International Programmes on

Human Resource Development and Entrepreneurship Education

(HRD-EE) &

Gender Development Planning

(GDP)
BREAKING THE GLASS CEILING

Newsletter Gender, Development, and Planning (GDP)

Class of 2017

31st July - 22nd September 2017
Welcome to the newsletter developed by the participants of the Gender, Planning, and Development (GDP) class of 2017. The newsletter provides a quick reflection of the learning, observation, and critical contemplations from the participants, and their take on the indoor and outdoor sessions, and the best practices experienced by the participants which constructively honed their knowledge on understanding gender and development issues from a holistic lens.

The 2-month course has not only helped us understand the issue of gender, but has also brought us close to India and its constructive take on addressing this issue with multi-pronged approaches, and people-centric tools and mechanism that has helped address the issue of gender through a social, economical, political and cultural lens.

We express our sincere gratitude to the Government of India, The Ministry of External Affairs, NIESBUD, and the visiting professors for the profound experience, and learning that we have garnered during our 2-months stay here in India.

- Gender, Development, and Planning (GDP) editorial team
Someone once asked me, “what is gender equality and how can it be achieved?” Startled at the question for a moment I thought I knew the answer. As I rethought my answer, I realized how far from the truth we stand when it comes to equality. Equality is when gender does not influence decision making. Equality is where a girl child and a boy child are looked upon as equals. Equality is where a man and a woman have equal economic rights. Now when we compare these statements to what we see and get to experience very often, we see it is enormously different than what one would expect. The bitter truth is that no matter how many times a day we repeat the word “equality”, we do not practice equality in our society, in our work places and even in our homes.

Having said this I would like to share my answer to the question “what is gender equality and how can it be achieved?” I quoted something I read – “The problem with the society today is that gender prescribes what we should do rather what we can do and therefore equality is not achieved.” Distributing roles and responsibilities on the basis of gender is not an approach that should be used in the current global context.

Let us come out of the mind set of stereo typing responsibilities and move into a mind set of developing the less developed, empowering the powerless, skilling the unskilled and respecting talent irrespective of gender. That is how true equality can be achieved.

Training is a tool, strategy, and means to effect individual and collective transformation towards gender equality and women empowerment by raising awareness and encouraging learning, knowledge building and skills development. It helps women to understand the role gender plays and to acquire the knowledge and skills necessary for advancing gender equality in their daily lives and work. Training for gender equality is part and parcel of delivering our commitments to equal human rights for all.

The training programs at NIESBUD enable participants to understand technical, social and economic viability of women and young entrepreneurs develop skills in mobilizing and organizing women in recognition as agents for social change.

A study by the International Water and Sanitation Centre (IRC) of community water and sanitation projects in 88 communities in 15 countries found that projects designed and run with the full participation of women are more sustainable and effective than those that do not. This supports an earlier World Bank study that found that women’s participation was strongly associated with water and sanitation project effectiveness.

It is a continuous and long-term process that requires political will and commitment of all stakeholders, meticulous planning and committed implementation in order to create inclusive societies that recognize the need to promote gender equality.

-Dr. Poonam Singha
The ambience in the factory of Gupta Overseas is business as usual. The workers carefully scan the blueprint of the show design, and start doing the task assigned to them. More than 200 workers involve themselves in the task of cutting, stitching, labeling, finishing, quality assurance, and the long yet fulfilling process of packaging a pair of shoes. "We make shoes for top international brands such as H&M, and we are regarded as the top shoe import manufactures in India," exclaims, Rahul Kumar Jain, the HR Manager of Gupta Overseas. But the glory details of the factory are shunned by the impeccable absence of women staffs. "In two units, we have 2000 male factory workers, and only 20 women staffs," shares the HR Manager.

This disparity in staff structuring didn't go very well with the participants of the Gender, Planning, and Development course, as they questioned the rational behind this inequality. "Many women are not interested to join the factory, and opt for creative tasks such as designing," answered one the factory unit managers. The participants suggested the HR Manager and the Unit Manager to be sensitive while hiring task force for the factory, and also develop standardized instruments to encourage women to join the factory work force. They also suggested the factory representatives to provide training to local women, and ensure that they are provided with required skills. "It is important to motivate women, and share the possibilities of livelihood for empowerment. There should be no bias in terms of equal opportunity, and well-established factories/companies should play a pivotal role to mainstream gender issue by providing opportunity and livelihood skills to women and men equally," voiced the participants.

"It’s still a man’s world"
A group of women diligently work together to finalize an international order. "These handmade papers are in much demand from the western countries," shares, Banaspati, 40 with a smile. Banaspati interacts with the participants of the Gender, Development, and Planning (GDP) course, and shares that she is happy because she has been able to contribute money to her family. "I earn 5 to 6 thousand a month, and I educate my children and take care of the household items." She metaphorically suggests, that for women to earn is a tool garner respect from the society and the family.

Kabita Joshi, 18, has big dreams. She recently joined the factory with the hope to continue her studies, and provide to her family. "I left my studies, and joined the factory to earn and save money. I want to save money to continue my studies," shares, Mamta. She narrates that the factory provides equal opportunity to both men and women, and there's no discrimination in terms of division of labor.

The factory believes in equal opportunity for all, and establishes a genuine norm of providing wages and opportunities in terms of competence and skills. Women candidates are also given preference during the hiring process. "There's no discrimination here," shares, Joshi. But the one striking factor that the GDP students noticed was the enrollment of fresh dropouts in the work force, and made a suggestion that employment was important, and so is education.

Education being the keystone of empowerment cannot proceed singularly solely with income generation activities. Therefore, fresh drop outs, or, women labors should also be encouraged to take up post-work education, distance learning, and should be armed with further knowledge and skills to upscale their present skill set. This should be done to provide factory workers, especially women and girls to create a sustainable livelihood net for them and their families.
Visit to NIESBUD Regional Office in Dehradun

The participants were provided with an opportunity to visit the regional office of NIESBUD and interact with the local women entrepreneurs.

The women entrepreneurs belonging from deprived and marginalized communities shared with the participants their stories of struggle, social stigma, and journey to being an entrepreneur.

"A women in a Indian society have to go through a lot of scrutiny. She isn't given the freedom to look out for opportunities and the society disregards her economic role," shared the women entrepreneurs. NIESBUD provides the aspiring women entrepreneurs with skill building training, and exposure of various small-scale business and livelihood activities.

Training on paper Mache handicrafts, jewelry made from recycled items, bag and knitting are provided to the women. "We also provide them with market research skills, financial literacy skills, and help mediate small loans for them by organizing 'reach out to banks' fete," shared, NIEDBUD Regional Official. Handholding and mentoring program for 2 years is provided by NIESBUD to encourage women entrepreneurs to upscale their business, and provide coaching on sustainable business models for effective business growth.

Understanding Rajasthan Government’s efforts to address women and girls’ rights

"Women and Girls empowerment is one of the priority areas of the government, even our Chief Minister is a woman," shared, Professor N.D.Mathur with a smile. Professor Mathur from Manipal University briefed the participants of Gender, Development, and Planning (GDP) and Human Resource Development (HRD) about the special provinces introduced by the Government of Rajasthan to address gender disparity, and empower women and girls of Rajasthan. The professor discussed about the Rajshree Yojana – a special program introduced for girls to ensure their holistic growth and well being. "The program includes a series of monitory stipends that starts from the day a girl child is born till the time she get's married. The salient feature of the provision is its focus on girls education, and health," shared the professor. The participants asked questions on monitoring and evaluation of the program, and sustainability steps.

Digitization of local governance was stressed as the need of the hour, and special programs such as, 'Rajasthan Samparka Portal’ – a web based grievance redresser mechanism established by the government of Rajasthan was cited as a best practice to spark government and citizen engagement.
The Gender, Development, and Planning (GDP) participants hail from 24 different countries, and specialize in their own field of interest. From department heads in local non-government organizations to government officials holding top-notch positions – in a nutshell, the GDP class of 2017 is a whirlpool of experts. But learning recognizes no hierarchy, and it is a continuous process. Here's quick reflection of the course from the participants:

"The sessions were interactive, and we were exposed to various strategies that would help address the critical gender disparity witnessed in the world. The participants interacted with each other and shared the gender divide that they witnessed in their countries, in their society. The city tours, the study visit gave us an opportunity to experience India at its best, and the interaction with budding entrepreneurs was an eye opener for us – the realization that entrepreneurship is the widow to empowerment has engraved in our mindset.

There's a saying that you can't choose family, but you can choose friends for life, and here at NIESBUD, I have made friends for life – those who think, act, and are heroes in their own personal and professional fields!" - Madhvi Joygopaul, Mauritius

"The course has helped us understand women's issue. It has further empowered us to work for women development in our country. Education, entrepreneurship is important for the holistic growth and wellbeing of women, and sincere policies need to be drafted. We need to be the custodians of women empowerment, and that's my learning. We are grateful to the government of India, and NIESBUD for providing us with this opportunity." - Huma Ayobi, Afghanistan

"The discourse and lecture on gender has enlightened me to work for the empowerment of women and girls. The mindset of the society needs to change, and we need to build strong alliance with influential stakeholders to curb discrimination against women and girls." - Fawzia Noori, Afghanistan
"The Gender, Development, and Planning (GDP) course has provided me with a profound insight on viewing gender issues through a holistic lens. The greater realization that gender cannot be viewed in silo, and one has to approach this issue through multiple layers of sensitization has contributed in my critical and reflection skills. The lectures, the field visits, and the interaction that we have had over the past two months provides testament that much needs to be done to break the glass ceiling, and intellectual heads need to think rationally and critically to defy the patriarchal system, that still views gender as a ‘western manifesto’ – the seed of rationality, pragmatic thought, and critical thinking has been planted.

