

TALIM

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2023



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ALUMNI SOCIETY**

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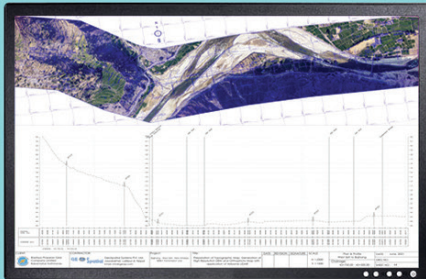
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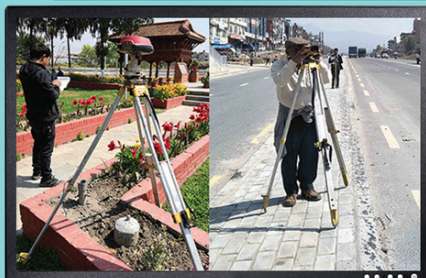
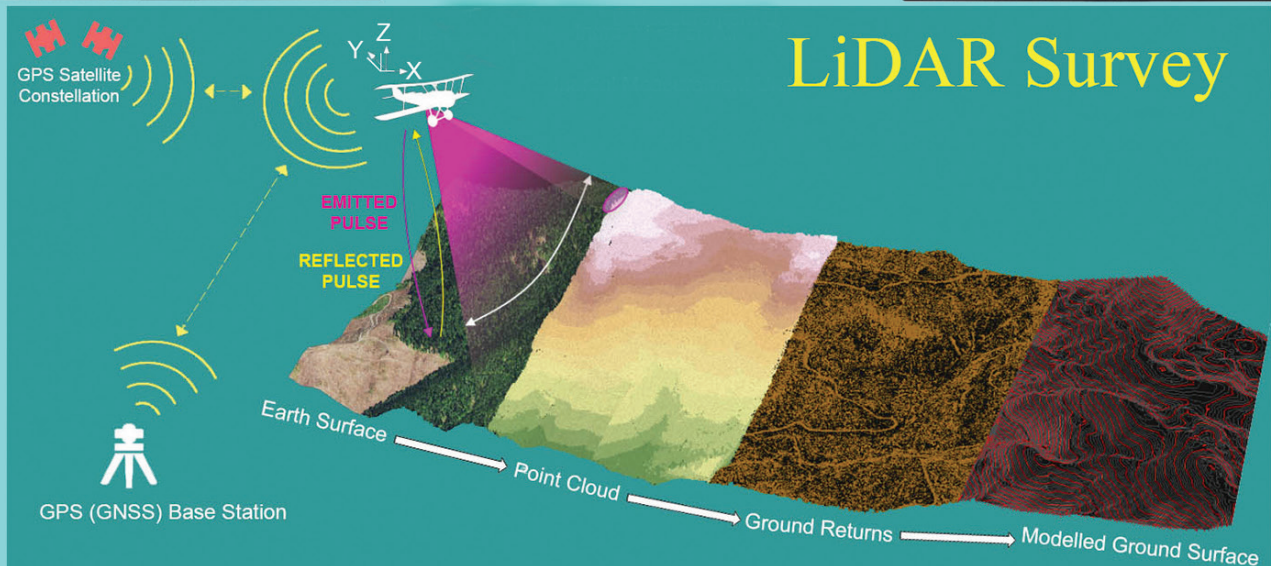
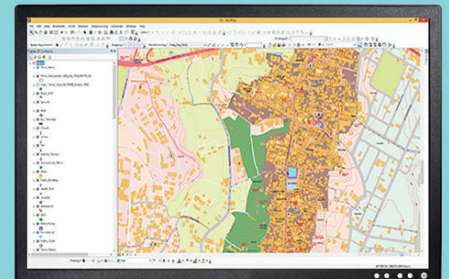
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ग्याँस

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तौल पूर्ण, सुरक्षा सम्पूर्ण

- ISI स्ट्याण्डर्डको मित्र बाहिर स्तर कोट नै बीचमा स्टिलको जाली भएको ३ तहको होजपाङ्ग
- उच्च गुणस्तरको रेगुलेटर
- पुनः प्रयोग गर्न न सकिने प्लास्टिक सिल भएको सिलिण्डर
- कमप्युटर प्राविधिबाट चलने प्लान्ट, तौलमा सोहै आना दुक्त हुनुहोस्



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After facing the threats and challenges of COVID-19 pandemic, we came back to the normal situation as it was before it. Travel restrictions were removed from most



of the countries of the world, people came back to normal life or the world was reopened for us. But “reopening” can also be about opening ourselves to new ideas and behaviors that make our communities stronger and more inclusive.

We are able to win COVID-19 and it's a victory of human society over such distracting and painful pandemic. As **'After every dark night comes a glorious morning of a new day'**, After COVID-19 pandemic we came to the era of 'AI' (Artificial Intelligence). AI is recently introduced to us. Innovation and transformation has changed human society from the stone-age to the era of Artificial intelligence.

As the world is transforming by AI, its potential to change how we live, work and play. It has been effectively used in business to automate tasks done by humans, including customer service work, lead generation, fraud detection and quality control. In a number of areas, AI can perform tasks much better than humans. The rapidly expanding population of generative AI tools will be important in fields ranging from education and marketing to product

design. AI programming focuses on cognitive skills that include Learning, Reasoning, Self Correction, Creativity. AI is incorporated into a variety of different types of technology like Automation, Machine learning, Natural language processing, robotics, Self-driven cars, text, image and audio generation.

Now, the world is in the transformation phase from 'The Digital World' to 'Era of Artificial Intelligence'. It has brought many possibilities for the development of human society and the world, simultaneously it's giving threat of unemployment and misuse of technology.

We would like to turn to the activities of 'Nepal AOTS Alumni Society', We have kept its activities continue and lived during the pandemic by following the restrictions and its protocols. Most of the activities had been completed in a timely manner. Physical training and meetings were conducted virtually. Now, restrictions and protocols for COVID-19 have been taken back by most of the countries, Nepal AOTS has started its meetings physically as well as some participants from Nepal have participated in physical training programs to AOTS, Japan.

Talim, a souvenir of Nepal AOTS, is published to share the glimpses of the Nepal AOTS's activities in the last 12 months and plan for the future. The latest TALIM Vol. no. 32 is in your hand and it is published on occasion of the 33rd AGM of Nepal AOTS Society. This Souvenir is one of our interrupted achievements from the last 33 years. We appreciate to all members and writers for support and cooperation for this publication. This publication is available in print, as well as in digital format on our website.

At this upcoming AGM, it will be the mid term of the present 'Executive Committee'. This AGM will direct the committee to accomplish its mandates.

This year we are publishing the 32nd edition of the TALIM and 33rd anniversary of the Nepal AOTS Alumni Society. This edition will be circulated to 73 Alumni societies of 42 countries of the world.

We wish to extend our warm welcome to the Japanese Ambassador to Nepal **H.E. Mr. Yutaka Kikuta** and look forward to getting support as usual. We also express gratitude to Secretary of Japan Embassy **Ms. Miyuki ISHIDA** and Researcher **Ms. Sayuri NAITO** for their support to Nepal AOTS Alumni Society.

We would like to express thanks to the Columnist of this publication as well as thanks the advertisement providers for their support.

We hope Readers of this publication will enjoy it, will equally effective in boosting knowledge about training, Nepal AOTS Society and many more.

The upcoming days will bring new hope, opportunity and challenges. We will grow with new hope and opportunity, simultaneously we will face challenges to continue the journey of progress, well being of society and the world.

"Thank you for reading and being a part of our journey..."

- Naveen Prakash Adhikari
Co-ordinator of Editorial Board

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Message

AMBASSADOR OF JAPAN
PANIPOKHARI
KATHMANDU



जापानी राजदूतको कार्यालय
पानीपोखरी
काठमाडौं



I am honored to extend this message to congratulate the Nepal AOTS Alumni Society on the publication of the 32nd issue of TALIM Magazine. I would like to express my sincere respect for the efforts of Nepal AOTS Alumni Society and all those involved to make Nepal a better place, building upon the experience of interactions with Japan. Allow me also to take this opportunity to convey my heartfelt congratulations to Ms. Amira Dali, AOTS member, on her recent decoration of The Order of the Rising Sun, Gold and Silver Rays, in recognition of her contribution to the friendly relations with Japan.

Looking back, I believe FY 2022/2023 had become a year of recovery and recommence. At our embassy, we could successfully hold some events, which we had to refrain due to the COVID-19 pandemic for the past 3 years, including the national day reception to celebrate the birthday of His Majesty the Emperor in March 2023.

A sign of recovery is also visible in the revitalization of the domestic economy supported by an increased tourism spending and a rise in remittance. In addition, in the recently published budget plan for FY 2023/2024, several policies, which are focused on stimulating domestic business activities and attracting FDI were included. Such effort to enhance business friendly environment in Nepal is welcoming, as it can be an important source of motivation to start and expand businesses for both international and domestic firms. As Nepal is aiming to graduate from LDC category by 2026, which happens to be the 70th anniversary of our diplomatic relationship, I would like to pay continuous attention to the socio-economic developments of Nepal.

I mentioned in the congratulatory message for the publication of 31st TALIM magazine last year that the long friendly relationship between Japan and Nepal has been built up on the people-to-people relationship. As the COVID-19 pandemic subsides, the people's movement between Japan and Nepal has been increasing, giving a significant momentum to our bilateral relationship. Particularly, the interests of the Japanese private companies towards Nepal's "manpower" sector have been getting higher recently. This is not only limited to the Technical Intern Trainees and Specified Skilled Worker scheme, but also in advanced areas, such as ICT and engineering. In addition, I am pleased that the AOTS training programme in Japan, which had not been able to take place due to COVID-19, has resumed in 2023, and several people have already participated in the programme and gained meaningful experience. I hope that Nepali business people will take this opportunity to learn about Japanese business expertise and find the best way to apply it in Nepal so that they can contribute to its economic development.

In this regard, I believe Nepal AOTS will play a crucial role in enhancing human resource development of Nepal by offering various seminars and trainings to the promising youth. I strongly hope that Nepal AOTS will continue to serve as a bridge of friendship between Japan and Nepal as one of the most prominent organizations that connect Nepali and Japanese people.

KIKUTA Yutaka
Ambassador of Japan to Nepal



सीताराम गोकुल मिल्कस् काठमाडौं प्रा. लि.
 कीर्तिपुर-४, काठमाडौं, फोन नं.: ०१-५२९३०४८/५२९३९८८, ईमेल: sgokulmilks1@gmail.com



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Message



The Association for Overseas Technical Cooperation and Sustainable Partnerships

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AOTS 23-06-151

19 June, 2023

On behalf of the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), I would like to congratulate you for organizing the 33rd Annual General body Meeting (AGM) of Nepal AOTS Alumni Society (NAAS) on 28 July 2023 and publishing the 32nd issue of informative TALIM magazine.

Since the COVID-19 has been almost under control and intercommunicate is easier, the business between Nepal and Japan, and among the world became brisker.

AOTS Alumni Societies are trying to reactive their activities, taking the opportunity of the economy is getting recovered. It is also highly important that NAAS attempt to organize 3 WNF programs for this year.

I have to express my congratulation that the Order of the Rising Sun, Gold and Silver Rays was bestowed to Ms. Amira Dali, Founder member of NAAS. It shows the active attitude of NAAS that was led by Founder members as well as newly joined members.

Needless to say, the AOTS 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,

A handwritten signature in black ink, which appears to read 'S. Kuwayama', written in a cursive style.

Shinya Kuwayama

President

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

मंगलदीप

पूजा अगरबत्ती



Message

The impact of Covid seems to have already passed and things are returning to normal. Travel between countries has returned to normal and is back to the same levels as before Covid.

For almost three years, AOTS has not been able to accept trainees into Japan.

It is a great pity that during this time we have not been able to provide opportunities for people from many countries, not only Nepal, to learn skills in Japan.

AOTS has resumed invitational courses in Japan from February this year and is now accepting trainees again, and we look forward to your participation.

Many people suffered this Covid, but some of the changes have been good on the side.

One major thing that is relevant to AOTS's business is that seminars via the web have become more common, making it possible to attend lectures and training courses regardless of physical distance. The cost of learning has dropped significantly, as it is no longer necessary to actually travel to learn something.

This is particularly significant because it is now possible to learn technologies and other skills that previously had to be learned in other countries without leaving one's own country. AOTS also conducts many online seminars.

However, the benefits of face-to-face training are not limited to knowledge.

The personal network you build at the training is just as valuable as the knowledge you gain there, and will be useful for the rest of your life. AOTS will continue to support these activities.

Nepal is rich in nature and has many tourism resources that will continue to attract many visitors. A sustainable development is desired so that these will not be damaged by industrial development. AOTS will support this through its human resource development activities.

3rd July, 2023



手島栄慈

Eiji Teshima

General Manager

AOTS, New Delhi Office



अनलाइन बाल सुरक्षाका लागि जारी सन्देश



हाम्रा बालबालिकाले अचेल मोबाइल वा कम्प्युटर वा ट्याब्लेट आदिबाट अनलाइन कक्षा लिने, इन्टरनेट चलाउने, गेम खेल्ने, गीतहरू सुन्ने, भिडियो हेर्ने लगायतका कार्यहरू गरिरहेका छन् ।

इन्टरनेटको प्रयोग गर्दा हाम्रा बालबालिकाहरूलाई इन्टरनेटले सिर्जना गर्नसक्ने विभिन्न खतराबाट सुरक्षित राख्नुपर्ने र सुरक्षित तवरले इन्टरनेट चलाउन सिकाउनुपर्ने हुन्छ । तसर्थ हाम्रा बालबालिकालाई इन्टरनेटबाट हुनसक्ने जोखिमबाट बचाउन निम्न उपायहरू अपनाऔं ।

- बालबालिकाले अनलाइनमा गर्ने गतिविधि बारे जानकारी राखौं र खुलेर कुरा गरौं, साथै सो बारे कुरा गर्न अभिप्रेरित गरौं ।
- बालबालिकाले हेर्ने भिडियोहरू (Youtube, Tiktok लगायत), चलाउने सामाजिक सञ्जाल (Facebook आदि), खेल्ने Game हरू र अन्य गतिविधिहरूका बारेमा आफूले समेत जानकारी राखौं ।
- यदि बालबालिकाले सामाजिक सञ्जालको प्रयोग गर्छन् भने उनीहरूका साथीहरू को-को छन्, के-के Share गर्छन्, कस्ता कुराकानी गर्छन् सोको बारेमा जानकारी राखौं ।
- बालबालिकाले सामाजिक सञ्जालको प्रयोग गर्दा हुनसक्ने सम्भावित अनुचित गतिविधिहरूको बारेमा जानकारी राखौं र नियमित निगरानी गरौं ।
- बालबालिकाले मोबाइल वा कम्प्युटर वा ट्याब्लेटमा बिताउने समयलाई सीमित गरौं । बालबालिकालाई खेलकुद, शारीरिक व्यायाम, ध्यान, योगा, Netcraft आदि Tools को प्रयोग गरौं ।
- अनावश्यक तथा प्रयोग नभएका डिजिटल खाताहरू बन्द गरौं/गर्न लगाऔं ।
- आफ्नो इन्टरनेट सेवा, Operating System र Application मा रहेको Parental Control/Child Safety Feature प्रयोग गरौं ।
- Freeware, Pirated software/game, Free music/video, अश्लील सामग्री उपलब्ध हुने जस्ता असुरक्षित वेबसाइटहरूको प्रयोग नगर्न सिकाऔं । त्यस्ता असुरक्षित वेबसाइटहरूले पठाउने Pop-Up Window/Banner मा प्रचारका लागि आउने लिङ्कमा Click नगर्न सिकाऔं ।
- कम्प्युटरमा इमेल/इन्टरनेटको लिङ्क तथा Attachment लाई सही पहिचान गरेर मात्र Click/open गर्न सिकाऔं । त्यस्ता लिङ्क



- सङ्गीत जस्ता अतिरिक्त क्रियाकलापहरूमा पनि समावेश गराऔं ।
- बालबालिकाले नियमित रूपमा चलाउने Online Class आदिको लिङ्कलाई सहज पहुँचका लागि Bookmark गरी आफ्ना बालबालिकालाई सोको प्रयोग गर्न सिकाऔं ।
- बालबालिकाले के हेर्दै/गर्दैछन् भने कुरा निगरानी गर्न उनीहरूले चलाउने कम्प्युटर वा ट्याब्लेट आदिको स्क्रिनलाई सबैले देखिने गरी राखौं ।
- बालबालिकालाई आफ्नो User ID, पासवर्ड जस्ता व्यक्तिगत विवरणहरू गोप्य राख्न सिकाऔं ।
- बालबालिकालाई अनलाइनमा भेटेको साथीलाई सकेसम्म भौतिक रूपमा भेट्न निरुत्साहित गरौं ।
- बालबालिकाले प्रयोग गर्ने कम्प्युटरमा Antivirus, Ad Block, तथा Attachment शङ्कास्पद लागेमा नखोल्न सिकाऔं ।
- कुनै शङ्कास्पद गतिविधि र असहज परिस्थिति भएमा आफ्ना अभिभावकलाई जानकारी दिन बालबालिकालाई सिकाउनुहोस् र कुनै गम्भीर विषय भए सम्बन्धित निकायमा उजुरी गरौं ।



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Message

It is indeed a great pleasure for me to write a short message for the 32nd issue of the TALIM.

At first, I must congratulate NAAS to continue this activity of publishing TALIM even during the current global crisis. Among all alumni societies of AOTS, it is only NAAS which could maintain this continuity making a glorious example. I salute NAAS once again.

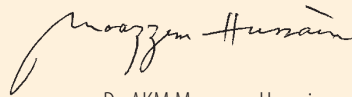


Secondly, I would like to extend my heart-felt congratulations to Amira-San for getting the "Order of the Rising Sun" from the Emperor of Japan in recognition of her contributions to the Nepalese society for more than 25 years. I am sure that NAAS is proud of her for this great achievement.

