U									
116	Ujjal	Rajbhandari	Himalayan Bank Ltd.	5435556	4221092	ujjal@hbl.com.np	5535554		
117	Urmila	Shrestha	Sherpa Cooperative Trekking Pvt. Ltd.	4224068	5520466	sherpaco@mos.com.np	4227983		
118	Ushan	Bajracharya	Ci. Bi. Art Treasure	4252555	5524469	treasure@ntc.net.np	4251899		211 / 2000
119	Yogendra	Prasad Shrestha	Nepal Share Markets Co. Ltd.	4267606	4223564	yogen@mail.com.np	4248845		186 / 1999

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S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no number
A									
1	Aakash	Simkhada	Nepal Hume Pipe Pvt. Ltd.	057-412261	4033013	aakash.simkhada@gmail.com		9851086674	636 / NPCM 2018
2	Aasharam	Tandukar	Yoso International Pvt. Ltd.	5545425	4786105	connect2aasha@hotmail.com		9801001091/ 9867436946	497 / 2013
3	Abhaya	Shrestha	Till Ganga	4474937	046-530051	avaystha@gmail.com		9841025838	666 / PMTP_2018
4	Achut	Khatiwada	Equipment Maintenance & Service Center	4312008	4372645		4312000		284 - 2004
5	Achut	Raj Bhattarai	Small & Medium Enerprise Dev. Pvt.	4261750	4435591	bhattaraiarb@hotmail.com	4258535		292 /2004
6	Achut	Ram Chalise	Durga Metal Udhog		4910898	achutchalise@yahoo.com		9851005237	438 / 2011
7	Achyut	Rajbhandari	Perfect Printing Press	4284265	4278869	variety@wlink.com.np	4278050	9851025199	261 - 2003
8	Ajaya	Kumar Mishra	United Finance Limited	4241648 * 134	4109595	mishra.ajaya@gmail.com	4241645	9851065708	511 / 2014
9	Ajay	Bahadur Pradhanang	Nepal Pharmaceuticals Laboratory	5529436	5525322	fhajay@gmail.com	5529434	9851033261	379 / 2008
10	Ajay	Kumar Panday	Kishan Pipe Products Pvt Ltd.	77-8480188	5533050	ajay.panday@bimalspark.com		9851111155	616 / NPCM 2018
11	Ajay	Singh Karki	Prasid Pashmina Industry	4262356	4411464	ajayskarki@hotmail.com	4218419	9851024383	453 / 2011
12	Ajaya	Ratna Sthapit	New Hotel Crystal Pokhara P. Ltd.	5904311	4228013	aisthapt@mail.com.np	4228028		80 / 1995
13	Aju	Giri	Love Green Nepal	5592895	5592756	giriaju@yahoo.com	5525417	9851090013	269 - 2003
14	Akhilshwar	Mishra	Pulchok Engineering College	4276130	4417122	akhilshwar@ioe.edu.np	4272653	9851108671	311 / 2004
15	Amar	Ghimire	Hi-Tech Developers Pvt. Ltd.	056-525682	056-524390	cmd@umda.com aaranwala@gmail.com		9855059460	631 / NPCM 2018
16	Amar	Lal Shrestha	Doree Printers	4415399		info@nepalprinters.com	4412746		
17	Amik	Tuladhar	Simca Laboratories Pvt. Ltd.	4227868	4275699	amiktuladhar@hotmail.com	4251232	9801215154 9841290761	538 / 2015
18	Amin	Khadka	Tilganga Eye Center					9841301710	422 / 2010
19	Amit	Gupta Agrawal	SR Drug Laboratories	4223764	4439699	amit@srdrug.net smsamit@gmail.com		9802033840	499 / 2013
20	Amshu	Dali	Prakriti Breads	5590817	4270763	dali.amshu@gmail.com amshu@tbwanepal.com		9802002517	556 / 2016 X543
21	Anajana	Shilpakar	Wood Carving Industries Pvt. Ltd.		5533366	anajana@woodcarving.com.np unjana@gmail.com	5527730		393 - 2002

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22	Anand	Shah Rauniyar	Interstate Multimodal Transport P.Ltd.	4271473	4274129	rauniar@mos.com.np	4271570		439 /2011
23	Anand	Vaidya	Vaidya Electronics	4480041	4480041				198 / 1999
24	Ananta	Sharma	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	4491544	ananta.sharma@deuralijanta.com	4375574	9841491395 / 9802088159	399 /2009
25	Anil	Hada	Super Biscuit Industry		4226463				137 / 1996
26	Anil	Kumar Kejrwal	Siddhartha Finance Ltd.	4441702	4477511	anilkejrwal1@gmail.com	4442968	9851072013	298 /2004
27	Anil	Prasad Shrestha	Muncha Confectionery Industry	071-544950	071-542909	sagun57@gmail.com		9857020325	462 /2011
28	Anil	Raj Satyal			4474068	anilsatyal@hotmail.com			281 - 2004
29	Ankit	Paudel	Gaurav Nepal Engineers Pvt. Ltd.	056-524149	056-521949	poudelankit@gmail.com		9855081949	634 / NPCM 2018
30	Anmol	Pradhan	Himalayan pole Ind. Pvt. Ltd.			mr.anmolpradhan@gmail.com		9852027067	617 /NPCM 2018
31	Anuj	Kumar Shrestha	3C Restro Café	5598823		anujtej@yahoo.com		9801025460	670 / NPCM_1st Batch
32	Arjun	Bahadur Khatri	Qmed Formulation Pvt. Ltd	4155163, 4155166	5639642	arjunkhatr164@gmail.com		9851094656	543 / 2016 NPCM
33	Amiko	Rajbhandary	Nepal Dairy pvt.ltd	5546884	5546884	arniraj@hotmail.com		9851040572	514 /2014
34	Arun	Pokharel	Shangrila Tours (P) Ltd.	4226138, 4226139	4420018	arunp@mos.com.np	4418182		135 / 1996
35	Asha	Adhikary			4426674			9851031861	299 / 2004
36	Asha	Kaji Awale			5532427	ashakajawale@yahoo.com			354 / 2007
37	Asha	Lal Maharjan	Nepal Telecom	4213944	5526379				72 / 1994
38	Ashis	Kumar Sharma				ashishsharma@hotmail.com			428 / 2010
39	Ashok	Kumar Murarka	Ilam Tea Producers Pvt. Ltd.	021-523965	021-523965	murarkaorg@wlink.com.np	021-525194		305 /2004
40	Ashok	Kumar Upreti	Peacock Plasticware Pvt. Ltd.	4355952	4355965	akunp1@gmail.com		9851166685	255 - 2003
41	Ashok	Maharjan	Palpali Lable Industries	4414772	4414772		4424168		105 /1995
42	Ashok	Raj Rajbhandari			4950137	ashokrajbhandari@gmail.com tcs@tcs.wlink.com.np	4425219	9851037966	367 / 2004
43	Ashok	Sharma	Simca Laboratories Pvt. Ltd.	5904868	4400528	simca@mos.com.np	4251232	9851043557	290-2004
44	Ashoke	S. J. B. Rana	Himalayan Bank Ltd.	4227749	4720425	ashok.rana@himalayanbank.com			106 / 1995
45	Ashwini	Kumar Agrawal	Shakun Tea Industries	4282830	4275739	ashagra1@gmail.com		9851020431	267 - 2003
B									
46	Bal	Kishan Gurung	Surya Nepal Pvt. Ltd.	01-4248260/270	14353230	bala@snpl.com.np		9851023787	680/LDTP-2019

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
47	Bandana	Manadhar	Prime Commerical Bank Ltd.	4423215	4271191	bandana.manandhar@pcb.com.np	4233390	9851114000	423 /2010
48	Barun	Shrestha	Nepal Investment Bank	4228229	4495850	shresthabarun@yahoo.com	5010142	9851035006	452 / 2011
49	Basanta	Paudel	Global Agro Product Pvt. Ltd.	56571820	4374430	basantapaudel956@gmail.com	6630289	9851060956	570 / NPCM 2017
50	Basanti	Roshan (Shrestha) Pradhan	Training Institute For Technical Instruction	66307187	4228270	brsshrestha@gmail.com brsshrestha@gmail.com		9841428052	410 /2009
51	Basu	Dahal	Himalayan Bank Limited	4225399		hbl@hbl.com.np			
52	Beeni	Shrestha	Nepal Oil Corporation Ltd.	4263499		beenishrestha2073@gmail.com		9849948044	534/ 2015
53	Bhadra	Narayan Piya	United Packaging Pvt. Ltd.	056-570663	5151381	bhadrapiya@gmail.com		9851058780	435 / 2010
54	Bhagawati	Shrestha	Nepal Bio-Tech Nursery	5591349	4355218	nbn@mail.com.np		9841883533	232 / 2002
55	Bhava	Rajbandari	Variety Printers	4278869		varietynepal@gmail.com		9851030156	257 - 2002
56	Bhawati	Lal Kachhapati		9841219225	4497458			9841219225	55 / 1993
57	Bhim	Dhoj Shrestha	Tribhuvan University	4331316	4263659	bhim00@gmail.com		9851059075	350 / 2006
58	Bhola	Bahadur Bista	Civil Bank Limited	4720712	4169037	bhola.bista@civilbank.com.np bholabb@gmail.com		9851046423	573 / NPCM 2017
59	Bhusan	Krishna Shrestha	Pape Inc. Traders	5533009	5533809	bhushankrishnashrestha@		9851096290	147 / 1997
60	Bhusan	Narsingha Pradhan	Ministry of Land Information & Archive	4477615	4424479	b_pradhan@yahoo.com	4477613		300 / 2004
61	Bhusan	Nepal Shrestha	Prime Commerical Bank Ltd.		5533066	shresthabhusan@hotmail.com bhushan.shrestha@pcb.com.np		9851010653	424 /2010
62	Bhuwan	Krishna Shrestha	Argus Medi sales	14388869		bhuwanshrestha@hotmail.com argusmedisales@gmail.com		9802035233	434 / 2010
63	Bijay	Bahadur Shrestha	Snowlion investment Pvt. Ltd.	4227130	4431637	bbh@snet.com.np	4225487	9851020415	377 /2008
64	Bijay	Bir Singh	Gem Plasticrafts Pvt. Ltd.	4384768		gemplastic2@gmail.com bijay.1269@gmail.com		9851036525	333 /2005
65	Bijay	Gurung	Deurali - Janta Pharmaceuticals Pvt. Ltd.	4435167	4432610	bgurung2@gmail.com		9841242324	641/ SHOP 2018
66	Bijay	Maharjan	Deurali - Janta Pharmaceuticals Pvt. Ltd.	4435167	4388960	mbijay@gmail.com		9802058145	643 / LMTP 2018
67	Bijaya	Krishna Shrestha	Beltronix	4249285	4251576	beltronix@gmail.com		9851021077	323 /2005
68	Bijaya	Ratna Sthapit	sherpa advance gear p.lit	4443638	4226079	bijay24@hotmail.com bijay.sthapit@gmail.com		9851103456	419 /2010
69	Bijayshwar	Pokhrel	Global references laboratories pvt. Ltd	4621202	4358760	globaldrbg@gmail.com bijayshwarpokhare@yahoo.com		9851061039	272 - 2003
70	Bijendra	Suwal	Nepal Investment Bank	4228229	4421785	bijendra@nibl.com.np bijendrasuwal64@gmail.com	4228927	9851046008	347 / 2004