I would like to thank NIESBUD, and The Ministry of External Affairs, India for providing me this opportunity to learn, share, and realize – most importantly, engrave a sense of responsibility inside me to work towards addressing the gender divide, which often destabilizes the development of the country." - Ayush Joshi, Nepal

"What harms the society is the stereotype that governs our mind, these human made scrutiny not only harms women, but harms us all. Therefore, sincere attention should be given to draft progressive plans and policies that ensure the best interest of women and girls. Gender equality and equity are also the pillars to achieve the Sustainable Development Goals (SDGs). We should all work together to demystify bogus theories, and unruly policies, and start empowering marginalized and less privileged women – that's when a country will start developing." - Josheph Mwanzia Kituli, Kenya

"There's no divide – tasks that a man can do, a women can do it with equal efficiency and dedication. Let's focus on breaking the chains of stereotype that deep roots in our home, our society, our workplace, and the country. A through review of polices and plans from a gender sensitive lens are a must, and for this to materialize, there needs to be political willingness. We need to be advocates for gender sensitization, and empowerment, we need to be advocates for change." - Richard Mutiso Mulei, Kenya

"I would like to thank NIESBUD, the Government of India for providing me with an opportunity to be a part of the Gender, Development, and Planning (GDP) course. The course has provided me an opportunity to understand the challenges and problems faced by women in the world, and have also made me realize my role to advocate for a world, which believes in gender equality. I am fascinated by the teaching tools, and creative approaches used in the course which has helped me understand critical issues and discussions in a meaningful manner." Murodov Fayzali, Tajikistan
REFLECTION FROM THE PARTICIPANTS

"The sessions were well designed, and the objectives to enshrine the importance of gender sensitization was done from a behavior change angle. Gender empowerment and it's linkage to entrepreneurship – further translating it to be a source of inspiration, economic empowerment, and renewed social prestige for women was awe inspiring.

The field visit to Agra, Jaipur, and Dehradun also brought us near to India, it's rich heritage, and the country's dedication to empowering women and girls." - Nicholas Mutinda, Kenya

"After being a part of the course, I have come to view the world from a different perspective, since I have had to be amongst participants from more than twenty (20) countries. The cultural diversity, teamwork and confidence level acquired from the Institution will go a long way in improving me as an individual. Shukriyaa NIESBUD! Dhanvyavaad Government of India (Ministry of External Affairs)" - Steve Kumalonje, Malawi

"Gender development and planning is mostly limited to table discussions and campaigns, but the pragmatic step of linking the gender issue to skill and entrepreneurship development is the reasoning we as policymakers should be investing on. Entrepreneurship development – through the lectures and exposure visit has proved to be a meaningful channel to upscale the living standards of women, and provide them with a dignified, stigma free life." - Rahel Messele, Ethiopia

"Hailing from Afghanistan, I understand the importance of women's empowerment, and bridging the gap between men and women. The course has empowered me to advocate for women's right and work for their empowerment through meaningful skill development and entrepreneurship platforms. The government is responsible to draft gender friendly policies, but it's up to the people to embrace it, and strive to create a equal society." - Latifa Shrif, Afghanistan

"I realize that women issues around the globe is the same. Women and girls are socially, economically, and politically deprived in all society, and it is up to educated people like us to help strengthen their reach to local and national decision-making. The knowledge that I have gained from the GDP course will help me design programs and projects for the development of women and girls." - Laith Anton Moussa Issa, Palestine
"Gender issue cannot be viewed in isolation, there is a need for a critical global discourse, and like-minded approaches to attain a world that believes in equality and equity. There's a need to challenge, defy, and magnify our rational thinking to bust stereotype, discriminatory practices, and stagnant attitude that hinders the holistic development of women, and girls. Gender studies recognizes inclusive development, and calls for the support of every individual – political leaders, religious leaders, media, community leaders, men, women, and children. We have to remember, that we are the architects of our own destiny; our future is shaped by the choices we make today. It’s not too late to change."
- Namutebi Connie, Uganda

"Concepts, strategy, and a clear understanding of gender, that too infused with the theme of entrepreneurship. Gender discourses require innovations, and interactivity – and these are the two essence of the course. There has been a tectonic shift of understanding, and the knowledge that I was exposed to have indeed changed my perspective of seeing things. If we want to end the gender divide, then we need to make our women and girls more skilled. Make them understand that entrepreneurship is the key to achieving greater heights in life, and that's the learning from the course."
- Olgah N Chadehumbe, Zimbabwe

"The GDP course has helped me question ongoing practices that hinders the growth of women and girls. In a world that harps the glory of a man, and often lauds their contribution by defying the existence of women, it is a relief to see so many like-minded people in course discussing gender issue from a human rights prospective. Women and girls aren't weak – we are deprived of opportunity, that too because of a patriarchal society that fails to respect our competence, and capability. Discrimination starts from home, from family members, and girls get discriminated from the very birth. There are religious practices that points fingers at us, and natural process such as menstruation is branded as a impure. Such thoughts, culture, and practices should be eradicated, if we want our girls to grow, become strong and compete equally. The knowledge that I have garnered has also boosted my confidence, and I am determined to be a voice of change."
- Rachael M. O. T Kargbo, Sierra Leone
"I am confident that with the knowledge that I have gained from the course, I will be able to make a meaningful change in the life of women and girls in my society. Men should be engaged in the gender discourse, and we should use our influence to create a society that is built in the foundation of equality and equity." - Flavianus D. Melsasail, Indonesia

"The course is designed with utmost precedence to rational and critical thinking. Here gender is introduced as an overarching theme, supported by lectures that give us an intellectual lens of looking at gender from different dimensions. The most fascinating part of the training was the impressive introduction of entrepreneurship, as a tool to defy the gender barrier. I am thrilled by the exposure visits, and am determined to upscale my knowledge further and make myself well versed in entrepreneurship. With the knowledge that I have garnered, I am sure to start my own business to empower the women and girls in my community." - Charles Mereku, Ghana

“I belong from a society which shy's away from celebrating women as change makers. I have grown up in the shadows of gender discrimination, and the course has inserted a sense of purpose inside me. The gender discourses, the discourse on entrepreneurship for women empowerment, and the thematic discussions in the classroom and during field visits have provided me with a fresh prospective of things.

I am determined to work for the women and girls in my community, and advocate for their rights." - Meaza Tesfaye, Ethiopia

"For a girl belonging to Afghanistan, the course was a eye opener. The clear articulation of challenges that we had to face because of our gender, and the socio-political and economic disempowerment towards women in our society is appalling. If together, we can address this gap, and work together to build a healthy society which respects and values women and girls." - Sweeta Noor, Afghanistan

"The course is reflection of the challenges that women and girls go through in the world. From the very beginning, we have been told to follow, respect, and not question the authority and decision of men. But things have changed; it's time for women and girls to ask questions, and take a stand to fight for an equitable society which doesn't discriminate on the basis of gender and sex. I am positively powered by the training, and I plan to revisit the policies and plans that we have in our country, and lobby with influential stakeholders to work together to create a just and equal society." - Elodie Vololomarosoa, Madagascar
"Gender discrimination exists in the heart of the society and it is pivotal to address this issue if we want to witness a society that celebrates equity. Throughout the course, I have witnessed the dedication of the Government of India to tackle this issue from a creative and constructive manner. The salient introduction of entrepreneurship, as a tool to upscale and enrich the life of women and girls in India is worth mentioning. Gender sensitization shouldn't be limited to words, and policy papers, and gender is not only limited to women and girls. As a man, living in the society, the gender disparity affects me as well, and I need to advocate for its eradication." – Nava Raj Adhikari, Nepal

"The 2-months course has been a tipping point in my life. I got to experience first hand, the culture of India, which is rich and welcoming. The course not only exposed me to theories of gender, but also introduced me to the endless possibilities to challenge and work forward to eradicate gender disparity in the society. From exposure visits, creative tools and techniques of teaching, and the liberating classroom discussions have enriched my knowledge, and skill. The sessions on motivation, stress and time management has significantly contributed in widening my prospect of viewing life; it's challenges and opportunities. What I take from this course is a sincere understanding that we all are a part of this journey to advocate for gender equity, and the friends from the 23 countries that I met, along with me will be the voice of change." – Mona Taha, Egypt

