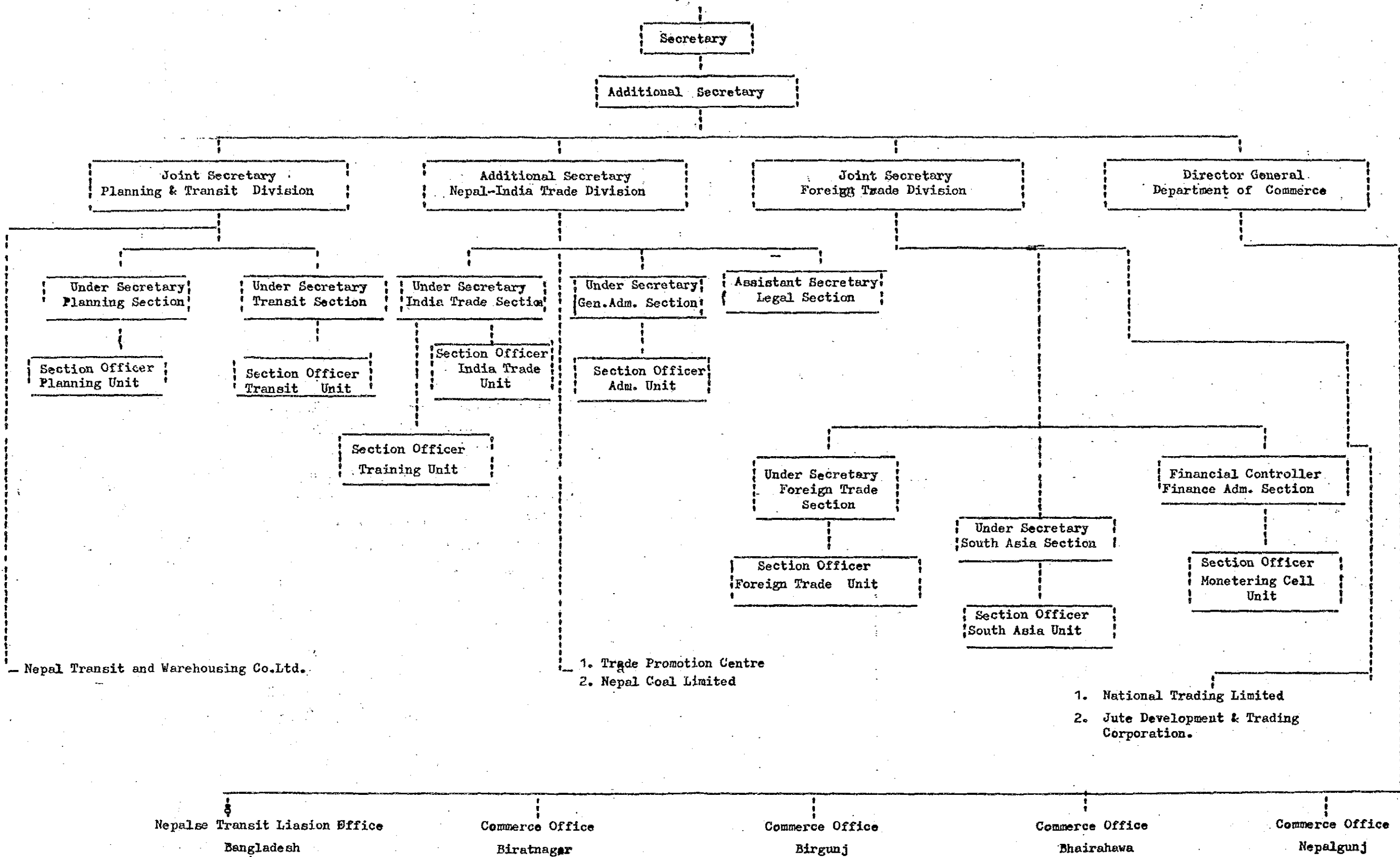


4. नेपाल商業省

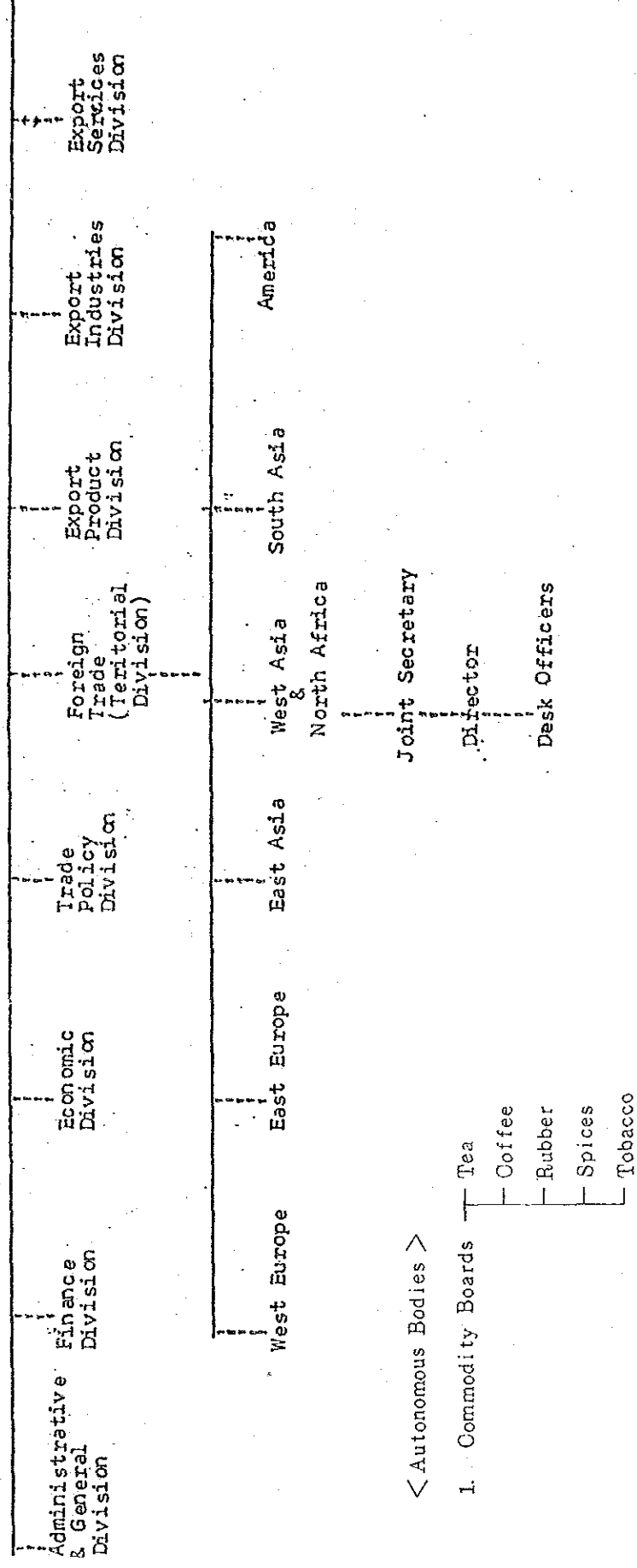
His Majesty's Government of Nepal
Ministry of Commerce



