



Project No: M-07 (Executive Summary)

Intensive Training in machine operation, its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Department of Men-Tsee-Khang (Tibetan Medical & Astro. Institute of His Holiness the Dalai Lama) at Dharamsala, Himachal Pradesh (H.P), India

The vision of Men-Tsee-Khang is to improve the lives of people by promoting and delivering our traditional system of medicine, and to preserve this element of our rich and ancient culture. Since being re-established in 1961, following the occupation of Tibet and subsequent exile of His Holiness the 14th Dalai Lama and the Tibetan Government, Men-Tsee-Khang has preserved and promoted this ancient form of medicine that is inherently intertwined in Tibetan culture. Men-Tsee-Khang in its endeavor of 54 years in India has produced 287 Physicians and 52 Astro-Science Practitioners from its headquarters in Dharamsala, delivering health services throughout India and has become an integral economic contributor to the Tibetan community in exile through its employment of nearly five hundred people nationally and social welfare programs. Our 55 dedicated branch clinics deliver low-cost traditional healthcare to over 600,000 people in local communities throughout India every year. In our commitment to the vulnerable and disadvantaged, we provide free health consultations and medicines to those most in need.

About the Project:

The Pharmacy and Herbal Product Research Departments of Men-Tsee-Khang are the two most important departments of our institute. The pharmacy department produces more than 100 different herbal remedies for different ailments and on the other hand side the Herbal Product Research Department produces 56 different varieties of herbal health care products for different types of ailments and health. In these two departments we have considerable amount of female employees who are engaged in the production unit.

Most of the female employees in these two departments of our institute are low paid general staff and some of them were recently arrived from Tibet and few of them were school dropouts. Many of them arrived in India as an over-age and their prospects for further studies are limited. Thus, end up working in our institute as low paid general staff. The raw-material cleaning unit, counting and packaging units are the places of their work in these two departments. They are as many as 23 female employees in these two departments and Men-Tsee-Khang employs certain machines for the production of its herbal remedies and health care products. Machines such as tea machines, tube machines, packing machines, shrinking and cropping are some of the most popular ones.

Training is very much needed for them from operation till to its maintenance so that it will help them to reduce the dependence on their male counterpart and becoming more independent in their work.

We will appoint instructors and he/she will provide in depth the necessary instruction on process of the instrument or machine operation, its production capacity, maintenance and repairing techniques. Such training in operation and controlling of the machines will boost the moral confidence of these employees in their day to day work and it will also helps them to provide a sustainable livelihood.

Hence, in the long run such training will surely help in raising their living standard and workmanship. In order to boost the confidence and empower the female employees, it is

indispensable for Men-Tsee-Khang to provide an intensive training in machine operation and its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Departments.

Objectives of the action

- To enhance the confidence of the female employees.
- To provide a platform for self development and determination in performing a particular task.
- To make them more independent in performing a particular tusk entrusted on them.
- Main Activities: The project will include the arrangement technical personnel (Instructor), space, training materials, machines, meals, tea and snacks.
- Final Beneficiaries: Herb growers, Trainees, Patients and People receiving traditional Tibetan medicine as a source of treatment.
- Estimated Result: Immediate increase in number of people who receives training in instrument and machine operations and its basic maintenance by 22 low paid female general staff members of Men-Tsee-Khang and such training will ensure placement within the institute.
- Duration of project: 100 days.
- location of the action : Men-Tsee-Khang, Dharamsala Himachal Pradesh, (HP) India

Budget for the Project

S. NO	Particular	Rate	No of days	Qty	Amount
1.	Stationeries	100.00		17	1700.00
2.	Rental fee for Training Centre	1,500.00	100	1	150,000.00
3.	Instrument Rental Fee	2,000.00	100	-	200,000.00
4.	Electricity facility Fee	150.00	100	-	15,000.00
5.	Honorarium for Instructors	1,000.00	100	3	300,000.00
6.	Lunch and refreshment	100.00	100	25	250,000.00
7.	Training Aid raw material	3,500.00	100	-	350,000.00
8.	Instrument maintenance cost	150.00	100	-	15,000.00
9.	Stipend for trainee	600.00	100	22	1,320,000.00
10.	Miscellaneous Expenses				5,000.00
	Total Amount in INR				2,606,700.00
	Contingencies@5%				130,335.00
	Grand Total Amount				2,737,035.00
	Grand Total Amount in USD				38,994.00
	Grand Total Amount in EUR				34,807.00

➤ Exchange Rate as on 07th Sept, 2015. 1 USD = 66.85 INR, 1 EUR = 74.89 INR

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Project No: M-07 (Expanded)

Intensive Training in machine operation, its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Department of Men-Tsee-Khang (Tibetan Medical & Astro. Institute of His Holiness the Dalai Lama) at Dharamsala, Himachal Pradesh (H.P), India.