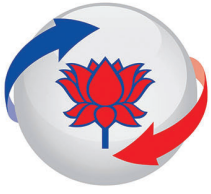
As you all know, AOTS itself is now going through a difficult time and has quite limited resources to cooperate with the alumni societies. But, please note that AOTS always values the great relationship with its alumni societies which are now motivated to go ahead on self-reliance basis. I do hope that NAAS will also go ahead with all possible activities at "TALIM GHAR" within its humble capability.

I wish a grand success of the AGM as well as this publication.

Best regards and best wishes to all members of NAAS.



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



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समृद्धिको पथमा सँगै अघि बढ्दै

Message

To begin with, let us all Nepal AOTS members convey our heartfelt congratulations to our founder Treasurer, past president and Advisor **Ms. Amira Dali** on her **2023 Spring Imperial Decorations of “The Order of the Rising Sun, Gold and Silver Rays”** from the Emperor of Japan in recognition of her contributions to the Nepalese society and friendly relations with Japan.



Nepal AOTS Alumni Society has completed 32 years of its formal existence and is now running into its 33rd year. The past few years have been challenging due to COVID – 19, since last year the pandemic is on control and economic situation is improving. With the support of all Nepalese ex-trainees from Nepal to The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) and Center of International Cooperation for Computerization (CICC), Japan and AOTS Alumni Societies from different countries, Nepal AOTS have continued its activities partly physically and mostly online 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 been publishing the annual publication “TALIM” since its establishment. We have this publication of “TALIM” even in this challenging year of COVID-19 and Economic Crisis. 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. 32 published on time for the 33rd AGM of Nepal AOTS is in your hands. This is one of our continuous achievement since last 32 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. The pandemic has affected most of the business and Industries around the globe and now recovery is in the process.

Nepal AOTS Executive Committee for 2022 – 2024, started their tenure from August 2022. This executive committee had its first physical handover program in August 2022. Similarly, BoNenKai was organized in December 2022. We started our Executive Committee meeting face - to - face and tried to have it in alternatively in Nepal AOTS Secretariat and Executive Members office as a venue.

With the support from our parent organization, AOTS, we were able to continue our Human Resource Development activity online and in

Japan. Five (5) participants attended and acquired knowledge from three (4) training programs in Japan. Thirty three (33) participants acquired knowledge from around six (5) AOTS online webinars. Similarly, fifty eight (58) participants acquired knowledge from two (2) WNF Online Seminars executed by different AOTS Alumni Societies. Three (3) participants are attending two (2) training program in Japan July – August 2023.

Nepal AOTS Alumni Society (Nepal AOTS) Advisors, President, Vice Presidents, General Secretary and few Members attended Reception to celebrate the Birthday of His Majesty Emperor of Japan at the Japanese Ambassador His Excellency Yutaka Kikuta's official residence, Kathmandu on Wednesday, March 15, 2023. Our sincere gratitude to His Excellency for the precious moment with Japanese cuisine. Further, we pray for His Excellency's good health and prosperity in the days ahead. We look forward to welcome His Excellency physically sometimes soon in Nepal AOTS Secretariat and in Nepal AOTS dinner programs. We hope for the continual support for Embassy of Japan in Nepal for the future Nepal AOTS activities.

Nepal AOTS members have been attending, Online Seminars organized by International Cooperation Organization for Small & Medium Enterprises in Asia- (ICOSA). Nepal AOTS and ICOSA jointly organized a virtual exchange program with managers and owners of SMEs in Nepal on 20 August 2022. Three different SMEs amongst Nepal AOTS members' network- each one of them representing different industry and serving different type of products. They were Sitaram Gokul Milks Pvt. Ltd - representing the dairy industry, Nepal Pharmaceuticals Laboratory - manufacturer of live saving drugs and represents the pharmaceutical industry and Temple Tiger Group of Companies - representing tourism and hospitality industry shared their experience through the virtual platform on the topic "Experience of Nepalese SMEs during and after COVID". Another activity may be ICOSA team visiting Nepal in November 2023.

Nepal AOTS has been continuously working together with AOTS Japan; The International Cooperation

Organization for Small & Medium Enterprises in Asia (ICOSA), Japan; South Asian Federation of AOTS Alumni Society (SAFAAS); Federation of AOTS Alumni Association of India (FAAAI), India for Indian AOTS Alumni Societies; Chattagram AOTS Alumni Society (CAAS), Bangladesh AOTS Alumni Society (BAAS) from Bangladesh; Japan Sri Lanka Technical and Cultural Association (JASTECA), Sri Lanka and other Regional AOTS Alumni Federations / Societies; by referring trainee participants or accommodating the faculties for training programs in Nepal.

Similarly, Nepal AOTS has been continuously working together with Nepal Chamber of Commerce (NCC); Federation of Nepalese Chamber of Commerce & Industries (FNCCI); Confederation of Nepalese Industries (CNI); Federation of Computer Association Nepal (CAN Federation); Federation of Nepali Cottage and Small Industries (FNCSI); Development Bankers Association Nepal (DBAN); Association of Pharmaceutical Producers of Nepal (APPON) and other local organizations to strengthen their technical and management professionals of these organization's member companies by recommending applicants for the training programs locally or abroad.

Nepal AOTS members will be attending the SAFAAS AGM in Dhaka this September. Nepal AOTS President is also the President of SAFAAS.

In conclusion, let me 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".

Best Wishes,



Prashant Lal Shrestha
President
Nepal AOTS Alumni Society

Nepal AOTS Alumni Society ADVISORS



MR. MADHUSUDAN BHATTARAI



PROF. DINESH CHAPAGAIN



MR. RAMESH PRASAD NEPAL



MS. AMIRA DALI



MR. PRAKASH RAJ SINGH SUWAL



MR. RAMESH MAN SINGH



MR. MAHESH KUMAR NAKARMI



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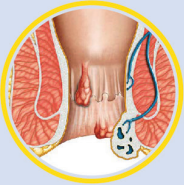
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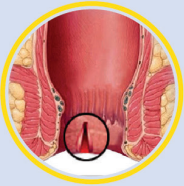
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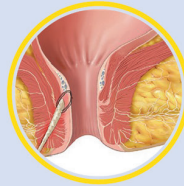
पायल्स

दिसामा रगत आउनु, मलद्वारमा मासु पलाउनु, दुख्नु, सुनिनु /
चिलाउनु, पीप बग्नु, कसैको अंगुरको झुप्पोजस्तो पलाउने र रातो
सुनिएको डल्लो पनि हुने ।



फिसर

दिसा गर्ने समयमा मध्यम तथा गम्भीर दुखाइ हुनु, दिसा गरिसकेपछि
हुनु र दुखाइ जुन कैयौं घण्टासम्म रहनु, दिसा गरिसकेपछि दिसामा
गहिरो रातो रंग देखिनु, मलद्वारको चरितर्फको छालामा एक किसिमको
दरार देखिनु, मलद्वारको छालामा गाँठो या स्क्रिन ट्याग देखिनु ।



फिस्टुला

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वरपरको छालामा जलन हुनु, सुजन हुनु, ज्वरो आउनु, चिसो लाग्नु
अथवा थकान महसुस हुनु कब्जियत हुनु ।

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PRESIDENT



MR. KISHORE BHAKTA MATHEMA
FIRST VICE PRESIDENT



MR. PRAJWAL SHRESTHA
SECOND VICE PRESIDENT



MR. NARAYAN THAPA
GENERAL SECRETARY



MR. SHIV BHUSHAN LAL
TREASURER



MR. SHIVA SHRESTHA
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REPORT OF THE GENERAL SECRETARY

MR. NARAYAN THAPA

General Secretary
Nepal AOTS Alumni Society



In my capacity as the General Secretary, I take great pride in presenting the activity report on behalf of the Executive Committee of Nepal AOTS Alumni Society (Nepal AOTS) for the 33rd Annual General Body Meeting. This report encompasses the timeframe from 29th July 2022 to 27th July 2023, and it provides a comprehensive overview of all the significant undertakings carried out during this period.

The current Executive Committee was unanimously elected on 29th July 2022 during the 32nd Annual General Meeting. Notably, this meeting marked the first time we were able to conduct it in person after the global COVID-19 pandemic.

Throughout the year, Nepal AOTS placed a strong emphasis on Human Resource Development through various training programs. Additionally, we actively engaged in other important activities to foster and strengthen inter-organizational relationships, and to contribute to various social causes.

With great pleasure, I now present the annual activity report of Nepal AOTS for the year 2022/23.

Major activities of Nepal AOTS from 29 July 2022 to till date are as follow:



1. 32nd Annual General Body Meeting

The 32nd Annual General Body Meeting of Nepal AOTS took place on the 29th of July 2022 at The Malla Hotel in Kathmandu. The meeting comprised two sessions.



In the first session, the General Secretary's Annual Activity Report and the Treasurer's Financial Report were presented. Both reports received unanimous approval from the attendees after a constructive floor discussion. During this discussion, the Advisor and Members provided valuable and pertinent suggestions, with a specific focus on strengthening the AOTS Alumni Society.



The Annual General Meeting saw a notable attendance, with 78 members being present.

Moving on to the second session, a new executive committee was unanimously elected under the leadership of Mr. Prashant Lal Shrestha. Here is the complete list of the newly elected Nepal AOTS leadership for the term 2022-24:

1	Mr. Prashant Lal Shrestha	President
2	Mr. Kishor Bhakta Mathema	First Vice President
3	Mr. Prajwal Shrestha	Second Vice President
4	Mr. Narayan Thapa	General Secretary
5	Mr. Shiva Bhusan Lal	Treasurer
6	Mr. Shiva Kumar Shrestha	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	Mr. Naveen Prakash Adhikari	Executive Member
13	Mr. Rajkumar Gupta	Executive Member
14	Mr. Manish Kumar Agrawal	Executive Member
15	Mr. Rajendra Chapagain	Executive Member

After the newly elected Executive Committee members took the oath of office, Election Commissioner Mr. Ramesh Nepal presented them with the election certificates.

The ceremony was graced by the presence of Mr. TAMURA Takahiro, Charge d'affaires ad interim of the Embassy of Japan in Nepal, who congratulated the newly elected executive committee. He also took the opportunity to express his appreciation for the commendable activities of Nepal AOTS in strengthening the relationship between Nepal and Japan.

2. Handover Ceremony

On 5th August 2022, the handover ceremony for the newly elected Executive Committee of Nepal AOTS Alumni Society took place.

The ceremony saw the presence of both the newly elected and past Executive Committee members, as well as Nepal AOTS Advisors

and former Presidents, namely Mr. Ramesh Nepal, Mr. Ramesh Man Singh, and Mr. Mahesh Kumar Nakarmi. Additionally,



Mr. Mahesh Kumar Gorkali and Ms. Rita J. Pradhan, who are General Members, also attended the program. During the event, they engaged in discussions regarding their participation in the ICOSA Experience Sharing program, which is to be jointly organized by Nepal AOTS and ICOSA.

3. Secretariat Management

The Nepal AOTS Secretariat operates from its dedicated building called Yamamoto Talim Ghar (YTG) located in Koteshwor, Kathmandu. The diligent secretariat team works tirelessly from this office to ensure the provision of exceptional services to the members and other stakeholders.



Nepal AOTS utilizes various platforms to disseminate its information effectively. These include the email address office@nepalAOTS.org.np, the Facebook page <https://www.facebook.com/nepal.aots>, and

the website <http://nepalAOTS.org.np>.

Furthermore, Nepal AOTS has embraced eSewa as an e-payment platform to facilitate digital payments for its activities, such as membership renewal fees and training fees. The use of QR Codes and eSewa streamlines the payment process and enhances convenience for participants.

In addition to these efforts, Nepal AOTS is gearing up to publish a digital newsletter soon, and a dedicated sub-committee has been formed to oversee this initiative.

At present, the Nepal AOTS secretariat operates with the valuable contributions of Mr. Rajan Rajbhandari (Office Secretary) and Mr. Arjun Choudhari (Office Assistant), both working full-time to support the organization's operations.

4. Meetings and Other Business

To achieve the goals and objectives of Nepal AOTS, a series of formal meetings were consistently organized between August 5, 2022, and July 28, 2023.

Executive Committee Meetings	12
Special Executive Committee Meetings	1
Strategy Planning Meeting	1
Other Meetings	8

The Executive Committee meetings were consistently held at either Yamamoto Talim Ghar (YTG) or strategically at the Executive Members' Office Premises on the third Friday of every month in the English calendar. Additionally, following the election of the new leadership for the term 2022 to 2024 during the 32nd AGM, a Strategy Planning Meeting took place in Dhulikhel on 2nd and 3rd September 2023. The primary focus of this meeting was to discuss Nepal AOTS and its future activities in depth.

Nepal AOTS undertakes its activities through the coordination of eight committees and divisions, each responsible for specific aspects of the organization's initiatives. These

committees conduct separate meetings to strategize and implement various programs. Additionally, post-holders' meetings, sub-committee meetings, and other on-demand meetings are also organized to efficiently plan and execute Nepal AOTS activities.

5. Bōnenkai 2022 Programme

On Friday, December 30, 2022, Nepal AOTS Alumni Society (Nepal AOTS) hosted the Bonenkai Programme at Maxims Banquet & Events in Kupondol Height, Lalitpur, 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 consistently arranges Bonenkai events, extending invitations to distinguished guests from various entities, including the Japanese Embassy, JICA Nepal Office, Japan-related Organizations, and Industry Associations such as Nepal Chamber Of Commerce (NCC), Federation of Nepalese Chambers of Commerce & Industry (FNCCI), The Confederation of Nepalese Industries (CNI), Federation of Computer Association Nepal, and others. Moreover, Japanese and Nepalese guests, along with Nepal AOTS

members and their families, are warmly welcomed to join these gatherings.

Nepal AOTS's Bonenkai is a convivial social gathering, where attendees come together to enjoy drinks, snacks, and a delightful dinner. Additionally, the event includes the distribution of gifts to add to the festive spirit.

Nepal AOTS collected gifts from its members and the attendees of the Bonenkai program, and these thoughtful presents were pleasantly distributed to all participants as surprise gifts. The joyful atmosphere was captured with group photos, and the event culminated with a delightful dinner, leaving everyone with cherished memories of the occasion.

6. Training Programmes

Over the span of 32 years, from 1991 to 2023, Nepal AOTS has been dedicated to providing training opportunities to numerous senior and mid-career management professionals in diverse fields. These training programs have not only taken place in Japan but also extended to South Asian countries, making a significant impact on the professional development of individuals within the region.

Furthermore, Nepal AOTS has extended its training endeavors to benefit thousands of Nepali human resources on various occasions. The members of this organization actively volunteer and participate in the diverse activities and programs organized by Nepal AOTS.

Typically, Nepal AOTS conducts three primary types of training programs. The first type involves sending qualified Nepali individuals to Japan for paid training and scholarship programs. The second type comprises training programs held within Nepal, facilitated in collaboration with AOTS Japan (including the WNF Committee) and other Alumni Societies. Lastly, the organization conducts training programs within Nepal, led by Nepali resource persons who are often Nepal AOTS Members.

Following training programmes are completed during this period.

A. Training Programs in Japan

Following a considerable hiatus caused by the COVID global pandemic, AOTS Japan resumed its call for applications for in-person training programs in Japan, alongside offering some virtual training programs this year. We are pleased to share that eight participants from Nepal took part in a total of six training programs, as listed below:

S.N	Programme Name	Orientation Date	Training Date/ Place	Participants
1	The Program on Business Innovation and Organization Development [BIOD]	December 2, 2022	January 12 - 24, 2023/ Osaka	Mr. Rojan Malla, Nepal Pharmaceutical Pvt. Ltd.
2	The Program for Japanese Corporate Management [PJCM]	January 1, 2023	February 15 - March 2, 2023 / Osaka	Mr. Prawin Karki, Civil Bank Limited Mr. Sujan Ghimire, CE-Construction Pvt. Ltd.
3	The Program on Business Innovation and Organization Development [BIOD] ²	January 20, 2023	March 16 - 28, 2023/ Osaka	Mr. Bimal Kandel, Frontline Consult Pvt. Ltd.
4	The Training Program on Program & Project Management [PPTP]	February 5, 2023	March 1-13, 2023/ Tokyo	Mr. Kushal Joshi, Nepal Ekarat Engineering Company Pvt. Ltd.
5	The Executive Program on Corporate Management [EPCM]	June 30, 2023	July 26 - August 8, 2023/ Tokyo	Mr. Deepak Kumar Agrawal, D.A.B.N & Associates, Chartered Accountants Mr. Tejash Piya, Piya Plastic Industries Pvt. Ltd.
6	The Program on Business Innovation and Organization Development [BIOD]	June 30, 2023	July 26 - August 8, 2023/ Osaka	Mr. Ritesh Mehar Shrestha, Global Marchant & Logistics Pvt. Ltd.

B. Virtual Trainings – by AOTS Japan

In response to the global pandemic, AOTS Japan initiated a series of webinars, financially supported by the Japanese Government, as a substitute for the overseas training programs that could not be conducted in person in Japan. As a result, the following AOTS Webinars were successfully concluded during the specified period:

S. N	Programme Name	Date	Rec.	Sel.	Attn.
1	Project Management in a New Era, Practical Training for Enhancing your Skills and Knowledge Drastically [KROPo1]	August 29-31, 2022	2	1	-
2	Business strategy and DX in times of change [KROPo2]	August 5, 2022	7	6	6
3	Carbon Neutrality and Digital Transformation [KROPo4]	September 12, 2022	3	2	-
4	Program for Leaders aiming for Further Growth amid COVID-19 [KROPo5]	September 6-8, 2022	1	1	-
5	Corporate Innovation by Habituation of Practices [KROPo6]	September 7-9; September 22, 2022	1	1	1
6	SDGs and Business Management [KROPo7]	September 28, 2022	3	3	3
7	Next Generation Leadership Based on Empathy and Co-creation in the Post Covid-19 Era [KROPo10]	September 22, 2022	3	3	3
8	Training Program for Behavior Change [KROPo13]	January 11-12; January 18-19, 2023	1	1	-
9	For continuous 5S and Kaizen that you can successively develop [KROPo16]	December 13-14, 2022	2	2	2
10	Introduction to Digital Marketing -Sales growth by identifying customer needs [OROPo1]	February 21, 2023	18	18	18
Total			41	38	33

Rec. – Recommended, **Sel.** – Selected, **Attn.** – Attended

C. Virtual Trainings – by Other AOTS Alumni Societies (AAS)

The World Network of Friendship (WNF) came into existence with the unanimous agreement of all AOTS Alumni Societies during the 5th Convention of AOTS Alumni Societies, held in Aichi, Japan, in September 1997. This endeavor was initiated through an initial fund of 5 million Yen, generously contributed by former AOTS President Mr. Nagaaki Yamamoto.