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no number
71	Bijesh	Shrestha	Harati Computer Service Pvt. Ltd	4260622	5541735	bijesh@harati.com.np	4267810	9851040326	459 /2011
72	Bikas	S. Rauniyar	Interstate Multimodal Transport P.Ltd.	4271473		brauniar@gmail.com	4271570	9851038614	565 / 2016 PICT
73	Bikash	Palikhe	kumari Marketing Pvt. Ltd.	71547769		bikashpalikhe@kumatimpl.com.np bikashpalikhe@gmail.com		9857025077	618 / NPCM 2018
74	Bimal	Daga			4890438	bimal.daga7@hotmail.com		9851070117	567 / 2017 PJCM
75	Bimal	Gurung	Upper Tamakoshi Hydrooelectric	4420658	4782993	gurung_bimal@yahoo.com	4412569	9851023869	478 /2012
76	Bimal	Prasad Adhikari	Kathmandu Metropolitan City	4268506	4280818	bimal36@yahoo.com			294 /2004
77	Binaya	Mohan Saud	Subisu Cablenet Pvt.Ltd.	4429616	4473767	binaya@subisu.net.np	4430572	9851043210	451 / 2011
78	Binit	Lohia	Magnus Pharma Pvt. Ltd	051-531886	051-523162	vinit.lohia@magnuspharma.com.np		9855021146	671 / NPCM_ 2013
79	Binita	Ganawaly Sharma	Himalaya Co-operative Society		4471596			981038157	266 -2003
80	Binod	Bahadur Rajbhandari		9851024440					100 / 1995
81	Binod	Banskota	MEH consultan pvt ltd.	4477634	4494459	banskotabinod@gmail.com		9841295166	240 / 2002
82	Binod	Dhakal	Green IT Solution Pvt. Ltd		5237624	dhbinu@gmail.com binod@greenit.com.np dhbinu@ntc.net.np		9851065050	558 / 2016 EPCM
83	Binod	Ranjit	Nepal Bangladesh Bank Ltd.	4782767	5905709	binod.ranjit@nbbi.com.np binodranjit@ymail.com		9851035784	588
84	Bipin	Hada	Himalayan Bank Ltd.	4250201	4379101	bipin.hada@himalayanbank.com bipinhada@gmail.com		9841551295	421 /2010
85	Bipin	Thapa	Academy of Information Tech. Pvt. Ltd.	4412929	5522462				233 / 2002
86	Bipul	Dhakal			4494096	bipuldhakai@gmail.com	4424336	9851212665	468 / 2012
87	Bishal	Ghimire	Pancharatna Feeds Pvt.Ltd	056-570630		ca.ghimirebisa@gmail.com		9801079627	523 / 2015
88	Bishnu	Das Dongol	Bhaktapur Paper Crafts P. Ltd.	4272822	4272822	dangolbishnu@gmail.com		9851067062	244 - 2002
89	Bishnu	Khatri	New Kantipur Feed Industry	16617309	16540353	aushuldeluxe@gmail.com ashapurihatchery@hotmail.com	16614780	9851035473	442 /2011
90	Bishwo	Mohan Karmacharya	Bhote Koshi Power Company	4270027	4620444	bishowkmoohan@gmail.com bishowmohan@gmail.com	4273516	9851035473	491 / 2013
91	Bodh	Raj Devkota	Citizens bank International Ltd.	4169067. ex400	5159295	bodhraj.devkota@gmail.com	4169077	9851101930	515/ 2014
C									
92	Chandani	K.C	Nimbus Holdings Pvt.Ltd	01-4467794		chandani.rb709@gmail.com chandani.kc@nimbusnepal.com		9848906335	683 / 2019 SHOP
93	Chandra	K. Karmacharya	Karmacharya Group	061 521571	061 411688	ckkarmacharya44@gmail.com		9856020016	

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
94	Chandra	Kishor Prasad Mahato	National Healthcare P. Ltd.					9855020101	383 /2008
95	Charan	Singh	Sipradi Trading (P) Ltd.	43 11501	4492434	charan.sipradi.com.np	43 11510	9851052988	345 / 2006
96	Chhavi	Raman Bhattarai			4351196	cribhattarai@hotmail.com		9841280481	314 /2004
97	Chinta	Mani Uprety	Khadya Udhog Ltd.	057-520127	057-520454	khadya@vianet.com.np			251 - 2002
98	Chudamani	Budhathoki	World Freight Int'l P. Ltd	44 16433	6638806	bchudamani@gmail.com	977-1-4415410	9851085075	457 /2011
D									
99	Dasrath	Karki	D. R. Traders & Suppliers	5 153000	5 191231	dasrathkarki@hotmail.com		9841549999	214 / 2000
100	Dawa	Sherpa	City Carpet Industries	4913058	4499957	mail@citycarpet.com.np		9803041471	411 / 2010
101	Deepa	Shrestha	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4375575	4266408	dreeza.shrestha@gmail.com	4375574	9841351728	516 / 2014
102	Deepak	Kumar Agrawal	United Finance Limited	4241648	4428733	deepak_brg@yahoo.com	4241645	9851086981	484 / 2012
103	Deepak	Kumar Bhandari	Samudayik Printers	5011215	4911902	deepaksinghbhandari@hotmail.com		9851048003	431 / 2010
104	Deepak	Manandhar		5523763	4259927	dpak_mdr@hotmail.com		9851053609	357 /2007
105	Deepak	Raj Giri	Times Motors Pvt. Ltd.	5187151	9801063303	itsmedeepakrajgiri@gmail.com		9801063303	632 / NPCM 2018
106	Deepak	Thapa	power solution center	5201137	5201137	deepak.thapa@wfp.org powerthapa@gmail.com		9841288031	
107	Deependra	Bahadur Pradhan	CTL Pharmaceuticals P.Ltd.	6610893	4282500	deepen63476@gmail.com		9851063476	537/ 2015
108	Degendra	Kumar Shrestha	harmony colony Pvt. ltd	15191563	5013034	harmonycolony2018@gmail.com degendra@hotmail.com		9851082125	446 / 2011
109	Denis	Shrestha	Advance Poly Clinic	4443386	4370164	drdenis@apc.com.np		9801088296	417 /2010
110	Devendra	Bartaula	Ecogreen Fibers Ind. Pvt. Ltd.	057-526790	057-526790	devendra.bartaula@gmail.com egfibers.info@gmail.com		9851030833	635/ NPCM 2018
111	Devendra	Shrestha	CTL Pharmaceuticals P.Ltd.	4228495	5539116	devens202@gmail.com	4266849	9851037506	409 /2010
112	Dharma	Prasad Khanal	Manamohan Memorial institute of Health Science	4030780/ 81/82/83* 216/222		drdharmakhanal@gmail.com dpk@mmihs.edu.np	4030785	9851077038	279 - 2003
113	Dibakar	Thapa	Hulas Remittance Pvt.Ltd	4261313		dibakar.thapa@hulasremittance.com dibakarhthapa@gmail.com		9851019972	526 / 2015
114	Dibesh	Lal Nakarmi	The comfort Selt and Craft pvt.ltd	6201006	4273177	nakarmids@yahoo.com nakarmids@gmail.com		9741004006	230 / 2002
115	Dibyswory	Dhar Dali	Digital Age Nepal Pvt.Ltd	4277540		dibyadali@outlook.com dibya.dali@digitalagenepal.com		9841338915	578 / PICT 2017
116	Dinesh	Nath Chalisse	SMEC International Australia		4372229	d.chalisse@hotmail.com		9851023573	362 / 2007

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no number
117	Dipak	Khatrri	Mukteshwori Beverage Pvt. Ltd.	057-520122	027-589280	dipak_900@yahoo.com		9851168916	640 / NPCM 2018
118	Dipak	Prasad Upadhaya	MEH Consultants (P) Ltd.		4490246	dpupadhaya@gmail.com dpupadhaya@yahoo.com		9851077584	392 - 2002
119	Dipam	Shrestha	Tilganga Eye Center	4493775*644	6631851	dipam.shrestha@tilganga.org deepamshrestha@hotmail.com	4474937	9841350249	517 / 2014
120	Dipendra	Lal Shrestha	Quest Pharmaceuticals P. Ltd.	4240304	4473246	quest@ccsl.com.np	4231028		280 - 2004
121	Dipesh	Gorkhali	STM Telecom Sanchar Pvt. Ltd.	4445981	4374864	dipesh_gorkhali@hotmail.com	4419366	9841426158	394 / 2009
122	Dipinti	Karki	Avenues Television P. Ltd.	4227222	4410930	dipintikarki@hotmail.com	4251055	9851098394	412 / 2010
123	Diwas	Aryal	Deurali-Janta Pharmaceuticals Pvt.Ltd	4018777		diwasharya@gmail.com		9841172140	655 / LMTP2_ 2017
124	Diwas	Karki	Nabil Bank Limited	4169030		diwas.karki@nabilbank.com diwasharki@gmail.com		9851034909	545 / 2016 NPCM
125	Durga	Prasad Upadhaya	Training Institute For Technical Instruction			durgaupadhaya1961@gmail.com durga_upadhaya@yahoo.com		9841533484	398 /2009
E									
126	Euden	Koirala	Water Aid			eudenkoirala@wateraid.org eudie_sahsa@hotmail.com		9851047332	456 / 2011
G									
127	G. Narayan	Bdr. Chettri	Time Pharmaceuticals (P) Ltd.	056-523804	56527523	cifrox@wlink.com.np	56520695		291 /2004
128	Ganesh	Prasad Bhetuwal	Swastik Shreebinayak Construction Company Pvt. Ltd	057-523931	057-525267	swastiksbcopl@gmail.com		9851167267	566/ 2017 BCP
129	Ganesh	Prasad Upadhaya			4411828			9851024136	85 /1995
130	Ganesh	Raj Pokharel	Citizens bank International ltd.	4441882	5592881	ganesh@citznbank.com ganeshrajpokharel@yahoo.com		98510811725	480 / 2012
131	Ganesh	Raj Shrestha	Pashupati Rubber Industries (P) Ltd.	5522157	5524780	ganeshshrestha@hotmail.com	5527167		287-2004
132	Gautam	Shakya	GeoSpatial Systems Pvt. Ltd.	5531131	5529008	gautam@geosp.com shakya_gautam@hotmail.com		9841295741	481 / 2012
133	Geeta	Shrestha	Readymade Garment Train. Center	4256931	4226526			9841847120	209 / 2000
134	Ghanashyam	S. Sharma	Yeti Finance Company Ltd.	057-523463	057-523806	ghanashyamhnd@gmail.com		9845022806	250 - 2002
135	Gita	Tamrakar	Everest Art Paper	5592553	5003512	eap.gita011@gmail.com gtamrakar08@gmail.com		9841741554	647 / NPCM 2017
136	Gokarna	Prasad Sitaula	Nepal Telecom			gokarna.sitaula@ntc.net.np gokarnasitaula@gmail.com		9851046295	664 /TEBL_2018
137	Gopal	Khanal	Nepal Mega College	5903973	4355428	asiapublication@hotmail.com gkchanal@gmail.com		9851023115	441 /2011
138	Gopal	Krishna Shrestha	Himal Cement Company Ltd.	4331762, 4331764	5526531	ksgopal@wlink.com.np	4330136		163 / 1998