"Women and girls make half the sky. There are endless opportunities for us to be successful, and there should be no discrimination because of our sex and gender. It is important to change the mindset of the society, and we can do that through education. It is the key to empowerment, and independence. Men should be a part of the journey to establish a society that believes in equality. Strong policies and plans should be placed, and positive pressure from influential stakeholders is required to garner political will around issue of gender equality and equity." - Florence Matengah, Zimbabwe
Special thanks to Dr. Poonam Sinha (Head – International Training and Regional Head), Dr. Rishi Raj Singh (Program Director, International Training), Ms. Parul Puri (Advisor – Training and Program Coordinator), Mr. Rohan Sharma (Program Coordinator), Mr. Sunil Taneja (Administrative Officer), and Mr. Mahendra Kumar (Assistant Director, Hospitality, and Protocol) for their support, guidance and insight during our 2 months stay at NIESBUD.
<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name</th>
<th>Organization</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Ms. Fawzia Noori</td>
<td>IARCSC</td>
<td>Afghanistan</td>
</tr>
<tr>
<td>2.</td>
<td>Ms. Huma Ayobi</td>
<td>IARCSC</td>
<td>Afghanistan</td>
</tr>
<tr>
<td>3.</td>
<td>Ms. Latifa Sharifi</td>
<td></td>
<td>Kabul, Afghanistan</td>
</tr>
<tr>
<td>4.</td>
<td>Ms. Sweeta Noor</td>
<td>IARCSC</td>
<td>Afghanistan</td>
</tr>
<tr>
<td>5.</td>
<td>Dr. Mona Taha Abdelalim Abdelrahman Atiaa</td>
<td>52 El Hurya Avenue</td>
<td>Egypt</td>
</tr>
<tr>
<td>6.</td>
<td>Mrs. Meaza Tesfaye Lisanework</td>
<td></td>
<td>Addis Ababa, Ethiopia</td>
</tr>
<tr>
<td>7.</td>
<td>Ms. Rahel Messele Tegegne</td>
<td>Ministry of Finance and Economic Cooperation</td>
<td>Ethiopia</td>
</tr>
<tr>
<td>8.</td>
<td>Mr. Flavianus D. Melsasail</td>
<td>Universitas Kristen Satya Wacana</td>
<td>Jalan Diponegoro No. 52-60 Salatioa, Central Java, Indonesia</td>
</tr>
<tr>
<td>10.</td>
<td>Mr. Ayush Joshi</td>
<td>Search for Common Ground</td>
<td>Lazimpat, Kathmandu, Nepal</td>
</tr>
<tr>
<td>11.</td>
<td>Mr. Nava Raj Adhikari</td>
<td>World Vision Advocacy Forum</td>
<td>Kathmandu – 14, G.P.O. Box 9929, Kathmandu, Nepal</td>
</tr>
<tr>
<td>12.</td>
<td>Mr. Laith Anton Moussa Issa</td>
<td>Rammallah</td>
<td>Palestine</td>
</tr>
<tr>
<td>13.</td>
<td>Mr. Murodov Fayzali</td>
<td>Tajik National University</td>
<td>Tajikistan</td>
</tr>
<tr>
<td>14.</td>
<td>Mr. Charles Mereku</td>
<td>P.O. Box 3, HO</td>
<td>Ghana</td>
</tr>
<tr>
<td></td>
<td>15. <strong>Mr. Joseph Mwanzia Kituli</strong></td>
<td>Ministry of Health, Machakos County Government, P.O. Box 647 90100, Machakos, Kenya</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------</td>
<td>----------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>16. <strong>Mr. Mutinda Nicholas Mwanza</strong></td>
<td>40, Kola, Machakos, Kenya</td>
<td></td>
</tr>
<tr>
<td></td>
<td>17. <strong>Mr. Richard Mutiso Mulei</strong></td>
<td>Ministry of Health, Machakos County, Kenya</td>
<td></td>
</tr>
<tr>
<td></td>
<td>18. <strong>Mr. Steve Chikondi Kumalonje</strong></td>
<td>Malawi Police Service, P Bag 305, Lilongwe 3, Malawi</td>
<td></td>
</tr>
<tr>
<td></td>
<td>19. <strong>Ms. Joygopaul Madhvi</strong></td>
<td>Ministry of Gender Equality Child Development &amp; FW Social Welfare Division, Port Louis, Mauritius</td>
<td></td>
</tr>
<tr>
<td></td>
<td>20. <strong>Ms. Rachael M.O.T. Kargbo</strong></td>
<td>Ministry of Foreign Affairs International Cooperation OAU Drive Tower Hill, Sierra Leone</td>
<td></td>
</tr>
<tr>
<td></td>
<td>21. <strong>Ms. Namutebi Connie</strong></td>
<td>Ministry of Trade Industry &amp; Cooperative, Parliamentary Avenue, P.O. Box 7103, Kampala, Uganda</td>
<td></td>
</tr>
<tr>
<td></td>
<td>22. <strong>Ms. Florence Matengah</strong></td>
<td>Ministry of Women Affairs, Gender and Community Development, Kaguvi Building Corner, 4th and Central Avenue, Harare, 8th Floor, Zimbabwe</td>
<td></td>
</tr>
<tr>
<td></td>
<td>23. <strong>Ms. Chadehumbe Olgha Nyasha</strong></td>
<td>Ministry of Women Affairs, Gender and Community Development, Kaguvi Building Corner, 4th and Central Avenue, Harare, 8th Floor, Zimbabwe</td>
<td></td>
</tr>
</tbody>
</table>
Dear Readers,

Greetings to you! It is with immense pleasure that we present to you our magazine from the HRD-EE group for the period 31st July to 22nd September 2017. This magazine serves as a testimonial for our two months spent in India for our fellowship programme in Human Resource Development and Entrepreneurship Education as well as Gender Development and Planning. It carries important messages from all the participants both the management and participants; pictures and a very beautiful poem. It is an album reminiscent of the memorable time spent at NIESBUD.

The magazine aims is to provide to you, our dear readers, a glimpse of our experiences in India and the most important thing is that it tried to get every one’s views and active participation. The magazine would not have been possible without the participation and engagement of each and everyone of us. The editorial team members acted as journalists carrying out reportings, interviewing their friends and looking for the photos that illustrate best the shared moments spent together. This magazine is yours as it has been prepared with your contributions and efforts.

The journey has been different for each one of us but still we hope to make of this magazine an album-souvenir of all the good moments spent together so that we have only memories to cherish and also make you live and relive these priceless moments whenever you feel like. Although we have known each other for eight weeks (a short spell, indeed), this magazine will help you all have a deeper appreciation of each one of us and to stay in touch.

Being at NIESBUD on a global platform has been a unique experience. At the beginning, on the first days of our arrival, we did not even know each one’s name and the most interesting part of it is that we didn’t call people by their names and used to identify them with their country’s names. However, at the end of the course we got to know the names of each one of us and develop bonds of friendship. Now when we think about a country, it’s the faces of the people we have known which sticks to our mind since we relate the country to the person we have met here at NIESBUD.

Our team has been really dedicated and sincere to provide you with the best kind of information. We wish to express our heartfelt thanks to the Government of India and NIESBUD staff for their effort and support to make sure that we have a pleasant stay. Despite coming from various geographical and cultural backgrounds (24 countries), we have become a family. We wish to thank the Almighty for showering his grace on us to make of this magazine a tool of connection.

We wish you all a happy reading!

HRD Newsletter Editorial Team

Nirupama Pather-Chenganna (Team leading Editor)
Angelica Chisora (Editor)
Ainura Asylbekova (Editor)
Alexander Akpo (Editor)
Alwaleed Balla (Editor)
Mir Ismatullah Mirzada (Editor)
Sara Elmoez (Graphic Designer)
Zahir Talash (Graphic Designer)
Tulsi Ram Pradhan (Photographer)
The National Institute of Entrepreneurship and Small Business Development (NIESBUD) is a government owned institute which fall under the Ministry of Skill Development and Entrepreneurship. Its main goal is to develop and promote micro, small and medium enterprises through training, research and consultancy.

The Institute organizes different training activities for various target groups and some of the major activities include Training of Trainers (TOT), Management Development Programmes (MDP), Entrepreneurship and Skills Development Programmes (ESDP) and many others.

The Institute is involved in Research/Evaluation Studies. Besides the primary research, the Institute has been undertaking evaluation of different government schemes, training need analysis- Skill Gap studies, industrial potential survey etc. The broad objective of these activities is the promotion of the MSME Sector.

The Institute has developed Model Syllabi for organizing Entrepreneurship Development Programmes. It also assists in Standardization of Common Training programmes. The Institute also brings out different publications on entrepreneurship and allied subjects. The Institute has been actively involved in undertaking developmental programmes in Clusters in different capacities and it has so far handled a total of 24 Industrial Clusters.

The Incubator sponsored by the Ministry of MSME and functioning at the Campus of the Institute, has been instrumental in providing hands-on training and familiarizing the trainees with the real factory/market conditions in the area of stitching, Mobile Repairing, Home Décor products, Beautician and Art Incubation.

NIESBUD offers consultancy services in the area of entrepreneurship especially for MSMEs. It Offers advice and consultancy to other Institutions engaged in entrepreneurial training either in the Government or in the Private Sector. It advises Governments in the area of entrepreneurship and MSMEs.
Please may I know your name and which part of India you hail from?

I am Dr. Rishi Raj Singh from the Indian town of KANTH, an area very famous for business and entrepreneurship. It is the hub of the most successful entrepreneurs and the home of beautifully made garments, jeans and surgical bandages. They have entrepreneurship flowing through their veins. They are specialized in glass wares, wood work and supply to all over the country.

Then can I say that it is not by coincidence that you find yourself in Entrepreneurship Training. Should we say it was in your blood?

Not really. I started my career in the bank and the social sector and then I moved to the National Institute for Non-Conventional Energy Resources. We worked towards the development of solar, wind and biogas plant; the generation of Electricity from waste. Then I joined NIESBUD in 1988 as one of the pioneering staff. I was in Research and Training as a Training Officer. From here, I submitted a proposal to The Ministry of Urban Development on ‘Urban Employment and Poverty Alleviation (UEPA)’. I have been working with the Ministry as Director of Training on the UEPA Programme.

Dr. Singh what is your area of specialization of the PHD level?

I specialized in ‘Gender issues in Women Entrepreneurship and Development in India’. Besides, I am also an Accredited Entrepreneurship Motivational Trainer. I have been involved in the designing of programmes; conducting International Training Programmes in the areas of Human Resource Development and Entrepreneurship for the past twenty-eight (28) years. I have developed over 12 Trainer Manuals for International Programmes. I have also specialised in other areas such as Achievement Motivation, Micro Enterprise Development, Market Survey, Business Opportunities Guidance, Income Generation Activities, Case Development, In-plant Study, and Innovation Leadership Motivation. With these backgrounds, I have worked with many other organizations in various capacities such as Honorary Advisor; Brain Behaviour Research Foundation of India (BBRFI); IPEM and WASME. I was also a member of the startup committee of AICTE, New Delhi and contributed to the CBSE’s Entrepreneurship Curriculum for classes XI and XII in schools all over India.

