Event Report

National Youth Forum on Agro-based Entrepreneurship Development

January 9th- 10th 2015, Lalitpur, Nepal

Organized by



Supported by





Prepared by

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Executive Summary

Under the support of YPARD, YPARD Asia, MCRC and NFYN, the workshop entitled, "National Youth Forum on Agro-based Entrepreneurship Development (#NYFAED15)" was successfully held in Lalitpur, Nepal on 9th-10th January 2015.

On the first day, Mr. Kamal Subedi, President of National Federation of Youth NGO Nepal (NFYN) chaired the opening session, Mrs. Laxmi Chaudhary, President of Capacity Development and Resource Management in Constitution Assembly of Nepal served as Chief Guest, and were hosted by Ms. Swikriti Pandey.

YPARD Global Director, Ms. Courtney Paisley's greetings and congratulations letter was read by Mr. Dinesh Panday where she was mentioning how young people expose to new and alternative ways of engaging in agriculture which can change as new opportunities become evident in the sector. Moreover, Mr. Panday gave presentation on structure of YPARD, YPARD Nepal working activities and objectives of #NYFAEE15.

Member from National Planning Commission, Mrs. Bimala Rai Paudyal pointed out youth's perspective which is still lacking in policy making, and she stressed to knock on youth policy which can attract more youth in agriculture. There were also key notes from Mr. Ishwori Rijal (Agriculture Information and Communication Center), Mr. Khem Raj Dahal (Institute of Agriculture and Animal Science), and Dr. Rajendra Devkota (agri-scientist) aroused hot applause.

Then, the forum was leaded with technical sessions including three different presentations on youth and entrepreneurship, panel discussions with young farmers, agro-entrepreneur, ICT in agriculture and microfinance, as well as a think tank session to identify thematic areas of agro-based entrepreneurship development, which was facilitated by Mr. Krishna Pd. Tiwari.

The second day was covered with a field excursion to Dr. Kedar Budhatholi's Dahachowk plastic tunnel house for tomato cultivation, presentations, thematic group exercises, group presentations, draft preparation and closing ceremony.

It was an amazing milestone in YPARD Nepal history to advance this movement which opened up some interesting discussions and differing points of view. These exercises will certainly provide a useful starting point to expand emerging practices through sustainable intensification and creative marketing. Moreover, they will inspire more young professionals to choose agriculture as a professional career to replace retiring farmers within the Nepalese context.

Message from YPARD Global Director

Dear attendees of the National Youth Forum on Agro-based Entrepreneurship Development

With an expected population of 9 billion by 2050 and declining interest of youth worldwide to take up agriculture, who will feed this growing population? Agriculture has an image problem. There is decreasing interest among youth in entering agriculture related fields due to the persisting perception that this is an outdated area with minimal financial returns. However, as young people are exposed to new and alternative ways of engaging in agriculture, this perception can change as new opportunities become evident in the sector.

YPARD was established in response to the young generation's increasing lack of interest in agriculture, insufficient participation of young professionals in addressing critical development issues and inadequate access to resources to address these issues. While youth are key to a sustainable agricultural sector, they are often ignored and undervalued within it. A new approach is needed for engaging with young people, using their insight to develop innovative solutions. Young people need to contribute to the creation of their own future in agricultural development and be instrumental in making it happen.

Congratulations on hosting such an important event, which has some very concrete objectives. I look forward to seeing the outcomes of the meeting and how YPARD can take an active role.

If you have not yet signed up with YPARD please do so at www.ypard.net

Kind Regards,

Ms. Courtney Paisley

Director YPARD Global Coordination Unit c/o GFAR at FAO Viale delle Terme di Caracalla, 00153 Rome, Italy www.ypard.net

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1. Organizations

YPARD and YPARD Nepal

YPARD is an international movement by young professionals for young professionals for agricultural development. YPARD operates as a network and hosted by Global Forum on Agricultural Research (GFAR) located in Rome, Italy. YPARD mission is to serve as a global collective platform through which young professionals can realize their full potential and contribute proactively towards innovative agricultural development.