5. インド商業省、商業局

Organisation Chart of the Department of Commerce in the Ministry of Commerce

COMMERCE SECRETARY



<Autonomous Bodies >

1. Commodity Boards
 - Tea
 - Coffee
 - Rubber
 - Spices
 - Tobacco
2. Export Inspection Council, Calcutta.
3. Indian Institute of Foreign Trade, New Delhi.
4. Indian Institute of Packaging, Bombay.
5. Export Promotion Councils.
6. Federation of Indian Export Organization, New Delhi.
7. Indian Council of Arbitration, New Delhi.
8. Trade Development Authority, New Delhi.
9. Marine Products Export Development Authority, Cochin.
10. The Trade Fair Authority of India, New Delhi.
11. Agricultural and Processed Food Products Export Development Authority (APEDA)
12. Public Sector Undertakings
 - The State Trading Corporation of India.
 - The Minerals and Metals Trading Corporation of India (Mica Trading Corporation)
 - The Cardamon Trading Corporation.
 - The Export Credit Guarantee Corporation.

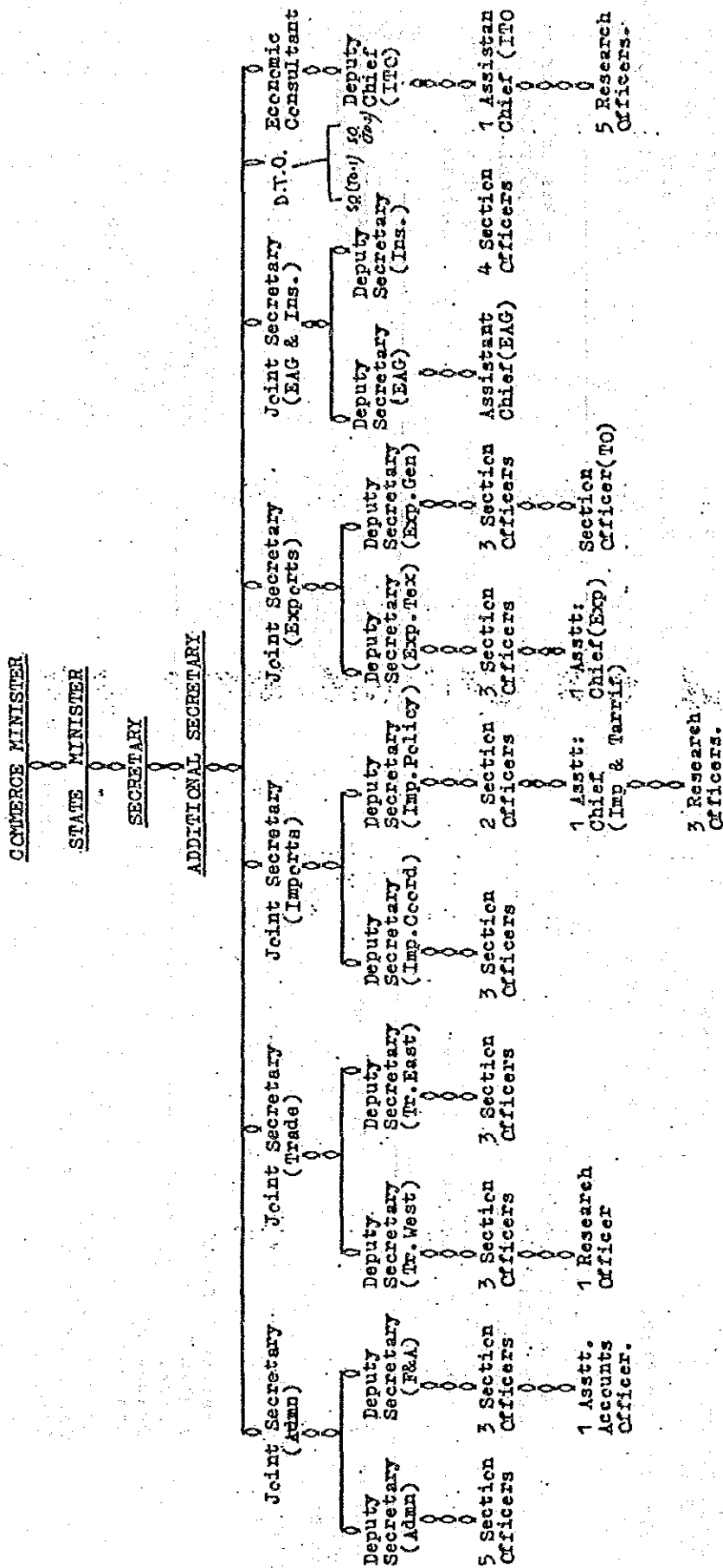
<Advisory Body >

Central Advisory Council on Trade.

