

# NEWSLETTER

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*"... devoted to making differences positively"*

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**Editor:**

**Ms. ShitalMoktan**

*If you have any comments  
please write to:*

*Publication Unit, NASC*  
*or*  
[shital.moktan@nasc.org.np](mailto:shital.moktan@nasc.org.np)

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## Colloquium on "Public Policy in Federal System"



Photo: Hon'ble Keshab Kumar Budhathoki inaugurating the program

A Colloquium on "Public Policy in Federal System" was organized at NASC on 11 Chaitra 2073 (24 March 2017). The aim of the colloquium was to develop the perspectives of Secretaries and Special-Class officers of the GoN in public policymaking and implementation in the

changed context of governance system, create a discourse about issues and ways forward in policy management, and extend their commitment for evidence informed policy decisions at different tiers of the governments as per the spirit of the new constitution.

Minister of General Administration Hon'ble Keshab Kumar Budhathoki inaugurated the programme. Acting Executive Director Dr. Tarak Bahadur K.C. offered welcome speech. Professor Rohini Pande and Professor Michael Callen from Harvard University presented paper on practical aspects of Evidence Based Policy Making. Chief Secretary Dr. Som Lal Subedi chaired the session. Dr. Shanker Sharma, former Vice Chairman of National Planning Commission was discussant of the paper. Another paper on Civil Service National Policy was presented by former Secretary of GoN Mr. Pratap Kumar Pathak. Secretary of National Planning Commission was commentator and Education Secretary Mr. Shanta Bahadur Shrestha chaired the session. Senior Director Mr. Kedar Rayamajhi offered closing remarks and extended vote of thanks

Secretaries and Special Class Officers of the GoN and NASC Officials were present on the occasion.

*"Happiness depends on your mindset and attitude." — Roy T. Bennett*

## NASC Discussion Series 40



Photo: Prof. Umada speaking during the series

NASC invited Professor Tetsuji Umada for 40<sup>th</sup> NASC Discussion Series. Prof. Umada spoke on the topic "Public Policy Making- Experience from Japan" on 15 Chaitra 2073 (28 March 2017) Tuesday. He shared his experiences of various policy interventions in Japan mainly in five major areas and its impact on the nation's development. The interactive series witnessed his knowledge and practical examples on Public Policy in the context of Japan and the world. Prof. Umada is a Chairperson of Public Administration Course in Graduate School of Economics at Yamaguchi University.

The program was attended by senior directors and faculties of NASC.

## Paper Presentation by NASC Officials in 14<sup>th</sup> South Asian Management Forum



Photo: NASC officials at the SAMF 2017

Nepal Administrative Staff College (NASC) faculties including the Executive Director Mr. Punya Prasad Neupane participated in 14<sup>th</sup> South Asian Management Forum organized by Association of Management Development Institutions in South Asia (AMDISA) and The Maldives National University. The conference was held from 11 to 14 Baisakh 2073 (24 to 26 April 2017) in Bandos Island, Maldives. The theme of the conference was the role of the management development in

governance and public policy. NASC Executive Director chaired the session and served as panelist and NASC faculties presented six papers on different themes and issues including public service delivery, diversity management, performance management, ICT and e-governance, reservation policies for women and integrity building.

The conference was followed by a meeting of NASC team with the civil service commission of Maldives to discuss about the areas of collaborations in future.



Photo: Executive Director Mr. Neupane with civil service commission official

## NASC Participation in Campaign to Encourage Women's Participation

The project called "Campaign to Encourage Women's Participation as Candidates in the Local Level Elections" under Financial and Technical support of UNDP/ESP in local coordination with Development Concern Society (DECOS) was conducted with active participation of NASC faculties to meet the objectives "to sensitize local women, particularly from the marginalized communities, about their constitutional rights of representation in local bodies and their participation in local level elections not only as voters, but candidates, supporter, proposer etc. by means of social mobilization" and "to strengthen leadership capacity of local women for their meaningful participation in the upcoming local level elections in different aspects by social mobilization".