YPARD actions are to: 1. Building a strong network; 2. Giving voice to youth; 3. Capacity building and information sharing, and 4. Promoting agriculture among young people. YPARD Nepal is a branch of YPARD which is supported by YPARD Asia Coordination Unit and YPARD Global Coordination Unit, and working with 29 (9+20) members structure in youth, agriculture and environmental issues in Nepal. The 9 members core team belongs as

Mr. Dinesh Panday- Nepal representative, YPARD

Local representatives,

Ms. Smriti Limbu Mr. Biyekananda Mahat

Mr. Madhusudan Ghimire Ms. Swarnima K.C.

Ms. Bindu Bhandari Ms. Sapana Ghimire

Mr. Madan Paudel Ms. Swikriti Pandey

Supporting Partners

Multifarious Consultancy and Research Centre (MCRC) Pvt. Ltd., Kathmandu, Nepal is a service oriented and social accounting-preneur national consulting firm established under the provision of Company Act 2006. It provides professional services focusing on socio-economic research, monitoring and evaluation, consultancy for policy mechanism and need based development issues.

National Federation of Youth NGO Nepal (NFYN), affiliated with Social Welfare Council (SWC) in 2013, is a non-profit making national level umbrella organization formed by a team of youth NGO activists and professionals to promote and protect youth organizations across the country. It is an autonomous and politically non-partisan organization.

2. Background of Event

Nepalese agriculture is undergoing rapid changes. While a large number of experienced human resources are retiring, young professionals are taking their places, generating wider gaps in updating agricultural research and knowledge. Besides, the lack of adequate agricultural workers has resulted in a growing tendency to farms fallow.

Adaptation to climate change has added a further challenge for agricultural development in Nepal. However, there is a small but growing number of young people who are reorganizing farming into viable enterprises through sustainable intensification, and creative marketing. In this context, the challenge for agricultural development is two-fold—how to expand these emerging sustainable practices, and how to inspire more young professionals to choose agriculture as a professional career to replace retiring farmers.

To combat this, innovation in agriculture -farms, agro-based processing and marketing) represents the most viable option for addressing youth unemployment. It is crucial to create regular forum for sharing experiences among farmer innovators, youth entrepreneurs, agricultural professionals and policy makers. According to this, YPARD Nepal with Multifarious Consultancy & Research Centre (MCRC) Pvt. Ltd., Kathmandu, Nepal and National Federation of Youth NGO Nepal's support workshop in the National Youth Forum on Agro-based Entrepreneurship Development (#NYFAED15) that was held on the 9th -10th of January, 2015 at the Local Development Training Academy in Lalitpur, Nepal.

3. Objectives

Forty young professionals (18-40 years) from all regions of the Asiatic country, who are currently involved in agricultural extension and research, farming and marketing, as well as in finance and public policy, were gathered to discuss the future of the agro-based entrepreneurship development in Nepal with the following scopes:

- 1. Identify the steps required for wider involvement of young professionals in promoting sustainable intensification and profitable entrepreneurship in the agricultural sector;
- 2. Chart the way out for mentorship programmes in order to bridge research and knowledge gaps in agricultural system;
- 3. Generate conceptual tools needed for wider engagement and youth's contribution in agricultural development.

4. Methodology

YPARD Nepal has announced an <u>online call</u> for all Nepalese who are between 18 and 40 years old from agriculture, veterinary, forestry, environment science, business administration/studies, sociology, and rural development studies to participate in workshop. The call was also opened for young professionals from youth empowering NGOs, microfinance, private sector; entrepreneurs and young farmers. Application form was looking for the following points to be addressed (not more than 250 words for each question):

- 1. Personal motivation to participate in the workshop.
- 2. The most pressing issues for young people to be an agro-entrepreneur today in Nepal.
- 3. Ways to make a wider engagement and contribution of youth in agricultural development in Nepal.
- 4. Reason why the applicant should be chosen for the Youth Forum.
- 5. Description on how the applicant will be able to prepare for and follow-up on the workshop together with her/his professional life.

Finally we selected 40 participants based on the quality of the online application, considering the need for a scientific, geographical and gender balance from the 152 applicants.

DAY- 1: Getting #NYFAED15 Started

Day one kicked off with a fascinating overview of YPARD Nepal and the Objectives of #NYFAED15 presented by Dinesh Panday, YPARD Nepal representative. Mr. Panday included a welcome message from Ms. Courtney Paisley, YPARD Global Director, where she mentioned how young people expose to new and alternative ways of engaging in agriculture which can change as new opportunities become evident in the sector.