<Attached and Subordinate Offices >

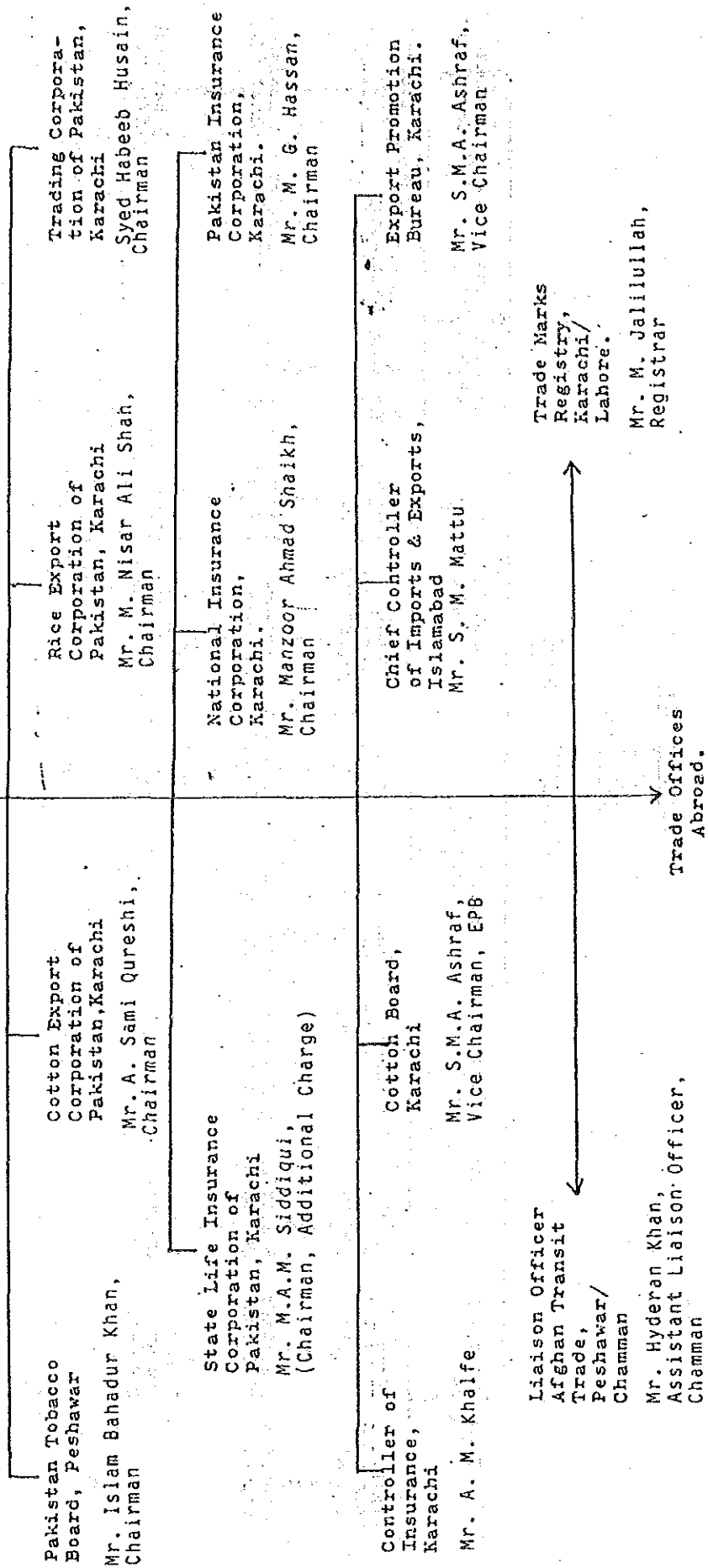
1. Office of the Chief Controller of Import & Exports, New Delhi.
2. Directorate General of Commercial Intelligence and Statistics, Calcutta.
3. Office of the Development Commissioner, Kandla Free Trade Zone, Gandhi Dham.
4. Office of the Development Commissioner, Santacruz Electronics Export Processing Zone, Bombay.
5. Office of the Development Commissioner, Fatta Export Processing Zone, Falta (West Bengal)
6. Office of the Development Commissioner, Madras Export Processing Zone, Madras.
7. Office of the Development Commissioner, Cochin Export Processing Zone, Cochin.
8. Office of the Development Commissioner, NOIDA Export Processing Zone, NOIDA (U.P.)
9. Office of the Custodian of Enemy Property, Bombay.
10. Pay and Accounts Office.

6. パキスタン商業省 (本省)



ORGANIZATION CHART OF THE MINISTRY OF COMMERCE

MINISTRY OF COMMERCE



7. 1985年度参加 Mr. Rahul Dev Sharma (インド) が帰国後
所属先 (Sports Goods Export Promotion Council) に提出したレポート

GRAMS: PRINCILEX PHONE: 525695/529255

THE SPORTS GOODS EXPORT PROMOTION COUNCIL
1E/6, Swami Ram Tirth Nagar : New Delhi-55.

Ref: SG/Trg-Prog/84-85 Dated July 22, 1985.

To:

All the Non-Official Members.

During the course of my Seminar on Trade Promotion in Japan, I had the opportunity of studying Japanese trade practices, personnel management, decision making, marketing in Japan, selling to Japan etc. etc. The studies were quite interesting and illuminating, which prompts me to share my learnings with you. I am sure that they will be of interest to you and your organisation. I am taking this opportunity of sending a first serial on Japanese corporate personnel management and in the near future the others mentioned above will follow.

Enc: As above

Sd/-

(R. D. Sharma)
Secretary

JAPANESE CORPORATE PERSONNEL MANAGEMENT

The subject of Japanese managerial methods has received considerable attention in recent years, as many Japanese corporations have become highly productive and internationally competitive. One of the fundamental tasks confronting Japanese management is how to use Human resources to achieve the goals of the corporation. The free market's balance of work and wages operate efficiently in Japan, but again, as with the other areas of personnel management, there are aspects of the Japanese wage structure which are certainly distinctive if not unique. Japan has developed a rather unique labour-management system. The major features of the Japanese labour-management system are being summarised below:-

(a) Life Long Employment:-

The life time employment system stems from a tacit understanding between labour and management that an employee, once he joins a company, will stay with it until retirement age. The company on its parts, will not discharge the employee until he reaches the retirement age. A graduate upon completing university or high school immediately joins a company and at that time it is highly unlikely that he will either change the job or be dismissed. An important result of this system is a great sense of loyalty to one's company which pervades even one's private life. As a result of this feeling of security, the worker is highly receptive to technical improvement which will increase his company's competitiveness and efficiency.