"The greater part of our happiness or misery depends upon our dispositions, and not upon our circumstances." — Martha Washington

UNDP/ESP conducted a 2 days training MTOT (Master Training of Trainers) at Hotel Yellow Pagoda between 30 to 31 Chaitra 2073 (12 to 13 April 2017) where 25 trainers were trained including 10 from NASC. After the training, NASC faculties were dispatched to respective districts between 1 to 3 Baisakh 2074 (14 to 16 April 2017). The faculties were designated as district Level Master Trainer to work in various districts of Nepal to train 25 district level trainers.

List of faculties designated for training			
SN	Name	Position	District
1	Ms. Kamal Nayan Pradhan	Director of Studies	Banke
2	Ms. Achala Dahal	Director of Studies	Kailali
3	Mr. Rajendra Adhikari	Director of Studies	Jumla
4	Mr. Trilochan Poudyal	Director of Studies	Kalikot
5	Mr. Ishwori Prasad Ghimire	Deputy Director of Studies	Bardiya
6	Dr. Raghu Bista	Deputy Director of Studies	Baitadi
7	Mr. Uttam Acharya	Deputy Director of Studies	Puythan
8	Ms. Gyan Laxmi Shrestha	Training Research Officer	Dadeldhura
9	Mr. Tara Prasad Kharel	Training Research Officer	Rolpa
10	Mr. Rameshwor Bhandari	Training Research Officer	Dailekh

This DTOT (District Level Training of Trainers) was followed by Ward Level Trainings (total 75 trainings, three trainings from each trainers) from 7 to 14 Baisakh 2074 (20 to 27 April 2017).

## Training Programs

### Advanced Course on Management and Development

The demand for high quality service from public organizations is ever growing and so is the need for highly competent and committed human resources. Organizations must create new opportunities for employees to develop their knowledge and skills to meet the present challenges. Besides the pertinent competencies, employees must also possess positive attitude to demonstrate such level of performance and achieve organizational goal. Civil Aviation Authority of Nepal (CAAN) is the regulator of civil aviation as well as the service provider in the areas of Air Navigation Services and Aerodrome Operations. The Deputy Directors (10<sup>th</sup> level officers) of CAAN feature a key position in achieving organizational mission and objectives. They deliver the organizational strategy through their teams and support the senior managers to maximize their subordinate's performance so they deliver consistent public services. Thus, upon the request of Aviation Authority, Public Service Training Department (PSTD) of NASC conducted a thirty working days training program on 'Advanced Course on Management and Development' from 26 Magh to 11 Chaitra 2073 (8 February to 24 March 2017) for twenty four Deputy Directors (10<sup>th</sup> Level) of Civil Aviation Authority of Nepal.

The training program was conducted in a modular basis with an aim to help Deputy Directors of the Civil Aviation Authority of Nepal develop core competencies to perform their roles efficiently and to contribute

“If you are distressed by anything external, the pain is not due to the thing itself, but to your estimate of it; and this you have the power to revoke at any moment.” — Marcus Aurelius, Meditations

towards effective implementation of development programs as well as improvement in public service. It contained seven modules namely, Managing Self and Interpersonal Relationships, Performance Improvement Planning, Organization Development and Change Management, Policy and Development Management, Governance and Contemporary Issues, Aviation Management, and Research Methods and Project Work. After the completion of the training program, the participants were expected to be able to:

- demonstrate key self-management and interpersonal skills with positive mindsets, for effective managerial performance;
- identify staff development needs and intervention strategies and manage staff performance for achieving organizational objectives;
- diagnose organizational needs for changes and apply various intervention techniques for enhancing organizational effectiveness;
- explain key development issues and corresponding policies for ensuring public services;
- identify key issues related to airport development and safety management for air navigation services; and
- integrate concepts with practices through project work for enhancing their understanding and improving organizational functions in Nepal

The training program was managed by a team of Ms. Kamal Nayan Pradhan, Mr. Suraj Shrestha, Ms. Meena Devi Jonchhe, Mr. Damodar Basyal and Mr. Mishree Lal Shah. Twenty one officers of CAAN participated in the training program.