Before the establishment of WNF, there existed the Inter-Alumni Society Resource Exchange Programme. However, the fundamental guidelines for WNF were formulated during the second steering committee meeting held in Dhaka, Bangladesh, in November 1998. Subsequently, these guidelines were further refined and updated by the WNF Management Committee during the third meeting conducted in Kuala Lumpur, Malaysia, in December 2001.

The mission statement of WNF is centered around "creating a better world through the bonds of friendship and the collective efforts of our members." To fulfill this mission, WNF aims to empower individuals and organizations in developing countries who are dedicated to fostering social and economic development within their communities. The approach is based on the principles of self-help and equal partnership, achieved through human resources development, information exchange, and mutual learning from shared experiences. By undertaking these initiatives, the WNF program endeavors to bring about significant benefits to countries in the region, while aligning with the objectives outlined in the WNF resolution.

Throughout the specified period, Nepal AOTS facilitated the participation of Nepalese attendees in various webinar/virtual training programs organized by other AOTS Alumni Societies (AAS) in the region. These initiatives were carried out under the WNF program, fostering collaboration and knowledge exchange among different AAS entities.

S.N.	Programme Name	Date	No.	AAS Name
1	HIGH VOLTAGE SUBSTATION ENGINEERING (HVSE)	December 7, 8, 9, 12 and 13 2022	3	Alumni Society of AOTS Kerala, India

D. Other Training Programmes – By ICOSA Japan

The International Cooperation Organization for Small and Medium Enterprises in Asia (ICOSA) had originally planned a team visit to Nepal by the end of 2020. However, this trip had to be postponed and could not be realized due to the global COVID-19 pandemic. As a result, the visit was rescheduled for this year to ensure the safety and well-being of all involved.



Given the prevailing circumstances, ICOSA initiated a series of web-based seminars (Webinars) with the valuable assistance of Japanese-English interpreters. Throughout this period, several webinars were conducted, covering a range of topics.

S.N.	Programme Name	Date
1.	Nepalese SMEs during and after COVID -19	August 20, 2022
2.	Series of Unique SME Owners visited by Prof. Dr. KUROSE (Series 11)	September 17, 2022
3.	Series of Unique SME Owners visited by Prof. Dr. KUROSE (Series 12)	October 15, 2022
4.	Series of Unique SME Owners visited by Prof. Dr. KUROSE (Series 13)	December 17, 2022
5.	Management of SMEs and Human Resource Management of SMEs in Thailand	February 4, 2023
6.	About the Study on "Job Satisfaction" of SMEs	February 18, 2023
7.	Aiming for both employee autonomy and collaboration (Series 14 - Unique SME Owners visited by Prof. Dr. Kurose)	March 18, 2023
8.	Unique SME Owners visited by Prof. Dr. Kurose (Series 15 - Management with thoughtfulness for people)	June 2, 2023
9.	Unique SME Owners visited by Prof. Dr. Kurose (Series 16)	July 8, 2023

During the aforementioned webinars, Nepal AOTS officials, members, and numerous Nepalese professionals actively participated. To ensure broad participation, Nepal AOTS made a commitment to send at least three participants for each webinar throughout the year.

7. TALIM Publication

The 32nd edition of TALIM has been released this year to commemorate the 33rd AGM of Nepal AOTS. This annual publication is skillfully managed by the Digital Media and Publication Committee. Nepal AOTS expresses its heartfelt appreciation for the timely advice and support received from its advisors. Special thanks are also extended to the contributors, well-wishers of Nepal AOTS, and various organizations that contributed articles and advertisements to support the magazine's publication.

For those interested, the digital copy of TALIM is available online at (https://nepalaots.org.np/talim&my_id=298).



8. Other Activities

A. ICOSA-Exchange Program with Nepalese SMEs

On 20th August 2022, Saturday, from 10:45 am to 12:45 pm (NST), the International Cooperation Organization for Small & Medium Enterprises in Asia (ICOSA) conducted a virtual exchange program

2022年度第5回ICOSA Webセミナー: 2022年8月20日(土) 14時～16時
 The 5th ICOSA Web Seminar 2022: Saturday 20 August 2022, 14:00～16:00
 アジアの企業経営者との交流シリーズ(5) [ネパールAOTS同窓会共催]
 Series of Exchanges with SME Owners in Asia (5) (Jointly with NAAS, Nepal)
 ～ネパールの中小企業、コロナ禍を乗り越えて～
 ～ Nepalese SMEs during and after COVID-19 ～

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 プラジャン・ラル・シュレスタ ネパールAOTS同窓会会長 Mr. Prashant Lal Shrestha, President, NAAS Islington College	 リタ・J・ブラダン テンプル・タイガー グループ CEO (旅行業) Ms. Rita J. Pradhan, CEO, Temple Tiger Group of Companies	 キショール・バクタ・マデマ ネパールAOTS同窓会副会長 Mr. Kishore Bhakta Mathema Vice President, NAAS	 キショール・バクタ・マデマ ネパールAOTS同窓会副会長 Mr. Kishore Bhakta Mathema Vice President, NAAS
 スミット・クマル・ケディア シタラム・ゴクル・ミルク 社長 (乳製品加工業) Mr. Sumit Kumar Kedia, Managing Director, Owner Sitaram Gokul Milks Kathmandu Pvt. Ltd.	 マヘシュ・クマル・ゴルカリ NPL常務・マーケティング (製薬業) Mr. Mahesh Kumar Gorkhali, Director Marketing, Nepal Pharmaceuticals Laboratory Pvt. Ltd. (NPL)	 川浪年子 ICOSA理事, ナミHRネットワーク代表 KAWANAMI Toshiko, Director, ICOSA Representative, Nami HR Network	通訳 星野 容子 HOSHINO Yoko 飛松 美紀 TOBIMATSU Miki

in collaboration with Nepal AOTS. The program involved managers and owners of SMEs in Nepal.

For this exchange, Nepal AOTS thoughtfully selected three diverse SMEs from its members' network. Each of these companies represents a distinct industry and offers unique products, with each one being recognized as one of the best in their respective fields within Nepal.

During the virtual platform event on the topic "Experience of Nepalese SMEs during and after COVID," three prominent companies shared their valuable insights. **Sitaram Gokul Milks Pvt. Ltd.**, representing the dairy industry, **Nepal Pharmaceuticals**, known for manufacturing life-saving drugs in the pharmaceutical sector, and **Temple Tiger Group of Companies**, a significant player in the tourism and hospitality industry, candidly discussed their experiences.

For a detailed report on this enlightening seminar, a separate article titled "ICOSA Web Seminar on Nepalese SMEs during and after COVID-19" has been included in the TALIM magazine.

B. MOU Between Nepal AOTS and Blue Cross Hospital Pvt. Ltd.

On October 17, 2022, Nepal AOTS formalized an MOU with Blue Cross Hospital Pvt. Ltd. According to the terms of the MOU, Nepal

AOTS Members, Staff, and their Dependents will be entitled to receive significant benefits. Blue Cross Hospital will provide discounts ranging from 5% to 45% on all transactions at the hospital, and an impressive 45% discount will be offered for Annual Health Packages.

Additionally, as part of the agreement, Nepal AOTS will collaborate with the Hospital to organize Free Health Camps at the AOTS premises in the near future, ensuring accessible healthcare services for its community.



C. Meeting with the JICA Consultants

On Tuesday, September 20, 2022, a meeting took place at YTG (Yamamoto Talim Ghar), the Nepal AOTS Secretariat, where key representatives from Nepal AOTS had the opportunity to meet with notable individuals from JICA. Present at the meeting were the First Vice President of Nepal AOTS, Mr. Kishore Bhakta Mathema, the Second Vice President, Mr. Prajwal Shrestha, and the General Secretary, Mr. Narayan Thapa.

In attendance from JICA were Mr. Atsuki Sakamoto, Director in charge of the project at JICA Headquarters, Ms. Yukari Maeda, Officer in charge of the project at JICA Nepal Office, Mr. Shinichi Mori, JICA Consultant

for entrepreneurship support, and Ms. Akiko Nishibuchi, Consultant for employment support and project evaluation. The meeting provided an opportunity for fruitful discussions and collaboration between the two organizations.

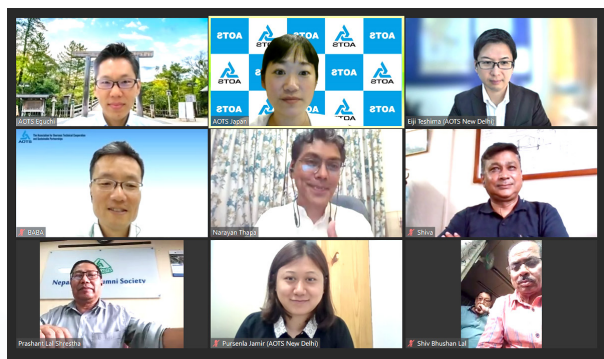


JICA initiated a project titled "Project on Career Development and Entrepreneurship Support Program for International Migrants" to extend assistance and support to Nepali returnee migrant workers from Japan.

The meeting revolved around the project, encompassing discussions on various aspects, including exploring potential ways for Nepal AOTS to become a significant partner in the project.

D. Meeting with AOTS Japan

On July 21, 2023, a Zoom meeting was held with the participation of Nepal AOTS officials, including President Mr. Prashant Lal Shrestha, First Vice President Mr. Kishore Bhakta Mathema, General Secretary Mr. Narayan Thapa, Treasurer Mr. Shiv Bhushan Lal, and Joint Secretary Mr. Shiva Shrestha. The meeting involved representatives from AOTS Japan, including Mr. Eguchi Kenichiro, Mr. Baba Hirokazu, and Ms. Iwashita Yumi



from the Overseas Strategy Group, as well as Mr. Eiji Teshima and Ms. Pursenla Jamir from AOTS New Delhi Office.

Various topics were discussed during the meeting, including recent activities of Nepal AOTS, the AOTS 11th World Convention, regional federation meetings and conventions, WNF Programs, AOTS ODA, and Nepal-specific training programs in light of the changing scenario.

E. South Asian Federation of AOTS Alumni Societies (SAFAAS) Executive Committee Meeting

On July 1, 2023, Nepal AOTS President, Mr. Prashant Lal Shrestha (who also holds the position of SAFAAS President), and General Secretary, Mr. Narayan Thapa, actively participated in the South Asian Federation of AOTS Alumni Societies (SAFAAS) Executive Committee Meeting.

During the meeting, the SAFAAS Executive Committee made a significant decision to hold its Annual General Body Meeting (AGM) in Dhaka, Bangladesh, on September 1, 2023.

F. Contribution to WNF, AOTS Japan

• AOTS Japan

Mr. Narayan Thapa, the General Secretary of Nepal AOTS, played a pivotal role in the WNF committee activities, representing SAFAAS. He actively engaged in overseeing and executing WNF training programs in 17 AOTS Alumni Societies spanning 6 countries within the region.

• SAFAAS Region

Mr. Narayan Thapa, the General Secretary of Nepal AOTS, took part as a distinguished resource person in a webinar organized by the Alumni Association of Western India (AAAWI) in Mumbai on 9th December 2022. During the webinar, Mr. Thapa delivered a presentation titled "Digital Nepal and its Current State," providing a comprehensive overview of Nepal's digital landscape and

its significant contribution to the country's GDP growth. Nepal AOTS actively endorsed Mr. Thapa's expertise by recommending him to participate in this webinar under the WNF program.

G. Meeting with Reanda Biz Serve

On May 26, 2023, a significant meeting took place at YTG (Yamamoto Talim Ghar), where key members from Nepal AOTS, including President Mr. Prashant Lal Shrestha, First Vice President Mr. Kishore Bhakta Mathema, and General Secretary Mr. Narayan Thapa, had a productive discussion with representatives from Reanda Biz Serve.



The meeting covered several crucial topics, such as the Investment Guidebook, potential training programs by Nepal AOTS for corporate and general members, business matching opportunities, and prospective collaborations in legal and tax consulting services for foreign investment companies. In attendance from Reanda Biz Serve were Mr. Bharat Rijal, the Chairman, Mr. Bishnu Prasad Bhandari, Head of Advisory, and Mr. Sitesh Bhattarai, the Group CEO.

H. Interview, Orientation and Feedback Sessions

Following the global pandemic, AOTS Japan resumed the process of accepting applications for in-person training programs in Japan. Nepal AOTS selected and facilitated the participation of eight participants who successfully took part in six training programs held in Osaka and Tokyo during this period.



Nepal AOTS successfully organized seven interview sessions for applicants, followed by six orientation sessions for the selected candidates, and one feedback session for the returned participants. The interview and orientation sessions were skillfully facilitated by prominent members, including Nepal AOTS Advisor and Past President, Mr. Ramesh Nepal, President Mr. Prashant Lal Shrestha, First Vice President Mr. Kishore Bhakta Mathema, Second Vice President Mr. Prajwal Shrestha, General Secretary Mr. Narayan Thapa, and Treasurer Mr. Shiv Bhushan Lal.



During the feedback session, Mr. Rojan Malla and Mr. Bimal Kandel shared their valuable experiences from their participation in the training program held in Osaka, Japan, titled "The Program on Business Innovation and Organization Development [BIOD]."

I. Handover Ceremony of Congratulatory Letter

The Government of Japan honored Ms. Amira Dali, the founding Treasurer, former President, and Advisor of Nepal AOTS, by conferring upon her the prestigious Order of

Japan (The Order of the Rising Sun, Gold and Silver Rays) among foreign nationals as part of the 2023 Spring Imperial Decorations.



According to the press statement released by the Embassy of Japan on April 29, 2023, Japanese decorations are awarded to foreigners biannually, on April 29 and November 3, alongside the conferment of decorations and medals on Japanese nationals. The Order of the Rising Sun is granted to individuals of exceptional merit, in acknowledgment of their remarkable contributions to the nation or the public.



In this regard, Toyota Motor Corporation (TMC), Japan, extended its honor to her through a congratulatory letter. Additionally, United Traders Syndicate Pvt. Ltd, the local partner of TMC, has expressed its intention to formally present the congratulatory letter during a dedicated and formal ceremony.

On Friday, May 19, 2023, Nepal AOTS conducted a significant Handover Ceremony of the Congratulatory Letter during its executive committee meeting. Mr. Prashant Khatri, representing United Traders Syndicate Pvt. Ltd., offered warm congratulations to Ms. Amira Dali for her exceptional contributions and to Nepal

AOTS for its commendable activities. The congratulatory letter was received from Toyota Motor Corporation (TMC), Japan.

The ceremony was graced by the presence of Nepal AOTS Past Presidents and Advisors, Executive Committee Members, general members, representatives from Love Green Nepal (NGO), and distinguished guests, including Ms. Miyuki Ishida, First Secretary of the Embassy of Japan, and Ms. Sayuri Naito, Researcher/Adviser at the Embassy of Japan.

J. Other Participations

- Mr. Prashant Lal Shrestha, the President of Nepal AOTS, graced the occasion by attending the Golden Jubilee Celebration of the Japanese Universities Alumni Association of Nepal (JUAAN) held at Hotel Himalaya on July 7, 2023.
- On May 25, 2023, Mr. Prashant Lal Shrestha, the President of Nepal AOTS, along with Mr. Mahesh Kumar Nakarmi, the Immediate Past President and Advisor, Ms. Amira Dali, an Advisor, and Mr. Kishore Bhakta Mathema, the First Vice President, graced the Book Launching program organized by Mr. Sumit Kumar Kedia, a dedicated Nepal AOTS Member and the Managing Director/Owner of Sitaram Gokul Milks. The event took place at Kathmandu Marriott Hotel, Naksal, Kathmandu.
- On April 15, 2023 (Saturday), Mr. Prashant Lal Shrestha, the President of Nepal AOTS, and Mr. Kishore Bhakta Mathema, the First Vice President, enthusiastically participated in the "New Year Program" organized by the JICA Alumni Association of Nepal (JAAN). The event was held at Karki Banquet, Babarmahal, Kathmandu.
- On April 11, 2023, Mr. Prashant Lal Shrestha, the President of Nepal AOTS, was present at the 57th Annual

General Meeting (AGM) of the Nepalese Chamber of Commerce and Industry (FNCCI).

- On March 18, 2023, Mr. Saroj Manandhar, a respected member of Nepal AOTS, participated as a jury member in the 42nd All Nepal Japanese Language Speech Contest, which was organized by the Japanese Language Teachers' Association Nepal (JALTAN).
- On March 15, 2023, a distinguished group of Nepal AOTS representatives attended the birthday celebration of His Majesty the Emperor of Japan at the Japanese Ambassador's residence in Tahachal. The delegation included Mr. Prashant Lal Shrestha, the President of Nepal AOTS; Mr. Mahesh Kumar Nakarmi, the Immediate Past President and Advisor; Ms. Amira Dali, Mr. Prakash Singh Suwal, and Mr. Ramesh Man Singh, Advisors; Mr. Kishore Bhakta Mathema, the First Vice President; Mr. Prajwal Shrestha, the Second Vice President, and Mr. Narayan Thapa, the General Secretary, along with several other esteemed General Members.
- On March 11, 2023 (Saturday), Mr. Prashant Lal Shrestha, the President of Nepal AOTS, along with Mr. Prajwal Shrestha, the Second Vice President, and Mr. Narayan Thapa, the General Secretary, participated in the 49th annual function of the JICA Alumni Association of Nepal (JAAN) held at Karki Banquet, Babarmahal. The Nepal AOTS representatives attended the event to extend their heartfelt congratulations to the JAAN officials for their remarkable journey.
- On November 26, 2022, Mr. Prashant Lal Shrestha, the President of Nepal AOTS, graced the dinner held on the occasion of the 24th Annual General Meeting of the Japanese Language Teachers'

Association Nepal (JALTAN). The event took place at Indreni Banquet, New Baneshwor, Kathmandu.