As the Director of Training, you have been an inspiration to many of us who came to NIESBUD. What has been your motivation to inspire students?

You see throughout my life experience, I observed that very little things have started the growth and development of people. So my objective has been to identify the cause of this phenomenon and to tell the delegates about it in a positive way and make them realise their strength; potential; competency and expertise and to guide them see the change and transformation in themselves. And you people have been one of such a group!
We have seen many institutions like NIESBUD metamorphosed into other forms of institutions, thereby losing their focus and direction. What is the future of NIESBUD?

NIESBUD started with 30 staff only. And within a short period of six to seven years “NIESBUD” became “NIESBUD”. The quality of our products; trainers and teachers have been unprecedented.

The activities, type of work and quality of our trainers; the message and quality of our programmes in Entrepreneurship have been in the areas of imparting Entrepreneurship development by organizing government and non-governmental organizations to main stream the understanding of Entrepreneurship issues.

It has also been our function to design new programmes that withstand the test of time and meet the demands of the people. We prepare the training material and publish them to engage and connect national training with organizations in adopting new ways of Entrepreneurship in the country.

In 1990, NIESBUD organized the celebration of the Silver Jubilee of Entrepreneurship in India. This endeared NIESBUD to the hearts of the people and brought it before the line.

We shall continue to work in this line by developing new programmes in response to the development of Entrepreneurship...

We are leaving NIESBUD in a couple of days. What advice do you have for us and what would be the relationship of NIESBUD and participants?

Each programme gives us an inspiration and room for improvement. We gave you the exposure and inspiration to explore your limitations and weaknesses and transform yourselves into better and effective leaders to achieve excellence.

I did not expect this change in all of you but at least in 90% of you but still I did not see it. There may be several factors which we shall interrogate later.

I expected to see changes in behaviour, attitude, performance and effectiveness through your relationship with other people. Some of you exhibited these traits but others did not. These changes in relationships are intended to make you focused and see problems and challenges as opportunities and tell yourselves “we can do it”.

“This I can do!” ... Spirit is the capacity to prove yourselves as a person capable of effecting changes. Other people have passed through this institution and on their return to their respective places of work were recommended and promoted due to the change in them.

This has been an encouragement to schools and served as motivation for recommendation to others to come to NIESBUD to experience change. These are my expectations.

With relationship, it remains personal but we are committed! Therefore, guide and direct yourselves in any activity you can do back home.

Thank you Dr. Singh. It has been great talking to you!

SPECIAL THANKS

We wish to extend our heartfelt thanks to Mr. Mahendra Kumar, Assistant Director, Hospitality & Protocol for his invaluable help to make us have an enjoyable stay.

May all the care and kindness you give to others come back to warm your heart! Thank you for everything Sir!
Our lecturers and trainers have been very special. Saying ‘Thank You’ is the very least yet very sweet and thoughtful thing that we can do. You are among the greatest people in our world: devoted and fully committed when it comes to our learning. After all, we now think differently.

Dr. Rishi Raj Singh

Thank you Sir for your enthusiasm and support! We fed off your energy. Your constant smile and frequent jokes created such a light in our lecture room. You made learning become a play for us and this made us remain engaged since we all remained awakened. Thank you for spicing it up!

Ms Rita Sengupta

Thank you for your wonderful classes. You have been able to engage us into self-introspection and reflection. We can never forget the first class we had on ‘Johari Window’. Your visual aids linked to theory in your teaching have cleared many of our doubts. You made it so constructive and easy to learn...Thank you Ma’am!

Professor M M P Akhouri

Thank you Professor for making the lessons relevant and much easier because you constantly presented the opportunity to something we already knew. With every new lesson or term you explained, you gave a current real life example. Your invaluable experience and knowledge cannot be ignored. We will always look at you as “An elderly man with a young mind and heart.” May you inspire others for the greatness you have.

Mr. Hari Shankar Shyam

Thank you for heightening our knowledge. We were in real partnership when it came to sharing and learning. You have touched our lives in many ways. We want to be like you: well-informed on our particular country; thinking out of the box and energetic. Thank you for amazing us!
Ms. Shalini Srivastava

We were aliens but then we became friends at the end. Your class on ‘Gender’ was one of the best. You made us shift from our routine way of learning to one which makes us more involved in the process of learning and that is: ROLE PLAYING. We all enjoyed enacting the role of mum, dad, children and laughed to our hearts. Thank you Ma’am!

Ms. Charu Verma

A beautiful lady with a beautiful mind! We all know that the examples which you provided to us in class are not petty ones. We admire the fact that you read a lot and keep abreast of latest news before coming to share it with us in class and this urges us to be in touch with the happenings of the business world. Thank you Ma’am!

Mr. HP Singh

Your inspirational video on ‘Indra Nooyi’, CEO of Pepsi has left its footprints on our minds. These were the main lessons which we captured from it: Be a lifelong Learner; Help others Rise; Whatever You do...Throw yourself into it! Your class on “Entering Foreign markets” has been very enriching and has aroused interest in many of us of doing business abroad. We learnt that we need not choose to remain ‘local’ only but can go ‘global’ since “behind any successful man there are many unsuccessful years!” So no need to fear...Thank you Sir!

Mr. Hans Dolakhia

Mind Management and Creative Visualization! Thank you Sir for enlightening us on the following: Body; Mind and Soul. We shall remember these few lines from you: “Money is not evil but the greed for money is evil”; “Life Management is Mind Management”; “If you want to be healthy, give more and love more. It’s in giving that we receive”. Thank you Sir for your precious words!
Ms. K P Kanchana

‘Gender Equality for sustainable development’ class with you was a very enriching one. All of us remained active since you made us feel that our contributions to class discussions mattered and moved the debate. Thank you for making us dance in class to the tune of Indian music ...you made a difference...Thank you Ma’am!

Mr. Ankurit Srivastava

Your lesson on ‘Global opportunities in Asia and Africa’ made us feel more connected since you showed interest in each of our respective country with the latest statistics about Foreign Direct Investment. The relations which India has with our countries reflected the fact that we too form part of the Indian Global Platform.

Professor S P Mishra

Thank you for making us gain new insights about ‘Personal effectiveness and growth development’. You are one the best intellectuals that India has. You amazed us with the amount of information which you have in stock in your mind and we appreciate the fact you encouraged us constantly to share our views. Thank you Professor!

Mr. Lalit Kumar Sharma

‘Waste Management’ is not a wasted thing! Thank you Sir for really engaging us with our learning such that most of us did not want to go for tea break. You made many of us relive our childhood days where we tried to craft something with a piece of paper. This made us go down memory lane but to a large extent demonstrate our creativity. ‘Learning by doing’ was at its most in your class... Thank you Sir!
Professor R.P Raharia
You have marked our way with your ‘Ring Toss Game’. We never imagined that such a game exists that measures the impact of risk taking behavior on our performance. This paved the way for much reflection from our side and we understood that there can be effective risk taking abilities amongst many of us. Thank you Sir!

Professor M.S Kumar
Thank you Sir! Your class on ‘Global HRD for high performance’ has debunked many of our myths on HRD. Through your lesson delivery, we could make out that a well prepared class is never a failure. You made this topic clear to us since you referred to examples from our lived experiences and this compelled us to be more engaged!

Dr. Sachin Goyal
“Work life Balancing” is not a mere term. According to our different priorities, we have our different life balances. Work life balance is not an equal balance. It is up to us to create our own work life balance since priorities differ from person to person. Thank you Sir, for emphasizing its relevance in our present life.

Dr. Arun Mittal
Thanks to you, Sir, many of us are much more at ease with the concept of ‘good governance’. One striking element from your lecture about this particular topic and which has to be noted: ”Less government, more governance!” This implies that governance goes beyond the government. We wish to thank you from the bottom of our hearts for the series of examples and lively discussions encouraged in our class.
Mr. Rajasve Kaushik

‘Managing People and Building Effective Teams’ class with you has been marvelous. We always remember these few lines from you: “We are all managers but what is more important is to bring out the ‘leader’ in us. Besides, we should learn to say ‘Sorry’ and ‘Thank You’ if we want to lead by example.

Mr. Tanmoy Mukherjee

Thank you Sir for making ‘marketing’ subject interesting to us by delivering ‘Effective Marketing Techniques’ and ‘Sales Distribution’ classes. We now have the skills to be good marketing managers. We are really grateful!

Mr. Sumit Gulati

Thank you so much Sir for making Accounting sound much easier for those to whom this subject sounds like ‘Greek’. We will always remember this line from you: “Don’t put brains to it but follow processes!” This will make it easier to understand debit and credit in Accounting because following the process will definitely help us not to lose our minds!

Dr. Monika Gupta

Who will forget the day you entered our class on our last formal class day? We wish we could have you every day throughout the course because we really enjoyed the games and stories you shared with us in class. Your lesson on “Problem-Solving and decision making” was just too good. It was a very interactive session. Hats Off and thank you loads!

Dr. Pushpendra Kumar

Marketing classes without gaining knowledge on “Obtaining Effective Marketing Information” would have been incomplete. Sir, you have been resourceful enough to widen our mental horizons with regards to conducting market surveys. The myriad of examples you provided is without comparison. Thank you Sir!
STUDENT PROFILE

By: Ainura Asylbekova and Alwaleed Balla

Haydar Jan Ismail
Mohammed
Afghanistan
ghansy.2015@gmail.com

I am Lower Advisor in HRD Ministry of Education. I am single. I am happy to come in India because I met many kinds of people from different countries.

Mawa Emmanuel
Lou
South Sudan
mawalou77@gmail.com

I am self motivated person and I like meeting new challenges and ideas both in my professional and personal life.