Likewise, there were key notes from Mrs. Bimala Rai Paudel (National Planning Commission), Mr. Ishwori Rijal (Agriculture Information and Communication Center), Mr. Khem Raj Dahal (Institute of Agriculture and Animal Science), and Dr. Rajendra Devkota (agri-scientist). The opening session was hosted by Ms. Swikriti Pandey and Mr. Kamal Subedi (NYFN), who served as session chairs.

The winners from YPARD Nepal Family Farming Photo Contest were also awarded with cash prizes and certificates during NYFAED15 opening session. The winners were Mr. Bishoka Mulmi, Mr. Shibaraj Khatri and Prakash Paudel who received cash prizes with NRs. 20,000: 1st, NRs. 10,000: 2nd, NRs. 5,000: 3rd place, respectively.

Identifying youth's difficulties to become agro-entrepreneurs

Then, the forum was leaded with technical sessions including three different presentations on youth and entrepreneurship, panel discussions with young farmers, agro-entrepreneur, ICT in agriculture and microfinance, as well as a think tank session to identify thematic areas of agro-based entrepreneurship development, which was facilitated by Mr. Krishna Pd. Tiwari, as a facilitator for two days.

During the thematic group exercises, five groups formed by eight members/ each worked on thematic areas after defining prioritized lists on agro-entrepreneurship development. The group I was started to work on agro-tourism, whereas groups II, III, IV and V on marketing, production, input preparation & supply, and processing respectively.

Production

Fruits: Kiwi

Fish and meat

Medicinal herbs

Fresh vegetable

Seed

Spice: Cardamom

Honey

NTFP

Processing

Preserved foods (Gundruk, Sinki), Sauce, Ketchup, Apple, Papaya Jam

Marketing

Spice, Preserved Foods, Agro-tools

Agro-tourism

(Production to Marketing, Value Addition)

Input Preparation and Supply

(Goods: Organic Manures, Bio-pesticides, Service, BDS, IT)

DAY- 2: Outcomes and Way of Forward

The second day was covered with a field excursion to Dr. Kedar Budhatholi's Dahachowk plastic tunnel house for tomato cultivation, presentations, thematic group exercises, group presentations, draft preparation, way of forward, and closing ceremony.

The groups were exercised to widely discuss and list the different problems of agro-entrepreneurs. Each of the group leader presented on what they have felt as problems after two days interaction

workshop including guiding sessions. Further, the presented discussions concluded upon the major problem finding in the direction to have a problem chart which is as follows:

Financing

Loan lending

Source

Collateral

Suitable government policy

Youth focus,

Enterprise protection

Taxation

Capacity building provisions

Social security

Lack of dignity in profession /Attraction to agriculture

Tedious job/ labor based/
Mechanization

Awareness materials

Encouragement/awards

Access to technical information

Research findings

Success cases

Innovative ideas sharing

Service providers

Entrepreneurial skill

Protection to investors

Youth entrepreneurs

Micro/small industries

Disaster Risk reduction

Saving/revolving fund

Expansion services

Ag. BDS

ICT applications

Information system

Visits/knowledge and experience sharing

- 1. **Financial problems:** In the prevailing conditions, entrepreneurs have usually been failing to have sufficient access to collect capital to establish the agro-enterprise due to various reasons shown by loan lender which is major barrier for access to financial services. Usually, entrepreneurs are not well known about the different sources of fund matching the loan schemes by the service providers as there is no mechanism of established package of information. Often, youths do not own property; neither any kind of saving during student for future investment is followed nor property transfer from the parent/household decision maker. Due to such barriers potential entrepreneurs often fail to generate fund to invest on their innovative ideas.
- 2. Suitable government policy: Youths are also not interested to take risk due to the lack of government policy as there is no policy regarding agricultural enterprises, special policy addressing youth focused agro-enterprises are of distant things right now in Nepal. There is no mechanism of protecting agro-enterprises taking them out of risk and making smooth environments for operation from the socio-economic perspective as well; supports and encouragements neighbors, groups of entrepreneurs or their network, relatives of youths on this new ideas are not common rather to commit cooperation. Similarly, tedious legal provisions, procedures from the registration

process and taxation constraints are distracting youth to be an entrepreneur. There should be sufficient provisions to graduate youths on entrepreneurial skills but no policy from the government side has been formed yet. It's obvious that youths are ambitious which needs more risk bearing capacity, at the same time they have no option to restart enterprise after huge losses from the existing. The ability to face risk is also dependent upon the options they have. Therefore, social security to save youths for their basic needs to facilitate and allow them to concentrate until they resume losses occurred is prime necessity which has not even been discussed at policy level.