- On September 28, 2022, Mr. Kishore Bhakta Mathema, the First Vice President of Nepal AOTS, and Mr. Narayan Thapa, the General Secretary, attended the "Dashain Gathering of JUAAN" organized by the Japanese Universities Alumni Association, Nepal (JUAAN). The event was held at the JUAAN Office, Maitighar Height, Kathmandu.
- On September 26, 2022, Mr. Kishore Bhakta Mathema, the First Vice President of Nepal AOTS, and Mr. Narayan Thapa, the General Secretary, participated in the "Dashain Get together Program" organized by the JICA Alumni Association of Nepal (JAAN). The event was held at Kalimati Banquet, Kalimati, Kathmandu.

In the coming year, we have planned the following activities:

1. Attending SAFAAS AGM in Dhaka, Bangladesh
2. Conducting three WNF Training Programs
3. Organizing SAFAAS Convention
4. Facilitating the participation of candidates in training programs in Japan
5. Facilitating ICOSA Tour in Nepal and co-hosting seminars
6. Conducting Health Camp
7. And other activities to be announced later.

Thank you!

Narayan Thapa
General Secretary
Nepal AOTS Alumni Society
28 July, 2023

निर्माणमा उत्कृष्ट, गुणस्तरमा सर्वोत्कृष्ट

प्यूठान सिमेन्ट



अघासिँची, नेपाल, फोन नं. ९७७-७९-५६७०५५८, ९७७-०९-८२७५६८२, ८२८३४४७ ईमेल : pyuthancement@ssacudhyog.com.np

ICOSA WEB SEMINAR ON “NEPALESE SMES DURING AND AFTER COVID – 19”

MR. PRASHANT LAL SHRESTHA

President

Nepal AOTS Alumni Society



On August 20, 2022, Nepal AOTS Alumni Society (Nepal AOTS) and International Cooperation Organization for Small & Medium Enterprises in Asia (ICOSA), Japan jointly organized the experience sharing webinar program (2 hours' duration) with three Nepalese SMEs, all owned or managed by Nepal AOTS members - on the theme “How did they perform during and after COVID-19”.

During the difficult period of lockdown days and aftermath effects as experienced below-has badly crippled the Nepalese economy. Much affected are manufacturing and hospitality related sector. Difficulties of under capacity operation, shortage of labors due to movement restriction, supply chain constrain, drop in productivity etc. has negatively affected the business environment.

Chain effect of production and market related problems due to COVID environment resulted shortage of cash flow and liquidity crunch. Liquidity crunch caused the difficulties for industries to serve debt and payment of salaries etc.

Nepal AOTS selected three different SMEs from

our members' network. Each represents different industry serving different type of products.

The name of those participated companies are:

- “Sita Ram Gokul Milks”, representing the Dairy Industry for milk and milk processed product.
- “Temple Tiger Group of Companies”, representing Travel Trade and Hospitality industry.
- “Nepal Pharmaceuticals' Laboratory Pvt. Ltd.”, that manufactures live saving drugs and represent the Pharmaceutical Industry.

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Each of those companies are considered as one of the best in Nepal in their represented field.

The respective speakers of each of those companies were as follows

- a. Mr. Sumit Kumar Kedia – Managing Director and owner of Sitaram Gokul Milks, Kathmandu.
- b. Ms. Rita J. Pradhan – CEO of Temple Tiger Group of Companies
- c. Mr. Mahesh Kumar Gorkhali – Director Marketing of Nepal Pharmaceuticals Laboratory.

For experience sharing purpose, we posed three different set of questions to each of those companies and respective leader of each company have addressed those- how differently they managed through their slides

Questions to Sitaram Gokul Milks

1. With the experience of COVID how was it for your company-how do you foresee the business of dairy product in Nepal? How do you position your company in total scenario of dairy industry of Nepal?
2. What are your company's current challenges and your proposed action to overcome those challenges?
3. In brief, what are Your expectations from Nepal AOTS and ICOSA?

Questions to Temple Tiger Group of Companies

1. Please tell us how "Tourism Industry" and your company is affected by COVID.
2. In Short, please explain what were the measures your company adopted in the areas of Operational management, Sales & Market, Human Resource management, Financial Management-to sustain the business during COVID rampant environment.

3. What are the COVID rampant challenges for Travel trade business in Nepal and how do you perceive the prospect of tourism business in Nepal in the days ahead?

Questions to Nepal Pharmaceuticals Laboratory

1. In brief, please explain the Current situation of your company and company's contribution to domestic pharmaceutical sector.
2. What are the adopted vision, mission and corporate philosophy of your company and its impact on your product image?
3. Are you affected by the current domestic economic situation of foreign currency crunch to meet the import requirements of necessary logistics to continue your production? If yes your strategy.

Each of those above mentioned speakers presented wonderfully based on the purview of aforementioned questions. Due to space constrain we are not able to mention their presentations.

The moderator for this experience sharing program for hosting the panel of SME owners and manager from Nepal and discussions with them based on above questionnaires -the responsibility undertaken by Mr Kishore Bhakta Mathema, First Vice President of Nepal AOTS.

Nepal AOTS feels honored to moderate this experience sharing program organized through ICOSA-Japan. Nepal AOTS President, Mr. Prashant Lal Shrestha gave the opening remarks. Such experience sharing program of ICOSA strengthens the SMEs- learning from each other's experience and co creation of knowledge through exchange of ideas and information and contributes for SMEs HR development and managerial abilities as well.

ICOSA has been organizing similar online experience sharing programs of different Asian Countries as well as online seminars with the success stories of the Japanese SMEs.

NEPAL IS THE COUNTRY WITH YOUTHFULL OF ASPIRATION

MR. UJAYA SHAKYA
Founder of Outreach Nepal



Nepal is in the state of positive evolution with the youth full of aspiration.

Not just because, a nation has an ambition to progress faster after over two decades of turmoil and many landmark changes that encompasses last few years. But, because of its youth force with a majority of population with median age of 23 years, and whose aspirations are higher than the national growth rate.

Every year, about half a million are getting ready for the new jobs after their basic education. Most of them have ambition to go abroad either to study or work as they have a feeling that the opportunities and resources within country cannot satisfy their desire for growth. The fact is, a huge chunk of these youth is scattered in Malaysia, South Korea and Gulf countries and contributes almost one third of the country's GDP through remittances. But we must not forget, there are many more youths back at their home that feel otherwise. They have an ambition to bring radical changes in their own hometowns living together with their friends and families, reap the benefits for such economic developments as they feel the possibilities are unlimited. Lastly, the brain drain is changing, there is a small percentage with steady growth, as some youth are returning to build the nation.

With the youth full of aspiration, the country is ready to take the next leap. It's not just the country being rebuilt physically and infrastructurally post 2015 earthquake but also attitudinally and emotionally. The whole nation sentiments have

now move from hopelessness to hopefulness. I personally believe transformation came across post earthquake 2015, which was quite visible immediately with lots of youth volunteering to help victims and also to restore and built historically important sites in their neighborhood.

Present-day youth attitude is not similar to what we were at that age – may be due to their global exposure. Most of them are not just pursuing their regular conventional educations. I was startled to see Forbes Asia: 30 Under 30 a few years back. Nepal had five youths who got featured in it. Aashish Acharya, Sabin Bhandari, Ravi Kumar Nepal, Prabhat Yadav and Surya Karki were recognized among 300 other promising young leaders of Asia. A positive move, but more than that it encouraged a lot of other youths to dream bigger.

They are getting involved also in full time or part time job at this age so gaining work experiences along with education which give them opportunities to learn lots of soft skills which cannot just be taught in education institutes making them ready for larger role as they complete their studies. At the same time, they are also continuing their hobbies alongside their busy life schedules. Not to forget, they are more health conscious and would also be doing some fitness related activities. One such example is Shria, who is pursuing her MBA degree working as advertising professional for last two years in my team at the same time creating TikTok contents. Similarly, Pramod is another MBA student working with the

start-up business by choice unlike us during those days who would prefer more stable job but at the same time he is also a guitarist in the rock band, football coach and classic bike restorer. These youth clearly indicates that they expect more from their life and they want to push boundaries to grow further.

At the youth club at Kritipur city, not very far from Kathmandu, organized a mass level Mha Puja Ceremony inviting both domestic and international tourist to celebrate Newari New Year in the most traditional and authentic way showcasing Newari culture and its hospitality. All these activities indicate that same Nepali youth who have ambition to follow the global lifestyles and catch up with their global counterparts have huge respect for their traditional values and culture of the country.

Today we see, numerous Nepali youth have chosen unconventional profession like career in waste management, social activism and tech start-up. There are colleges, which have entrepreneurship at the heart of their teaching and advising students to start their own business ventures. There are regular entrepreneurship summits and venture fund events which is always looking out for good ideas to explore new business potentials. In fact, the café culture within urban centers have drastically increase which is becoming not just a regular coffee place to network but at the same time, full-fledge work stations where you can spend many hours to explore your business ideas, share work place is encouraging the youth to think differently, they don't have to start chasing their big dreams from the garages anymore! Youth entrepreneurship has also evolved; it is not just for suave techs but also for agriculture and education startups.

On the other hand, there are new avenues opening up for youth, online and virtual gaming culture is evolving constantly. In fact, I know of my friend's son, merely 17, Aarambha, now a full-time online

game champion beside, was recently invited to Sri Lanka on fully-paid trip to participate in the South Asia Contest of CO:GO (Counter Strike: Global Offense) after he won a selection match at the country level.

There are lots of Aarambha out there, whose stories are encouraging.

Youth in Nepal is no different from their global counterparts, the same exposure, the aspiration, which was limited during our times. Our world has shrunk into their palm, thanks to digital revolution. The amount of knowledge access they have is beyond our imagination. It has led to the expansion of their horizon, aspiration and ambition, which is larger than what the country can offer.

All these are building an ecosystem for social change and business environments, the message of new Nepal in a nutshell is there is a shift happening, youth are taking charge, they are able to convinced their parents, society to build their own start-up and want to be the catalyst for making a robust Nepal of tomorrow. They want to contribute and want to be a part in the growth stories of their country, these new kids in the block are breed of optimists, and they believe in the golden future of the country.

Hence as marketers today, it is clear that youth of today are not just looking for another brand message from us. We have to understand, more they become global more they become a proud Nepali, they will not get pursed by foreign ways anymore, to connect with them we need to create messages which entice their heart and mind with deeper values. The task is more challenging because more than 72% of population of Nepal is under 35, and they are the market of future.

Mr. Ujaya Shakyas is founder of Outreach Nepal and author of Brandsutra. He also attended PJCM 2017 at Osaka, Japan.

SHARING THE IMPORTANT LEARNINGS OF ICOSA WEB SEMINAR

MR. KISHORE BHAKTA MATHEMA

First Vice President
Nepal AOTS Alumni Society



First of all, I would like to thank ICOSA team for encouraging us to participate in such important knowledge sharing periodic programs which help us to broaden our horizon, develop the practical management skill and improve our mindset for the betterment of workplace environment.

Nepal AOTS too believe in sharing of knowledge to SMEs management and encourages to adopt modified habit, behavior and mindset and passing the skills to perform in compatibility with new learnings for improvement.

Japanese firms strongly believe on the principle that People are the driving force behind the companies' success. Hence considered as the most important resource.

No wonder, Japanese products are the market leaders in quality and credit goes to contribution of human resource of the Japanese companies.

The essence of this webinar is based on the fact about Japanese work environment that the key to job satisfaction is based on “**information sharing**” and such essential communication process **empowers** the employees **autonomously** to **perform well** in workplace that delivers the **profitable** result.

Empowerment make employees feel their worthiness, that satisfies their inner desire, with intrinsic motivation that encourages and foster autonomy to employees in performing their tasks, which in turn helps to create and promote autonomous work environment as well.

A. Webinar shared about the following information sharing loop.

1. Macro-Micro loop
2. Micro-Macro loop
3. Micro-Micro loop

1. Macro-Micro loop (upper information)

General employees are Shared the information held by the top management (SME owner and top executives).

information to workers level such as about management philosophy and management strategy and information about company's business and financial status and policies.

2. Micro-Macro loop (lower information)

SME owner and top executives are shared the Information (information through lower source) held by employees. Thus top level is updated about actual field related information and management of field related affairs that includes information on employees activities , performance and customer related informations as well that helps for modification of product as per market requirements.

3. Micro-Micro loop

(lower information)

Sharing of field level information and data by the employees to their peers of other departments.

Such flow of cross information updates the employees on major problems and requirements of each

others departments including their customers. Expectations, needs & requirements as well and they have to deliver such (product & seervices) through teamwork.

This also helps to build knowledge through peer sharing and co creation of idea.

B. Characteristics of employees : Purposeful activity

: Employees Work for purposeful activity and earn salary for living.

: Purpose of job- Set the goal to realize the purpose and put the effort guided by goal and confirm the result.

: Human being (employee) is characterized by involvement with high degree of freedom in work.

They have infinite adaptability to change their purpose as per situation and work as per information to achieve the purpose.

C. Work structure-that satisfies the need for autonomy and competence

Human brain has a lot of untapped potential and characterized by high degree of freedom

: Autonomy is the state of freedom from undue controll (liberated) and being one's own master , determines their purpose by self governing and self directing behaviour.

Employees set the purpose of ones action and self manage their action to achieve the result.

: Autonomy in goal setting and to achieve the set goal is the purpose of work. Autonomy generates competence with confidence. Competence is achieved when one sets their own goals and achieve the goals – is an extension of autonomy

: Autonomy and competence is the inner human need, that intrinsically motivate them rather than by external contoll. Competence is the feeling with self confidence that one can do enough activities to achieve one's goals and creating new knowledge from the activities. Desire is the reward for satisfying the true self.

: The process of freedom in setting goals and confirming the result in work satisfies "autonomy" of human resource. Confirmation of achievement enhances sense of competence with material (monetary incentives) and mental (satisfaction of desire) reward. That Satisfies their desire for autonomy and improved competency in task delivery.

D. Factors that hinder autonomy and competence in work.

In such work environment, where Purpose of work and work methods are determined by company:

Its like a forced labour as felt by employees

Supresses intrinsic motiation of workers

Workers become passive and do not act till they are directed

: Outside motivation rationalize the seperation between conception (planning) and execution

- SME owners in Japan have well realized the importance of employees autonomy and its positive effect on building competencies

employees desire for autonomy for joy of working and attainment of profit.

- SMEs management in Japan - well understand that Information sharing and autonomous work environment reduces the gap between “planning” and “execution”

E. Participation of employees in Business Planning

: Company management promotes joy of working by empowering and involving Employees (office manager of each section). Encourages employees to participate in preparation of annual business plan and involve in decision making and management of operational affairs including capacity building

: Employees are entrusted responsibilities for all on site operation from planning to execution.

: Management encourages employees for job rotation-entrusted responsibilities for multi skilling process

Japanese SME owners and senior management team have well understood that people in the organization move by themselves in the autonomous work environment guided by information sharing. On the contrary they know that people can't move people easily (unless moved by their inner desire).

: In the case of “**Sayaka**” company-printed circuit board splitting machine manufacturer having 40 employees

I. Employees participate in decision making of the company's highest policy

II. Twice a year company holds two days -including one overnight general meeting of all employees to discuss on the company's important matters that shape the company including their policy for next year

: In the case of SME “**Hiro Hama**” that manufactures metal caps and cans-130 employees

I. Discussions on Annual management guidelines- Deputy managers and above discuss on Annual office –Business plan prepared by each office manager

II. Business plan by section –prepared by assistant manager or above

III. Although General employees do not participate in high level plans, they participate to create their personal plan towards direction for execution of high level plan including plan for capacity building.

The result of individual plan are confirmed in form of reports to their bosses on a weekly basis.

: Case of **Event 21-SME** for event planning and management (175 employees)

I. The company develops company's plan **through the executives.**

II. For making plans into Mission, every one including non executive level general employees are engaged in training camps to make their own execution plan (convert plan into mission).

III. In addition, 23 committees were set up with participation of all from each business department and general employees participate in business management.

IV. Recruitment activities are carried out by **New graduate Recruitment committee** comprises of general employees as well. It is interesting to note that **president** of the company does not get involved in the recruitment process but meets the recruits for the first time during the hiring ceremony.

V. The Decoration Gift committee plans souvenirs for new employees

VI. MANGA committee summarizes the company events and also engage in interaction with customers

Employees thus self involve and autonomously participate in committee affairs and work to collaborate in business management activities based on self driven manner rather than under constant control of the company.

- Responsible for operation from conception to execution

:Employees participate in the “conception” through committee activities, and collaborate with colleagues in business management.

F. Responsibility entrusted to employee for all on site –operations from conception to execution

: Operational responsibilities demand-employees to acquire knowledge and skills of each process with ability to conceive the entire process.

i. Case of SME- **Yoshida Kogyo** that designs and construct the exhaust ventilation system for harmful gas, steam and dust. Employees 24 persons.

: when order is placed the president checks the employees schedule and decides whom to be in-charge.

The person in charge will be given full autonomy for all responsibilities from survey, design ,operational plan, prodction & maintenance works within the standard limit includes dealing with customers and does not require president’s further approval for works within that standard limit till delivery.

Such system of entrusting responsibilities to a single person who first talked with customer for acquiring order handles all activities till the final process (research, planning , manufacture based on customers requirements) will avoid any discrepancies with customer’s need & requirements ,thus enhances customer satisfaction as well.