The employees look forward to life time employment with their firm and trust that they will receive equal chances of

proving their worth and earn promotion. At the same time, they are aware that virtually every other major Japanese firm promotes managers from within its rank and does not hire them away from other companies. This means that the only paths of promotion which are open to most young Japanese workers consist of working their hardest within their firms or abandoning all seniority and starting over in another. During the first 3 to 5 years of life time employment, the personnel of Japanese firms are expected to learn about the company and their job and, await their chances of proving their abilities. The company knows it has these employees for life years and thus can afford to demand of patient labour before granting the first signs of significant increases in responsibility and wages. At the same time it is willing to invest time and money in training these employees. The pre management phase of the Japanese employee's career cycle is thus devoted to education and development, as well as to the office work at hand.

(b) Seniority System:

A new employee upon entering a company receives a relatively low salary but regardless of ability is assured of gradual increases which reach their peak when the employee is in his 50's. In Japan wages are primarily a function of length of service and are decided neither by the nature of job nor the amount of responsibility involved. But at the age of 40 there is a weeding out process with management positions being allocated to college graduates with proven records.

(c) JOB Rotation:

Contd...3..

After arriving to the lowest junior management (Assistant section head) the manager's assignment is rotated between various departments and divisions of the firm for substantial periods of the rest of his career. The chief purposes of this job rotation is to develop well rounded generalists who are familiar with the perspectives and methods of each of the company's departments, and can thus make decisions which are best for the company as a whole rather than advancing the cause of their own department at the expense of the whole. An almost equally important reason for job rotation system is that the manager is expected to develop personal ties through out the company, and thus be able to communicate and interact effectively, with its entire managerial class.

(d) In Company Training:

Occupational skills are developed with ⁱⁿ the enterprise with companies often being reluctant to employ any one possessing a degree higher than a college graduate. The feeling is that such an employee is already too specialised and can-not fit the slot the company ~~will~~ eventually determine for him. Every employee is involved in continuous training and often he may be trained not only for his own job but for all jobs at his own level thus being able to take over other job whenever his is so required. Such flexibility is possible in Japan since company loyalty take precedence over occupational specialisation.

(e) Enterprise Unions:

Japanese unions are generally enterprise unions with

individual and occupational unions being very limited in scope. This emphasis on enterprise unions is in consistence with the Japanese workers' identification with his company and a consequent rejection of outside loyalties. These enterprise unions play a very constructive role in the development of their organisations and an evidence of this factor can be observed from the fact that nearly 20% of the trade union leaders are promoted to management positions. Quite interestingly many of the presidents of large Japanese multinationals were one time union leaders. Having been in this position they are able to identify the exact requirements of the organisation.

(f) Wages:

A vast majority of new Japanese workers are hired straight out to the school or college. While college graduates usually received about 10% more salary than high school graduates, this difference can disappear within several years, depending on the degree to which the company makes promotions on the basis of merit. The average Japanese employee's salary at retirement is over 3.5 times higher than his starting salary, while for senior executives the increase can be considerably more. These salary increases start to become significant only after about 7 years of the employment with the firm.

In addition to their basic wage, Japanese employees receive bonuses twice a year, in December and July. Since the amount of this bonus usually ranges from equivalent of 2 months salary to the equivalent of six months salary, it is a very important part of the Japanese workers compensation package.

Contd..5...

Among other allowances, a married man receives a family allowances and a commuter receives a transportation allowances.

The wage policy of Japanese firms forms a complex but balanced and flexible system. The basic pay system linked to seniority provides a sense of security for the employees, while increasing his incentives to remain with the firm. Bonuses link a major part of real wages to the company's overall performance and thus serves as a valuable motivator for group efforts towards increasing profitability. The bonus is also a discrete mechanism for rewarding outstanding individuals in a social order which encourages conformity. Finally, the wide variety of allowances permits the company to adjust the wage packages of those employees in need or put to hardship by their job assignment, in addition to permitting to add a token sum in recognition of an employee's individual credentials.

8. サマリー・レポート

(1) ネパール政府に提出したサマリーレポート

FOLLOW-UP TEAM FOR EX-PARTICIPANTS
IN THE JICA TRADE PROMOTION SEMINAR

I. BACKGROUND

The Government of Japan has been conducting the Trade Promotion Seminar in the field of trade promotion and has received participants from developing countries.

The Programme has a duration of about two months in general. Participants are staff management senior officials who belong to government or semi-governmental organizations with more than five years' practical experience in the offices connected with administration or business of international trade. Its purpose is to provide participants the lectures, along with free discussions centering around the policies for trade promotion and also arrange for them educational tours to places of interest. Through lectures and observation tours, the Seminar is expected to contribute to the development of world trade of these countries.

By the end of 1987, JICA had accepted 589 participants to the Seminar from 81 countries including 14 people from Nepal (14), India (22), and Pakistan (16).

With this background, JICA sent a follow-up team for the ex-participants of the Seminar. The team consists of the following members.

Dr. Hisashi NAKAMURA	Professor Faculty of Economics Ryukoku University, Kyoto
Mrs. Masako SHIMIZU	Assistant Manager The International Department The World Trade Centre of Japan, INC.
Miss Naomi TOBITA	Third Training Division Training Affairs Department Japan International Cooperation Agency (JICA)

The team was dispatched to these countries in the period of 21 days from December 2 to 22, 1987.

I I . OBJECTIVES

The objectives of the team are as follows:

- (1) To evaluate the extent of utilization of what the ex-participants gained in Japan in the fulfillment of their official works at respective offices.
- (2) To investigate and understand the situation of the country in the field of trade promotion, in order to respond to the needs as much as possible in programme making in the future.
- (3) To introduce the ex-participants to the present situation of economy and trade in Japan.

I I I . METHODS

To attain these objectives, the team took the following measures:

- (1) A questionnaire was sent to each ex-participant in advance of the team's visit to the country, together with a covering letter by which the purpose of the team was explained.
- (2) The team met as many ex-participants as possible in person, and interviewed about their jobs, relevance and benefit of the Seminar, and frank comments and suggestions.
- (3) The team also visited the concerning organizations and met the officials, in order to get information on the nomination procedure for participants and the staff training system.