Samuel Makwarimba
Zimbabwe
samuelmakwarimba@yahoo.com
samuelmakwarimba@gmail.com

I am 35 years of age and has been married to Docus for the past eleven years. We have three boys. I am a holder of a Masters in Economics, Certificate in Banking and Certificate in Project Management. I work as a training officer and my job mostly entails training civil servants in various finance courses. Previously I worked as a teacher, administrator and a banker.

Everlyn Mumbua
Mujisiya
Kenya
evermumbu@gmail.com

I am self motivated lady. I am a slow to anger person who has shown extreme leadership.
Tabeth Mazambani
Zimbabwe
tabitamaza07@gmail.com

I work in the Ministry of Public Service Labour and Social welfare as an HR Administrator. I am married and my religion is Christianity.

Kerissa Nelson
Jamaica
princesskayz2000@gmail.com

I am fun loving, vivacious, extroverted, talkative, caring, intelligent woman from the island of Jamaica. I am is part of the HRD-EE group and serves as an effective team leader. I am a passionate about my job as a youth worker in the government sector and hope to help as much young entrepreneurs achieve success.

Nisar Ahmad Karimzay
Afgahnistan
nisarkarimzay@gmail.com

I am Master degree holder in HR, Entrepreneurship and Management. I have 11 years experience in management. I am 37 years old. Besides I am a father of seven kids and my wife is Yousafzai. I also show interest in technology, like natural places. I know 7 languages.

Ainura Asylbekova
Kyrgyzstan
ainura@iksu.kg

I work at the university, the Department of International Relations. I appreciate honesty and fairness. I am open the new things, not afraid of change. I love life. I am thankful to all that I have and seek on. Life is very short and there’s no time to get angry. My hobbies are to read world classics, to walk in the fresh air, to live in harmony with nature and sport.

Kago Pelekekae
Botswana
kpelekekae@gov.bw

I am a man aged 36 years old, working for the Ministry of Local Government and Rural Development in Botswana. I have come to Niesbud, to enhance my entrepreneurial skills so as to pursue my ambition of becoming a successful businessman.
Eman Mohamed Khalifa
Egypt
emokh@hotmail.com

I graduated from Institute of Computer and Management. I am an HR Officer at General Organization for export and import control Ministry of Trade and Industry. I like to make friendship with more people. My favorite hobbies are reading, music and watching Indian as well as American movies. I like to learn more and more so that it is helpful to me in my life.

Josef Nadhipite Gumbo
Namibia
enkambungu@gmail.com

I work in the Ministry of International Relations and cooperation as a Human Resources Practitioner. I came to India for capacity building.

Laimi Nangula Fillemon
Namibia
laimindina@yahoo.com

I am hard working; self motivated and dedicated towards work. I like to take challenges and I take both success and failure in a balanced manner.

Tulsi Ram Pradhan
Bhutan
trpradhan66@gmail.com

I am a religious person. I fear God. I love my family very much. I quickly adapt and adjust to all situations. I am satisfied and happy with what I am and what I have. I treat others as they treat me. I work hard and keep on learning new things. My favorite proverb: “Honesty is the best policy.”

Shumba Henry
Zimbabwe
htigere87@yahoo.com

I am a determined and focused man of virtue. I have a great desire to achieve more and more in my career as Human Resources practitioner.
M.Zahir  
Talash  
Afghanistan
zahir.talash@gmail.com

I graduated from Kabul University in the faculty of Economics in 2012 and I work as HRMIS General Manager in Kabul University of Medical Science (KUMS) since 2013. My previous occupations were Capacity Development Manager and key trainer. According to my education background and job experience, I was nominated for the HRD course in India (NIESBUD).

Kamila  
Majnunova  
Tajikistan
kamila-rose@mail.ru

My name is Kamila, the meaning of my name is “Perfect”, and I always try to do things perfectly. As far as my personality is concerned, I am not that bad and I always wish peace for the world. I am inspired and have been doing what I love to do. I love listening to classic music and knitting traditional clothes.

Nirupama  
Pather-Chenganna  
Mauritius
nirupama85@hotmail.com

I am an Educator in Business Studies and Entrepreneurship Education. I believe that I am very passionate about teaching and imparting knowledge to my fellow students. As such, this compels me to be a life-long learner. I do not really talk much which makes me a quiet but determined person.

Bashira  
Mery  
Afghanistan
bashiramery@gmail.com

I am a graduate from Arts Faculty in Kabul. I am a Muslim girl. I am very affectionate friendly and love all humans. There is no difference between Black and White, Muslim or Hindu. For me, it is humanity which is important.

Ali  
Masoud  
AliZanzibar  
Tanzania
alialimasoud@gmail.com

It has been a great experience to join this learning. I gained a lot in terms of knowledge, skills and experiences. It is many great to bring back useful tips for supporting my community in Tanzania. Above all, I am able to work effectively and efficiently in order to boost my development.
**B. Amila Chathuranga Silva**  
Sri Lanka  
chahu48516@gmail.com

I am 30 years old and married. I am serving as a Management Assistant Officer of the Deputy Chief Secretary. My hobbies are to play games and other things. I have interest in reading newspapers, watching movies and dancing.

**Mir Ismatullah Mirzada**  
Afghanistan  
esmat_kohistani@yahoo.com

I am a very hardworking individual in my personal and career life. I enjoy challenge at work and I never quit it easily. I always set goals for whatever I have been doing in life. I am also a very well disciplined person and I love reading books, watching movies and doing fitness.

**Espine N. Kambungu**  
Namibia  
enkambungu@gmail.com

I am working at Ministry of International Relations and Cooperation as a Human Resource practitioner, I like learning new ideas, reading and travelling to different countries.

**Sara ElmoezBellah Mohamed Abbas**  
Egypt  
smohamedabas@gmail.com

I am a computer specialist at the General Organization for Export and Import Control, Ministry of Trade and Industry. I believe in the power of learning. Therefore, I want to get a PhD degree. I love travel so much so that I wish to travel the world someday. My hobby is reading and listening to music.
I am working at Ministry of Education work as General Manager of Registration. I would like to express my special thanks to my great friends with whom I discovered this incredible country, My friends: Abdul Mateen Ahmadi and Haidar Jan from Afganistan and Sasoo Elmoez and Eman Khalifa from Egypt. I won’t forget to thank my friend Mr Nisar from Afghanistan.

A poet, writer and a researcher interested in heritage and arts. Contributing to charity and community service.

Manager of Educational Creativity Care Center (ECCC) under the Ministry of Education-Khartoum State.

I am an employee at the Ministry of Education. I work as HRD and structure specialist. I like travelling, football and also improving my knowledge level. I am very happy about my educational trip to India. I am thankful to NIEUSBUD administration and all the staff.

I am a goal oriented person who works to achieve the set targets by being innovative. I like watching and playing football.
Lutang George
Justin
South Sudan
lutanggeorge48@gmail.com
I am working at the Ministry of Finance and Planning. Directorate of taxation.
Position: Senior Tax Officer.

Abenezer
Nigussie
Ethiopia
abenezernigussie99098@gmail.com
I am 31 years old and working in Government Engineering Office. I got my first degree in Construction Technology and Management.

Hon
Alexander
KorsiAsor Akpo
Ghana
alexkorsiakpo@gmail.com
I have moved from corridor to corridor in the course of my work and excelled in very small ways. As a social worker, an administrator, civic education officer, member of traditional leadership, civic society activist social protection Officer, Political Leader and a technocratic, I have seen several aspects of life by my own way. And as a religious leader, I try to pull people together. But NIESBUD has polished all these aspects of my life.

Angelica Chisora
Zimbabwe
ruvimbo.angelica@gmail.com
I am fun loving, hardworking and dedicated. When I put my mind to something, I try my level best to make sure that I achieve it. I like socializing and meeting new people.
After interviewing all of the participants from different countries who took part in the Human Resources Development and Entrepreneurship Education programme at NIESBUD, all of them concurred that they have learnt a lot from the whole experience and it is going to go a long way in developing them both professionally and personally.

These are some of the lessons that they said they learnt from all the lectures conducted during the course of the programme:

“Entrepreneurship – when one wants to be an entrepreneur he/she has to be innovative and should be able to identify a problem and find a solution to that problem. The person should also be very persistent and optimistic.”

“Leadership – for one to be a good leader the person should not be a dictator but should also listen to the views and ideas of his/her subordinates. A good leader should motivate subordinates by including them in decision-making and making them feel important and wanted in the organisation. Good leaders should also delegate duties to employees to show trust and to groom them to become future leaders.”

“How to make human resources more productive for personal and societal benefit.”

“Innovation – it is the mother of invention and being innovative and looking at things from a larger perspective is the way to go for upcoming entrepreneurs.”

“In as much as standards and procedures are good to follow, sometimes you need not to conform to standards. Follow your dreams and dare to take risks. Experimenting is the way to go for entrepreneurs.”

“Establishment of a business lies with one’s attitude, the sky is the limit for everyone and everything is possible. Human capital needs proper management for a business to be successful.”

“The fruits of demographic development are exclusively dependent on proper utilisation of youth through education and training and involving them in the community development process.”

“With passion and dedication, you can do anything that you put your mind to. For one to develop you should be a risk taker and should not be resistant to change.”

“It is a good human value to help other people succeed and achieve their career and life goals”

“We have to be prepared to make sacrifices because the value of success is the gain and the value of failure is the lesson.”

“The kind of training combined with trips and practical the plenary sessions and the lectures from different expertise made me feel different felt like born again.”

“The classes which have been taken in NIESBUD is very crucial for my career and personal growth. I have learnt the skills of how to become a leader and a successful
entrepreneur. Also I have learnt the new knowledge of Human Resources.”