Employees too takes pride with a sense of accomplishment and take ownership of

task processes from on site confirmation, Consultation, measurement, creation of quotation , design, production, construction, measurement, and maintenance – accomplishment of all tasks from starting till finishing stage.

That requires a lot of effort for writing multiple estimation and holding number of discussions, hence the president of the company rightly says that their **employee perform as sole properitor.**

In such case, although they do not participate in business planning and management, they receive the rewards of autonomy and competence.

G. Correcting the seperation of conception and Execution= Information sharing

: Employees participation in business planning and management is sharing information between management and employees and between employees based on information loop.

Macro-micro, Micro-macro and Micro-Micro loop.

: To be incharge of on site conception to execution and building competency also requires information sharing loop.

Information sharing is also required for taking charge of multiple processes and building the multi skill requirements through job rotation.

H. Information sharing satisfies the requirement of Realtionship needs as well.

: Human being not only satisfy their desire for autonomy and building competence through work

- They respect the autonomy of each other and work while helping each other and develop cooperative bondage to achieve a common cause.

: Respecting the autonomy of others and building the competency flourishes the **relationship** bondage that want to connect with team members.

: Relationship is the State of being connected in which true self and true self are involved- they rely on each other at work and maintain and respect each other's autonomy

There will be no hierarchical aspect in matured relationship and key to overcoming the hinderances is 'information sharing.'

: Desire for relationship is satisfied by exchanges (information sharing) in work and in private life. Based on equal relationship with superiors and colleagues of the team.

- Desire for growth- drives learning resources through cocreation of idea. information sharing and work life balance is achieved through sharing -personal information and jointly planning vacations and social events to strengthen the bondage of relationship and teamwork

: When employees satisfies their natural desires-such as desire for autonomy and competence, desire for relationship, desire for growth, desire for worklife balance, people are rewarded with "Job satisfaction".

Building information sharing loops create job satisfaction. In SMEs number of employees are lower, whose members are physically and mentally close to each other have an advantage over larger companies with large members and bureaucratically organized structure.

I. Conclusion

: How can employee create the conditions that motivate themselves.

- Self motivation means that employees should **not** be **driven by control** but should be driven by **intrinsic motivation**. The condition for that is "**information sharing**".

- Primary function of the organization should be to satisfy the human need to enjoy a meaningful existence. The company to avoid over stretching the burden to human resource and not to neglect the well being of human capital.

Such SMEs can be a valuable organisation for human being.

This webinar is very informative and useful to understand the current trend and practice of collaborative management in Japanese SMEs for achievement of productive result in PQCDMS sphere of the company.

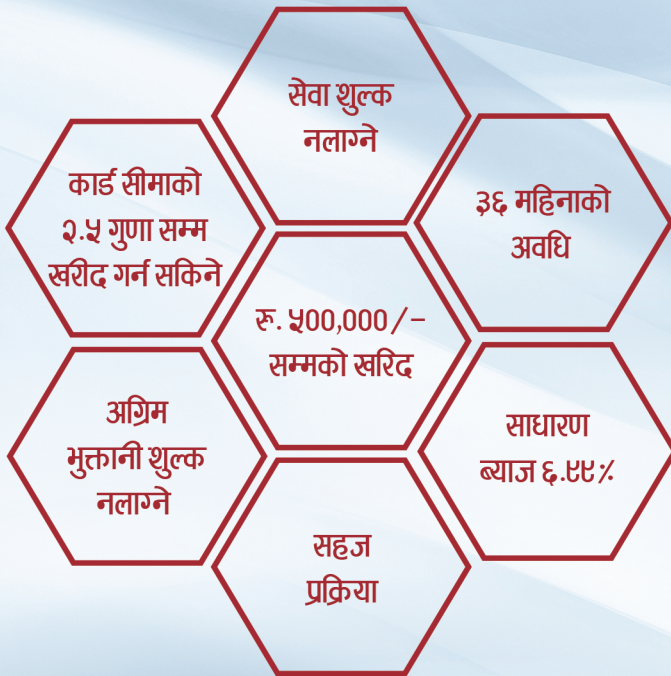


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STAND BY ENERGY LOSS, EFFICIENCY STANDARDS, AND LABELING OF ELECTRICALS DEVICES

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We are yet to start the real journey of implementing of energy efficiency standards and labeling works in the country for the efficient utilization of energy resources.

This article focuses mainly the standby power losses. Electrical devices inherently consume some energy when left energized or in standby mode. When the power loss on standby mode is aggregated at the national level, the loss becomes significant and cannot be over looked. The energy waste in this article is generally referred to a standby loss or no load energy loss. Consumers are not very much aware of the fact that electrical and electronic appliances, the protecting device such as MCB, fuse, relay coils could consume some power on standby mode. In general the standby function includes features such as energizing of the screen display information, computer, remote facets, operational activities , and energizing of electric and electronic devices, transformers, inverter, battery charger, Battery, server, un interrupt power supply unit, voltage stabilizer, air conditioner, freezer etc. without giving the load on it.

Most of the electrical appliances that are available in the Nepalese market today are not generally energy efficient and the energy consumption during standby periods represents a significant share of the total energy demand. With the Wider use and growing demand of electrical devices at home, office and in power stations, there could be a substantial increase in standby power consumption if adequate efforts are

not made to mitigate it. The standby power in the residential and commercial sectors in Nepal may account for 3 to 5% of the total energy consumption. There is a possibility of minimizing such loss by applying the technology available (Use of adequate VAR compensation in case of transformer, motor, pump etc.) introducing energy efficient products (LED lamps, CFL) or incorporating of power saving features in the device (sleep mode in case of computer and so on). It is envisaged that the raising awareness of end users could help in as much as 8-10% reduction in the standby power consumption in Nepalese context.

There are basically three options in this regard to reduce the standby power consumption.

1) National level policy 2) innovative technology, and 3) customer behaviors. Reducing standby loss certainly offers an attractive option for the Government to cope with rapid growth in power demand. Therefore there is a need to formulate policy that can address the issues related to energy conservation. The first option involves formulation and implementation of mechanisms that intervenes in the form of direct regulatory restriction and dictation minimum standards or rules for labeling locally manufactured products or restricts import for the items that do not meet the minimum standards as per the codes. The national policy should also influence the public procurement act (PPA) to make a better impact of their action towards the energy efficiency. The policy shall also encourage voluntary self-obligations for curtailing the energy losses

among business communities as the policy helps them to reduce the energy waste even in the standby mode.

The second option is the adoption of innovative technology that might reshape the design of the equipment to reduce standby power consumption. One example is the case with laptop computers that go into sleep mode when the keyboard or the mouse is not used for time period. The computers today have power saving modes incorporated in the products. This allows the computer to switch off some components after a predefined time period, if the computer remains unused for a longer predefined time period; it then enters into a sleep mode by switching several key features. The sleep by mode consumes only negligible power. Some of the appliances remain sleep mode till it is activated. Today's computer manufacturers have introduced many power saving attributes in the products with power management facilities but neither the local computer distributors nor the customers in general are aware of the possibility of enabling the power management features in the computer.

It is also to be noted that one of the areas where the substantial standby energy can be saved in the residential, industrial and substation are, voltage stabilizer, distribution transformers and so on built up with amorphous core which is capable of reducing no load loss of 1w to as little as 0.2w. Concerned with the impacts of standby power loss and power deficit, the developed countries have initiated standard and labeling program long back which takes care of the standby power loss. The international Energy Agency has already initiated actions to reduce to 1 watt as compared to 5watt in standby mode in the existing and new electronic gadgets which has accelerated the design and development of new products with lower standby power loss. To achieve the target, in case of transformers, the manufacturers are required to reduce the loss of distribution transformers by using amorphous core instead of CRGO type of core and so on. Improve circuitry of electronic transformers, switching off lights in unnecessary areas if day light could suffice the purpose, and unity power factor in the products itself helps to reduce not only on standby mode but also overall energy

consumption of the equipment. To achieve a target of producing energy efficient electrical and electronic products, introduction of new technological innovations etc., there is always a cost associated with it. There can be issues such as redesigning, new procurements, new manufacturing and precision machine installation which are directly related with the final product delivery. However the evidence of developed countries for the standard and labeling implementation program shows that there is not only a substantial improvement in producing the efficient electrical appliances but also resulted in creating grounds towards pushing higher energy efficient appliances and more market share globally.

The third most option involves consumers' awareness and education on standby power loss of their apparatus. The standby power loss reduction activity is not an easy task to convince the end users about the economic benefits by adopting energy efficiency practices, particularly when the quantum of saving from standby loss is not lucrative at the individual level.

The following programs could be instrumental.

The energy efficiency standards and labeling (S&L) program: The S & L programs forms an integral part of an energy efficiency policies. The execution of energy efficiency activity is more about an economic option. The energy efficiency standards are the general procedures and regulations that are widely accepted around the globe defining the specific energy performance of the electrical products. The standards or guidelines can be national or guided by international Elector technical commission (IEC). The S&L standards ensure that the products efficiency is incorporated in all design stages whether it is for domestic use or industrial application. Most of south Asian countries have the habit of purchasing decision by taking into consideration features like shape, brand, size, color, looks, price, after sales service, neighbors' suggestions other than energy efficiency level, logos, star ratings etc.

Despite there is a tremendous opportunity in standby energy savings at homes and office, Nepal lacks practical action. We all know the fact that

energy saved is energy generated. The use of electricity in all sector of economy in Nepal is treated inefficient and unreliable. The increasing rate of use of appliances in the country has also laid increasing electricity consumption in both residential and commercial sectors. Therefore Nepal Government has to immediately take action towards these options to implement from the grass root level. The government should make a provisions, regulations, guidelines to allow sale of appliance adhering to the minimum standard performance. While taking in considerations to corner out less energy efficient products, the import of well-designed energy efficient products should be taken into account and incorporation of the cost effective features to meet the desired and cost effective price.

The energy efficiency standards can be classified into class averaged (option to the product developer to maintain average energy efficiency as long as the overall average is attained), minimum energy performance (minimum efficiency to be achieved for the products without specifying the design, technology to be achieved for the products without specifying the design, technology details), and third one prescriptive standards (imposes a specific feature to install in the new products). The labeling is a tool to provide information for making purchase decision and select efficient products. Energy performance labels are affixed to the products. The computer fridges and refrigerators come with star logo. The effectiveness of such labels depends on the information provided to the consumer. Awareness creation by affixing of energy star logo is one way to make distinction between efficient and inefficient appliances. Generally, we have three types of information labels in the market (product information or data), endorsement (set a specified criteria to meet the performance), and comparative labels (allow to compare performance among similar appliance). Equipment labeling is a way to monitor products effectively and also provides a date of market transformation. The labeling can be related to energy, environment, and eco labels (include energy consumption during normal and standby mode). The energy star in USA, Blue Angle in Germany, Nordic Swan in Finland, and Sweden countries are some of the most widely recognized labeling logos in the

world. The more star rating affixed on the products, the more efficient the products is. In general the labels on the products describe consumption data, energy efficiency grading, capacity, energy performance so that the buyers shall make purchase decision by taking in consideration energy efficiency as a major criteria and not only by brand selection.

China, Korea, Thailand are already much ahead among Asian countries for energy standards and labeling to contribute in the field of energy sector development. The success of the labeling program does to the great extent on the awareness of the consumers. To upgrade the quality of any products there is always an extra cost. The manufacturer has to cover all this expenses and could not throw extra expenses to the consumer. But due to efficient products the manufacturer soon will get the customer confidence towards the company and create more market share. There is a need to have tariff incentives provided those who import energy efficient products as per the guidelines and policy of the government. At the end, we are yet to start the real journey of energy efficiency standards and labeling in the country for efficient utilization of our energy resources. The S&L program if implemented practically will help Nepal to reduce the existing standby power losses further.

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- Various Articles published in Gorkhapatra and Kantipur- by the writer himself.

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PERMACULTURE: TOWARDS SUSTAINABLE AND ECOLOGICAL FOOD SECURITY

MR. MANISH K AGRAWAL

Executive Member
Nepal AOTS Alumni Society



Interviewer: Hello, thank you for taking the time to speak with me today. Can you tell me a little bit about yourself and your background in permaculture?

Permaculturist: Sure. I am a permaculturist and I've been working in permaculture for the past 20 years. I'm originally from Nepal, and I've seen firsthand the challenges that farmers face in the country. That's why I'm so passionate about permaculture, because it offers a sustainable and resilient way to farm that can help address these challenges.

Interviewer: Can you tell me a little bit more about permaculture? What is it and how does it work?

Permaculturist: Permaculture is a design science that seeks to create sustainable human settlements. It's based on the principles of ecology and natural systems, and it uses a variety of techniques to create systems that are productive, resilient, and self-sufficient.

Some of the key principles of permaculture include:

- **Observe and interact:** Permaculture practitioners learn from nature and use their observations to design their systems.
- **Catch and store energy:** Permaculture systems capture and store energy from the sun, wind, and water.
- **Apply self-regulation and feedback:** Permaculture systems are designed to be self-regulating and to provide feedback on their performance.

- **Use and value diversity:** Permaculture systems are diverse and complex, which helps them to be resilient to change.
- **Use edges and value the marginal:** Permaculture systems make use of edges and margins, which are often the most productive areas in an ecosystem.
- **Integrate rather than segregate:** Permaculture systems integrate different elements, such as plants, animals, and people.
- **Use small and slow solutions:** Permaculture systems are designed to be small and slow, which helps them to be sustainable in the long term.

Interviewer: How can permaculture benefit Nepalese farmers?

Permaculturist: Permaculture can benefit Nepalese farmers in a number of ways. First, it can help to improve soil health. Permaculture techniques, such as composting and mulching, can help to build up the organic matter in the soil, which improves its fertility and water-holding capacity. This can lead to increased crop yields and reduced reliance on chemical fertilizers.

Second, permaculture can help to reduce water use. Permaculture systems are designed to capture and store water, which can help to reduce the need for irrigation. This is especially important in Nepal,

where water scarcity is a major problem.

Third, permaculture can help to increase biodiversity. Permaculture systems are designed to be diverse and complex, which provides habitat for a variety of plants and animals. This can help to improve the overall health of the ecosystem and provide farmers with a wider range of resources.

Fourth, permaculture can help to improve the livelihoods of farmers. Permaculture systems can be more productive than conventional agricultural systems, which can lead to increased income for farmers. Additionally, permaculture systems can be more resilient to pests and diseases, which can help to reduce crop losses.

Interviewer: Can you tell me a bit about the origin of permaculture?

Permaculturist: Sure. Permaculture was conceived and developed in the 1970s by co-workers Bill Mollison and David Holmgren in Australia. They were both interested in sustainable living and were looking for ways to create systems that could provide for human needs without harming the environment.

Interviewer: What were some of the inspirations for permaculture?

Permaculturist: Mollison and Holmgren were inspired by a number of different sources, including traditional agricultural practices, indigenous wisdom, and ecological principles. They also drew on their own experiences working in the rainforests and deserts of Australia.

Interviewer: How has permaculture evolved since it was first developed?

Permaculturist: Permaculture has evolved a great deal since it was first developed. There are now many different schools of thought within permaculture, and the principles are being applied to a wide variety of different contexts. Permaculture is now being used to design everything from sustainable farms to eco-villages.

Interviewer: What are some of the challenges facing permaculture?

Permaculturist: One of the biggest challenges

facing permaculture is that it is still a relatively new movement. There is still a lot of education and outreach that needs to be done in order to raise awareness of permaculture and its potential benefits.

Another challenge facing permaculture is that it can be difficult to implement permaculture principles on a large scale. Permaculture is often most effective when it is applied to small-scale systems. However, there are a number of projects that are working to scale up permaculture, and there is a lot of potential for permaculture to make a significant impact on a global scale.

Interviewer: What are your hopes for the future of permaculture?

Permaculturist: I hope that permaculture will continue to grow and evolve in the years to come. I believe that permaculture has the potential to make a significant contribution to the global challenges of climate change, food security, and environmental degradation. I hope that permaculture will be adopted by a wide range of people and organizations, and that it will help to create a more sustainable and just world.

Interviewer: Can you please share with us the details of your permaculture activities or nature of farming that you are adopting?

Permaculturist: Sure, first of all I will start with the ecology and geography from where I belong. I hail from the southern area of mid-hills area of gorkha which is considered one of the difficult areas for agriculture. Rainfall is quite low in this area in comparison to other and especially eastern parts of Nepal. Since most of farmland are terraced the use of modern agricultural equipment is not that suitable and it calls for extensive human resource. Not only us but most of the human settlements in the hilly areas of Nepal are in crisis. I think this is main reason of most of the mid-hills being devoid of agriculture in addition to rapid emigration of young population to abroad in search for jobs.

The current and forthcoming challenges in respect to agriculture output are due to some of these reasons.

Due to industrial development, the agricultural population in developed countries has declined

to less than 1 percent of the total population. For example, Japan's average agricultural population is 8 percent, of which 55.5 percent are over 65 years of age. Such a very low agricultural population in developed countries including Japan is only possible due to the mechanization of agriculture and the ease of food importation. At the time of globalization, the population of Nepal, dependent on agriculture, is constantly decreasing. Unfortunately, extensive mechanization in agriculture is not possible in Nepal due to geographical complexity.

At present, the main problem of the farmers in the hilly areas is the perennial lack of agricultural population and the necessity of working without modern agricultural tools. Due to our difficult geography and economic weakness, it seems that it will be impossible to make a living from traditional farming in the days to come. The market price of crops such as millet and maize has started to fall below the cost price.

In the past, the co-products of millet and maize cultivation, maize leaves and millet tubers, were not wasted. During the drought of Chaitra, Baisakh, millet was used as fodder. But today the main product is also being wasted. Due to the idea that rice is the only food for human consumption, the importance of traditional grains such as millet and corn has decreased. Due to the idea that millet is a food for the poor, millet is endangered. Most of the millet produced is used to make alcohol. Farmers have lost the economic importance of agricultural products produced in the traditional way, because we have stopped consuming such products.