I V . SUMMARY OF FINDINGS

(1) Present Engagement of Ex-participants

There have been 14 participants from Nepal (1970-1986). We could meet 9 of them. We understand that those we met are occupying important positions in their services, and have been in senior posts, carrying out prominent works.

(2) Comments and Requests on the Seminar

We received precious comments from the ex-participants and the officials concerned. Some suggestions and comments we received are:

- A. The Japanese manufacturing plants they visited during the Trade Promotion Seminar were big in terms of the scale. Visits to the small and medium industries may provide them wider range of subjects in the context of contemporary stage of Nepalese industrial development.
- B. In some cases, the modern Japanese trade policy may not be very relevant to the Nepalese policy makers, but participants could learn much from the Japan's experience and also from the mutual discussion with the fellow participants of other developing countries.
- C. Increasing the number of participants were requested both by public and private sectors.
- D. Requests were made to add to the seminar program the search for overseas marketability of Nepalese products.
- E. Proposal was made to emphasize study of tariff structure of Japan.
- F. Proposal was made to provide the seminar participants with learning about the world economic trends.
- G. Follow-up program for ex-participants should be more systematized in such fields as the exchange of the latest trade information, dispatch of the experts, follow-up missions and so on.

These suggestions are very important when we make the programme in the future. We are willing to report them to the concerning organizations and officials in Japan.

Although some points are raised for future improvement of the Seminar, we are glad to know that the Seminar benefited the ex-participants and their organizations.

V. NOMINATION PROCEDURE AND QUALIFICATION

The Man Power Development Division of the National Planning Commission plans and coordinates the nomination of applicants for JICA's training. In case of Trade Promotion Seminar, the Man Power Development Division gives the General Information (GI) to Ministry of Commerce, Ministry of Supplies, and some private sectors.

Most of the participants, including those from Trade Promotion Centre selected by the Ministry of Commerce in accordance with the concrete criteria. Under the privatization policy of the 7th Five Year Plan, nomination of applicants from private sectors comes to be considered.

We take note that the authorities are willing to send participants continuously to the Seminar in the future. In addition to it, we understand that there are no difficulties in Nepal in choosing nominees with full qualification required.

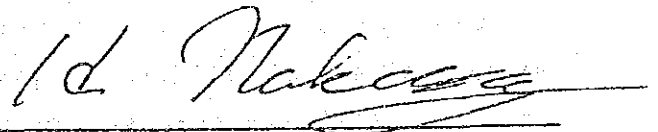
V I . CONCLUSION

Through the activities in Nepal, we are impressed by the fact that many ex-participants have been keeping vivid memories of the Seminar and gave us positive opinions, though some of them participated in the Seminar more than ten years ago.

We sincerely hope the fruits of the Seminar to be shared by the people in the business of Nepal through every kinds of opportunities.

We are grateful to the ex-participants, government institutions, and all the officials concerned to our visit to Nepal for their cooperation, assistance and hospitalities. We could not have carried out work in the short time given to us, if it had not been for tremendous efforts rendered by these people and institutions.

9th December, 1987



Hisashi NAKAMURA
Leader of Follow-up Team for
the Ex-participants in
the JICA Trade Promotion Seminar

(2) インド政府に提出したサマリー・レポート

FOLLOW-UP TEAM FOR EX-PARTICIPANTS
IN THE JICA TRADE PROMOTION SEMINAR

1. BACKGROUND

On behalf of the Government of Japan, Japan International Cooperation Agency (JICA) has been organizing the Trade Promotion Seminar in the field of trade promotion and has received participants from developing countries.

The Programme has a duration of about two months in general. Participants are senior staff management officials who belong to government or semi-governmental organizations with more than five years' practical experience in the field of trade promotion activities. Its purpose is to provide participants lectures, along with free discussion centering around the policies for trade promotion and also arrange for them educational tours to the places of interest. Through lectures and observation tours, the Seminar is expected to contribute to the development and promotion of international trade of these countries. By the end of 1987, JICA had accepted 589 participants to the Seminar from 81 countries.

With this background, JICA despatched a Follow-up team to Nepal, India and Pakistan to meet ex-participants of the Seminar. The team consists of the following members and the duration of the visit is for 21 days beginning from December, 2 to 22, 1987.

Dr. Hisashi NAKAMURA

Professor
Faculty of Economics
Ryukoku University, Kyoto

Mrs. Masako SHIMIZU

Assistant Manager
The International Department
The World Trade Centre of Japan,
INC.

Miss Naomi TOBITA

Third Training Division
Training Affairs Department
Japan International Cooperation
Agency (JICA)

II. OBJECTIVES

The objectives of the team are as follows:

- (1) To evaluate the extent of utilization of what the ex-participants gained in Japan in the fulfilment of their official work at respective offices.
- (2) To investigate and understand the situation of the of the country in the field of trade promotion, in order to cater the needs, as much as possible, in programme making in the future.
- (3) To introduce the ex-participants to the present situation of economy and trade in Japan.

III. METHODS

To attain these objectives, the team took the following measures:

- (1) A questionnaire was sent to each ex-participant in advance of the team's visit to the country, together with a covering letter by which the purpose of the visit of the team was explained.
- (2) The team met as many ex-participants as possible in person, and interviewed about their jobs, relevance and benefit of the Seminar, and exchanged frank comments and suggestions.
- (3) The team also visited the concerning organizations and met the officials, in order to get information on the nomination procedures for participants and the staff training system.

IV. SUMMARY OF FINDINGS

(1) Present engagement of Ex-participants

There have been 22 participants from India (1967-86). We could meet 5 of them in Delhi. We understand from them that they are occupying important positions in their services, and have been in senior posts, carrying out prominent work.

(2) Comments and Requests on the Seminar

We received valuable comments from the ex-participants and concerned officials. Some suggestions and comments received are as follows:

- A. Participants could learn much from the Japan's experience and also from the mutual discussion with the fellow participants of other developing countries.
- B. The preparation and submission of the study papers during the seminar was highly appreciated because it provided the participants a good opportunity to systematize and coordinate their ideas.
- C. The fruits of the Seminar, together with its texts and references were utilized for the participants' daily work at their offices, as well as planning future policies relating to trade promotion.
- D. Increasing the number of participants was suggested both by Central Government and respective Trade Promotion Councils, considering the size and needs of India.
- E. It was also suggested that the participants of the Seminar may be given opportunities to learn the promotional activities of small and medium scale industries.