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
139	Gopesh	Shakti Maskey	Vijayadeep Pharmaceuticals	5525515	4471697	gopesh_sm@yahoo.com	5539817	9851059456	401 / 2009
140	Gourish	K. Kharel	K-too Health Food Inc.	031-520108	4410647				196 / 1999
141	Govind	Narayan Halwai	MEH Consultants (P) Ltd.	4477634	5521364		4468969		322 / 2005
142	Govinda	Man Tamrakar	MEH Consultants (P) Ltd.	4477634	6610234	govinda.tamrakar123@gmail.com		9851035743	355 / 2007
143	Govinda	Prasad Ghimire	Shova Trishakti Pvt. Ltd.	4102647		gpg@info.com.np	4223361	9841320865	404 / 2009
144	Govinda	Prasad Ghimire	Alternative Herbal Product (P) Ltd.	4102647		gpg@info.com.np		9841320865	65 / 1993
145	Guna	Raj Shrestha	PD Consult	4491475	4229190				224 / 2001
146	Gyan	Kumari Shakya	swastik Interior			swastik.interior@hotmail.com		9841186778	500 / 2012
147	Gyanendra	Bahadur Pradhan	Medipro Computers P.Ltd.	4246974	5592571	jeebipradhan@gmail.com		9851021937	509 / 2014
148	Gyanendra	Prasad Dahal	Mega Shoe Industries Pvt. Ltd.	4363465		gyanendradahal0@gmail.com		9851135562	589
149	Gyani	Prasad Uprety			4362962	ugyani@gmail.com		9851077362	607 / NPCM 2017
H									
150	Hari	Gopal Shrestha	Hitesh Garments	4221262	4221262				219 / 2000
151	Hari	Kishor Shrestha	Om Hospital & Research Center	4476224	4351172	omhrc@wlink.com.np	4466128		248 -2002
152	Hemant	Kumar Chaurasia	Computer Point Nepal	4233117		nphkc@yahoo.com		9851060337	288-2004
153	Hira	Ratna Stapith			4226774				25 / 1989
154	Hom	Nath Neupane	Nebico Pvt. Ltd.	4350130	9742602950	n_hom@hotmail.com		9742602950	420 / 2010
I									
155	Indra	Prasad Sapkota	Laxmi Int'l Pvt. Ltd.	4433780	4389926	indra@laxmihyundai.com ipsap2001@gmail.com		9851056287	619
156	Isha	Shrestha	Nilgiri Khola Hydropower Company Ltd			ishashrestha@hifi.com.np		9851238690	646 / EPCM 2018
157	Iswar	Prasad Gautam	Surya Nepal Pvt. Ltd.	4248260	4376594	iswar.gautam@snpl.com.np iswar.gautam@gmail.com		9851014896	590 / NPCM
J									
158	Jagadish	Chandra Bhatt	Gangotri Group	099-520397	099-520660	jagdishmission20@yahoo.com jagdishmission20@gmail.com		9848729393	630 NPCM 2018
159	Jagdish	Roongta	National Healthcare P. Ltd.	51-524336, 528537	51-521345	ed@nationalhealthcare.com.np	51-533400	9855022169	330 / 2005
160	Janardan	Dev Pant	Himalayan Bank Ltd.	4243107	5140205	janardan@hotmail.com	4240086		317 / 2004
161	Jarman	Bahadur Pandey			4250758	jepnepal@hotmail.com			240 - 2002
162	Jaya	Bir Karmacharya	Omnic Laboratories Pvt. Ltd.	6540089	5014988	jayabir61@yahoo.com jayabir61@gmail.com		9851056309	
163	Jayan	Nyachhyon	Himal Tents Pvt. Ltd.	5527202	5590495	jayan75@gmail.com		9851073409	309 / 2004

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164	Jayendra	Bahadur Rawal	NIC-Asia Bank	5111177		jayendra.rawal@nicasiabank.com jsaarab@gmail.com		9851231332	660 / BIOD_2018
165	Jayandra	Chudal	AAC Light Brick	4477460		jayandra@lgtbrick.com.np		9851036734	560 / 2016 CMPE
166	Jhalak	Prasad Khanal			4431743	jhalakpd.khanal@gmail.com		9851025906	433 / 2010
167	Jiwan	Lal Piya	Chirag Foam Ind. Pvt. Ltd.	4430773, 4350384	4420773	piya@ccsl.com.np	4430945		107 / 1995
168	Jyoti	Shrestha	Chandra Enterprises Pvt. Ltd.			singhdan@wvlink.com.np			120 / 1996
K									
169	Kailash	Shrestha	Logica beans pvt. Ltd	4434586		kailash@logicabeans.com kailash@f1soft.com		9801079999	571 / NPCM 2017
170	Kapil	Dev Ghimire	Small Business Promotion Project	4223361	4415473		4223361		77 / 1995
171	Kavi	Das Dhaubaji Shrestha	Nilah Water Treatments	4107031	6631763	niwat.kavi@gmail.com		9851035870	489 / 2012
172	Kedar	Duwadi	Quest Pharmaceutical Pvt.Ltd			kedar.duwadi@yahoo.com		9851087613	651 / LMTP 2017
173	Kedar	Lal Shrestha	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4018777	5147165	kedar.shrestha@deuralijanta.com kedar.shrestha2009@gmail.com		9802088002	585 / NPCM - 2015
174	Keshab	Bhandari	NPEDC	4350522	4495791	keshab@ccsl.com.np	4350530		
175	Keshab	Bikram Khadka	Annapura Agro Industries Pvt. Ltd.	071-204500	017-524821	swami_dt@yahoo.com		9851010340	383 / 2008
176	Keshab	Shrestha	Natural History Museum	4271899	4272637	keshab_shrestha@hotmail.com			75 / 1994
177	Khilendra	Paudel	IME Ltd.	4217600	4420911	khilendra@imeremit.com.np paudelkiris@gmail.com		9802032400	620
178	Kiran	Joshi	Soltee Hotel	4272206	5549789	kiranajupa@gmail.com kjoshi@soaltee.com.np		9841270584	663 / PPTP_2018
179	Kiroj	Rajbanshi	Deurali - Janta Pharmaceuticals Pvt. Ltd.	4018777		iorikib@gmail.com		9841510311	644 / EPPM 2018
180	Kishor	Bhakta Mathema			6630956	mathema_kb@yahoo.com		9851088225	136 / 1996
181	Kishor	Chapagain	Pricesolution pvt. Ltd	15261910	4414467	kchapagain7@gmail.com pyshot@solutions.net		9851035820	285 - 2004
182	Kishor	Kumar Pradhan	Birat Pharma Lab (P) Ltd.	021-527191	021-417344		021-527082		140 / 1996
183	Kishore	Ram Bhandary			4415563	kishore_rb@hotmail.com	4226116		38 / 1991
184	Krishna	Prasad Khanal	Apollo Offset Press P. Ltd.	4471584	4351915	khanal_krishnap@hotmail.com krishnaP_Khanal@hotmail.com		9851027878	432 / 2010
185	Kumar	Dhamala	Ecocode Nepal P Ltd	5261016	4026429	kumardai@gmail.com eccodenepal@ntc.net.np		9851076265	477 / 2012
186	Kundan	Khanal			4471782	kundan@htp.com.np			252 - 2002

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
187	Kush	Kumar Joshi	Nepal Ektrat Engineering Company	4243436 4244857		kush@neek-transformer.com		9851020836	
L									
188	Ladhuram	Tamang	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 4365320	9851075980	hyonjan@gmail.com	4360916	9851075980	124 / 1996
189	Laxmi	Bahadur Shrestha	Harishiddhi Brick & Tile Factory Ltd.	4240698	4418862	nbgroupp@mos.com.np	4240665		81 / 1995
190	Laxmi	Kumari Shrestha	Delux Interior Design & Consultancy		4314269	interiordesign31@yahoo.com		9841118518	501 / 2012
191	Leesa	Manandhar	Lomus Pharmaceuticals	4420060			4436395		222 / 2001
192	Leesa	Manandhar	Simca Laboratories Pvt. Ltd.		4263501	liisa.manandhar@gmail.com		9851162078	504 / 2013
193	Lila	Parsad Dhakal	Kathmandu Upatyaka Khanepani Limited Project impromentation Directorati	5705086		lilaprasad_dhakal@hotmail.com	4224057	9841277430	482 / 2012
194	Lisa	Joshi	FHI360	4418377	4436069	lishajoshi@gmail.com		9851045861	486 / 2012
M									
195	Madan	Lal Joshi	Furniture Land Store Pvt. Ltd.	4224797	5536622	madanish@yahoo.com madanishusa@gmail.com	4100549	9851054368	507 / 2014
196	Madan	Sharma	Nepal Telecom	4210435	4471571	madan.sharma@ntc.net.np	4210450	9851075757	352 / 2007
197	Madhav	Dhakal	Shree Ram Refine oil production P Ltd	4260810	4154886	Madakal50@yahoo.com mdhakal50@gmail.com	4260809	9802030492	470 / 2012
198	Madhav	Narayan Shrestha	Nepal Water Supply Corporation	4411194					91 / 1995
199	Madhav	Prasad Neupane	Hetauda Sandesh National Daily	57522237	57524236	mmdhetauda@gmail.com htd.sandesh@gmail.com		9855067236	621 NPCM 2018
200	Madhur	Kumar Shrestha	Seagate Institute of Technology	5437231	5544450	seagate92@wlink.com.np		9841211123	277 -2003
201	Mahendra	Gopal Shrestha	Love Green Nepal	5592895		mahendra93m@hotmail.com mahendra93m@gmail.com	5525417	9851033940	303 / 2004
202	Mahesh	Dewan	Hotel Pawan Palace Lumbini		4370114	ceo@pawanhotels.com.np		9804177054	429 / 2010
203	Mahesh	Karki	Himshree KC Group of PSA Industries and Trading P. Ltd.	061-530607	061-540162	karki_mahesh@hotmail.com himshree.psa@gmail.com		9856026402	436 / 2010
204	Mahesh	Kumar Gorkhali	Nepal Pharmaceuticals Laboratory Pvt. Ltd	5529059, 5529436	4374864	npimkt@wlink.com.np mahesh_gorkhali@hotmail.com	5529434	9851026190	371 / 2007
205	Mahesh	Prasad Pradhan	Omnicia Laboratories Pvt. Ltd.	4436683	5014754	maheshpradhan@gmail.com	4268081	9851032382	361 / 2007
206	Mahesh	Sharma Dhakal	Global IIME Bank Limited	422867	9851048251	maheshdhakal2014@gmail.com msdhakal@hotmail.com		9851048251	458 / 2011
207	Mahesh	Swar	Kantipur Publication Pvt. Ltd	5135030/ 5135010	4436380	maheshswar@kantipur.com.np mahesh71227@gmail.com		9851071227	530 / 2015 NPCM
208	Maheshwor	Prakash Shrestha	Himalayan Infrastructure Fund Limited	4169088	4034652	maheshps100@gmail.com		9851058430	369 / 2007