“I learnt about HRD particularly in relation to Entrepreneurship. I also learnt the fundamentals of establishing a business; marketing a product both locally and internationally. I now know the broader benefits of entrepreneurship. I was also afforded a chance to visit Indian Historic sites where I realized that my country can generate revenue by preserving our history. I visited entrepreneurs in various regions of the country and I carry an inspiring story back home. I hope to start my own business one day.”

“I learnt that to be lead and manage effectively, one has to delegate work as much as possible followed by proper monitoring. With regards to entrepreneurship, I learnt that risks and problems associated with enterprising can only be resolved by changing our mindsets and more importantly our attitude. ATTITUDE is the basis of all our actions.”

“In this two months’ program I achieved my goals. This program changed my weakness to my strengths. The effectiveness of this short term program was as more as a two year program. It changed my idea about my career and live behavior. I learned a lot from my successful and professors and lectures about HR Development and Entrepreneurship Education Training.”

“During this program I learned how to develop human resources and entrepreneurship, how to achieve motivation, how to develop our plan and launching capacities. Now I know about managerial abilities, HRD roles and responsibilities. My knowledge increased in business and marketing failed. I believe that I can be a successful businessman with the lightness of this knowledge and by cooperation of my respectable teachers.”

“It was my first trip so, I learned a lot from my colleagues during these two months. I couldn’t believe before that I would be a member of global family, but fortunately I became. I found many close friends from many countries that we never forget each other. Every day we shared our information about our countries, people, religions, cultures. Now I am so happy and satisfied because I increased my knowledge, skills and abilities. I am going to my country with a fresh idea and high ability. So I am grateful from my dear teachers, Niesbud family and staff, colleges. Thank you for all of you and your kindness.”

“The class which have been taken in NIESBUD is very crucial for my career and personal growth. I have learnt the skills of how to become a leader and a successful entrepreneur. Also I have learnt the new knowledge of Human Resources.”

“Human resource and development and EE showed to us that how to develop our self and our organization. I can how I start a small business.”

“The belief that entrepreneurs are born is over since entrepreneurial skills can be acquired and developed.”

“I am sure that I can teach to my friend what I have study in NIESBUD.”

“Finally I want to be a part of my country to recover the economic situation.”

“The course was, at least, very useful for the factors of good subjects and topics, the accumulated experience of professors, interaction of the colleagues, good teaching methods and NIESBUD’ s environment which maximized our benefits.”
The global economy or World economy is the economy of the world, considered as the international exchange of goods and services that is expressed in monetary units of account (money). In some contexts, the two terms are distinguished: the "international" or "global economy" being measured separately and distinguished from national economies while the "world economy" is simply an aggregate of the separate countries' measurements. Beyond the Models and valuations of the world economy vary widely. It is inseparable from the geography and ecology of Earth.

It is common to limit questions of the world economy exclusively to human economic activity, and the Global economy is typically judged in monetary terms, even in cases in which there is no efficient market to help valuate certain goods or services, or in cases in which a lack of independent research or government cooperation makes establishing figures difficult. Typical examples are illegal drugs and other black market goods, which by any standard are a part of the world economy, but for which there is by definition no legal market of any kind.

However, even in cases in which there is a clear and efficient market to establish a monetary value, economists do not typically use the current or official exchange rate to translate the monetary units of this market into a single unit for the world economy, since exchange rates typically do not closely reflect worldwide value, for example in cases where the volume or price of transactions is closely regulated by the government.

Rather, market valuations in a local currency are typically translated to a single monetary unit using the idea of purchasing power. This is the method used below, which is used for estimating worldwide economic activity in terms of real US dollars or euros. However, the world economy can be evaluated and expressed in many more ways. It is unclear, for example, how many of the world's 7.13 billion people have most of their economic activity reflected in these valuations.

As of 2017, the following 15 countries or regions have reached an economy of at least US$2 trillion by GDP in nominal or PPP terms: Brazil, China, France, Germany, India, Indonesia, Italy, Japan, South Korea, Mexico, Russia, Turkey, the United Kingdom, the United States, and the European Union. The World Bank forecasts that global growth will strengthen to 2.7 percent in 2017 amid a pickup in manufacturing and trade, rising confidence, favorable global financing conditions, and stabilizing commodity prices. Growth in advanced economies is expected to accelerate to 1.9 percent in 2017, a benefit to their trading partners. Growth in emerging market and developing economies will recover to 4.1 percent this year, as obstacles to activity diminish in commodity-exporting countries.
Starting to live at NIESBUD has been a major transition in everyone’s life. For many of us, home is the sweetest spot on the earth as we can completely be ourselves and enjoy the warmth within the four walls of this place. We are really grateful to the different committees put in place for making this possible. The life in a hostel is different from that of the home. The greatest blessing of hostel life is independence. You may sleep whenever you like. You may get up late in the morning but none will question you. Apart from the general rules and regulations, which are to be followed necessarily by everyone, one is his own master.

Mornings were really about getting out of bed and having breakfast and rushing out to attend lectures. When the kitchen is not yet full, we all have to stay inside. This is how our hostel mornings look like: having breakfast together; sharing class experiences and planning trips after the classes. Lunch time is another hour where we all meet at the cafeteria for food as we discuss over the progress of the day. Evenings after classes are meant to unwind oneself after a hard day’s work by either going shopping or having a football match. It ends till late in the night. Some do sports, others linger around and finally at dinner time we meet again and off we go to bed.

Besides every week end, the entertainment committee organized country events where each week cultural presentations from the various countries are made. This allowed us to further learn and appreciate each other’s culture and made us understand each other Better. We wish to say a big ‘Thank You’ to all the different committees: Class; Food and Entertainment Committees put in place for making life at NIESBUD enjoyable.
He enjoys lying down on the road, like a Maharaja on his sofa bed at home.

“No camel route is long with good company”
(Amer Palace, Jaipur)

‘Are you my secret angel?’
Madhvi on the right, receiving the Secret Angel gift from George

“Happiness is good time spent with good friends”- At PVR Bollywood cinemas
Noida City Center
The 2nd International Conference on "Achieving Sustainable Strategic Advantage" took place on Saturday, September 09, 2017 organized by GL Bajaj Institute of Research and Management(GLBIMR)at its Greater Noida campus, Delhi where around 400 International & National delegates participated. The main debate revolved around the fact of creating sustainable strategic advantage that is durable strategic advantage that we can pass on to the future generations.

A great experience
It has been a great experience attending GLBIMR conference as one of the international students from NIESBUD where I met many intelligent and sharp colleagues. Personally I think this conference was very well organized and very successful. Several of the speeches, delivered by the guests of Honour have been very informative and insightful on their particular subjects. I would like to take this chance to reflect upon my enriching experience having presented a research paper on “Achieving Sustainable Strategic Advantage Through the Use of Problem-Based Learning in the development of critical thinking skills amongst Business and Entrepreneurship students: A Mauritius Case”. The research paper dealt with the difficulties that young Mauritian secondary students in Business and Entrepreneurship Education face in regards to the development of critical thinking aptitudes.

It was my first time presenting a research paper on an international platform and I can say that I have grown out of it. Presenting the paper in front of an audience was not so difficult but it was the preparation of the research paper which was more challenging as it entailed a lot of research and time. I had to make sure that whatever information I had was aligned with the main topic of the conference.

Best Paper Award Winner
Research requires much effort from one’s side especially as one needs to read a lot around scholarly articles to have a greater focus on a particular topic. The main challenge is how the researcher links theory, policy and practice to have a solid work. All I know is that I have been doing my very best in the preparation as well as the presentation of the paper and left everything in God’s hands to take care of.

Little did I know that I would be taken by surprise at the end of the session? It was finally time to announce the results of the Best Paper Award and they called upon my name. I was really taken aback and could not believe my ears. This research paper allowed me to go through a lot of self-introspection and
reflection since the most creative part of it was how to find the strategies to proceed with the research. I feel a great sense of achievement from my side and this urges me to believe that I have the potential to do even better in the future. I go home with my head high as I succeeded in raising the flag of my country, my ministry and that of NIESBUD!

In this regard, I wish to firstly thank my two brothers from Ghana, Alexander Akpo and Charles Mereku for having encouraged me to present the paper all the way. Charles has been adamant that I present and get the certificate although I was not so sure that I would go for it since this paper is still a work in progress. I wish to congratulate Charles once again for having won the Best Paper Award too. Besides I have a special thought for Ayush Joshi from Nepal and Madhvi Joygopaul, my Mauritian roommate for helping me out in making the power point appealing to the audience. I wish also to express my gratitude to Dr Rishi Raj Singh, Ms Charu Verma and Ms. Parul Puri for informing us about the conference and giving us the opportunity to attend. I also wish to thank my friends from GDP and HRD group who were present to support and listen to my paper presentation. Thank you all for contributing in one or the other to the success of this conference.

My message as I go back to Mauritius is that every one of us should never let go an opportunity as it presents in front of us and I would encourage all my friends to go for research as research will be the edge that will trigger development in the global south for the next coming years.


![Photo of Nirupama Pather-Chenganna (Mauritius) Best Paper Award Winner]
Opportunity they say comes but once. I therefore decided to grab it when we were informed to present a paper at the GL Bajaj Institute of Management and Research’s 2nd International Conference on Achieving Sustainable Strategic Advantage on 9th September, 2017 at Greater Noida, India.

I decided to write on Tourism Potentials in Ghana; Challenges and Opportunities because having travelled to many tourist sites in India, I realized both Ghana and India have similar tourist sites as far as Ecotourism, Cultural tourism and Heritage tourism were concerned and that both countries have a lot to gain if proper arrangements are made and pragmatic measures put in place.