F. Proposal was also made that the participants may be given an opportunity to explore the overseas marketability of certain specific products.

These suggestions will be kept in view while formulating future programme.

Although some points are raised for future improvement of the Seminar, we are glad to know that the Seminar benefited the ex-participants and their organizations.

V. NOMINATION PROCEDURE AND QUALIFICATION

The Department of Economic Affairs of Ministry of Finance coordinates the nomination of applicants for JICA's training. In case of Trade Promotion Seminar, the Department of Economic Affairs gives the General Information Booklet (GI) to Ministry of Commerce and States Governments.

Most of the participants are selected by the Ministry of Commerce. Concretely saying, the Technical Assistance Committee in Ministry of Commerce, makes the list of participants. The Committee takes it into consideration that the applicants have a great possibility to continue their job after completing training in Japan.

We take note that the authorities are willing to send participants continuously to the Seminar in the future. In addition to it, we understand that there are no difficulties in India in selecting nominees with full qualification required.

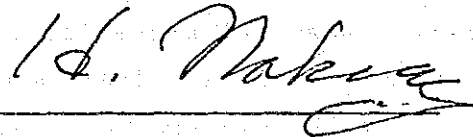
VI. CONCLUSION

Through the activities in India, we are impressed by the fact that the ex-participants have been keeping vivid memories of the Seminar and gave us positive opinions, though some of them participated in the Seminar more than ten years ago. We sincerely hope the fruits of Seminar to be shared by the people in the trade business of India through every kind of opportunities.

If the vast geographical setting and the diversified economic activities in different states are taken into consideration, knowledge acquired from the Seminar by a single participant may not be able to contribute effectively to the development of trade promotion of this country.

We are grateful to the government officials, ex-participants and concerned institutions for their valuable cooperation, assistance and hospitalities extended to us, without which we could not have achieved the objectives of our visit to India.

16th December, 1987



Hisashi NAKAMURA
Leader of Follow-up Team for
the Ex-participants in the
JICA Trade Promotion Seminar

(3) パキスタン政府に提出したサマリー・レポート
BRIEF REPORT OF
FOLLOW-UP TEAM FOR EX-PARTICIPANTS
IN THE JICA TRADE PROMOTION SEMINAR

1. BACKGROUND

Japan International Cooperation Agency (JICA) organizes the Trade Promotion Seminar in the field of trade promotion and receives participants from developing countries under the international cooperation programme of the Government of Japan.

The Seminar has a duration about two months in general. The participants are senior management officers who belong to government or semi-governmental organizations with more than five years' practical experience in the field of trade promotion activities. Its purpose is to provide participants lectures, along with free discussion centering around the policies for trade promotion and also arrange for them observation trip to the places of interest. Through lectures and observation trips, the Seminar is expected to contribute to the development and promotion of international trade of these countries. By the end of 1987, JICA had accepted 589 participants to the Seminar from 81 countries.

With this background, JICA despatched a Follow-up team to Nepal, India and Pakistan to meet ex-participants of the Seminar. The team consisted of the following members and the duration of visit was for 21 days beginning from December 2 to 22, 1987.

Dr. Hisashi NAKAMURA	Professor Faculty of Economics Ryukoku University, Kyoto
Mrs. Masako SHIMIZU	Assistant Manager The International Department The World Trade Centre of Japan, INC.
Miss Naomi TOBITA	Third Training Division Training Affairs Department Japan International Cooperation Agency (JICA)

2. OBJECTIVES

The objectives of the team were as follows:

- (1) To evaluate the extent of utilization of what the ex-participants gained in Japan in the fulfilment of their official work at respective offices.
- (2) To investigate and understand the situation of the country in the field of trade promotion, in order to cater the needs, as much as possible, in programme making in the future.
- (3) To introduce the ex-participants to the present situation of economy and trade in Japan.

3. METHODS

To attain these objectives, the team took the following measures:

- (1) A questionnaire was sent to each ex-participant in advance of the team's visit to the country, together with a covering letter by which the purpose of visit of team was explained.
- (2) The team met as many ex-participants as possible in person, and interviewed about their jobs, relevance and benefit of the Seminar, and exchanged frank comments and suggestions.
- (3) The team also visited the organizations concerned and met the officials, in order to get information on the nomination procedures for applicants and on the staff training system.

4. SUMMARY OF FINDINGS

(1) Present engagement of Ex-participants

There have been 16 participants from Pakistan (1967-85). We could meet 4 of them in Islamabad. We found that they are occupying important positions in their services, and carrying out prominent work.

(2) Comments and Requests on the Seminar

We received valuable comments from the ex-participants and officials concerned. Some suggestions and comments received are as follows:

- A. Participants could learn much from the Japan's experience and also from the mutual discussion with the fellow participants of other developing countries.
- B. Problems of international trade confronted by developing countries should be sorted out and given more emphasis in the Seminar.
- C. The fruits of the Seminar, together with its texts and references were utilized for the participants' daily work at their offices, as well as for planning future policies relating to trade promotion.
- D. Increasing the number of participants was suggested both by Central Government and the Export Promotion Bureau, considering the size and needs of Pakistan.
- E. It was also suggested that the participants of the Seminar may be given opportunities to lean the promotional activities of small and medium scale industries.
- F. Revised scale of stipend for the participants is wished by some officials in consideration of rising cost of living in Japan.
- G. Proposal was also made that the participants may be given an opportunity to explore the overseas marketability of certain specific products.

These suggestions will be kept in view while formulating future programme.

Although some points were also raised for future improvement of the Seminar, we were glad to know that the Seminar benefited the ex-participants and their organizations.

5. NOMINATION PROCEDURE AND QUALIFICATION

The Economic Affairs Division of Ministry of Finance coordinates the nomination of applicants for JICA's training. In case of Trade Promotion Seminar, the Economic Affairs Division gives the General Information Booklet (GI) to the Ministry of Commerce and the Provincial Governments.

Most of the participants were selected by Ministry of Commerce. The Sub-Committee in Ministry of Commerce, made the list of participants

and send it to the Economic Affairs Division of Ministry of Finance. The final approval for the candidates was made by the Establishment Division of the Government of Pakistan.