### Project Management

With an aim to enhance knowledge and skills of project staffs of executing and implementing agencies; coordination office; and implementation units on project management, a training on Project Management was conducted from 1 to 4 Chaitra 2073 (14 to 17 March 2017) for twenty five participants at NASC. The training was conducted under the technical assistance TA 8847 - NEP: Enhancing Portfolio Performance approved by ADB in December 2014. One of its key objectives is to establish the Capacity Development Resource Center (CDRC) to conduct training of staff of ADB-assisted projects covering ADB procedures, project implementation, and thematic topics. Thus, as per the contract, the CDRC Office of NASC conducted the three days training with the objective to develop capacity of participants on project schedule preparation, resource planning, monitoring and tracking of projects with regards to actual progress with the application of MS Project software. The training was managed by a team of Dr. Raghu Bista, Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala.

### Ambassadors of Evidence Based Policy: Training of Trainers Workshop

A workshop on “Ambassadors of Evidence Based Policy: Training of Trainers workshop” was organized by a team led by Harvard faculty and staffs in collaboration with Nepal Administrative Staff College (NASC) to build future cohorts of policymakers. The workshop was conducted with the objective of enhancing the exposure of cutting-edge pedagogical techniques to use research evidence and use blended learning to equip policymakers

You cannot control what happens to you, but you can control the way you think about all the events. You always have a choice. You can choose to face them with a positive mental attitude.” — Roy T. Bennett



Photo: A glimpse of the workshop

with practical skills and frameworks needed to apply data and evidence for effective policy decision-making. The program hosted by Evidence for policy design (EPoD), Harvard Kennedy School in collaboration with NASC included twenty two participants including academicians, senior bureaucrats, trainer, professors, policymakers from Nepal, India, Bangladesh and Pakistan. Dr. Tarak Bahadur KC, Deputy Executive Director of NASC, thanked the entire team of EPoD for their continuous

cooperation and wished for possible collaboration with Harvard team in various areas in future. He also highlighted the importance of reflecting on the learning and experiences to enrich the work performance in respective areas to all the participants of the workshop. The workshop was conducted from 2 to 4 Chaitra 2073 (15 to 17 March 2017).

### Building Capacity to Use Research Evidence (BCURE)



Photo: A glimpse of the closing ceremony

A workshop on “Building Capacity to Use Research Evidence (BCURE)” hosted by Evidence for policy design (EPoD), Harvard Kennedy School in collaboration with Nepal Administrative Staff College from 7 Chaitra 2073 (20 March 2017) concluded successfully on 10 Chaitra 2073 (23 March 2017). The workshop was conducted with the objective of equipping policymakers with practical skills and frameworks needed to apply data and evidence for effective policy decision-making to build future cohorts of policymakers. Total of around 40 participants including bureaucrats from different ministries of different countries, academicians, trainers, policymakers from Nepal

and Bangladesh, participated in this workshop. Dr. Tarak Bahadur KC, Deputy executive Director of NASC, thanked the entire team of EPoD for their continuous cooperation and wished for the possible collaboration with Harvard team in various areas in the coming days. He also highlighted the importance of using evidences in policy making in order to make informed choices while making policy decisions to all the participants of the workshop.

### Gender Policy Dialogue

Despite its recent economic growth, many South Asian economies continue to see relatively poor – and in some cases, declining – indicators for women’s social and economic empowerment. Yet research shows that women’s access to financial resources is correlated with their overall empowerment and benefits others in the household, notably children. At the same time, governments in the region are taking major steps to increase the poor’s access to financial resources and economic opportunities, often through digital innovations like mobile money. So, to discuss on how these initiatives cannot only be gender-inclusive but also help in the growth women’s economic empowerment in the region, Evidence for Policy Design (EPoD) at the Harvard Kennedy School, in collaboration with IFMR LEAD in India, brought together international scholars and policy actors from across South Asia in Kathmandu, Nepal, to share cutting-edge research on how government initiatives to increase