Although the farmers tried to solve the financial problems by cultivating vegetables commercially, due to the 8-month dry season, there is no sufficient availability of irrigation for the vegetable crops. Because of this, commercial vegetable cultivation in hilly areas cannot be a solution to long-term economic problems for all farmers. Not only this, but because the produced vegetables do not get a fair market price, the farmers have left the agricultural profession and are going abroad. Commercial vegetable farming has become a factor in leaving the agricultural profession.

Due to the rush of modernity, the way we look at traditional wild greens (Tanki Saag, Siplikan, Jibre Saag, Khole Saag, Ban Dhaniyan, Tanki Tata etc.) has changed. Not only the locals but also the city dwellers have come to give more preference to western greens and vegetables which are cultivated in a modern commercial manner.

Our challenge is to increase the source of income at the local level by producing Western modern commodities in an arid environment without irrigation, with minimal labor and without the use of modern agricultural tools. This seems impossible at present, and the challenges will increase in the future. The migrating population will increase further, and we are also destined to experience more dry weather due to climate change. We have to produce modern food items without irrigation and with minimal labor.

A long-term solution to existing problems is transformation of traditional farming systems.

Generally, the life cycle of the crops we do is a year or less. Some crops have a multi-year life cycle. In the dry southern belt of Gorkha district, we are testing various perennial crops and collecting seeds and saplings. Here we are testing rare perennial grains, perennial greens and fruits.

Cauliflower, for example, takes 90-120 days to produce. The seed is planted in the nursery bed and after 4 leaves have developed, it is transferred to the prepared growing bed. After regular irrigation and necessary weeding and grubbing, one cauliflower stem is produced from one cauliflower plant. After the cauliflower is harvested, the life of its plant ends. Think of it this way, we have a cauliflower plant that produces continuously for 2-3 years. As an alternative to commercial cauliflower cultivation, which costs a lot of labor, 'perennial cauliflower' (Brassica Oleracea Botrytis Aparagoldes-DC) can be done. On average, perennial cauliflower will produce continuously for 2 to 3 years, depending on the climate. This variety of cauliflower requires less irrigation and can be produced repeatedly from the same plant. Although the name of this type of cauliflower is Nine Star Broccoli, it gives the same fruit as cauliflower. With the same labor cost or less labor cost, this seed

produces multiple cauliflower. As it has a long life and requires less effort in irrigation and watering, it seems to be better to cultivate it than conventional Cauliflower.

Generally speaking, the production time of apple is much longer than that of cabbage, but the natural factors of crop loss such as insect infestation, drought, etc. are much less in apple than in cabbage. But the alternative to cabbage should be cabbage, the alternative to cabbage cultivation cannot be apple cultivation. Research shows that Perennial Tree Kale is a great alternative to cabbage. The taste of this plant is similar to that of cabbage, but it grows on trees and continues to produce for up to 10 years depending on the season. We have researched such perennial crops and have found perennial alternatives to most of the crops grown in Nepal.

Labor intensive agriculture is not possible because we are unable to supplement labor with modern tools. But if most of the crops that we cultivate are perennial then droughts can also not affect us less or will give minimal impact and our agricultural production will tend to continue. Not only this, in places where water is not available during the drought of Chaitra and Baisakh, water can also be saved by cultivating perennial crops. Perennial crops, especially perennial grains, have the potential to miraculously transform our lives.

Benefits to Farmers of Perennial Crops.

If properly managed, the farmers can produce more and increase their income with less labor force by multi-seasonal alternative farming. This type of farming may help the farmers to make their lifestyle easier. The income from multi-year agriculture reduces the burden on family members who go abroad to earn money and also helps to protect traditional agriculture. By successfully cultivating perennial 'grains', the farmer can use the rest of the time to cultivate many vegetables that are easily sold in the market, such as Kurilo, Skus, Parval, Jhange Simi, Rukh Golbheda, Zimbu, Naupale cactus, lemon grass, etc., whose market value is higher than other vegetables.

Among the perennial crops are some cash crops. Alaichi, banana, tea, coffee, ginger, orange, apple,

mango, lychee, groundnut, lemon, pindalu, etc. are known perennial cash crops. Although the labor required for perennial crops is less than that of one year crops, most of the farmers are giving priority to crops that produce in a short period of time as cash crops. For example, planting perennial broad bean (*Lablab purpureus*) as an alternative to ghui simi, although labor intensive, varies significantly in fruiting time. Jahnge simi (Beans) can produce continuously for 8-10 years. Another example is Rajma Simi. Although the labor involved in planting 7-year lima bean is the same, it seems to be more beneficial to the farmer because it keeps on growing for 7 years. Avocado is a perennial cash crop grown in hilly areas with very low attention requirements and irrigation. If leguminous ground cover can be given, the amount of annual weeding and grubbing can also be reduced. Both demand and price of avocado are high in every corner of the world and its demand is also increasing in Nepal.

If the people of the village can do extensive business of perennial crops, forced emigration of youth for income generation can be solved. Small farmers in the village can earn income by modern agriculture without heavy machinery. Perennial crops are naturally flexible which is less in conventional crops. Being resilient to drought and heavy rainfall, perennial crops are of high importance in this era of climate change.

Interviewer: Thank you for sharing that information with me. It sounds like permaculture has a lot of potential to benefit Nepalese farmers.

Permaculturist: You're welcome. I'm glad I could share my knowledge with you. I'm really excited about the potential of permaculture to help address the challenges facing Nepalese farmers. I believe that permaculture can help to create a more sustainable and equitable future for Nepal.

Interviewer: Thank you for your time.

Postscript:

Cultivable land is decreasing every year. Soil erosion and the use of unnecessary chemicals are reducing the fertility of arable land. Industrial agriculture has become a major factor in the destruction of arable

land and the environment.

The world's climate is slowly changing. Due to changes in rainfall, droughts are increasing and wildfires are increasing worldwide. Farmers are facing low productivity due to decreasing rains, due to this, the problem of famine has started to appear in some parts of the world. Food security has become a major concern in the present times. Modern food security is dependent on transportation, and if there is a disruption in transportation, we are facing the danger of immediate famine.

Due to the wave of urbanization, the traditional knowledge of cultivation in Bhir-Pakhera, desert and dry environment is disappearing, and the traditional agricultural methods that do not have cash profit are disappearing. Due to modern mechanization, the number of farmers is decreasing even in high yield agricultural lands. The amount of petroleum consumed in modern mechanized agriculture is high, the availability of which cannot be ensured for long-term, because the petroleum energy resources on earth are limited.

One day petroleum will become scarcer and its price will skyrocket. Before this day comes, if we don't find an alternative to agriculture done by big modern machines, a large part of the world's population will be forced to face a real crisis. Its alternative needs to be agriculture with low labor costs and not relying on modern machinery. The productivity of this alternative perennial agricultural system should be higher than the modern agricultural system.

In terms of yield, it has been confirmed that the yield potential of perennial crops is the same as that of annual crops. Since perennial crops do not have to grow from the start for the next crop year, they can spend energy on tillering and fruit production. Fruit orchards are a good example of perennial crops, which are more flexible to environmental changes than annual crops.

During the 1983-1985 famine in Ethiopia, farmers in small mountain villages who depended on Ensete Ventricosum as their main source of food were not affected by the famine. Ensete is a perennial grain crop that resembles the banana plant and is not affected by long droughts, as its plants over 50 feet tall have

an amazing ability to store water. Ethiopian villages that depend on Ensete have survived famines, as they rely on it as the main commodity crop and preserved it. Ensete Ventricosum is just one example. Looking at the history of South East Asia and New Guinea, sago (Metroxylon Sagu) seems to be the main staple food. There is storage of starch in the inner part of its tree and the eatable extracted from it is called old sago. Today's new sago is also made from perennial crops, which is Simal Tarul (Manihot Esculenta). The use of perennial grain crops is seen historically in most countries of the world. For example, there are Hanja plant (Boscia Senegalensis) of West Africa, Pitch-palm (Bacris Gasipaes) of South and Central America, Ramon (Brosimum Alicastrum) of Mexico and Central America. The simal yam is still considered the main source of food in many countries. Because simal yam is a perennial plant, there is no decrease in productivity even in drought. It is considered a safe food item for farmers and consumers.

Although it is not possible to grow hot summer climatic perennial crops in the central hilly region of Nepal, perennial crops grown in the mountainous climate like Sukuma (Pouteria Lucuma), Ramon, Ensete etc. seem to have good potential. Regarding the banana-flower (Canna Achira) and Ketuki (Agave Americana), these plants are growing wild. We can also use perennial junelo and pulses instead of corn. Welsh onion instead of onion, Tamarillo instead of tomato, which is widely cultivated commercially in New Zealand, perennial green bean instead of ghiu simi, gac munta instead of farsi munta, dundu dap instead of green garlic, elephant garlic instead of garlic, jillo instead of bitter gourd, etc. can be substituted.

Where 60-day commercial agricultural crops wither and die, perennial crops can thrive with minimum labor and irrigation alone. The labor required to grow perennial crops is roughly the same as that of annual crops, but annual labor decreases and one person can single-handedly manage a farm of up to 7 ropanis. In order to reduce the business of farmers, it is very necessary to develop perennial crops.

Based on book: Perennial crops- Simple techniques for food security by Maki Gurung

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THE “LEAN” TRANSFORMATION: 5S IN SERVICE INDUSTRY

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Introduction:

5S is a philosophy and a way of organizing and managing the workspace and work flow with the intent to improve efficiency by eliminating waste, improving flow and reducing process unreasonableness. The Kaizen Institute USA defines 5S as a “systematic and methodological approach allowing teams to organize a workplace in the safest and most efficient manner”. 5S is not merely a system of organization, but it is also a way to drive accountability and discipline.

5S is a Japanese technique directed towards creating good working environment through reduction of what Japanese call “Muri”, “Mura”, and “Muda” having the following meanings:

Muri : overburden, unreasonableness or absurdity

Mura: unevenness or inconsistency, primarily with

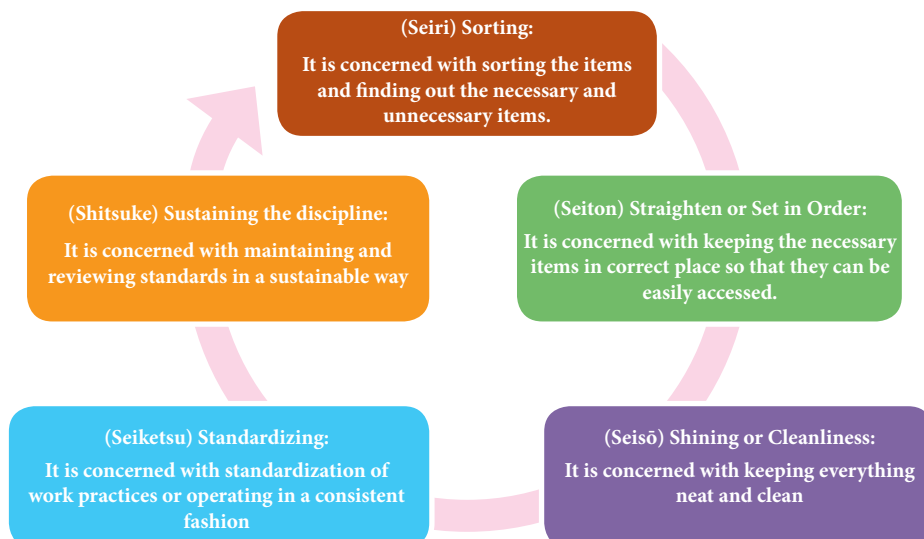
physical matter and the human spiritual condition

Muda : activity which is wasteful or doesn't add value

5S in Service Industry:

5S technique has been leveraged mostly by manufacturing sector to derive operational efficiency, standardization and improvement of overall organizational harmony since a long time. But, many of us are not aware about the great benefit that 5S would generate in service companies as well. Even among die-hard lean thinkers, there is an alarming number who think that 5S “can't be done” in the office to any similar degree that they do in a factory, warehouse, or even the retail floor. But, this simple yet powerful technique has ability to transform service organization if implemented effectively.

Although sometimes viewed as a housekeeping



technique, it is actually an innovative management system that helps people think lean, paving the way for the adoption of Lean principles in the organization.

Benefits of 5S in Service Industry:

Reduces process/operation lead times
Facilitates workplace organization
Reduces non-value adding processes and activities
Standardizes operational procedures
Improves customer response times and adds up to customer satisfaction
Installs policies / guidelines that drive workplace and operations
Contributes to cost efficiency in each and every areas
Helps to identify wastes and improves floor space utilization
Builds a culture of continual improvement and participative management
Removes workplace clutter
Promotes innovation and Out of the Box Solutions

Implementation of 5S in Service Industry:



1. (Seiri) Sorting:

- Go through desks, shelves, cabinets, tiles, tools, storage areas and segregate necessary and unnecessary items in workplace.
- Eliminate excess or unnecessary items like documents, files, tools, etc.
- Remove needless items from drawers, tables, workspaces, racks and keep only required items.
- Store frequently used items near workplace and seldom used items further away.
- Reduces clutters, minimizes distraction and streamlines workplace.

2. (Seiton) Straighten or Set in Order:

- Keep all the essentials an orderly manner so that items can be accessed, used and restored easily.
- There should be place for everything and everything should be in place.
- Visual cues or color coding can be used to arrange files and folders.
- Inventories can be kept in such a way that re-orders level can be identified easily.
- Align workstations so that working becomes easier.

3. (Seisō) Shining or Cleanliness:

- Divide office areas into zones and assign accountability.
- Obtain appropriate tools and supplies for cleaning.
- Make rules relating to cleaning your desks, meeting rooms and common areas.
- Clean your computer keyboard regularly by dusting off crumbs and cleaning with an appropriate disinfectant.
- At the end of each shift, the work area is cleaned up and everything is restored to its place.

4. (Seiketsu) Standardizing:

- Establish standards and guidelines to maintain an organized office.
- Define a schedule for 5S activities and make it a part of the work routine.
- Train new employees on the 5S system.
- Reward and recognize participation and achievement in the 5S program.

5. (Shitsuke) Sustaining the discipline:

- This step aims to make 5S a habit and teach others to adhere to established standards.
- Regular communication of the 5S program, e.g. monthly newsletters.
- Conduct monthly cross-functional 5S inspections and audits.
- Establish 5S standards and continuous improvement of the standards.

TRAINING ACTIVITIES OF NEPAL AOTS

MR. KISHORE BHAKTA MATHEMA

First Vice President
Nepal AOTS Alumni Society



Importance of training and learnings:

SMEs play an important role in inheriting local skills and culture.

: SMEs utilize local resource and supports in making local economy independent.

That demands - development of competency of their precious human resource.

Rapid change of technology in business as well demands upgradation in skill sets of Human resource.

Learnings through training empowers the individual members through their involvement and teamwork performance for task delivery-sharing of information for improvements, adopting the new habit and mindset to acquire new skill sets and modified habit to evolve the positive workplace behavior and work habit that is compatible with new skill requirements.

Since workplace behavior is influenced by cultural factors. - mindset and attitude can be developed through training - hence the importance of constant training and development for the employees' behavior modification, that assists to induce and adopt new skill sets which are compatible to business trend requirements for the company's profitability, growth and sustainability.

Training & Development also provides intrinsic motivation to HR that empowers for their self-development as well -Training program also

prepares the employees to identify the area for their competency building to adopt new skill sets that helps to enhance work productivity.

The companies need to Provide right type of trainings to right group of employees at the right time. Such periodic trainings help to develop competency building of the employees and eventually contribute to company's productivity, profitability and sustainability.

: Training also helps to perform on multi-tasking roles and emphasizes to maintain the safe workplace for Employees safety and security.

Effort of Nepal AOTS in training activities for SMEs valuable human resource

Nepal AOTS is constantly raising awareness in industrial and business community regarding the importance of continuous training interventions (Quality & productivity improvement related training programs on Japanese Management Practices) that help to solve the HR issues & productivity related problems of all type of organizations.

Nepal AOTS intends to drive the awareness campaign for SMEs through the discussions with the representative bodies of industrial and business community like FNCCI-CNI - chamber of commerce.

Nepal AOTS equally desires to involve with the interested organization and SMEs-in order to design the suitable in house training packages

and cost structure to implement the training & development programs (as per their schedule) to build competency of their human resource based on the following query.

: What type of training contents and packages work? In order to solve problems of their organization?

: How training contributes in employees Competency building and supports as process for skill retention as well.

Training process, incorporating those factors eventually contribute to attain company's productivity, profitability and sustainability

The Workplace Behavior is much influenced by cultural factors of the country and also persuaded by the respective companies' organizational culture itself.

It is important to note that -Mindset and attitude of employees is built and developed through training. Hence the importance of constant learnings through training & adoption of new skill sets (employees') is required for their behavior and habit modification, that induces to adopt new skill sets which are compatible to meet the business trend for the company's profitability and sustainability.

Learnings through T&D activities also provides intrinsic motivation to human resource that empowers them to perform and contributes for their self-development process as well.

Type of training through Nepal AOTS.

A. Domestic Lecturing Tour (DLT)

program for the industries within and outside Kathmandu.

DLT program can be conducted as per in-house requirements of the industry if required, by the outsourced resource person/s – experts recommended by India/ Bangladesh/ Sri Lanka and ASEAN countries through those respective country based AOTS Alumni.

: Outsourced resource person will be supported by optional back up resource amongst Nepal AOTS members for local impact.

: In house requirements can be broadly related to Work improvement programs like Quality & productivity improvement training programs & behavior & mindset improvement (soft skill) training programs.

- Need for Preliminary joint discussion with the interested SMEs owners and management of industry through Nepal AOTS representatives-to identify the area of their training need & requirements

: Training contents – Content- materials and schedule will be designed and framed accordingly based on discussions with the responsible professionals (core management team-HR manager) of the concerned industry.