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
209	Maheswor	Maharjan	IT Business Service Pvt. Ltd.	4419067	4364232	maheswor@gmail.com		9841220624	312 /2004
210	Mandira	Maharjan	Bhaktapur Ceramics Pvt. Ltd. Nepal Terracotta Pvt.Ltd	6613440	4415783	mandiramaha35@yahoo.com		9841620366	237 - 2002
211	Manish	Kumar Agrawal	Daksha Investment pvt.Ltd	9855021687	051-521241	manish_nepal@hotmail.com	4222882	9855021687	460 /2011
212	Manisha	Kam	Citizen Bank International Ltd	5204308	5250836	manisha@ctznbank.com manishambe@gmail.com		9841360541	584 / SHOP- 2017
213	Manjul	Prasad Joshi	Fusemachine Nepal Pvt. Ltd	4168530	4270827	mpjoshee07@gmail.com manjul.joshi04@gmail.com		9841219192	673 /NAHRP_2019
214	Manoj	Dhodari	Orchid Resort Pvt. Ltd.	057-520429	057-523360	manoj_dhodari@hotmail.com			639 NPCM 2018
215	Manoj	Kumar Agrawal	WorldLink Communicattion P. Lts	5523050	5183087	Manoj.agrawal@worklink.com	5529403	9802027387	473 / 2012
216	Manoj	Kumar Das	Manoj Gas Udyog Pvt. Ltd.			manojgas@gmail.com		9855024828	591
217	Manoj	Shrestha	NLG Insurance Co.Ltd	4418113	5534370	manoj.shrestha@nlgi.com.np shresthakm2014@gmail.com		9851086597	533/ 2015
218	Minoo	Piya Amatya	Nepal Pharmaceuticals Laboratory	5529059	5151753	minoopiya@gmail.com	5529434	9851076499	382 /2008
219	Mukendra	Singh	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	4430340	mukendrasingh2046@gmail.com	4435166	9851027064	327 /2005
220	Mukti	Nath Subedi	Rakhu Bhagwati Const.	4220520	061-520967				141 / 1996
221	Mukunda	Chaulagain	Fred Hollows Intra Ocular Lens Laboratory, Tilganga Institute of Ophthalmology	4493775	5580719	mukumike13@gmail.com mukunda.chaulagain@tilganga.org		9849122038	614 / OCTC-2_2017
222	Mukunda	Prasad Joshi	Fusemachine Nepal Pvt. Ltd	4168530	4270827	mpjoshee@yahoo.com mpjoshee@gmail.com		9851108433	316 /2004
223	Mukunda	Prasad Lamichhane	Prabhru Bank Ltd.	4478500*ext 214	4153718	mukunda.lamichhane@prabhrubank.com mukunp@gmail.com		9851152450	592
224	Mukunda	Ram Bhandari			4247062		4350530		Mar-89
225	Muna	Sharma	Sarthak Concret Pvt. Ltd	5538575	6615202	munasharma220@gmail.com		9851111912	659 / LDTP_ 2018
N									
226	Nabin	Bhujel	Suryodaya Urja Pvt.Ltd	4379000	4371745	nabin@sdu.com.np nabin.bhujel@yahoo.com	4374496	9851040404	529 / 2015
227	Nagendra	Kayastha	MULTI Software (P) Ltd.	5545694	6611090	n.kayastha@unesco_jhe.org	5523103		329 /2005
228	Narayan	Babu Lohani	Reliable Nepal Life Insurance	4423618, 4423630	4352724	nb.lohani@gmail.com narayan@reliablelife.com.np		9851034835	548 / 2016 NPCM
229	Narayan	Bahadur K.C.	Cist College			narab_kc@hotmail.com		9841477638	306 /2004
230	Narayan	Bahadur Thapa	Internet Business Bureau	4482444	9841329102	narayan@ibb.com.np narayan.thapa@nepalaots.org.np	4435166	9851229102	485 / 2012
231	Narayan	Mahat Chhetry	Genesis International Technology Nepal Pvt.ltd.	5100630	4782444	narayan.chhetri@genesisinepal.com mahatnarayan@hotmail.com		9851050642	364 / 2007

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232	Narayan	Nakarmi	Radymade Garment Training Center	4256931	4258270				175 / 1999
233	Narayan	Neupane	Hallmark Infosys Pvt. Ltd.	4242454		naranneupane@gmail.com	4441998	9851110497	498 / 2013
234	Narayan	Prakash Bhuju	Machhapuchhre Bank Ltd.	4428556	4006504	narayan.bhuju@mbl.com.np nbhuju@gmail.com		9851078555	593
235	Narayan	Prasad Bhandari	Nepal Telecom	4226004					69 / 1994
236	Narendra	Bhattarai	Nepal Credit and Commercial Bank		4434130		4490824		97 / 1995
237	Naresh	Bahadur Malla	Web Printers P. Ltd.	5372969	4221278	sula@mos.com.np	4275611	9851033729	386 / 2008
238	Naresh	Dev Panta			4413078	panta_nc@hotmail.com			242 -2002
239	Naresh	Kumar Shrestha	Panas Pharmaceuticals Pvt. Ltd.	4491153	5242367	panas1153@gmail.com naresh1180@hotmail.com		9851114507	408 / 2010
240	Narnath	Adhikari	vega Pharmaceutical pvt. Ltd	4102825, 26/27	9841293948	naru936@hotmail.com naru936@gmail.com	4375574	9841293948	454 / 2011
241	Naveen	Prakash Adhikari	Shubha Shree Agni Cement Udhyog Pvt. Ltd.	4670558	9851275330	npadhikari76@gmail.com naveen.adhikari033@gmail.com		9851275330	685 / 2019 BIOD
242	Navin	kumar Thapa	Fred Hollows Intra Ocular Lens Laboratory, Tilganga Institute of Ophthalmology	4493775	4383764	navki37@hotmail.com		9841461738	613/ PQPS-2_2017
243	Navin	Siddhi Bajracharya	IT Himalayan	4418432	9851010962	navsidhbajra@hotmail.com		9851010962	271 - 2003
244	Neeraj	Man Shrestha	Nepal Telecom	4220930	5552699	n_shrestha@yahoo.com	4228888	9851029255	342 / 2006
245	Nigam	Raj Adhikari	Deurali - Janta Pharmaceuticals Pvt. Ltd.	5260854	4365461	nigamadhikari@gmail.com	4435166	9851045698	557 / 2016 PBI
246	Nikesh	Dwa	Mid Town Galleria Pvt. Ltd.	61530885	61520558	nikeshdwa@midtown.com.np nikeshdwa@gmail.com		9856035558	622 / NPCM 2018
247	Nikita	Poudel	Gopi Krishna FM Radio	4812404		itsmenikita@hotmail.com		9851078080	413 / 2010
248	Niraj	Gorkhali	Smart Solutions	4251047	4415095	niraj913@gmail.com		9851065077	430 / 2010
249	Niraj	Khanal	Brihat Investments Pvt. Ltd.			niraj.khanal@gmail.com		9851131130	546 / 2016 NPCM
250	Niraj	Man Singh	Himalaya General Insurance Co.Ltd	5245090, 91/92/93/ 94/95/96	4218566	niraj@hgi.com.np nirajpradhan71@gmail.com	4245099	9851111691	568 / NPCM 2017
251	Niraj	Subedi	Jawalakhel Group of industries P. Ltd	5522010	5573769	niraj.subedi@jginepal.com	5522494	9851030958	675/EPCM-2019
252	Niran	Joshi	Pecon Pvt. Ltd	5200795	5203305	niran.joshi@pecon.com.np		9851032778	531/ 2015
253	Nirmal	Chandra Jha	Nepal Pharmaceuticals Laboratory	5529059	6204608	nirmal3135@gmail.com		9851088760	581 / SHOP-2 2017
254	Nirman	Lal Shrestha	Ashutosh Travels & Tours	4224655	4359126	nirman@ashutoshttravels.com nirmanlal123@gmail.com		9851061266	649 / SHOP 2017
255	Nischal	Man Singh Pradhan	Brihat Investments Pvt. Ltd.	4033303	4286363	nischalp@hotmail.com	4033305		493 / 2013

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256	Nishal	Subedi				yadu55@hotmail.com newsimca@gmail.com		9818889487	550 / 2016 PMTP
257	Nishesh	Shakya	Institute for Professional Training & Management Nepal			nishesh235@gmail.com		9841531682	656 / PCT_2017
258	Nishma	Bajracharya	Nepal Pharmaceuticals Laboratory Pvt. Ltd	5529059	4252663	nishma@npl.com.np nishmab@gmail.com	5529434	9841531682	490 / 2013
0									
259	Om	Prakash Shrestha	Arniko Nirman Co.	4470307	4487665	amiko@mos.com.np	4487848		320 / 2005
260	Opendra	Kumar Shrestha	Sharma & Company Pvt. Ltd.	4261158	4472406		4260628		262 -2003
P									
261	Padam	Bahadur Thapa	Himalayan Fabs International	4601435	6635783	info@himalayanfabs.com		9851043599	582 / OCTC - 2017
262	Padma	Tara Tudiadhar	Alternative Technology	4387977	4363863	padma@explorug.net padmatara@gmail.com		9851200513	650 / EPCM 2017
263	Padma	Pradhan	Green Bamboo Creation Pvt. Ltd			padmaipradhan6@gmail.com		9841280544	658 / PQM_2018
264	Pankaj	Lal Pradhan	Prismark Marketing	5114026	5114026	pankaj@prismark.com.np pradhanpankaj@gmail.com		9851039619	579 / PJCM 2017
265	Paras	Pradhan	Madan Puraskar Pustakalaya	5521393	9851044172	paras@mpp.org.np			326 / 2005
266	Pasa	Maharjan	Dakshin Barahi Brik Factory			pasa2pasa@gmail.com		9851092502/ 9843867586	648 / EPPM 2017
267	Pashupati	Khartri	Event Sansar	4168484		pashupati69@gmail.com info@eventsansar.com	4117105	9851117584	495 / 2013
268	Piyush	Sharma Humagain	Aadee Remedies Pvt. Ltd	5203973	4106051	piyush.bb@gmail.com		9851065855	657 / PQM_2018
269	Prabhakar	Shumsher Thapa	Him Electronics P. Ltd	4267760	4004027	himelec@gmail.com prabhakar@golchhagroup.com.np	4267288	9851136637	471 / 2012
270	Prabhu	Keshar M. Pradhan	NIDC	4228322	4272650	prabhupradhan@nidc.wink.com.np	4227428		160 / 1998
271	Prabin	Basnet	Kamana Sewa Bikash Bank	4440115/116	4108913	basnetpravin@hotmail.com prabin.basnet@kamanasewabank.com	4440134	9851100567	549 / 2016 NPCM
272	Prabin	Raj Pokharel	Louis berger inc usa	9801140107	4485845	prabin.pokharel@gmail.com prabin.pokharel@wfp.com		9801140107	397 / 2004
273	Pradeep	Kumar Shrestha	Omnic Laboratories Pvt. Ltd.	4266858	5528156	pradeepshrestha528@gmail.com omnica@htp.com.np	4268081	9851025662	343 / 2006
274	Pradeep	Narsingh Rayamajhi			4358348	pnrayamajhi1@gmail.com	4222800	9851023462	313/2004
275	Pragya	Pradhan	Omnic Laboratories Pvt. Ltd.	6540059	4782880	pragyapradhan@hotmail.com	6540059	9841206115	467 / 2012