- 3. Access to technical information: Mainly the researches are not targeted to real and problems of agro-enterprises; they are being targeted to academic objectives of investigators. As a result of this and also by culture, youths or other entrepreneurs are generally out of reading group of research findings, technological information, and leaf/booklets. Majority of the technical information target the extension workers and lack of quality human resource in extension services does not reach to real entrepreneurs. Technical articles, information charts, case studies, success stories cover very limited information within the articles, such materials often donot cover where and how the success obtained, who and from where were involved to help, coordinate for the success. So far, a potential enterpreneur has not been well answered on comparative suitablity of different agro-enterprises, from where the enterpreneurial materials can be found, process of operating a particular agro-business, what are the recent news/updates in the sector, who can help him/her from seraching the source of fund to invest, install and establish, to whom to concern for technical backstopping. Even the materials found do not match at the field and the technical information gathered are confusing. Such a big maze of getting relevant technical information have triggered down youths to invest in agriculture.
- 4. Expansion services: The adequate institutional services are required to encourage entrepreneurs. Information communication technology services to connect and provide right information at right time and place have not been well established. Making different agro-enterprises as profitable business and to give continuity, the business development services would be key factors for sustainability which has not been started in Nepal that focus agriculture sector. Other information systems like relevant data on daily demand and supply of commodities, market price for all markets in Nepal, information on new markets and new potentialities in agriculture business are not found in Nepal. Furthermore, networking of common agro-enterprises, organizing meeting, experience sharing programs by experienced to new entrepreneurs, key challenges, probable solutions, and lessons learned and in periodic basis at any platform have not been taking place which protect as well as help expend existing agro-enterprises.
- 5. Lack of dignity in profession: Agriculture has been taken as very time taking, labor oriented and tedious where each family member has to take care of what is going on and how, due to this fact youth generally are not attracted to agriculture. Socially, farmers/producers are not well establishesd and are generally not leading modern society, seeing these facts, they might not have created a satus or a class of farming society by youths. Today, educated youths have multiple

choices to opt profession with social dignity while due to lack of such dignity in professions in the view of society, many youth don't want to choose agriculture. This is happening due to lack of mechnization in agriculture. Further, rewards, awards and other encouraging systems are not suffecient to attract youth towards agriculture business.

6. **Protection to investors:** The concerned agencies, both the financial and development institutions should be directly involved to encourage potential investors for investing their funds in productive sectors. In Nepalese context, the activities of department of cottage and village industries, the cottage industries development board, and industrial enterprise development institute are further improved to encourage micro-and small agro-enterprises. Youth led agroenterprises are more prone to financial disasters at a time/stage but there is no mechanism of covering the risk easily lift them up by suitable mechanism from the youths themselves, their families, and government side. Saving for insurance/risk coverage, revolving fund, expansion of enterprise, etc. are not common practice.

5. Follow Up Action Plan

Building the Nepalese Youth Network of Agro-Entrepreneurs!

We rounded off the workshop by identifying those six different agro-based entrepreneurship problems and developing national level youth network to tackle in these issues. In order to improve YPARD Nepal's work and make it more effective when dealing with agro-based entrepreneurship development, we developed an active group as national youth network of agro-entrepreneurs. Mr. Kshitiz Dhakal will work as Communication coordinator of the forty members that will form the group.

The network will start to work on cluster level by forming regional forums to continue post workshop activities including researchers, extension workers, finance officers, and agro-entrepreneurs to make it more farmer-friendly. The forum agreed on conducting a mentorship program on transfer of technical information to the grass-roots levels for resource poor young farmers within the next six months, among other future needs.

6. Conclusion

It was an amazing milestone in YPARD Nepal history to advance this movement which opened up some interesting discussions and differing points of view. These exercises will certainly provide a useful starting point to expand emerging practices through sustainable intensification and creative marketing. Moreover, they will inspire more young professionals to choose agriculture as a professional career to replace retiring farmers within the Nepalese context.

We thank Bivekananda Mahat- Event coordinator, YPARD Nepal members, MCRC, NYFN, facilitator, invited speakers, AgriYouthNepal (AYN) volunteers, Ujyaalo Network and other personals who helped us directly and indirectly to make it successful.