financial access and economic opportunities are affecting the region's women, and to demonstrate practical applications of economic research in support of women's economic empowerment. The program was conducted and presented in collaboration with NASC from 10 to 11 Chaitra 2073 (23 to 24 March 2017) for a total 113 participants. The core goal of the event was to bridge the research-to-policy gap by identifying research questions of immediate relevance to policymakers and interest to researchers, and encouraging the development of synergistic research-policy collaborations that maximize the relevance of new research to policy and shorten the road to implementation. The dialogue was divided into two programs: On Day 1, EPoD Co-Director and Mohammed Kamal Professor of Public Policy Dr. Rohini Pande presented opening remarks on how research evidence informs our understanding of women and economic empowerment, and how recent initiatives in financial inclusion may relate to these outcomes. A panel discussion was conducted in the evening with prominent thought leaders in the region to discuss challenges. On Day 2, EPoD-affiliated researchers and staff introduced participants to EPoD's Smart Policy Design & Implementation model, or SPDI – an iterative framework for applying evidence to all stages of the policy-research cycle. The activities focused on connecting policymakers and scholars. Convening dedicated stakeholders from multiple sectors in India, Pakistan, Nepal, Bangladesh, and Afghanistan created an exciting forum for generating innovative evidence-based solutions to the obstacles to women's empowerment.

### Training on Use of ICT Facilities

The use of information and communication technology (ICT) has been transforming our life style and work life. New markets and new business models have emerged to support the entry, storage, processing, analysis and presentation of information, and these are continuing to evolve and advance at a rapid pace. ICT plays a critical role in speeding up the flow of information and knowledge between government and citizens and transforming the way in which governments and citizens interact. The implementation of ICT in public organization is increasing in the form of computerization or information system implementation. The knowledge on ICT needs to be enhanced with training and education. This will make easy for the implementation of such ICT based system in organizations. Keeping this in view, Centre for Knowledge Management and IT (CKMIT) of Management Learning Group (MLG) of NASC conducted a training on Use of ICT Facilities to NASC officials on 24 Chaitra 2073 (6 April 2017).

The training was conducted for forty three NASC officials with an aim to enhance their level of knowledge and skills in ICT related areas.

Upon the completion of the training, the participants were expected to:

- familiarize IT infrastructure of NASC;
- use of audio visual aids in training ;
- develop essentials skills for writing office correspondence.

The training program was managed by a team of Mr. Suwarn Kumar Singh, Mr. Binaya Hari Maskey and Mr. Anil Kumar Gupta.

“Attitude is a choice. Happiness is a choice. Optimism is a choice. Kindness is a choice. Giving is a choice. Respect is a choice. Whatever choice you make makes you. Choose wisely.” — Roy T. Bennett

### Internal Capacity Development Activities

S.N.	Name	Training	Place	Organizer	Duration
1.	Ms. Gyan Laxmi Shrestha	Guidelines for identifying participants for ToT	NASC	NASC and EPOD	7 to 10 Chaitra 2073
2.	Mr. Anil Kumar Gupta				
3.	Mr. Rameshwor Bhandari				
4.	Mr. Tara Prasad Kharel				
5.	Mr. Krishna Sigdel				
6.	Ms. Shital Moktan Tamang	ITP on Human Capabilities	India	ITEC	14 Chaitra 2073 to 12 Baisakh 2074
7.	Ms. Achala Dahal	Fourth Evaluation Networking	Kathmandu	Rastriya Yojana Aayog Ko Sachivalaya	24 Chaitra 2073
8.	Mr. Basanta Raj Sigdel	14th AMDISA Conference	Maldives	AMDISA (SAMF)	11 to 13 Baisakh 2074
9.	Mr. Suwarn Kumar Singh				
10.	Ms. Achala Dahal				
11.	Mr. Trilochan Pokharel				
12.	Mr. Shiva Hari Adhikari				
13.	Ms. Pratistha Koirala				
14.	Mr. Nabin Chapagain				

“Nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent. The slogan Press On! has solved and always will solve the problems of the human race.” — Calvin Coolidge