We took note that the authorities were willing to send participants continuously to the Seminar in future. In addition to it, we understood that there were no difficulties in Pakistan in selecting nominees with full qualification required.

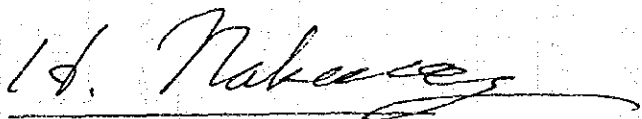
6. CONCLUSION

Through the activities in Pakistan, we were impressed by the fact that the ex-participants have been keeping vivid memories of the Seminar and gave us positive opinions, though some of them participated in the Seminar more than ten years ago. We sincerely hope the fruits of Seminar to be shared by the people in the trade business of Pakistan through every kind of opportunities.

The whereabouts of seven ex-participants was not located by the Establishment Division. Since some participants were transferred to different Ministries, the knowledge acquired from the Seminar might have been indirectly utilized in diverse assignments in the Government. It may bring more direct fruits if selection was made from the specialized personnels in the trade promotion activities.

We are grateful to the government officials, ex-participants and institutions concerned for their valuable cooperation, assistance and hospitalities extended to us, without which we could not have achieved the objectives of our visit to Pakistan.

20th December, 1987



Hisashi NAKAMURA

Leader of Follow-up Team for
Ex-participants in the
JICA Trade Promotion Seminar.

9. 帰国研修員リスト

(1) NEPAL

No	研修員氏名	所属先名・部課・地位	所属先住所	現住所	研修年度
1	Mr. Shiva S. Rana	Joint Secretary Ministry of Water Resources	Singha Durbar, Kathmandu, Nepal		1970
2	Mr. Raj Bahadur Chipalu	Proprietor Chipalu Traders	Rain Basera, Ganga Path, Kathmandu, Nepal	Chanki Tole, Lalitpur, P.O. Kathmandu, Nepal	1973
3	Mr. Yogendra Purush	Managing Director, Media Communication (P) LTD.		106 Kopunjole, Lalitpur, Kathmandu, Nepal ☎5-21793, 5-23793	1973
4	Mr. Sagar Man Singh Dangole	Ministry of Finance	Bag Durbar, Kathmandu, Nepal	7/720 Bhimsenthon, Kathmandu, Nepal	1975
5	Mr. Mangal Man Shrestha	Section Officer, Dept. of Livestock & Animal Health	Haribar Bhavan, Pulchowk, Kathmandu, Nepal	15/116, Paknajoie, Kathmandu, Nepal	1976
6	Mr. Chandra Bahadur Thapa	Deputy Director Industrial Facility Dept. of Industry	Nepal, Department of Industry, Kathmandu, Nepal	Paknajoie Naya Bazar, Kathmandu, Nepal	1977
7	Mr. Pusker Bhakta Shrestha	Section Officer, Labor Dept., Ministry of Labour and Social Welfare	New Baneshor, Kathmandu, Nepal	11/524, Jyatha Tole, Kathmandu, Nepal	1978
8	Mr. Mahamagal Bajracharya	<Retired>		8/489 Motu Mubahal, Kathmandu, Nepal	1979
9	Mr. Ramesh Bahadur Chipalu	Proprietor Chipalu Traders	Rain Basera, Ganga Path, Kathmandu, Nepal	Chanki Tole, Lalitpur, Kathmandu, Nepal	1981
10	Mr. Ghana S. Gorkhali	Deputy Director, Department of Commerce	New Baneshor, Kathmandu, Nepal	6/90 Dharna Path, Kathmandu, Nepal	1982

No	研 修 員 氏 名	所 屬 先 名・部 課・地 位	所 屬 先 住 所	現 住 所	備 考
11	Mr. Umesh Prasad Sharma Daha	Manager(Planning & Training) Nepal Oil Corporation Ltd. Corporate Planning Cell	Babar Mahal, Kathmandu, Nepal 214600	Rajbiraj-4 Dist. Saptary, Sagarmatha Zone, Nepal	1983
12	Mr. Tej Muni Bajracharya	Deputy Director, Kitab Khana Hari Hari, Bhavan Civil Servant Record Office Ministry of General Administration	Harihar Bhavan, Pulchowk Kathmandu, Nepal	200 Baha, Wangat Latitpur-17, Nepal	1984
13	Mr. Ram Daya Lal Yadav	Deputy Director, Trade Promotion Centre	Lazimpat, Kathmandu, Nepal	Zone-Janakpur, District-Dhanusha Punchayat-Suga Madhukarhi, Ward-3 (Mani Patti), Nepal	1985
14	Mr. Narendra Bahadur Basnyat	Department of Commerce Section Officer	New Benewswor, Kathmandu, Nepal	GA-1/567, Gyaneswor, Kathmandu, Nepal	1986

(2) INDIA

No	研修員氏名	所属先名・部課・地位	所属先住所	現住所	研修年度
1	Mr. Beni Krishna Sharama	<Untraceable>			1967
2	Mr. Idya Sundarash	PRIVATE CONSULTANT		7/92, Brindavan, 3rd Road, Chembur, Bombay 400071	1968
3	Mr. Mitra Sen.	Chief Marketing Manager State Trading Corporation of India Ltd.,	Chandralok Building 36, Jannath, New Delhi, India ☎345 572	111/11-21, Lajpat Nagar, New Delhi-110 024, India ☎637 675	1968
4	Mr. Chander Mohan	(RETIRED)			1970
5	Mr. Bhaskar Laxman Raranjape	Joint General Manager Bank of Baroda, Central Office	P. O. Box 10046 3 Walchand Hirachand Marg Ballard Pier Bombay-400 038, India	188 Lekhanya Nagar Lady Hardinge Road, Mahim, Bombay 400 016, India	1970
6	Mr. A. S. Sethi	Embassy of India	23, Talaat Harb Street, Cairo Arab Republic of Egypt	9, Kamei Mohd Street, Zamalek, Cairo, Arab Republic of Egypt	1970
7	Mr. M. K. Srinivassan	(RETIRED)			1970
8	Mr. K. K. Dhir	<Untraceable>			1972
9	Mr. Rangaswamy Jayaram Naidu	Deputy Chief Controller of Imports & Exports Ministry of Foreign Trade	Hyderabad, India	5-9-47/5, Basheer Bagh, Adjacent to Kirlosker, Maternity Nursing Home, Hyderabad 28, India	1972
10	Mr. Amar Nath	Joint Divisional Manager Minerals & Metals Trading Corporation of India	Marker Bhavan, No.2, New Marine Lines, Bombay 400 020, India	12 Raj Mayur, 19th Road, Khar, Bombay 54, India	1972