B. Overseas Training Program (OTP)

: Through the help from AOTS-japan as requested by Nepal AOTS for conducting OTP program in Nepal itself by the resource person/s from AOTS Japan.

This will be the cost effective training program for the SMEs which would be much cheaper than sending their employees to Japan and such program can also be catered to group of SMEs so that many SMEs can be benefitted at a time.

C. Training program through WNF source

: Such program can also be conducted with option as in house training program at Nepalese SME's workplace itself by Nepal AOTS through the outsourced resource persons from AOTS Alumni's of emerging / rising economy nations of SE Asian region.

D. Training of Nepalese SMEs managers in AOTS-Japan:

I. Cost sharing program

II. Self-funded NGC (New Global Cooperation) program

Based on various training programs received from AOTS-Japan, Nepal AOTS invites application from interested SME owners and managers

Nepal AOTS initially screens and shortlists the applications and calls the right candidates for the interview. Nepal AOTS recommends the suitable candidates to AOTS-Japan based on their merit.

The final list of candidate/s will be decided by AOTS-Japan for training in Japan.

Nepal AOTS arranges the orientation program for selected trainees before their departure.

Area of training:

Work improvement –Quality & Productivity Improvement, waste reduction-cost optimization-developing new skill sets & adopting prescribed behavior

: Nepal AOTS can help to design the suitable in house training packages and implement the

training & development programs to build the HR competency of human resource of Nepalese SMEs (through constant dialogue with selected SME owners and management (if required-involvement of FNCCI, CNI or COC) which motivates both the employees and stakeholders as well.

Impact of training program:

HR-Competency building training programs eventually contribute to company's productivity, profitability and sustainability.

Intrinsic motivation for the employees as it contributes for self-development of the Participating employees that also helps for employees' retention as well

Support expected from AOTS-JAPAN:

Nepal AOTS expects for assistance from AOTS-Japan as well, in order to groom the potential resource persons from Nepal AOTS.

Need for Collaborative effort:

I feel that Nepal AOTS and SMEs entrepreneurs need to collaborate to strengthen SMEs HR capability to bridge value added productivity gap and adopt "can be adopted" Japanese management practices blending with culturally acceptable practice of local environment based on "think global-act local" strategy and create the synergy effect.



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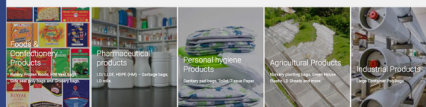
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Nursery Planting Bags.
Green House Plastic LD Sheets
Vegetable bags - HM

INDUSTRIAL

Large Container Polybags.
Chemical liquids
Charcoal and more.



BROADBAND INTERNET CONNECTIVITY FOR ECONOMIC GROWTH

MR. GOKARNA SITAULA

Member
Nepal Telecommunications Authority



Broadband internet is a catalyst for economic growth of any country. It allows businesses to operate more efficiently, access global markets, and leverage digital technologies. The fixed broadband internet facilitates e-commerce, online services, and remote work opportunities, thereby stimulating entrepreneurship, creating jobs, and boosting the overall economy. The following are some sectors that the broadband internet service contributes for the development and increasing economic activities:

Access to Information:

Broadband internet enhances educational opportunities in the country. It enables distance learning programs, online courses, and access to educational materials, which are especially important for students in remote areas. With reliable internet connectivity, can access a wide range of resources, collaborate with peers, and receive quality education beyond the confines of traditional classrooms for students, which contribute widely in the economic growth of the country in long run.

Healthcare and Telemedicine:

Reliable and high speed fixed and wireless broadband internet enables the growth of telemedicine services. It allows healthcare professionals to provide remote consultations, access medical records, and facilitate tele-monitoring. This is particularly beneficial for people living in rural areas with limited access to healthcare facilities, as it ensures they can receive timely medical advice and assistance from the expert

residing in the urban area where there is high-tech medical facilities.

Delivery of Government Services:

Internet facilitates the delivery of government services to citizens in reliable and fastest mode. It enables online portals for various administrative processes, such as obtaining licenses, paying bills, filing taxes, and accessing public services. This digitalization of government services improves efficiency, reduces bureaucratic hurdles, and enhances transparency which contributes on reducing the service delivery time and receiving modern service public service delivery to the citizen. The time saved from the use of technology could be utilize in other sector and will help to increase the earning of the citizen.

Global Trade and Market Expansion:

The internet has facilitated global trade by breaking down geographical barriers and has reduced the digital divide. Businesses can now access international markets, connect with suppliers and customers worldwide, and engage in cross-border transactions with ease. This has expanded business opportunities, increased competition, and fostered economic growth on a global scale which enable a country to cover wide area for trade and commerce.

Conclusion:

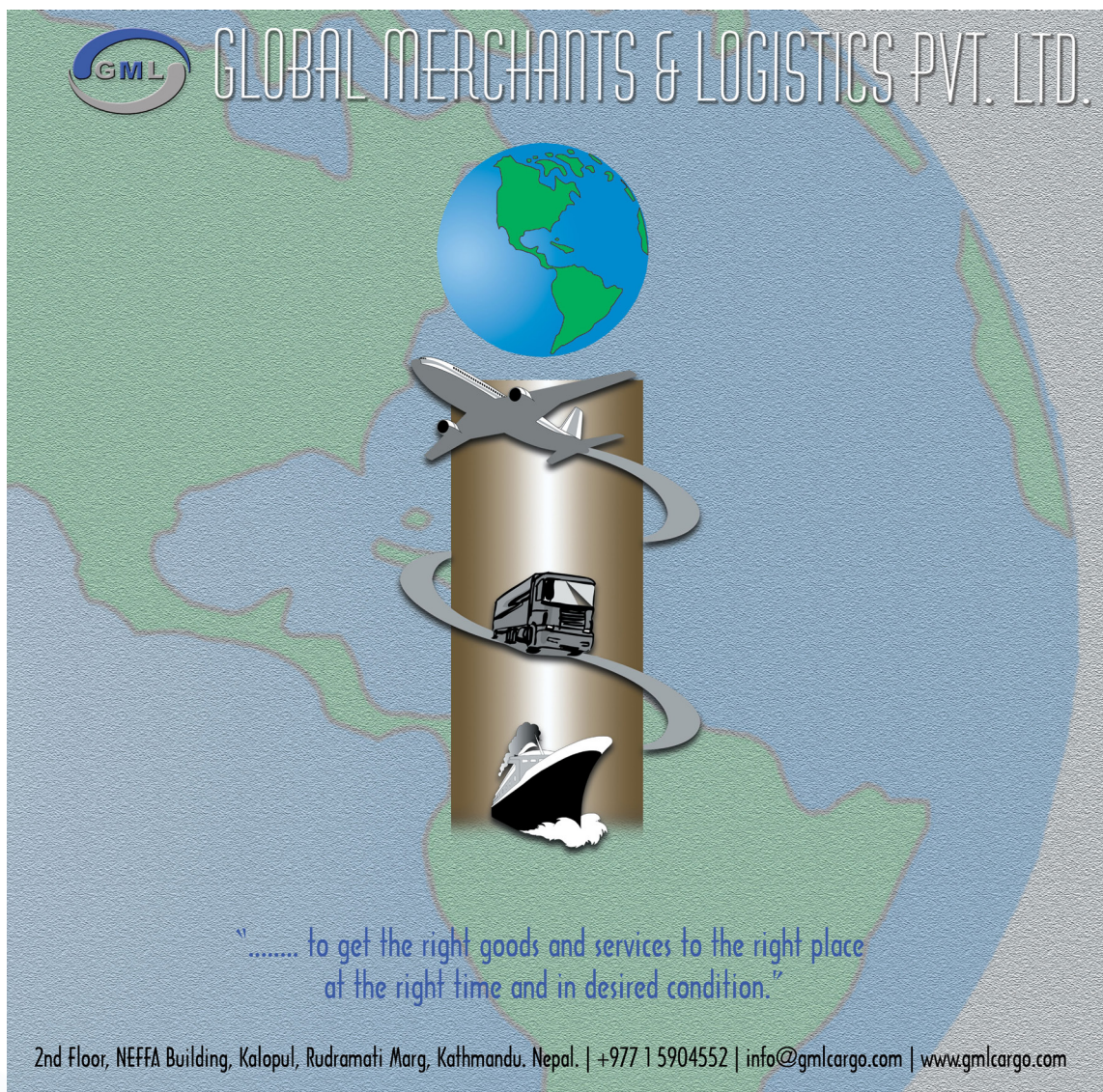
Fixed broadband internet is of great importance in the economic development of any country in the globe, as it enhances access to information, drives economic growth, improves education, supports

telecommunication and connectivity, facilitates government services, advances healthcare, promotes social connectivity, and fosters research and innovation. It is a fundamental infrastructure that empowers individuals, businesses, and the overall development of the country.

Nepal being a developing country with geographical diversity and low penetration of fixed broadband connectivity, could have ample opportunity for economic growth with nationwide connected reliable fixed broadband internet network. Government has given priority to develop information highway on the east west and north south highway as well as connecting each district headquarter with optical fiber.

Nepal Telecommunications Authority (NTA) has been coordinating with service provider to provide high speed connectivity using Rural Telecommunications Development Fund (RTDDF) on Mid-Hill Highway. Except in Gandaki and Lumbini Province, the project is in operation and expected to be completed within stipulated time. Policies and Directives are being formed to leverage the high speed connectivity as well as reliable quality.

Government of Nepal has initiated Digital Nepal Framework with 8 Initiatives. Digital Transformation is one among eight. Reducing digital divide by reliable connectivity and imparting digital knowledge is prime concern of the government. These all will help to make Nepal, "True Digital Nepal", on upcoming days with nationwide optical information highway.



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TEACH ON NIPPON

ER. SHIV BHUSHAN LAL

Treasurer
Nepal AOTS Alumni Society



The contributions of Japan to the world are many, electronics, robotics, comics, manga, anime, capsule hotels, Sumo, PlayStation, Nintendo, Sushi, Sake, so on and so forth.

Many of us must have recently read in the papers that the average annual delay of Japanese bullet trains is of 20 seconds! Does it speak volumes about Japanese people, technology and work culture? It most definitely does. During most of trainings and conferences in Japan, I have learnt that they are extremely prompt and hardworking.

From an early age they are taught the same principles of working efficiently. And when they become professionals, they are driven by the same and applied in management techniques. These techniques are often taught in various workshops in different countries of the world.

Some of the management approach identified by the Japanese function are productive, with consensus and in uniformity. The employees are human capital and are not dismissed easily, called as sushliinkoyo. Promotion and salary are based on seniority of the employees. Continuously training the staff brings manifold benefits to the organization.

Ringi system of discussion among various managerial level is implemented before arriving at any consensus. Changes in the management are instigated only after participation and consent of all involved. Involving the employees

in the decision-making process is a plus for any organisation, government or private. Providing welfare packages such as loans, health care facilities, rentals etc adds to the loyalties of the employees. Just in time approach is in place to ensure productivity and quality. The end result of all their decisions is to satisfy the client in terms of quality, cost, time, capacity and safety.

Omikoshi management states that most power relies with middle level management and they act as intermediaries between the top and bottom. Kaizen management talks about putting effort continuously to bring in change and improvement in the organization. It is based on the 5 S-The Five S stands for... * Sorting out. * Self-discipline. * Standardization. * Shine. * Seition.

We are witnessing daily at how the Japanese management has been impacting the Nepalese business and its related field. From the AOTS point of view the main achievers have been corporations and entities in the semi-private industries, and entrepreneurs. As the trend has entered the government sector, one road block which has come into view is that being on the government process, takes a longer time due to multiple layers of bureaucracies and this tends to hamper and sometimes derail any progressive project being implemented on. The government employees have been given training on the Japanese management techniques

are trying to bring the same efficient working system. This however cannot be achieved

overnight and needs to be given time. Given proper time and positive outcome will be visible.

When we read through these styles individually, realisation of that fact that they depend on the well-being of all employees to increase the productivity of any organization. The staffs cooperate and trust the management policies as they are involved and accepted.

If we were to implement few of them in our organizations, would we be successful? We are also a country rich in cultures and norms and are family oriented. We can provide a holistic approach to our staff keeping their interests in mind and collectively work towards becoming an economically great nation of the world.





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5S METHODOLOGY: STREAMLINING EFFICIENCY AND ORGANIZATIONAL EXCELLENCE

MR. RAJENDRA CHAPAGAIN

CEO

Creative Press Pvt. Ltd.



The 5S methodology is a systematic approach to workplace organization and management that aims to improve efficiency, productivity, and safety. Originating from Japanese manufacturing techniques, 5S stands for Sort, Set in Order, Shine, Standardize, and Sustain. This paper elaborates on each step of the 5S methodology, exploring its core principles, benefits, and implementation strategies. By integrating the 5S approach, organizations can enhance operational effectiveness, promote a culture of continuous improvement, and create a clean and organized work environment conducive to employee well-being and success.

Introduction:

The 5S methodology has gained widespread recognition as a foundational principle for workplace organization and optimization. This paper provides a comprehensive overview of the 5S methodology, highlighting its core principles and explaining the significance of each step. Furthermore, it explores the benefits that organizations can achieve through the implementation of 5S practices.

1. Sort (Seiri):

The first step of the 5S methodology is "Sort," which involves removing unnecessary items from the workplace. By eliminating clutter and unnecessary materials,



Sort
Seiri

Remove all
of the clutter
from the
work place.

organizations can enhance efficiency, reduce the risk of errors, and optimize space utilization. This section discusses the principles behind the Sort step and offers practical guidelines for its implementation.

2. Set in Order (Seiton):

The second step, "Set in Order," focuses on arranging items in a systematic and logical manner. This step aims to minimize search and retrieval time, improve accessibility, and enhance overall productivity. Through proper labeling, storage systems, and visual management tools, organizations can optimize workflows and facilitate a more organized work environment. This section explores the key principles and strategies for implementing the Set in Order step effectively.



Set in order
Seiton

Organize in
an efficient
and ergonomic
manner.

3. Shine (Seiso):

The Shine step emphasizes cleanliness and regular maintenance of the workspace. By establishing cleaning routines, organizations can prevent the accumulation of dirt, dust, and debris, thereby ensuring a safe and healthy work environment.

This section highlights the importance of the Shine step and provides insights into establishing sustainable cleaning practices.



Shine
Seison

Clean up the
entire area
removing
all dirt.

4. Standardize (Seiketsu):

The fourth step, "Standardize," focuses on establishing standardized work procedures and guidelines. This step promotes consistency, eliminates variations in processes, and fosters continuous improvement. By documenting best practices and creating visual aids, organizations can ensure that employees adhere to standardized procedures, resulting in enhanced efficiency and quality. This section explores the principles of standardization and offers recommendations for effective implementation.



Standardize Seiketsu

Ensure standard ways of working for the first three stages.

5. Sustain (Shitsuke):

The final step of the 5S methodology, "Sustain," involves creating a culture of continuous improvement and long-term adherence to 5S practices. This step emphasizes the need for employee involvement, training, and regular audits to ensure that the gains achieved through the previous steps are sustained over time. This section discusses strategies for fostering a culture of sustainability and offers practical suggestions



Sustain Shitsuke

Ensure that 5S principles are part of the culture.

for ongoing improvement.

Benefits of Implementing 5S:

This section provides a comprehensive overview of the benefits organizations can expect from implementing the 5S methodology. These benefits include increased productivity, improved quality, enhanced safety, reduced waste, and employee engagement. Additionally, the paper highlights examples of organizations that have successfully integrated the 5S approach and experienced significant improvements in their operations.

Conclusion:

The 5S methodology offers organizations a structured and systematic approach to workplace organization and management. By following the steps of Sort, Set in Order, Shine, Standardize, and Sustain, organizations can create a clean, efficient, and productive work environment. This paper has explored the principles and significance of each step, along with practical strategies for successful implementation. By embracing the 5S methodology, organizations can streamline their processes, enhance employee well-being, and achieve organizational excellence.

(This article is extracted from various sources of websites)

- **Rajendra Chapagain**
Executive member Nepal AOTS



The happiness of your life depends upon the quality of your thoughts: therefore, guard accordingly, and take care that you entertain no notions unsuitable to virtue and reasonable nature.

-Marcus Aurelius

EMBRACING BUSINESS INNOVATION IN THE COMPETITIVE DIGITALIZED WORLD: IMPLICATIONS FOR ENTREPRENEURS AND PROFESSIONALS

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Business innovation is the process of creating new products, services, or processes that have the potential to improve a company's performance. In a competitive digital world, innovation is essential for businesses to stay ahead of the curve and maintain their competitive edge.

There are many ways that businesses can innovate. Some common examples include:

- Developing new products or services that meet the needs of customers in new or better ways.
- Using new technologies to improve efficiency or productivity.
- Reinventing business models to create new sources of revenue or growth.
- Creating new partnerships or ecosystems to share resources and expertise.

Business innovation can be a risky undertaking, but it can also be very rewarding. Businesses that are successful at innovating can often achieve significant competitive advantages, such as:

- Increased market share
- Higher profits
- Improved customer satisfaction
- Enhanced brand reputation
- Increased employee engagement

In the digital age, the pace of innovation is accelerating. Businesses that are not willing to embrace change and experiment with new ideas are at risk of being

left behind. By investing in innovation, businesses can position themselves for long-term success in a competitive digital world.

Here are some specific examples of how businesses have used innovation to their advantage in the digital world:

- Netflix revolutionized the home entertainment industry by streaming movies and TV shows over the internet.
- Amazon disrupted the retail industry by offering a wide variety of products at competitive prices with convenient delivery options.
- Uber and Lyft disrupted the taxi industry by providing ride-hailing services that are more affordable and convenient.
- Airbnb disrupted the hotel industry by allowing people to rent out their homes to travelers.

These are just a few examples of how businesses have used innovation to succeed in the digital world. As the digital landscape continues to evolve, it is more important than ever for businesses to be innovative in order to stay ahead of the competition.