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276	Prajwal	Jung Pandey	Lomus Pharmaceuticals Pvt. Ltd.	4436396	4372687	prajwalpandey@lomus.com.np prajwajungpandey@gmail.com	4436395	9851039755	318 /2004
277	Prajwal	Shrestha	The British college	5970003	5114114 / 4241951	prajwal_shrestha@hotmail.com prjwl.shrstth@gmail.com		9851039626	259 -2003
278	Prakash	Bajracharya	Bajra & Bajracharya Enterprises	5524851		pikesh.bajra@gmail.com			133 / 1996
279	Prakash	kumar Shrestha	Butwal Power Company Limited	4781776	4281510	prakash.shrestha@bpc.com.np prakash.triya@yahoo.com.np		9851025684	519 / 2015
280	Prakash	Man Shrestha	Harishiddhi Brick & Tile Factory Ltd.	5521451, 5521178	5533225	prakashs_0606@yahoo.com	5522776	9851007377	375 /2007
281	Pramod	Kaji Baniya	Swayambhu Hotels & Apartments Pvt. Ltd.	4033114	4288617	pramod@swayambhuhotels.com	4033305	9851125278	508 / 2014
282	Pramod	Metha	Nepal Pharmaceuticals Laboratory	051-521097		pramodmanav@gmail.com		9855038938	677/PQPS-2019
283	Pranab	Ghimire			4350198	ghimirepr@hotmail.com			227 / 2001
284	Prashant	Dugar	Pine Overseas Pvt. Ltd.	4230441	4441718	prashant.dugar@pineoverseas.com.np prashantdugar@gmail.com		9802026482	623/ NPCM 2018
285	Prashant	Lal Shrestha	Islington Collage	4412929	4359856	prashant.lalshrestha@gmail.com prashant.shrestha@nepalaoats.org.np		9851075058	234 / 2002
286	Prashida	Man Shrestha	Sino Hydro Sagarmatha Power Company	4376664	47209802	pmskath@hotmail.com		9851086693	479 / 2012
287	Prasidha	Raj Aryal	Civil Bank Limited	4251015	4471601	prasidha28@gmail.com		9851038501	528 / 2015
288	Pratap	Jung Pandey	Kailash Helicopter Services pvt. Ltd	9851042001	4412001	pipandey@yahoo.com		9851042001	444 /2011
289	Prathana	Rajbhandari Vaidya	Brihat Developers & Builder Pvt. Ltd.	4033076	4436936	prathana@brihatinvestments.com		9841484411 / 9801203703	624 / NPCM 2018
290	Pratyush	Acharya	Bhoomi Foods Product	5537440	5005197	acharyapratyush@yahoo.com acharyapratyush024@gmail.com		9851088025	405 / 2010
291	Pravat	Thapa			053-521382	Prabhathapa@gmail.com		9845021063	360 / 2007
292	Praveen	Shahi	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4375575	4424084	praveenshahi@yahoo.com praveen.shahi@deuralijanta.com		9841235162	396 / 2002
293	Pravin	Raman Parajuli	Nabil Investment Banking Ltd.	4411733, 4411604	4412437	pravin.parajuli@nabilbank.com		9801001512	513 /2014
294	Pravin	Aryal	Jade Consult PvtLtd	4222202	4114388	pravinarya@gmail.com		9851074619	521 / 2015
295	Pritam	Lal Shrestha	Sunrise Bank Ltd.	4004560	9851034336	pritam01@yahoo.com pritam.shrestha@sunrisebank.com.np		9851034336	391 / 2004
296	Promod	Mehet	Nepal Pharmaceutical Pvt. Ltd.	051-52-1097	9855038938	promodmanar@gmail.com		9855038938	677 / 2019 PQPS
297	Punya	Prasad Lohani	JANA Rashmi	4495388	4480452	pplohani@gmail.com		9813003961	474 /2012

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298	Purna	Prakash Hada			4270043			9841348769	61 / 1993
299	Purnima	Rajbhandary	Birat Investment Pvt. Ltd	4033303	4033116	purnima@biratinvestment.com		9851037812	476 / 2012
300	Puskar	Acharya	Lovely Business link Pvt.ltd	6612420	5146002	puskar2064@hotmail.com		9851152359	520 / 2015
R									
301	Rabi	K. Shrestha	CTL Pharmaceuticals P.Ltd.	4252500		rabikshrestha@hotmail.com		9801224221	245 -2002
302	Rabin	Kumar Shrestha	channakyasoftware	4111264		rabin.shrestha@channakyasoftware.com		9851045150	325 /2005
303	Rabin	Kumar Shrestha	Coseli Chhala Jutta Udhyog	4359766	4354211	coseli81@yahoo.com rabincozell@gmail.com		9851022012	440 /2011
304	Rabin	Prajapati	Bhaktapur Ceramics Pvt. Ltd. Nepal Terracotta Pvt.Ltd.	4415783	4415783	rabinpraja@yahoo.com rabinpraja70@gmail.com		9851090297 9801090297	236 - 2002
305	Rabindra	Pradhan	Auto in enterprises	4254226	4254226	rabindrapradhan@hotmail.com		9851015281	249 -2002
306	Rabindra	Rajbhandari	RAJMS Company	5260999	5260432	rabindra@rajms.com rabindra.rajbhandari13@gmail.com		9851030644	278 - 2003
307	Radha	Krishna Dhaubhadel	Eco Craft Nepal	6612782	6612335	rkdhau@gmail.com	6612782	9851034599	289-2004
308	Radhe	Shyam Bhagat	R.S. Bhagat & Ass. Consulting Artitech	6614794	4425247				139 / 1996
309	Radhe	Shyam Mahato	National Healthcare P. Ltd.	051-528538	4438821	stat@nationalhealthcare.com.np dm@nationalhealthcare.com.np ed@nationalhealthcare.com.np	051-533400	9851041371	336 /2006
310	Raj	Kumar Gupta	Ambuja Cement	071-412018	071-522180	jar2035@gmail.com raj@nepalambujacement.com		9857020252/ 9807575397	2012/
311	Raja	Babu Maharjan	Kathmandu Repairing Center	4246518		csb@ccsl.com.np			197 / 1999
312	Rajan	Babu Shrestha	Aero Care Air Conditioning Service	4474072	4412903				128 /1996
313	Rajan	Shrestha	Hama Iron and Steel Industries Pvt. Ltd.	4261716	4261716	hamasteel@info.com.np	4261686	9851022847	363 / 2007
314	Rejani	Shrestha	Educational Enterprise (P) Ltd.	4223749	4427037	mohanedu@hotmail.com			296 /2004
315	Rejat	Shrestha	Blue Cross Hospital Pvt.Ltd	4262027	4270245	rajat.shrestha@bluecross.com.np relation@bluecross.com.np rajatshrestha@gmail.com		9841201811	483 / 2012
316	Rejendra	Chapagain	Creative Press P. Ltd	4419084	4489053	chapagainraj@gmail.com		9851035974	612 EPPM-2_ 2017
317	Rejendra	Lal Shrestha	Citizen Bank	4427842	4271358	rajendra.shrestha@ctznbank.com rajshrestha12@gmail.com		9851017180	553 / 2016 SHOP
318	Rajesh	Babu Shrestha	Chitwan Construction & Engg. Co.	4434648	4421496	rajesh@chitawancoe.com.np	4434515	9851020604	263 - 2003
319	Rajesh	Chandra Bhattarai	Nepal Telecom		5534254	rajib@nbe.com.np	4780042		353 / 2007
320	Rajesh	Kumar Agrawal	Kanchanjungha Cement Udhyog Pvt. Ltd.	023-545707	023-540737	kanchanjungha75@yahoo.com		9852673986	633