7. Annex

Abbreviations

AFU= Agriculture and Forestry University

IAAS= Institute of Agriculture and Animal Science

MCRC= Multifarious Consultancy and Research Centre Pvt. Ltd.

MoAD= Ministry of Agriculture Development

NARC=Nepal Agricultural Research Council

NFYN= National Federation of Youth NGO Nepal

NGO= Non-governmental Organization

NYFAED15= National Youth Forum on Agro-based Entrepreneurship Development 2015

YPARD= Young Professionals for Agricultural Development

7.1 Program Agendas

| | National Youth Forum on Agro-based Entrepreneurship Development |
|-----------------|---|
| | Opening and Introductory on Agro-entrepreneurship tools for Planning |
| Day 1 | Master of Ceremony: Ms. Swikriti Pandey |
| Time | Session |
| 08:00- | |
| 11:00 | Opening |
| | Session Chair: Mr. Kamal Subedi |
| 8:00- | |
| 09:00 | Registration (+Tea/Coffee) |
| 09:00- 10:00 | Opening of Formal Socian Walsoms Speech Objectives of Workshop |
| 10:00- | Opening of Formal Session, Welcome Speech, Objectives of Workshop |
| 11:00 | Key Note Speakers, Closing Remarks by Session Chair |
| 11:00- | |
| 12:20 | Presentation |
| | Moderator: Mr. Ankit Koirala |
| 11:00- | Unleash the Inner Human Excellency for Agro-based Entrepreneurship Development: |
| 11:20 | Mr. Buddhi Tamang, Appreciative Inquiry |
| 11:20- | Description Thinking Configuration Du Ham Daladay Description |
| 11:40 11:40- | Power of Positive Thinking for Entrepreneurship: Dr. Hom Bahadur Basnet, AFU Youth and Entrepreneurship- A Promise for Sustainable Future: Mr. Khem Raj Dahal, |
| 12:00 | IAAS |
| 12:00- | |
| 12:20 | Open Floor Discussion (+Group Photo) |
| 12:20- | |
| 13:00 | Lunch |
| 13:00- 14:00 | Think Tank |
| 14.00 | Facilitator: Mr. Krishna Pd. Tiwari, Moderator: Mr. Ankit Koirala |
| | Identification of Thematic Areas and Priorities List |
| | Agro-entrepreneurs: Problem Tree Analysis |
| 14:00- | rigio entrepreneurs. Fromein free manysis |
| 15:00 | Panel Discussions |
| | Moderator: Mr. Dinesh Panday |
| | Young Farmer: Mr. Binod Sapkota; Agro-entrepreneur: Mr. Rabin Adhikari |
| | ICT from Farmers level: Mr. Anish Shrestha; Microfinance officer: Dr. Prem Sundar |
| | Shrestha |
| 15:00- | Projects Dien for A one ontropped bis |
| 17:00 | Business Plan for Agro-entrepreneurship |
| | Facilitators: Mr. Krishna Pd. Tiwari & Mr. Dinesh Panday |
| | Business Plan Preparation for Agro-entrepreneurship & Group Exercise by Participants |
| | End of First Day |