The journey had not been easy since I have to spend sleepless nights reading through my script repeatedly while searching for further information on the various portals and books.

I was however, not excited when I realized, not many of my colleagues were interested or not ready to present a paper. However, with zeal and determination burning so strong in me, constantly reminded me that backward, left and right turns were all hindrances unnecessary.

My friend and colleague, Nirupama from Mauritius approached me one evening and asked; “I learnt you are presenting a paper?” I answered; “yes.” She said, “I want to present. I will let you go through my work and guide me.” I was delighted because I felt after all I was not alone. At least, I had a companion.

We both kept discussing each day as how to make our works better. I was however, not surprised she was also adjudged the best presenter in her group. Congratulations my friend and colleague, Nirupama. Pather - Chenganna

In all, One Hundred and Six (106) people registered to present papers. Prior to the day of presentation, we were informed to present our papers within ten (10) minutes. However, at the point of delivery, the time was changed to just five (5) minutes. There, I heard a voice behind me asking, “Charles, can you make it?” I turned only to see few loyal true friends who were there to support me. Being the only foreign presenter in my group, gave me nostalgic feelings but I told myself, “I will do my best and leave the rest to God.” After the first
presenter, I had a renewed hope, trusting God to do His will.

I presented my paper under three thematic areas; 1. Tourism Potentials. 2. Challenges. 3. Opportunities. It was purely a qualitative research. I used random sampling method (lottery system), Hierarchical sampling method and purposive sampling method.

One interesting thing that made me so fulfilled on that day was, though the Judges had already decided on the winner at the end of the presentations, they however, wanted to know whether their judgement was objective. They asked the audience to tell who in their opinion won the best paper award. To my surprise, the whole room was like “Ghana! Ghana! Ghana!” I felt, my sleepless nights and efforts were not in vain and I thank God sincerely for this award. I am however, not naïve of the fact that the greater challenge is what I do with the awards. I know the expectations are so high but I trust God, I will live to expectation.

I take this opportunity to thank God Almighty for His abundance Grace and Mercy He showers on me every day. I thank my boss and mentor, Togbe Afede XIV, President of the National House of Chiefs, Ghana and the Paramount Chief of Asogli Traditional Area, for the opportunity given me to come to India to study. I also thank Mr. Antipope, the Regional Registrar, Volta Region House of Chiefs, who is also my immediate boss and his assistant Mr. Moro for their kind permission. To you Stephen Tetteh and Zola Tedeku of Asogli Traditional Council, Ho Ghana and Edward Ampong of World Trade Center, Accra Ghana for your efforts and support.

I thank all who made it possible for me to present a paper at the GL Bajaj Institute of Management and Research. Particular mention of Dr. Rishi Raj Singh, Programmers’ Director, International Training at NIESBUD, Noida India who I constantly called to make sure that I was doing the right things. I thank Ms.Parul Puri, Advisor- Training and Programmers’ Coordinator, NIESBUD, Noida India, who gave me a lot of encouragement. Not forgetting Mr. Alex Akpo, my compatriot and roommate for his encouragement and motivation. My thanks go to my friends and colleagues; George Lujana Justin and Emmanuel Mawa Lou from South Sudan, Abenezer Niguwie, Meaza Tesfaye and Rahel Messele from Ethiopia, Laimi Mangala Fillemon and Josef N. Gumbo from Namibia, Tabeth Mazambani and Florence Matengah from Zimbabwe, Evelyn, Joseph Mwanza and Nicholas Mwanza from Kenya, Steve Kumalonje from Malawi and Ali Masoud from Tanzania for their unflinching support. I also thank all who congratulated me after winning the best presenter and the Overall Presenter Award.

God Almighty richly bless you.

THANK YOU!

Charles Mereku
Volta Region House of Chiefs
Volta Region, Ghana
+233 243332722
cynlesghana@yahoo.com
Thank You India

BY: Alwaleed Balla

In Delhi, at India country The land of green and beauty
we came from different countries realizing our duty

We built a global family and lived with good intentions
We do for the humanity good functions and inventions

If you saw my country You would never leave smile
Your mind will be enchanted by the image of the Nile

Because of its diversity Sudan is rich in culture
Natural resources mining and agriculture

Greetings from Sudan to the creative Indian nation
Your art and charming nature have won our admiration

Reconciled, and harmonious peoples work and dance
thank you very much India thanks for the useful chance
CONVERSATION WITH OUR TWO HRD-EE CLASS LEADERS

By: Nirupama

KERISSA NELSON from Jamaica:
“Our friendship will last”

Tell me Kerissa, how do you feel after having been elected class leader?

I feel good. I feel respected by my classmates that they could have made such a decision. It seems that we have not been here for a very long time and we did not know each other much but still they saw leadership qualities that would have made me a good leader.

Was it easy to be the class leader?

Noooooooooo...Remember that we are from diverse cultures and cultural sensitivity is a critical factor. The way you interact with other persons from different cultures will impact on your position as a class leader. For example in my culture, we show signs of friendship through shaking of hands or hugging each other whereas in some cultures they don’t touch each other. As a class leader if I approach you, I realize that you don’t want to hold or touch so I again realize that it is not that you don’t want to show affection but it is just your culture. This difference is seen when you have to get persons participate in the activities or you speak to them ... so it was not easy. I had to be culturally sensitive.

So these are the different challenges which you faced.....

Yes to adjust to the different cultures and personalities.

According to you, how did our team fair and perform?

We were a different type of team... I think we did not fit the mould of all the other groups that were here. We were different in terms of personality and attitude. The different personalities that came together created such a unique mix which made us stand out as compared to other groups. Some people are from government backgrounds and we even have a woman entrepreneur Laimi in our class.

How did you find the materialization of friendship from our HRD group?

Of course there are persons who are closer in friendship than others because they have similar beliefs, personalities and values so they were attracted to be friends in the first place. On the overall, friendship between each other has been good. In the beginning we did not look out for each other much but as it came down to the end, we started interacting with each other more on a friendly basis than on a cultural basis....Team work; group spirit; friendship; long lasting relationships were finally in place.
What leadership qualities you think you have acquired during these two months?

The leadership skills that I have been acquiring are my ability to stay strong under pressure. It was challenging and I faced a lot of opposition. I learnt to have more resilience in the face of opposition and challenges.

How did you coordinate the different committees (food; entertainment and newsletter)?

Initially we had a meeting every Friday. We used to meet for about half an hour but it actually broke down since I realized that the committees were able to manage on their own so I did not need to be much concerned as the teams proved to be reliable; independent and intelligent enough to carry out their own activities.

Will you miss our team back home?

Yes ...I think I’ll never see these personalities again in my life. I’ll miss the exchange of cultures and I will miss the interaction.

One message to our class...Despite the circumstances, despite the unpleasantness and some difficulties and being away from home and the family, we can always find friendship in the most needed circumstances.

Thanks!

SHUMBA HENRY from Zimbabwe:
“Open up to other people’s views”

Shumba, how do you feel after having been elected class leader?

Actually, it was a bit of a challenge for me since I was elected on the first day itself and I did not know the people who I was going to lead. I was a bit nervous because of my past experience as a leader but I just reassured myself that I would be able to manage.

Was it easy to be the class leader?

I would say it was really difficult for the first two weeks. You get people from different backgrounds and sometimes when you try to help the person is not coming. You feel offended but then as a leader you just cope up. Sometimes I even had to sacrifice my happiness for others. The first two weeks were not good for me but I managed to maneuver it. Then I came to understand that all these helped to improve on my leadership style. I have learnt what to appreciate and what not to appreciate.

The challenges you faced...

People had a lot of complaints and we had to bring the matter to the management. At the beginning, people tend to portray another picture but as time goes on, it’s different. Like me and Mr Mahendra, we ended being good friends since we...
kept on interacting with each other. Another challenge that I faced is that people are not up to instructions when we went for city tours or site visits. But then as adults, you don’t have to be so pressing on them. May be they could not make it because they didn’t know the area and lacked proper guidance, but I would say if you don’t know then you have to be in a group. Generally, I would say from where we came from and from where we are now, things are much better. We are friends...

**According to you, how did our team fair and perform?**

As far as classes are concerned, it was good. Everyone was attending the classes and participating to the best of our knowledge. I think CONFIDENCE was what we lacked in our group, where people would really stand out and voice out their beliefs without fear. This was what really affected our performance.

Personally as a leader, I did not learn much especially about the organizations we visited. I was expecting more.

As far as SME’s are concerned and the way they are defined in India is different from our respective countries. We come from a country which has a population of 60 million or below. For instance, here in India, an SME would employ around 2000 people while in my country, Zimbabwe, it is around 5 to 50 people. And they say it is small... it can’t be!

It is far from me to learn from them being a potential entrepreneur... how will I teach that? The context is not the same as my country.

**How did you find the materialization of friendship from our HRD group?**

The way things are portrayed on me as a leader is different from that of other persons in the group. I may make myself popular or unpopular but I have to interact with everyone. In those interactions there comes conflicts as well as friendships. I would say it is 50-50.But generally, we are all friends. We are fine. During the first days, language was a problem even on the WhatsApp group since some people were not using the official language, English, which is understood by everyone. With the iron fist, we managed to make everyone participate in English!

**How did you coordinate the different committees (food, entertainment and newsletter)?**

We managed to sit every Friday but it was not that effective. We had to sort out things on our own as class leaders.

**What leadership qualities you think you have acquired during these two months?**

I would say “Appreciate other people’s views.” Besides appreciating other people’s views, I learnt that as a leader, I should desist from being emotional and put stress on me. This is because some people just come and say things to you and they don’t even realise that they add up to put me emotionally down. I also learnt to influence my own decision but can’t force others to do things they don’t want to.