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321	Rajesh	Kumar Shakya	Hitech Valley iNet Pvt. Ltd.	4427336	4428075	rajeshshakya@gmail.com	4417745	9851034585	346 / 2006
322	Rajesh	Mani Ghimire	Balaju Yantra Shala Pvt. Ltd.	4350147, 4350894		nhec@mos.com.np bysnepal@gmail.com	4350379	9851027014	274 - 2003
323	Rajib	Pokhrel	guards enterprises pvt.ltd	9851021675	9851021675	rajivpokhrel@gmail.com		9851021675	402 /2009
324	Rajiv	Bhakta Pradhan	LOTUS Oppertunities	5530313, 5526660	5560830	rajiv@enet.com.np	5532013		270 - 2003
325	Raju	Babu Shrestha	Manakamana Daishan P. Ltd.	4434690, 4434825	4417943	chitwoncoe@chitwoncoe.com.np			
326	Raju	Dev Bhattarai	Sheela Printers	4418094	4433242	sheelaprints@hotmail.com			283 -2004
327	Raju	P. Shrestha Khairgoli	Omnic Laboratory Pvt. Ltd.	4436683 /4415108	5146149	spraju62@gmail.com		9851044365	380 /2008
328	Raju	Poudel	Arghakhanchi Cement Pvt. Ltd.	4102143	4257670	raju@acplnepal.com ca.rajpoudel@gmail.com		9857015081	594
329	Ram	Banshee Pradhan	Institute of Engineering	4256481	5901339				110 / 1995
330	Ram	Chandra Lohani	Laxmi Intercontinental Pvt. Ltd	4433780	9851140331	rclohani@gmail.com		9851140331	608 /NPCM 2016
331	Ram	Hari Subedi	Gorkha Ayurved Company Pvt. Ltd.	4286875	4357717	ramhsubedi@gmail.com		9851033346	445 /2011
332	Ramendra	Pradhanang			4671071	rpradhananga@yahoo.com		9841217037	426 / 2010
333	Ramesh	Bista	Deurali - Janta Pharmaceuticals Pvt. Ltd.	4435167	5560193	aarogyam@deuralijanta.com		9802088003	637 /NPCM 2018
334	Ramesh	Prasad Panta			4486601				275 -2003
335	Ramesh	Sharma	Sharma & Company Pvt. Ltd.	4673002, 3/4/5	5237672	sharmaco@mos.com.np sharmacoramesh@gmail.com	4670683	9851106538	273 - 2003
336	Ramesh	Thapa	Direction Nepal Pvt. Ltd.	01-4117103	14117102	rameshdelta2@gmail.com	01-4117105	9841937024	450 /2011
337	Rameshwar	Karmacharya	People campus	4215412 /4215590	4770525	r.karmacharya77@gmail.com		9851021525	348 / 2006
338	Rashmi	Pant	Prabhu Bank	4788500		rashmi.pant@prabhubank.com		9851103597	642 / SHOP 2018
339	Rasmita	Tudladhar	Tiliganga Eye Center	493775	5904345	rasmitatuladhar@hotmail.com		9841564024	505 /2013
340	Ratan	Lal Agrawal	Inter-Tech P. Ltd.	071-540147	071-540471	ratan@intertech.com.np	071-543471	9847034706	217 / 2000
341	Rati	Bhochhibhoya Pradhan	Muskan Home Of Hope	9841254590	9841254590	ratipradhan@hotmail.com ratibhochhibhoya@gmail.com		9841254590	466 / 2011
342	Ratna	Lal Shrestha			4271438			9851101750	113 / 1996
343	Ratna	Man Shrestha	Shakti Hume Pipe Udhog	4270518	4271438				113 / 1996
344	Ratna	Sambhav Shakya			4673291	ratna.shakya525@gmail.com ratna.shakya@bpc.com.np		9851044732	541 / 2016 NPCM

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
345	Ratneshwari	Shrestha	Rama Silver Craft	4221090	4254166	ratnaart@live.com		9851052470	373 /2007
346	Reena	Singh Suwal	Beltronix	5527999	4244515	reena.beltronix@gmail.com		9841226003	384 /2008
347	Reeta	Simha	Aama Craft	4251170	4252079	info@aamacraft.com reeta.simha@gmail.com		9851025629	338 / 2006
348	Rishi	Mani Shrestha	Morang Auto Works	4261160		shrestharishi@yahoo.com		9851096398	337 /2006
349	Rita	J. Pradhan	Temple Tiger Group of Companies	4225657	4282500	ritajpradhan@gmail.com		9851139310 9841339310	586 / SHOP-2 2017
350	Ritesh	Mehar Shrestha	Global Merchants and Logistics Pvt.Ltd.	5904552		riteshg@gmail.com riteshmshrestha@gmail.com		9851032561	595
351	Ritesh	Silwal	Global Tinau Trading Pvt.Ltd	9857025844	071-541159	ritesh_silwal@hotmail.com		9857025844	502 / 2013
352	Robin	Man Amatya	SAARC Business Association of HBWs	5546809	4280451	robin.note@yahoo.com robin@isabah.org		9849063684	510 / 2014
353	Rohit	Karki	Pathivara Concrete Ind. Pvt. Ltd.	025-580899	025-583481	rohit.karki@pathivaragroup.com.np rht.krki@gmail.com		9851110570	625 /NPCM 2018
354	Roshan	Malla	Citizens Bank International Ltd.	4427842		roshan.malla@ctzbank.com		9851159988	603
355	Roshan	Poudyal		6610893	4470540	roshpn@hotmail.com	6611617		307 /2004
356	Rubina	Shrestha	Simca Laboratories Pvt. Ltd.	6632209		rubi.na9@hotmail.com		9841885420	563 / 2016 PMTP
357	Ruby	Laxmi Shrestha	National Dairy Development Board	5525400	4491334	kdsh@ccsl.com.np	5532096		108 / 1995
358	Rudra	Bahadur Bhattarai	Mirage Advertising & Graphics	4426647	4433521	rudrabb@gmail.com miragead83@gmail.com		9851027432	475 / 2012
359	Rupesh	Krishna Shrestha	Subarna Match Factory Pvt. Ltd.	56570215	4286769	matchsubarna@gmail.com rups_chris@hotmail.com		9851026304	596
360	Rupesh	Prajapati	Chandeswori Auto Engineering	4485862	011-661671				208 / 2000
361	Sabin	Lal Shrestha	High Land Distillery	5904316	5521797				119 /1996
362	Sabin	Shrestha	Himalayas Pashmina	5543652	5520517	shrestha_shrestha@hotmail.com shresthasabin@gmail.com	5522485	9851032710	268 - 2003
363	Sabin	Thapa	Green Tick Nepal Pvt. Ltd.	4101076	15244362	sabinthapa@subisu.net.np sabin@gtm.com.np		9851090700	463 /2011
364	Sabita	Dhungana	Akarshan Industries	5545055	4782224	sabitaakarsha@gmail.com	9851051772		339 2006
365	Sabita	Joshi	Manka Crafts Association	5545033	4242429	sabita_joshi@hotmail.com			264 - 2003
366	Sachindra	Pradhanang	Pradhanang Apparels Industry	6615543	14417071	sachindrapra@gmail.com		9851009658	552 / 2016 OCTC
367	Sagar	Poudyal	Civil Bank Ltd.	4251015 / 4251087	5553213	sagar.poudyal@civilbank.com.np sagar.poudyal@gmail.com		9851049352	610/ PBI 2017

S.No.	First Name	Last Name	Office	Off. Tel.	Res. Tel.	E-mail	Fax	Mobile	Member s. no numer
368	Sajal	Karki	Laxmi Lodge & Hotel	049-421400	049-421400	sajalsir400@gmail.com		9851107879	464 /2011
369	Sajala	Joshi Shrestha	Simca Laboratories Pvt. Ltd.	6612742	4259221/ 5114097	sajala_joshi@yahoo.com sajalajoshi@hotmail.com		9851063665	385 /2008
370	Salin	Narshing Shakya	Crystal Image	4245501	5533603	skysalin@yahoo.com	5551905	9840050107	324 /2005
371	Salvi	Shrestha	Fusemachine Nepal Pvt. Ltd	4168530		salvi.shrestha@gmail.com		9813079436	674/ NAHRP_2019
372	Samir	Acharya	Himalayan Bank Limited	4229949		samir.acharya@himalayanbank.com samir47266@gmail.com	4222800	9851047266	678/TEBI-2019
373	Samit	Raj Shilakar	Global IME Bank Ltd.		9851127255	rajsamit@hotmail.com		9851127255	512 / 2014
374	Sangam	K.C.	Himshree Foods. Pvt. Com	4477440	4477440	sangamkc.78@gmail.com		9851111758	406 / 2010
375	Sangita	Kadariya	Shikhar Shoe Industries Pvt. Ltd.	4388342	4380409	sangitakadariya@gmail.com		9801120224	597
376	Sanjay	Giri	Everest Leather Industries Pvt Ltd.	051-523988	5215765	giris4@yahoo.com giris4@hotmail.com		9851071861	414 /2010
377	Sanjeeb	Chandra Pokhrel	Nepal Rubber Udhog Pvt. Ltd.	4221123	4221123		4223145		134 / 1996
378	Sanjeeta	Archarya	Aloft Kathmandu	5252000	5161340	sanjeetaacharya@gmail.com sanjeeta@hotmail.com		9803172512	559 / 2016 PQM
379	Santosh	Kumar Bhagat	New A.C.C. Brick Industry P. Ltd.	021-515290	021 5170235	bhagatsku@gmail.com		9852020308	461 / 2011
380	Santosh	Shrestha	MARS P. Ltd	4446294	4284073	sentosash@gmail.com	4427109	9851040425	472 / 2012
381	Sanu	Maiya Shrestha	Nepal Bio-Tech Nursery	5541349		nbm@mail.com.np			231 / 2002
382	Sarad	Chandra Upadhaya	Janak Education Material Center Ltd.	6610170	4473284				60 /1993
383	Sarbajit	Rana	Surya Nepal Pvt. Ltd.	053-520035	051-529264	sarbjit@snpl.com.np	053-520034	9855020662	387 / 2008
384	Sarita	Karki Khanal	Lomus Pharmaceuticals	4354027	4351861		4436395		223 / 2001
385	Saroj	Baral	Jaima Laxmi Techo center P .Ltd	61-530566		sarojbaral@gmail.com		9856024524	676/ PQM-2019
386	Saroj	Kaji Tudladhar	Goodwill Finance Limited	4444039	5905441	saroj@goodwill.net.np	4443414	9851023409	370 /2007
387	Saroj	Kumar Shakya	Nepal Telecom	5537463	5530177	saroj.shakya@ntc.net.np		9851042757	301 /2004
388	Saroj	Manandhar	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4375575**115	4822365 /4822474	saroj.manandhar@deuralijanta.com sarojananda@gmail.com		9841409305	335 /2005
389	Saroj	Manandhar	Miracle Interface P. Ltd.	5261891	4350607	sama_sayami@yahoo.com saroj.manandhar@gmail.com		9841281457	358 / 2007
390	Saroj	Shrestha	Sunrise Bank Ltd.		4650657	saroj.shrestha@sunrisebank.com.np sarojshrestha_2@hotmail.com		9851050813	535/ 2015
391	Saroja	Shrestha Koirala	Nepal Bangladesh Bank ltd	4240348	4350043	sarojakoirala@hotmail.com saroja.koirala@nbbi.com.np		9851129959	518 / 2014