| | Knowledge Management, Actions and Outputs | | | | | | |
|--------------------|---|--|--|--|--|--|--|
| Day 2 | Master of Ceremony: Ms. Swikriti Pandey | | | | | | |
| Time | Session | | | | | | |
| 08:00- | | | | | | | |
| 10:00 | Field Excursion: Vegetable Farm, Dr. Kedar Budhathoki | | | | | | |
| | Facilitator: Mr. Dinesh Panday | | | | | | |
| | Venue: Shrijana Chowk, Thankot, Kathmandu | | | | | | |
| 10:00- | | | | | | | |
| 10:40 | Refreshment (Tea/Coffee) | | | | | | |
| 10:40- | | | | | | | |
| 12:20 | Knowledge Management | | | | | | |
| | Moderator: Ms. Swikriti Pandey | | | | | | |
| 10:40- | Experiences of Multi-Use Water Systems (MUS) and Micro Irrigation Implementation: | | | | | | |
| 11:00 | Mr. Raj K. GC, iDE Nepal | | | | | | |
| 11:00- | | | | | | | |
| 11:20 | Nepal's Agribusiness and Agro-entrepreneurship Policy: Mr. Badri Khanal, MoAD | | | | | | |
| 11:20- | C A 1 ' 1N (CD 1 D D 1 C 1 NADC | | | | | | |
| 11:40 11:40- | Gap Analysis and Nature of Research Demand: Dr. Devendra Gauchan , NARC | | | | | | |
| 12:20 | Thematic Group Exercise: Mr. Krishna Pd. Tiwari | | | | | | |
| 12:20- | Themate Group Exercise. III. Ixioima I d. IIwan | | | | | | |
| 13:00 | Lunch | | | | | | |
| 13:00- | | | | | | | |
| 15:30 | Actions and Outputs | | | | | | |
| | Facilitator: Mr. Krishna Pd. Tiwari, Moderator: Mr. Dinesh Panday | | | | | | |
| 13:00- | | | | | | | |
| 14:30 | Group Presentations and Comments (5 groups, 10 min./group) | | | | | | |
| 14:30- | | | | | | | |
| 15:00 | Draft Preparation | | | | | | |
| 15:00- | THE WAR CE LE CNL L N. J. N. J. CA. E. | | | | | | |
| 15:30 | The Way of Forward: Formation of Nepalese Youth Network of Agro-Entrepreneurs | | | | | | |
| 15:30- 16:00 | Refreshment (Tea/Coffee) | | | | | | |
| 16:00- | Refreshinglit (1 ca/ Coffee) | | | | | | |
| 16:30 | Closing Ceremony | | | | | | |
| 10.00 | Vote of Thanks: Mr. Dinesh Panday | | | | | | |
| | End of Second Day | | | | | | |
| Edit of Second Day | | | | | | | |

7.2 Participants Name List

| S. N. | Name | Email |
|-------|-----------------------|--------------------------------|
| 1 | Anil Babu Pokhrel | pokhrelanilbabu@gmail.com |
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| 40 | Sujan Paudel | rnarsenalis@gmail.com |

7.3 Budget

| S. N. | Headings | Unit | Quantity | Rate (NRs) | Total (NRs) | Remarks |
|----------|---|--------|-------------|---------------|-------------|----------------|
| 1 | Participants kit | Sets | 60 | 100 | 6,000 | |
| 2 | Banner | Number | 5 | 1,000 | 5,000 | |
| 3 | Lunch, breakfast & tea | Number | 2 days * 60 | 800 | 96,000 | |
| 4 | Accommodation & dinner | Number | 3 nights* | 1,200 | 54,000 | |
| 5 | Venue charge | - | - | LS | 15,000 | |
| 6 | Projector | Set | 2 days | 2,500 | 5,000 | |
| 7 | Communications/ Field Tour | | | LS | 20,000 | |
| 8 | Travel allowance | Number | 15 | 1,000 | 15,000 | |
| 9 | Certificates to presenters/ participants | Number | 50 | 100 | 5,000 | |
| 10 | Volunteers expenses | - | - | LS | 9,000 | |
| 11 | Facilitator charge | Number | 1 | 15,000 | 15,000 | |
| 12 | Publicity, report preparation & publication | - | - | - | 10,000 | |
| 13 | Management & coordination | - | - | LS | 10,000 | |
| 14 | Prize contribution (photo contest) | - | - | LS | 20,000 | |
| 15 | Miscellaneous | - | - | - | 5,000 | |
| | Total | | | | 3,00,000/- | \$3,000 USD |

| YPARD Contribution | | 2,00,000/- | \$2,000 USD |
|--------------------|--|------------|-------------|
| MCRC Contribution | | 1,00,000/- | \$1,000 USD |

7.4 Event Photos



Photo 1: During opening session of #NYFAED15



Photo 2: Dinesh Panday delivering speech on objectives of workshop



Photo 3: Prize distribution on YPARD Nepal Family Farming Photo Contest



Photo 4: Participants in opening session



Photo 5: Group photo from participants and organizers



Photo 6: Krishna Pd. Tiwari, facilitator



Photo 7: Dr. Kedar Budhathoki on his farm with participants



Photo 8: Group photo from field excursion



Photo 9: Invited speaker, Mr. Raj K. GC



Photo 10: Facilitating participants voice



Photo 11: Group exercise



Photo 12: Team leader describing on thematic area



Photo 13: Participants certificate distribution by Dr. Punya Pd. Regmi



Photo 14: Organizing team members