No	研 修 员 氏 名	所属先名・部局・地位	所 属 先 住 所	现 住 所	研修年度
11	Mr. B. R. Chavan	Joint Secretary Ministry of Surface Transport	Transport Bhavan Parliament Street New Delhi, India	A-205 Curzon Road Apartments Kasturba Gandhi Marg, New Delhi 1, India	1973
12	Mr. Yoginder Raj	Joint Director (Export Promotion) Ministry of Commerce, Bombay	C. G. O. New Bldg. South East Wing 3rd Floor, New Marine Lines, Churchgate, Bombay 400 020, India	Flat No.25, F Block, 7th Floor, Hyderabad Estate, Nepean Sea Road, Bombay 400 006, India	1973
13	Mr. A. Ramachandran	(RETIRED)		C-16, South Extension Part I, New Delhi 49, India	1973
14	Mr. Krishan Lal Rokhi	Member (Technical) Customs, Central Excise & Gold Control Tribunal	West Block II R. K. Puram New Delhi, India	M-43, Kirti Nagar, New Delhi-1 10015, India	1975
15	Mr. Asoke Kumar Chaudhuri	Director Ministry of Commerce	Udyog Bhavan New Delhi, India	B-220 Chittaranjan Park New Delhi 110 019, India	1976
16	Mr. Kamhaiya Lal Gupta	Additional Resident Commissioner Resident Commissioner's Office Uttar Pradesh State Government	116, New Delhi House 27, Barakhamba Road New Delhi, India ☎3313544,3310408	B-4, Chandra Nagar (Near Suryanagar) Ghaziabad (Delhi-U.P. Border) PIN 201 011, India ☎866 055	1979
17	Mr. Bhasin Brij Bhushan	(RETIRED)		21/15 West Patel Nagar, New Delhi 110008, India	1980
18	Mr. S. P. Kala	Deputy-Director (Production & Development) Office of the Textile Commissioner Department of Textiles Ministry of Commerce	New C. G. O. Buildings 48A New Marine Lines, Bombay-400-020, India	47, Community Centre Central Gov't Staff Quarters Moliwada, Bombay -400037, India	1983
19	Mr. Narendra Kumar Singh	(RETIRED)		A/247 Pandara Road, New Delhi, India	1984

No	研 修 員 氏 名	所 屬 先 名・部 課・地 位	所 屬 先 住 所	現 住 所	研 修 年 度
20	Mr. Rahul Dev Sharma	(EXPIRED)			1985
21	Mr. Romesh Chander Sachdeva	Joint Director Department of Electronics	Lok Nayak Bhavan New Delhi, India ☎ 692046	B-318, Pragati Vihar, Hostal Lodi Road, New Delhi 110003, India ☎ 361181	1986
22	Mr. K. Jagadees	Deputy Director Marine Products Export Development Authority	P. O. Box No.1708 Cochin-682016 Kerala, India	H. No.34/2289 'Revathy Bhavan', Kadavanthra, Cochin 682 020, India	1986

(3) PAKISTAN

No	研 修 員 氏 名	所 屬 先 名 · 部 隊 · 地 位	所 跟 先 任 所	現 任 所	研 修 年 度
1	Mr. Asanur Ur Rehman	Joint Secretary Ministry of Defence	Ministry of Defence, Rawalpindi, Pakistan ☎ 53780		1957
2	Mr. Mohammad Monsoor Kazim	Secretary Election Commission (Autonomous Body)	Election Commission Islamabad, Pakistan ☎ 820513		1968
3	Mr. Mirza A. M. Abdul Ilye	<Untraceable>			1970
4	Mr. Saeedullah	<Untraceable>			1970
5	Mr. Taj Mohammad Samo	Deputy Secretary (Dev.) Ministry of Industries	Ministry of Industries, Islamabad, Pakistan		1972
6	Mr. Syed Nazim Uddin	<Untraceable>			1972
7	Mr. Mohammad Aslam Khan	Director General Export Promotion Bureau Ministry of Commerce	Ministry of Commerce, Islamabad, Pakistan ☎ 8286068		1972
8	Mr. Mohammad Latif	<Untraceable>			1974
9	Mr. Kamal Afsar	Joint Secretary (Federal Govt.) Cotton Export Corp. Ministry of Commerce	Ministry of Commerce, Karachi, Pakistan ☎ 021/514609, 516050-4		1977
10	Mr. Mahmud Raza	<Untraceable>			1977
11	Mr. Muzaffar Hussain Soomro	<Untraceable>			1978
12	Mr. Aslam Siddiqui	<Untraceable>			1978
13	Mr. Mohammad Yunis Khan	Joint Secretary Ministry of Finance	Ministry of Finance, Islamabad, Pakistan ☎ 812161	194, St. 56, F-6/4, Islamabad, Pakistan	1979

No	研 修 員 氏 名	所 屬 先 名 · 部 課 · 地 位	所 屬 先 住 所	現 住 所	研 修 年 度
14	Mr. Ijaz Ahmad	Additional Secretary/Member of Economics Ombudsman Secretariat	Ombudsman Secretariat, Islamabad, Pakistan	House No. 45, Street No. 13, F-7/2 Islamabad, Pakistan	1982
15	Mr. Nasim Qureshi	Deputy Secretary Ministry of Commerce	Ministry of Commerce, Islamabad, Pakistan ☎821786	128, G-9/1, Islamabad, Pakistan	1983
16	Mr. Mukhtar Haider Shah	Deputy Secretary Ministry of Finance	Ministry of Finance, Islamabad, Pakistan ☎829059	House No. 12, Street 39, G-5/2, Islamabad, Pakistan	1985

JICA