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392	Sati Devi	Singh Gautam	Blue Cross Hospital Pvt.Ltd	4262027	4439993	sati.singh@bluecross.com.np		9841413395	532/ 2015
393	Satish	Chand Shrestha	Shreenagar Agro Farm Pvt. Ltd.	4354892, 4354002	4413504	saf@info.com.np	4433405	9851024812	286-2004
394	Satish	Kumar Karn	Jawalakhel Group of industriis P .Ltd	61-530566	6633529	satishkarna@hotmail.com	5522494	9801061347	682 / 2019 SHOP
395	Saurabh	Shrestha	Nepal Shoes Factory	4249261	4388404	saarabh_sshrestha@yahoo.com		9863633809	572 / NPCM 2017
396	Saurav	Joshi	Furniture Land Store Pvt. Ltd.	4224797		saaravjoshi@hotmail.com		9801140234	575 / NPCM 2017
397	Shambhu	Agrawal	Bhaskar Herbaceutical Pvt.Ltd	051-418047	051-524001	ed@bhaskarherba.com.np		9855020110	522 / 2015
398	Shankar	Kant Adhikari	Mount Everest Trading & Service P. Ltd.	4990036	4363421	cm@mets.com.np	4363421	9851024406	276 - 2003
399	Shanker	Prasad Pandeya	Sagarmath Silks	4781300	4107095	himal.silks@gmail.com	4781303	9851027009	407 / 2010
400	Shanta	Baskota Koirala	Kanchanjangha Tea Estate And Re-search	4469503	9841737074	shantakoiraia@hotmail.com shantakoiraia48@gmail.com	4493303	9851082828	418 /2010
401	Shanti	Laxmi Shakya	Board of Director Chilime Hydro Power Company		441745	shantinea@yahoo.com shantinea@gmail.com		9851054360	374 /2007
402	Sharad	Khanal	Sopan Pharmaceuticals Ltd.	4671212		khanalbabu@gmail.com	9847021819		427 /2010
403	Sharda	Rana	Sipradi Trading	4101645		sharda.rana@sipradi.com.np ranashrd@gmail.com		9801058802	661 / IR & HRM_2016
404	Shashi	Bhattarai	Knowledge Holding International pvt. ltd.		4443485	shashibhattarai@yahoo.com shashibhattarai@gmail.com		9851055544	225 / 2001
405	Sheela	Pradhan	Mars Advertising and Research Pvt. Ltd.	4437145, 4439782		sentosash@gmail.com		9841319040	626 / NPCM 2018
406	Sher	Bahadur Budhathoki	Siddhartha Bank Limited	4442919/20	4374918	sher@sbl.com.np	9851047917		525 / 2015
407	Shilu	Aryal	Civil Bank Limited	4251015	4416727	shilu.aryal@gmail.com shilu.aryal@civilbank.com.np	44169036	9841252032	667 / PJCM_2018
408	Shiromani	Dhakal	Hetauda Cement Industries	057-520020	021-527194	hciprtd@mos.com.np	057-521023		
409	Shisir	Panchhai	Fisoft International Pvt. Ltd.	9801090159		pachhai.shishir@gmail.com		9801090159	627 / NPCM 2018
410	Shiv	Bhushan Lal	Nepal Telecom	5184266	5184266	shi_blal@yahoo.com shivblal@gmail.com		9851024866	365 - 2007
411	Shiva	Krishna Shrestha	Sef-y Consultant	6611545	6611545	shivaks@mos.com.np	6614242		297 /2004
412	Shiva	Kumar Bhandari	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4018777		bhandarishiva11@gmail.com	9847827869		561 / 2016 PDM
413	Shiva	Kumar Sharma	Himal Hydro and General Cons. Ltd.	5535032	5522597	gm@himalhydro.com.np	5550211		310 /2004
414	Shiva	Kumar Shrestha	Computer Care Pvt. Ltd.	5010641/ 5521984	5532421	shivashrestha@hotmail.com	5547764	9851027458	258 - 2003
415	Shova	Basnet	Zest Laboratories Pvt. Ltd.	6634037		shobhazest@gmail.com shobha@zestlab.com.np		9851055140	503 /2013

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416	Shova	Khanal	Deurali-Janta Pharmaceuticals Pvt.Ltd	435167	4374660	shovavenu@gmail.com		9841774861	668 / OCTC_2018
417	Shree	Ram Regmi	Lomus Pharmaceuticals Pvt Ltd.	4990496	4017233	regmishree335016@gmail.com	4436395	9841335016	415 / 2010
418	Shreejesh	Ghimire	NMB Capital Ltd.	4253016	4244935	shreejesh@gmail.com	4251544		494 /2013
419	Shreeniwas	Sharma	Alternative Technology		4387977	shree220@gmail.com		9851211912	569 / PBI 2017
420	Shrijana	Rana Pandey	NIBL	4005058	4410816	spandeyrana@gmail.com		9841305002	662 / PPTP_2018
421	Shyam	Bahadur Dongol	Crystal Product Pvt. Ltd.		4428559	shyamdongol@gmail.com		9851011078	321 /2005
422	Shyam	Sunder Sharma	MEH Consultants (P) Ltd.	4477634	4471596	shyam.binita@gmail.com shyam.sharma@mehconsultants.com	9851024557		265 -2003
423	Sidhi	Das Sayami	Sisa Holidays Tours (P) Ltd.	9823266496	9851032349	sidhisayami@gmail.com			90 / 1994
424	Sisam	Pradhanang Joshi	Himalayan Bank Limited	4462045	4227749	sisam.joshi@himalayanbank.com	9851012989		400 - 2009
425	Sita	Ram Adhikari			4371926	adhikarisitaram@gmail.com	9861230203		254 - 2003
426	Sohan	Prasad Adhikari	Qmed Formulation Pvt. Ltd	4155166, 4155163	4482076	sohanadhikari@gmail.com sohanadhikari@yahoo.com		9851030229	524 / 2015 NPCM
427	Sohan	Sunder Shrestha	Shakti Hume Pipe Udhog Pvt. Ltd.	5529779	9851081312	sohanss@hotmail.com sohan.shrestha@gmail.com		9851081312	381 / 2008
428	Sohani	Rajbhandary			15572268	sohani_rajbhandary@yahoo.com		9851033040	253 -2003
429	Srijan	Aryal	khanepani sasthan		4331903	srijan.aryal@gmail.com	4499897	9851026976	372 /2007
430	Srijana	Mishra Panthee	Nepal Oil Corporation Ltd.	4266741	4488368	srijanapanthee@hotmail.com			293 /2004
431	Subarna	Das Tucladhar	N.B. Group	4240698	4228444	nbgroup@mos.com.np			216 / 2000
432	Subash	Sharma	F1soft International Pvt. Ltd.	4442435 4424743	9801079860	subash@f1soft.com subashsharma@gmail.com		9801079860	652 / LDTP 2017
433	Subash	Vaidya	Aabhash Saving & Credit Cooperative	011-661120/ 011-664665		subashv03@gmail.com subaash_vaidya@hotmail.com		9851066337	598
434	Subhas	Sapkota	eSewa Fonepay Pvt. Ltd.		5012556	charteredsubhas@gmail.com		9851089839	653 / LDTP 2017
435	Subir	Bahadur Pradhanang	FOSS Nepal		4412268	subirbp@gmail.com		9841268738	341 / 2006
436	Subodh	H. Todi	Godawari Marble Industries P. Ltd.	4411187			4412961		
437	Sudeep	Ghimire	National Casting Industries	057-412189	057-520266	gew@ntc.net.np sudeepsuchet@gmail.com		9851103352	496 / 2013
438	Sudhir				5525164			9851062820	328 /2005
439	Sugen	Shakya	Prabhu Bank Ltd.			sugen.shakya@prabhubank.com		9851162364	628 / NCM
440	Sujan	Ghimire	CE Construction Pvt. Ltd.	5343120		sujan@ce-construction.com		9801133333	574 / NPCM 2017
441	Sujan	Subedi			5250979	sujan135@hotmail.com sujan135@yahoo.com		9851055777	547 / 2016 NPCM

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442	Sulav	Budhathoki	Islington Collage	4420038	5201466	sulav.ocp@gmail.com		9851096763	359 / 2007
443	Suman	Acharya	Civil Bank Ltd.	4169033	5146059	suman_acharya@hotmail.com suman.acharya@civilbank.com.np		9851111411	599 / NPCM 2017
444	Suman	Kumar Thapa Magar	Pioneer Developers & Builders Pvt. Ltd.		5214012	thapamagar35060@gmail.com		9851007939	600 / NPCM 2017
445	Suman	Neupane		4231007	4474578		4231057	9851023464	344 / 2006
446	Suman	Raj Aryal			4420357				148 / 1997
447	Sumanta	Lal Batas	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167		sumantabatas@gmail.com sumanta_batas1@hotmail.com		9802088168 / 9816667251	564 / 2016 NPCM
448	Sumit	Shrestha	Himalayan Infrastructure Fund Pvt.Ltd	14169088	14169088	sumitshrestha@gmail.com	14169088	9801011117	539 / 2015
449	Sunil	Agarawal	IND. Pvt. Ltd.	4100008	4100008	asianpacific41@hotmail.com	9851072050		437 / 2010
450	Sunil	Babu Shrestha	Nepal Academy Science and Technology	9851084015	4220231	sunilbabushrestha@gmail.com	9851084015		356 / 2007
451	Sunil	Chitrakar	Mahaguthi Craft With A Conscience	5533197, 5532981	5552402	sguthi@mos.com.np	5521493	9851053075	378 / 2008
452	Sunil	kumar Khetan	Himal Impex			himalimpex@gmail.com		9855022113	562 / 2016 NPCM
453	Sunil	Manandhar	Tilganga Eye Center	4493775		sun_manandhar@hotmail.com	4474937	9841228184	403 / 2009
454	Sunil	Prasad Gorkhali	Himalayan Bank Limited	4250201	4431721	sunil.gorkhali@himalayanbank.com sunilgorkhali27@gmail.com	4222800	9851048348	679/TEBI-2019
455	Sunita	Sangat		4493775		shooneeta@hotmail.com sangatsunita@gmail.com	9841744852		583 / OCTC - 2017
456	Sunita	Shakya	Deurali-Janta Pharmaceuticals Pvt.Ltd	4371061		sunita95@gmail.com		9841415465	669 / PQPS2_2018
457	Suraj	Bhakta Poudel	Deurali - Janta Pharmaceuticals Pvt. Ltd.	01-4435167		surajpoude007@gmail.com		9802088686	672 / NGX / X566_2019
458	Suraj	Dhungel	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	5526840	surajdhungel@yahoo.com		9841210418	551 / 2016 PQPS
459	Suraj	Upreti	SR Steel Industries Pvt. Ltd.	071-521727	071-521727	info.srecg@gmail.com		9857022211	601
460	Surendra	Krishna Shrestha	Tricon MetalWorks /Trikon Beverage Industries	4365103	4350302			9851032283	376 / 2007
461	Surendra	Nath Panta	Continental Trading Enterprises Pvt. Ltd.	4650803	4811279	admin@continental.com.np		9851019447	449 / 2011
462	Surendra	Nath Panta	contech Pvt. Ltd	01-4433117	01-4811279	snpant.sp@gmail.com	4433178	9851019447	615/ PPMI_2017
463	Surendra	Raj Joshi	Style Trade Line	4355880, 4388867	4352785	sugan@mos.com.np	4355348		86 / 19995
464	Surendra	Raj Pradhan	Vally Pellet Pvt.Ltd	57412113	4025799	surendra.valley@gmail.com srp624@gmail.com	57412584	9851122122	527 / 2015
465	Suresh	Kumar Karna			9851051520	sureshk.karna@gmail.com		9851051520	319 / 2005