**Will you miss our team back home?**

Yaaa... you know when we went for site visits I was already missing NIESBUD like home. The moment I’m attached to the institution, that is, you the people, colleagues and administration, I’ll definitely miss you all. For those buddies whose numbers I have, I’ll keep on talking to them.

**Your message to our class...**

Firstly, I would say, when you are out, circumstances that you are going to face isn’t going to be the same as your home. You should LEARN to ADJUST RATHER THAN COMPLAIN AND WORRY. Learn to COMPROMISE and IMPROVISE.

Secondly, whatever we’ve learnt here, let’s put it into practice. If we just try to influence others positively with our knowledge acquired from this course, we can change the mentality of being JOB SEEKERS and become JOB CREATORS.

**Thanks!**
Niesbud has organized a number of tours and visits to introduce us to some historical and religious monuments, archaeological sites and diverse markets in order to know about the Indian civilization and its cultures.

India gate, New Delhi

The India Gate is a war memorial to the soldiers who sacrificed their life during the first world war, which is established by Sir Edwin Lutyens in 1921.

Vishwa Shanti Stupa means World Peace Stupa; Marathi: is a large stupa of white color. Statues of the Buddha are mounted on stupa in four directions. It also has a small Japanese Buddhist temple with a large park. There is a temple near the stupa where prayers are done for universal peace. Opened in 1993, it is one of around 80 Peace Pagodas which have been built around the world. These were a dream of Fujii guruji, inspired by Mahandas K. Gandhi, as a reaction to the atomic bombing of Japan.

Indira Gandhi Memorial Museum, New Delhi

The museum is a document of the life of Indira Gandhi political leader, great woman and prime minister of India for four periods and her reign. Many of the photographs contain the holdings, manuscripts and books she has written.

Nehru Memorial Museum and Library, New Delhi.

The Nehru Memorial Museum & Library (NMML) aims to preserve and reconstruct the history of the Indian independence movement. Housed within the Teen Murti House complex, it is an autonomous institution under the Indian Ministry of Culture, and was founded in 1964 after the death of India’s first Prime Minister, Jawaharlal Nehru. It aims to foster academic research on modern and contemporary history.

Today, the Nehru Memorial Library is the world’s leading resource centre on India’s first prime minister and its archives contain the bulk...

National Museum, New Delhi.

The museum is full of treasures. Mind-bogglingly ancient, sophisticated figurines from the Harappan civilization, almost 5000 years old, include the remarkable Dancing Girl, and there are also some fine ceramics from the even older Nal civilization. Other items include Buddha relics, exquisite jewellery, miniature paintings, medieval woodcarvings, textiles, musical instruments, and the archaeological sites.

SAROJINI NAGAR Market

We enjoyed shopping and came back with an idea about the markets of India.

Lotus Temple:

The Lotus Temple is a Bahá’í House of Worship completed in 1986. Notable for its Lotus flowerlike shape, it has become a place of spiritual tourism in India. The Lotus Temple is open to all, regardless of religion or any other qualification. The building has nine doors opening onto a central hall with height of slightly over 40 metres and a capacity of 2,500 people. The Lotus Temple has won numerous architectural awards and been featured in hundreds of newspaper and magazine articles.

Palika Bazar

It is a diversified commodity market and responds to the demands of many customers.

National Zoological Park, Delhi:

A sprawling green island and a motley collection of animals and birds, all in the middle of a burgeoning urban Delhi. The zoo is home to about 1350 animals representing almost 130 species of animals and birds from around the world. The zoo can be seen on foot or using a battery-operated vehicle which can be rented at the zoo.

National Handicraft and Handloom Museum:

Attractions: Indian crafts, Wooden Carvings, Metalware, Paintings, Mud huts with Painted walls and Thatched roofs, Courtyards, Terracotta horses recreating Village shrines. Craftsmen at work are some of the elements that add to the rural ambience of the place.

Doordarshan TV Channel:

We visited the Doordarshan TV channel and participated in the Good Evening India program. The title of the episode was Entrepreneurship. The Director of Niesbud was one of the speakers. Our participants enriched the discussion and we all benefitted from it.

These tours and visits have deepened our knowledge of India and its nation, and linked the theoretical aspects that we have to reality, and deepened the link between us. Therefore, it will remain a wonderful memory in our life.
Our visit to Agra, Uttar Pradesh
We visited the beautiful tourist town Agra, and there we enjoyed these places

Taj Mahal

The Taj Mahal: (meaning Crown of the Palace) is an ivory-white marble mausoleum on the south bank of the Yamuna river in the Indian city of Agra. It was commissioned in 1632 by the Mughal emperor Shah Jahan to house the tomb of his favorite wife Mumtaz Mahal. The Taj Mahal was designated as a UNESCO World Heritage Site in 1983 for being "the jewel of Muslim art in India and it attracts 7–8 million visitors a year.

Gupta HC Overseas (INDIA) PVC LTD
It's a Ladies High Fashion Leather Footwear (Boots & Shoes) company with very good technology and experience.

Our visit to Jaipur, Rajasthan. It is also very nice city so we enjoyed visiting these places there!

Amer Fort

Amer Fort (or Amber Fort) is a fort located in Amer, Rajasthan, India. Amer is a town with an area of 4 square kilometers (1.5 sq mi) located 11 kilometers (6.8 mi) from Jaipur, the capital of Rajasthan. Located high on a hill, it is the principal tourist attraction in the Jaipur area. The town of Amer was originally built by Meenas, and later it was ruled by Raja Man Singh.

Jaigarh Fort, Rajasthan

It is situated on the promontory called the CheelkaTeela (Hill of Eagles) of the Ravalli range; it overlooks the Amber Fort and the Maota Lake, near Amber in Jaipur, Rajasthan. The fort was built by Jai Singh II in 1726 to protect the Amber Fort and its palace complex and was named after him.

The Agra Fort

Agra Fort is a historical fort in the city of Agra in India. It was the main residence of the emperors of the Mughal Dynasty till 1638, when the capital was shifted from Agra to Delhi. The Agra fort is a UNESCO World Heritage site. It is about 2.5 km northwest of its more famous sister monument, the Taj Mahal. The fort can be more accurately described as a walled city.
The Albert Hall Museum Jaipur in Rajasthan

It is the oldest museum of the state and functions as the State museum of Rajasthan. The building is situated in Ram Niwas Garden outside the city wall opposite New gate and is a fine example of Indo-Saracen architecture. The building was designed by Sir Samuel Swanton Jacob, assisted by Mir TujumoolHoosein, and was opened as public museum in 1887. It is also called the Government Central Museum.

Hawa Mahal

"Palace of winds" or "Palace of the Breeze") is a palace in Jaipur, India. It is named so because it was essentially a high screen wall built so that the women of the royal family could observe street festivals while unseen from the outside. It is constructed of red and pink sandstone, the palace sits on the edge of the City Palace, Jaipur, and extends to the zenana, or women's chambers.

City Palace, Jaipur

It includes the Chandra Mahal and Mubarak Mahal palaces and other buildings, is a palace complex in Jaipur, the capital of the Rajasthan state, India. It was the seat of the Maharaja of Jaipur, the head of the Kachwaha Rajput clan. The palace was built between 1729 and 1732, initially by Sawai Jai Singh II, the ruler of Amber.

Manipal University

Manipal University, Jaipur is one of the premier universities in Jaipur, India. It is the fifth university established under Manipal Group to enhance the interest of students in all fields. It is near Dehmi Kalan village, Tehsil Sanganer, Jaipur district. We visited the University and we participated in the international interaction.

Seminar on (Human Resources Development and Entrepreneurship).

Science & Technology Park, Jaipur

Established in 1998, Science Park Jaipur was brainchild of Department of Science & Technology of Rajasthan Government. This park was envisioned purely for the purpose of inculcating scientific awareness among budding students and general people alike, but not without dose of fun and entertainment. And this unique park, it seems, has achieved its desired and noble intentions quite convincingly.

Salem’s paper:

Handmade paper & Board Industries

Niesbud Regional Office, Dehradun

There we have understand his particular roles and training programs especially in the Women Entrepreneurship Development Program.

Industrial areas

We visited there: - Shikhar Food Product (Production and Training Center for Skilled Development on Food Processing) partners Institute of Niesbud Regional Institute and MSME GOV of INDIA.

- Fabco Bag Industries.

- Jute and Garment Product Unit.
Missouri (Garhwal) is a hill station and a municipal board in the Dehradun District of the northern Indian state of Uttarakhand. It is about 35 km from the state capital of Dehradun and 290 km north of the national capital of New Delhi. This hill station is in the foothills of the Garhwal Himalayan range.

Buddha Temple:
It is one of the World Peace Pagodas that is found below.

The Forest Research Institute (FRI)
It is an institute of the Indian Council of Forestry Research and Education and is a premier institution in the field of forestry research in India. It is located at Dehradun in Uttarakhand, and is one of the oldest institutions of its kind. In 1991, it was declared a deemed university by the University Grants Commission. The Forest Research Institute campus hosts the Indira Gandhi National Forest Academy (IGNFA), the staff college that trains officers selected for the Indian Forest Service (IFS).

Lakshman Jhula, Rishikesh
It is an iron suspension bridge across the river Ganges, located 5 kilometres (3.1 mi) north-east from the town Rishikesh in the Indian state of Uttarakhand. The bridge connects the two villages; Tapovan in Tehri Garhwal district to Jonk in Pauri Garhwal district crossing the river from west to east. However it is near to the Rishikesh city thus creating ambiguity in its location, the bridge is one of the iconic landmarks of Rishikesh. This bridge was constructed by U.P.P.W.D. during 1927-1929.