The Business Innovation Process: A Roadmap for Entrepreneurs and Leaders

Innovation is a key driver of success for entrepreneurs in today's fast-paced business landscape. To stay competitive and thrive, entrepreneurs must embrace a systematic approach to business innovation. Here

is some step-by-step roadmap for the business innovation process, providing entrepreneurs with a practical framework to foster creativity, generate innovative ideas, and turn them into successful business ventures.

Define Clear Objectives and Challenges:

The first step in the business innovation process is to clearly define your objectives and identify the challenges you aim to address. This involves understanding customer needs, market trends, and industry dynamics. By setting specific goals and pinpointing the areas for improvement, entrepreneurs can focus their innovation efforts effectively.

Foster a Culture of Innovation:

Creating a culture of innovation is essential to encourage creativity and idea generation within your organization. This section discusses strategies for fostering innovation, such as promoting open communication, embracing diverse perspectives, encouraging risk-taking, and rewarding creativity. It also emphasizes the importance of leadership support and a supportive work environment.

Conduct Market Research and Analysis:

Thorough market research and analysis are crucial for identifying market gaps, customer pain points, and emerging trends. This step involves gathering data, conducting customer surveys, studying competitors, and analyzing industry reports. By understanding the market landscape, entrepreneurs can uncover opportunities for innovation and gain a competitive advantage.

Ideation and Idea Generation:

This section focuses on techniques and methods for generating innovative ideas. It discusses brainstorming sessions, design thinking principles, mind mapping, and other ideation techniques that encourage out-of-the-box thinking. The goal is to generate a wide range of ideas that have the potential to address the identified challenges and meet customer needs.

Idea Evaluation and Selection:

Once a pool of ideas is generated, entrepreneurs need to evaluate and select the most promising ones. This step involves assessing each idea based on criteria such as feasibility, market potential, competitive advantage, and alignment with business goals. Various evaluation techniques, such as SWOT analysis, prototyping, and market testing, can be employed to determine the viability of ideas.

Develop an Innovation Strategy and Implementation Plan:

With the selected idea(s) in hand, entrepreneurs need to develop a comprehensive innovation strategy and an implementation plan. This involves defining the target market, creating a value proposition, outlining the business model, and establishing a roadmap for execution. The strategy should consider resource allocation, timelines, and milestones to ensure successful implementation.

Build a Cross-Functional Team:

Successful innovation requires collaboration and involvement from a diverse set of skills and expertise. Entrepreneurs should assemble a cross-functional team comprising individuals with different backgrounds, experiences, and perspectives. This section explores the importance of teamwork, effective communication, and leveraging diverse talents to drive innovation forward.

Prototype, Test, and Iterate:

Prototyping and testing are critical steps in the innovation process. Entrepreneurs should develop prototypes or minimum viable products (MVPs) to gather feedback from potential customers. This iterative approach allows for refinement and improvement based on real-world insights, ensuring that the final product or service meets customer expectations.

Implement and Scale:

Once the innovation is validated through testing, it's time to implement and scale the business venture. Entrepreneurs need to create a detailed launch plan, consider marketing and distribution

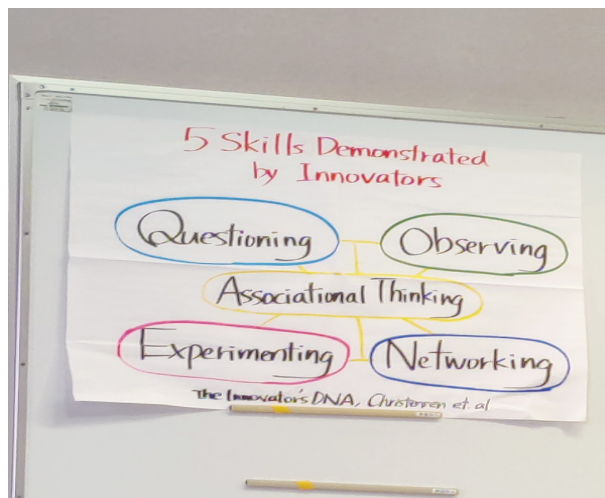
strategies, and monitor key performance indicators (KPIs). It's important to stay agile, continuously gather feedback, and make adjustments to ensure the successful adoption and growth of the innovative solution.

Continuous Improvement and Adaptation:

The business innovation process doesn't end with the launch. Entrepreneurs must foster a mindset of continuous improvement and adaptation. This final section emphasizes the importance of monitoring customer feedback, staying updated with market trends, embracing feedback loops, and iterating on the innovation to maintain a competitive edge in the dynamic business landscape.

In conclusion, the business innovation process provides entrepreneurs with a structured approach to foster creativity, generate innovative ideas, and transform them into successful business ventures. By following this roadmap, entrepreneurs can navigate the complexities of the innovation journey, maximize their chances of success, and create a sustainable competitive advantage in the market. Remember, flexibility and adaptability are key as the innovation landscape continues to evolve, and entrepreneurs must be prepared to iterate and refine their strategies as they progress.

5 Skills Demonstrated by Innovators



In the book "The Innovator's DNA" by Clayton M. Christensen, Hal Gregersen, and Jeffrey H. Dyer, the authors identify five key skills that are

demonstrated by successful innovators. These skills form the foundation of what they refer to as the "Innovator's DNA." Here are the five skills outlined in the book:

Associating:

The skill of associating involves making connections between seemingly unrelated ideas, concepts, or experiences. Innovators excel at finding connections and patterns that others may overlook. They draw insights from diverse fields, combine different perspectives, and apply them to solve problems or generate innovative ideas.

Questioning:

Innovators have a curious mindset and a knack for asking insightful questions. They challenge the status quo, probe deeper into problems, and question conventional wisdom. By questioning assumptions and existing practices, innovators uncover new possibilities and identify unmet needs.

Observing:

The skill of observing entails paying close attention to the world around them. Innovators are keen observers, constantly seeking to understand the behaviors, needs, and preferences of people. By keenly observing customers, competitors, and trends, innovators gain valuable insights that inform their innovative solutions.

Experimenting:

Innovators are not afraid to take risks and experiment. They adopt a mindset of rapid experimentation, embracing a trial-and-error approach. Through prototyping, testing, and iterating, innovators learn from failures and use feedback to refine their ideas. They view failures as learning opportunities and adjust their course accordingly.

Networking:

Effective networking plays a crucial role in the innovation process. Innovators actively

seek diverse perspectives and collaborate with individuals from different backgrounds and expertise. By engaging in conversations, sharing ideas, and building relationships, innovators expand their knowledge base and gain valuable insights that fuel their creativity.

By honing these five skills, innovators are better

equipped to generate breakthrough ideas, challenge the status quo, and drive meaningful change in their industries. The combination of associating, questioning, observing, experimenting, and networking helps innovators develop a unique mindset and approach that sets them apart from others in driving innovation and creating new opportunities.



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MR. KUSHAL JOSHI

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Japan, a place where innovation, technology, hard work meets traditions, culture and environment in Harmony, whether in the bustling busyness of central Tokyo or the Hilly area in Nikko. During my two-week training program on Project Management in Tokyo, from March 1, 2023, to March 13, 2023, I had the opportunity to delve into the essence of Japan's management system. The program not only provided me with valuable insights into professional practices but also offered a glimpse into the profound impact of these principles on a personal level.

Japan is internationally acclaimed for its exceptional product quality, efficient time management, and rich culture. From the very first day of the two-week program, it became evident that time management held significant importance in shaping the training program. Adhering strictly to a well-structured schedule enabled us to seamlessly plan our activities, including lectures and extracurricular engagements. This emphasis on time also reflected the Japanese cultural value of demonstrating respect for individuals, acknowledging the intrinsic value of everyone's personal time.

During my leisure time touring around Tokyo, I had an incredible experience with the precise timing schedule of the Japanese metro system. Exploring various locations and traveling by train became a breeze thanks to the system's flawless punctuality. I no longer had to worry about memorizing train names or station names; instead, I simply relied on the accurate timetable. If the schedule indicated a train departure at 6:03, I would step onto the train

that arrived exactly at that time. Similarly, when the schedule stated that the train would reach its destination at 6:17, I could confidently disembark without needing to remember the name of the station. This seamless synchronization between the train schedule and my travel plans made my Tokyo adventures all the more convenient and enjoyable.

Innovation, Technology and Sustainability was another part during my trip which was emphasized and left a huge imprint on myself. During my time on the training on management style techniques such as 'Agile System' or the cost management / work break down system had a big focus on involving ways to implement innovation and sustainability in our current work system that would help redefine on how we can plan for our projects in more efficient, sustainable way not just for the current period but for the next 10 years to come.

We were fortunate to have an opportunity to interact with Tanaka Corporation, a distinguished and long-established construction firm in Japan. The corporation consistently demonstrated its commitment to innovation by creating technologically advanced products that embraced sustainability. One notable example was their groundbreaking method of constructing high-rise buildings using fireproof wood blocks. By employing these innovative fireproof wood blocks, Tanaka Corporation was able to build structures in a more sustainable manner, utilizing renewable raw materials and effectively reducing costs.

The wood blocks also allowed the corporations to

keep in touch with the traditional architectural style of Japan with modern designs. However, it's important to note that these examples of innovation and sustainability are not limited to the business world alone. They also extend to various aspects of society, highlighting the broader impact and significance of these principles. During my visit to an art gallery at the Tokyo lab, the innovative way of showing Japanese art and culture through immersive methods where you can feel the art through your body was a unique experience I would recommend to anyone visiting Tokyo. One example of body immersion art was possible due to its innovative ways of water art where you are literally walking in water to see the light art which was on display.

Among the learning experience, one important factor of the training was also networking and enjoying the many Japanese experiences Japan has to offer. The training program I was involved in consisted of a very diverse international group in which I was the only Nepali representative. The diverse group provided me with valuable insights into the operational dynamics of businesses across various regions, highlighting the

shared challenges we all encounter. The program gave me the opportunity to network with entrepreneurs and high-level management workers whom I have made friends with and are still in contact with till date and explore new business ideas. Among the colleagues I made it made my journey travelling together in, Tokyo, Kyoto and Nikko prefecture more enjoyable.

Upon my return, I am eager and have already begun planning to integrate the valuable philosophies I gained during this training into both my organization and daily life. Moreover, I am determined to effectively communicate these learnings within my own company. In retrospect, this training program significantly broadened my worldview and bestowed upon me a plethora of new insights and lessons on business management and growth. The opportunity to meet new individuals, exchange innovative ideas, explore unfamiliar places, and learn strategies for expanding and improving our organization was truly remarkable. Undeniably, Japan has now become one of my favorite destinations, and I look forward to engaging in business endeavors and visiting again in the near future.



THE CIRCULAR ECONOMICS OF PLASTIC INDUSTRY

MR. TEJASH PIYA

COO

Piya Group of Companies



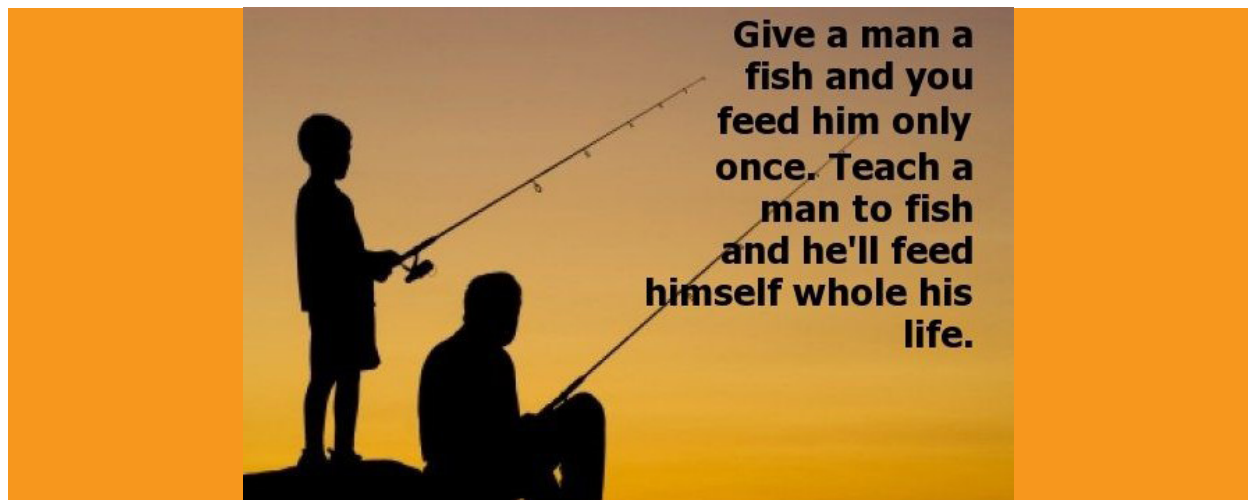
Plastics have undoubtedly improved the lives of people all over the world for generations now. Yet, plastics are still looked upon, unjustly, as a detriment to the environment by the general public. A bit of self-reflection from all quarters of society is needed to bring the role of plastics in a more fair and unprejudiced perspective.

Firstly, it must be universally agreed that plastics are an inseparable part of our daily lives. For this to happen, there is no option but to install a viable and sustainable Circular Economy in the industry from product design to production to consumption to recycling. I cannot emphasize enough that a mechanism for an environmentally impactful circular economy is absolutely essential for the industry to be not only sustainable but to flourish in the future.

The only manner in which I see this as possible is for

the Producers, Consumers, NGOs, and Government parties to come together in a concerted, uber-cooperative mindset to make Circular Economy in plastics an irrefutable success enabling us all to continue to facilitate the vast and immeasurable benefits plastics provide.

As producers of plastics, I venture to say our burden of making this direly needed Circular Economy a solidly grounded reality would be heavier than that of the other interest groups in society as countless livelihoods, including ours, depend on its success. We need to implement production methods that minimize our carbon footprint. We can start by utilizing renewable energy where feasible, and establishing plastics recycling plants, collection hubs, and educating/encouraging distributors and mainly the final consumers to recycle by providing economic incentives.



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TRAINING NEED ANALYSIS AND IT'S BENEFIT TO ORGANIZATIONS

MR. NAVEEN PRAKASH ADHIKARI

Executive Member
Nepal AOTS Alumni Society



Training needs analysis is a process that a business goes through in order to determine all the training that needs to be completed in a certain period to allow their team to complete their job as effectively as possible, as well as progress and grow.

There are 3 key steps involved in training needs analysis to ensure your business is making the most of the process:

Decide On Skill Sets

The first stage is to decide on the skill sets that you require all team members to have in order to do their job properly.

This means looking at every job role within business separately and considering things like the different departments or levels of seniority which will affect this as well.

Evaluate The Skill of employees

The second stage is to look at all our team members and evaluate their current skill levels in relation to the skill you have laid out in the first stage of this process. This will allow to see who is meeting your expectations, and who needs to complete further

training in order to meet the expected skill level.

Identify The Skills Gap

Now that we know where we want our team to be and the level they are currently at, we will easily be able to see the gap (if any) that has appeared between the two. Now we know what the gap is, we need to use training to help close that gap and ensure our team is at the level you expect them to be.



BENEFITS FOR BUSINESS

1. Identify Knowledge Gaps Before They Become a Problem

One huge benefit of conducting training needs analysis is the

fact it can help to identify any knowledge gaps of employees may have before it becomes an issue. It's better to highlight a potential problem and tackle it head-on, rather than becoming aware of the skills gap when an issue arises because of it.

The training needs analysis will allow you to take a proactive approach rather than waiting for something to go wrong before realize there is a problem.

2. Helps to Plan Training for The Year

Another huge benefit of training needs analysis is that it makes it much easier to plan training for the upcoming year. Once identified the skills gaps that exist in business, and then all the staff members who need additional training in certain areas, it's easy to pull together a training plan which will cover all these skills gaps.

Rather than trying to guess the type of training that will be most useful to your organization, or who needs to complete the training, 'Training Needs Analysis' will make the whole task much easier, and we can be confident that the training we have selected will make a direct impact on business!

3. Highlights Training You May Not Have Considered

It can be hard to sit down and plan out a training schedule for a large organization without completing some sort of background research first. We may think that we know the type of training our team should be completing, but training needs analysis could actually highlight a whole load of areas that team needs training on that you never even considered before.

That's why training needs analysis is so useful because it can highlight training needs you may not have considered before and show that you need to start offering training in different areas to ensure that employees are performing at their best.

Without the use of training needs analysis, we may never have considered a particular area of training, which could have severely hindered to business.

4. Ensures Training Is Focusing on The Right Areas

As we said above, it's important to have concrete reasons for adding training to our training schedule, as we can't just assume what is and isn't important for our team to learn. Completing a training needs

analysis will allow us to see exactly what we need to focus on, but it will also highlight the areas of team really don't need any further training on for the moment.

5. Helps to Decide Who Should Attend Which Training Sessions

Another important step in planning training is to ensure the right people are in the right training sessions. There is no point in making everyone in your organization attend every training session you run. It's a massive waste of time and money for your business, and staff won't be engaged with training sessions if they are frequently attending training which is of no use to them.

A training needs analysis will enable you to target the correct people for each training session, ensuring everyone is following a personalized training plan, so they get the most benefit possible.

6. Helps to Prioritize Training Needs

When it comes to planning out training, it can be hard to decide which training sessions are the most important. However, training needs analysis can help you pinpoint the training which needs to be completed ASAP, and which training can be left till later down the line.

When we think about the skills that each team member needs to have, we may want to prioritize these regarding how key they are. For example, if we have a customer-facing team, ensuring they have top-notch customer relations skills may be top of the list.

If we notice a gap in the face-to-face skills for some of these employees, it only makes sense that you would want to tackle this first, as this is a key aspect of their job role, and lack of training in this area could have a negative effect on our business.

All other training can be prioritized afterwards, but it's important to get that customer relations training booked in and attended as soon as possible to make sure that customer-facing teams are top performers.



Congratulations

Ms. Amira Dali



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As a Founding Treasurer, Past President and now Advisor of Nepal AOTS Alumni Society, your achievements continue to inspire us all.

Congratulations on this well-deserved honour !

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President

Nepal AOTS Alumni Society

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