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466	Suresh	Maharjan			5540101	suresh.mh.rjn.6@gmail.com		9841304297	145 / 1997
467	Suresh	Pandey	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	9849800369	s.pandey230@gmail.com		9849800369	604
468	Suresh	Shrestha	GeoSpatial Systems Pvt. Ltd.	5531131	5527757	ssuresh@geosp.com geospsuresh@gmail.com		9851040894	228 / 2001
469	Suresh	Shrestha	Nepal Auto Mechanical Workshop	4275725	5188121				165 / 1998
470	Suresh	Tamang	Nick Simons Institute	5451978	041-523371	suekta@gmail.com	9851246479		308 / 2004
471	Suridh	Das Shrestha	Home Furnishers Pvt. Ltd.	9851162809	4411013	suridhdas@gmail.com		9851162809	606
472	Surya	Bahadur Shakya	Shambala Trading House	5522433	5522433	sshambala@yahoo.com sshambala@gmail.com.com		9851026728	164 / 1998
473	Surya	Bahadur Tamang	Nepal Infrastructure bank Limited.	4780203	4440646	surya.tamang@hotmail.com surya.tamang@nfrabank.com		9851103443	611 / PBI 2017
474	Surya	Lal Maharjan			4428651	suryalalmaharjan@hotmail.com		9841618346	332 / 2005
475	Surya	Prakash Hada	Bio-gas & Agriculture Equipment Development P. Ltd.	4472246	4480041	sphada@hotmail.com	4472246		390 / 2008
476	Sushil	Bajracharya	Himalayan General Insurance	5245090/ 91/92/93/ 94/95/96	5201591	sushil@hgi.com.np sushil.ujjwol@gmail.com	4245099	9851051758	542 / 2016 NPCM
477	Sushil	Pradhan	Professional Computer System P. Ltd.	4244626/ 4244475	4225999	sushil_pradhan@hotmail.com		9851075070	229 / 2002
478	Sushil	Raj Joshi	Incentive Tour and Travels Pvt.Ltd	4005043		sushil_rjoshi@gmail.com		9851064269	554 / 2016 PDM
479	Susil	Kumar Chapagain				susil2065@hotmail.com		9851049832	492 / 2013
480	Suyog	krishna Shrestha	MRB @ Associates	4243532		suyogkrishnashrestha@gmail.com		9841333173	681/PPTP-2019
T									
481	Tara	Bahadur Pradhanang	Prefab Concrete	4220046	4220046	prefab@infoclub.com.np			93 / 1995
482	Tara	Devi Baskota	Kanchanjangha Tea Estate	4469503		bktara@hotmail.com	4493303	9841462192	395 / 2002
483	Tara	Manandhar	Prime Bank Limited	4423432	5159012	tmanandhar@hotmail.com tara.manandhar@gmail.com	9851100970		536 / 2015
484	Tara	Prasad Paudel	Gaurav Nepal Engineers (P) Ltd.	56525249	56521949	gaurav_eng@wlink.com.np	56525076		282 - 2004
485	Tejus	Joshi	Smart Solutions	4251047	4390714	tj.mykantpur@gmail.com		9803822480	555 / 2016 PDM
486	Til	Chandra Bhattarai	Pancharatna Group of Poultry Industries	056-570630	056-526384	tilchandra@gmail.com	056-570640	9855055157	487 / 2012
487	Prof. Timila	Yami Thapa	Designco Nepal software company / Dharm Heera Memorial Academy	9841298009	5526315	timilayamithapa@gmail.com		9841298009	368 / 2007
488	Tina	Joshi	CTL Pharmaceuticals P. Ltd.	6610893	4280718	tinajoshi@hotmail.com			256 - 2003

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489	Topha	Shrestha	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4018777	4374870	tophashrestha@gmail.com qa@deuralijanta.com.np		9841348302	506 /2013
490	Tri	Ratna Bajracharya	Institute of Engineering	5542054	4038204	triratna@ioe.edu.np trbajracharya@gmail.com		9851037988	226 / 2001
491	Tribeni	Man Singh Pradhan	Chamati Land Pooling Project	4413102	5528826	tribeni2001@hotmail.com	4442323	9851033729	315 /2004
492	Trilokeshwor	Malla	Direction Nepal P.Ltd.	4117101		tmalla@live.com	4117105		448 / 2011
493	Triratna	Kansakar			4422578		4330136		
494	Triveni	Mishra Karna	Till Ganga	4493775	071-524042	trivene@gmail.com		9841488252	665 / POPS2_2018
U									
495	Uddhav	Shrestha	Om Shivashakti Press	4226038	4416138	uddhavshrestha@gmail.com		9851031155	447 / 2011
496	Ujaya	Shakya	Outreach Nepal	5534331		shakya@gmail.com		9851034891	580 / P/JCM 2017
497	Ujwal	Bir Singh Tudladhar		4417759	4417755	ujwal12@hotmail.com			235 / 2002
498	Ujwal	Bahadur Pradhanang	Smart Solutions	4251047		ujwal@nepotech.com ujwalp@gmail.com		9841888829	540 / 2016 EPCM
499	Ujwal	Chaulagain	Makawanpur Media Pvt. Ltd.	57524088		hetaudafm@gmail.com utsargainternational@gmail.com		9855067627	602
500	Ujwal	Raj Maskey	FOND P. Ltd.	4429815		umaskey@hotmail.com	4430814	9851042355	334 /2005
501	Ujwol	Manandhar	Nepal Investment Bank	4005058*381	4256848	ujwol.manandhar@gmail.com ujwol.manandhar@gmail.com		9851074532	609/ PICT 2017
502	Umang	Sharma			4169067	ssharmaumang@gmail.com ssharmaumang@gmail.com	4427044	9851094218	544 / 2016 NPCM
503	Umesh	Lal Shrestha	Quest Pharmaceuticals P. Ltd.	4240304	5524031	umeshshrestha@gmail.com	4231028	9801027550	455 /2011
504	Umesh	Prasad Rauniyar	Primel Pharma. Lab. P. Ltd			umeshrauniyar@hotmail.com umeshrauniyar41@gmail.com		9851083931	469 /2012
505	Umesh	Shrestha	Anupam Foods Pvt. Ltd.	5539012	5522676		5527586		126 /1995
506	Umesh	Thapa	Intel Institute Pvt. Ltd.	4249090	4243944	info@intelinstitute.com			295 /2004
507	Upendra	das Joshi	Nepalconsult (P) Ltd.	5011670	4242429	upendrajoshi@gmail.com		9841328070	351 /2004
508	Upendra	Keshari Poudyal	NRB. Mint Dept. Sundhara	4226965	4474144	nrbmint@ntc.net.np			144 / 1996
509	Urgen	Sherpa	Udeco Pvt. Ltd.	5541279, 5411289	5540901	urgen@wlink.com.np	5523870		304 /2004
510	Uttam	Dass Shrestha	Ruchi Supplier		9813358374	steveuttam@gmail.com		9851089936	340 /2006
511	Uttam	Karki	Surya Nepal Pvt. Ltd.	4220658	445680	uttam@snpl.com.np ukarki72@gmail.com	4227585	9851030815	416 / 2010

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513	Vijaya	Bahadur Shah	King Mahendra Trust	5526571, 5526573	5538644	vbshah@kmtnc.org.np	5526570		243 -2002
514	Vishal	Phuyal	Sahara Packaging Pvt. Ltd.	5113173	4443852	saharapackaging360@gmail.com phuyalvushal@gmail.com		9851043885	629
515	Vivek	Agrawal	Shakun Chiya Udhyyog	4282820	9810263878	vivek03@gmail.com		9810263878	645 /EPPM 2 2017
516	Vivek	Man Vaidya	Vijayadeep Laboratories Ltd.	5539816	5525515	vivekz@hotmail.com	5539817	9851121000	443 /2011
517	Vivek	Pradhan	Agro Engineering P Ltd	071-542179	542179	Vivekpradhan78@yahoo.com	071-545256	9857025858	684 / 2019 npcsm
518	Vivek	S Rana	AAC Inc		01 446 5786	vivek.ranas@gmail.com	4413038	9851019881	260 - 2003
Y									
517	Yadav	Prasad Bhandari	Rupandehi Chamber of Ind.	071-546054	071-547795	yadavbhandaributwal@gmail.com		9857028955	638
518	Yadav	Raj Pandey	Economic Saving and Credit cooperative Limited	14436796	4417265	yadavrajpandey@gmail.com	4446453	9851034051	349 / 2006
519	Yogesh	Kumar Niroula	Nasa Trading and Consultancy Pvt. Ltd.		23581856	yogesh@aarva.com.np		9841244276	465 /2011
520	Yub Raj	Guregain	Civil Bank Limited	9851150200	5211303	yubraj.guragain@civilbank.com.np		9851150200	654 / PJCM 2018
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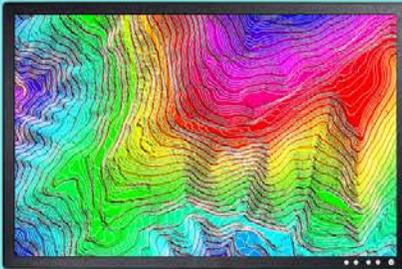
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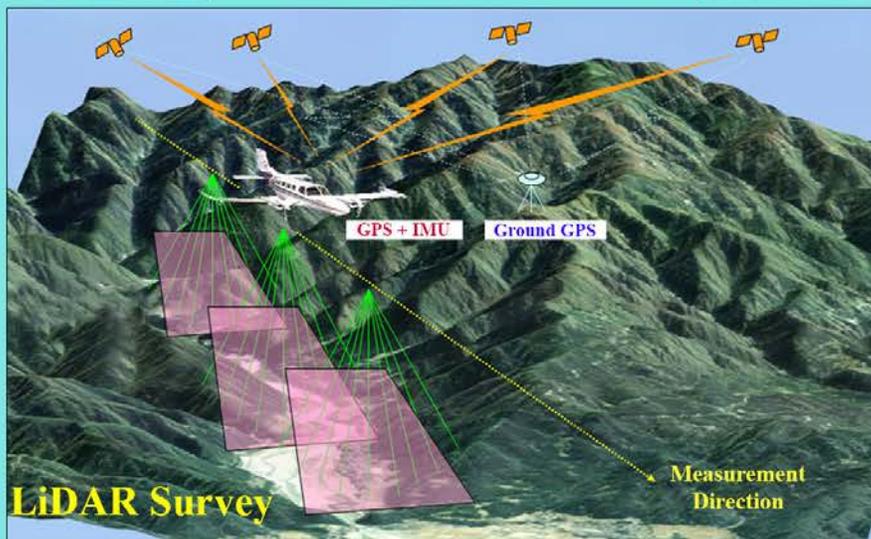
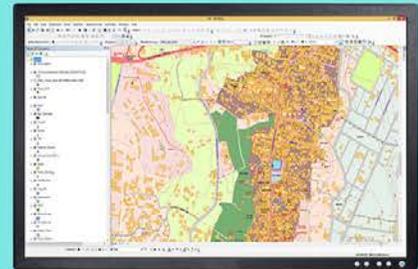
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