Title of the action:	Intensive Training in machine operation, its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Department of Men-Tsee-Khang (Tibetan Medical & Astro. Institute of His Holiness the Dalai Lama) at Dharamsala, Himachal Pradesh (H.P), India.
Location of the action	Men-Tsee-Khang, Dharamsala Himachal Pradesh, India.
Total duration of the action (months):	100 days
Budget	<ul style="list-style-type: none"> ➤ INR: 2,737,035.00, USD: 38,994.00, Euro: 34,807.00 ➤ Exchange Rate as on 07th Sept, 2015. 1 USD = 66.85 INR, 1 EUR = 74.89 INR
Objectives of the action	<p>Overall objective: To</p> <p>Specific objectives:</p> <ul style="list-style-type: none"> • To enhance the confidence of the female employees. • To provide a platform for self development and determination in performing a particular task. • To make them more independent in performing a particular tusk entrusted on them. • To sustain Men-Tsee-Khang activities that seek to preserve this valuable component of our culture including the training of new practitioners and its various academic departments
Target group(s)	<ul style="list-style-type: none"> • Low paid female employees of our two production units.
Final beneficiaries	<ul style="list-style-type: none"> • Tibetan Community in exile through its cultural preservation, economic contribution, healthcare service, social welfare programs • The global community, by providing access to traditional Tibetan medicine. • The consistent increase in the number of patients who were seeking treatment from our 55 national branch clinics in India and the demands for health care products from private sectors is on rise. The more needs of herbs to fulfill the demands of our national clinics, private sectors and individuals will ultimately results in benefitting the herb growers in the long run.
Estimated results	<ul style="list-style-type: none"> • Immediate increase in number of people who receives training in instrument and machine operations and its basic maintenance by 22 low paid female general staff members of Men-Tsee-Khang and such training will ensure placement within the institute.
Main activities	<ul style="list-style-type: none"> • The project will include the arrangement of technical Personnel (Instructor), space, training materials, machines meals, tea and snacks.

DESCRIPTION OF THE ACTION

Background to the preparation of the action

The vision of Men-Tsee-Khang is to improve the lives of people by promoting and delivering our traditional system of medicine, and to preserve this element of our rich and ancient culture. Since being re-established in 1961, following the occupation of Tibet and subsequent exile of His Holiness the 14th Dalai Lama and the Tibetan Government, Men-Tsee-Khang has preserved and promoted this ancient form of medicine that is inherently intertwined in Tibetan culture. Men-Tsee-Khang in its endeavor of 54 years in India has produced 287 Physicians and 52 Astro-Science Practitioners from its headquarters in Dharamsala, delivering health services throughout India and has become an integral economic contributor to the Tibetan community in exile through its employment of nearly five hundred people nationally and social welfare programs. Our 55 dedicated branch clinics deliver low-cost traditional healthcare to over 600,000 people in local communities throughout India every year. In our commitment to the vulnerable and disadvantaged, we provide free health consultations and medicines to those most in need.

In addition to the valuable health services provided, our headquarters house various academic departments developed to preserve and promote Tibetan Medicine, manufacture a range of medicinal and astrological products, conduct Clinical Research on disorders like diabetes, cancer, hepatitis and hypertension and are developing a Materia Medica by identifying and documenting traditionally used herbs, preserving pressed specimens and through the cultivation of rare species for research, amongst many other projects.

Federico Mayor, Director General, UNESCO states “The indigenous people of the world possess an immense knowledge of their environments, based on centuries of living close to nature. Living in and from the richness and variety of complex ecosystems, they have an understanding of the properties of plants and animals, the functioning of ecosystems and techniques for using and managing them that is particular and often detailed. In rural communities in developing countries, locally occurring species are relied on for many – sometimes all – foods, medicines, fuel, building materials and other products. Equally, people’s knowledge and perceptions of the environment, and their relationships with it, are often important elements of cultural identity.”

The Pharmacy and Herbal Product Research Departments of Men-Tsee-Khang are the two most important departments of our institute. The pharmacy department produces more than 100 different herbal remedies for different ailments and on the other hand side the Herbal Product Research Department produces 56 different varieties of herbal health care products for different types of ailments and health. In these two departments we have considerable amount of female employees who are engaged in the production unit.

Most of the female employees in these two departments of our institute are low paid general staff and some of them were recently arrived from Tibet and few of them were school dropouts. Many of them arrived in India as an overage and their prospects for further studies are limited. Thus, end up working in our institute as low paid general staff. The raw-material cleaning unit, counting and packaging units are the places of their work in these two departments. They are as many as 23 female employees in these two departments and Men-Tsee-Khang employs certain machines for the production of its herbal remedies and health care products. Machines such as tea machines, tube machines, packing machines, shrinking and cropping are some of the most popular ones.

Tea Machine: are those machines which are used to produce different kinds of teas for different ailments and health care. Currently Men-Tsee-Khang produces 16 different kinds of teas.

Tube Machine: Many products of our institute such as hair oil, shampoo, cream and etc comes in variety of shapes in tubes. Specific skills and know how are required in operation of such machines. Currently Men-Tsee-Khang produces 4 different kinds of herbal health care products in tube.

Packing machine: One of the most important parts and parcel of the marketing techniques is the proper packaging. Hence, training in packaging machines are essential to make sure that the products are in good shape and up to the standard.

Maintenance and Repair: An important indispensable part of machines for our production units is the techniques of how to employ the machines to produce maximum output and maintain the standard of production of the herbal remedies and products. Machines are always bounds to fail and it is sure that repairs are needed, when needs arises we have to call Indian-technician to address the problem.

Training in maintenance and repair of machines is must so that our female staff of pharmacy and herbal product research department will receive the all round training from operation till to the maintenance and repair. The most of the female employees of our pharmacy and herbal product research department are not in a position to handle the operation of the above mentioned machines and trainings are required for them to run the machines smoothly in tune to the production capacity.

We will appoint instructors and he/she will provide in depth the process of the instrument or machine operation, its production capacity, maintenance and repairing techniques. Such training in operation and controlling of the machines will boost the moral confidence of these female employees in their day to day work and it will also helps them to provide a sustainable livelihood.

Hence, in the long run such training will surely help them in raising their living standard and workmanship. In order to boost the confidence and empower the female employees, it is indispensable for Men-Tsee-Khang to provide an intensive training in machine operation and its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Departments.

Such training will help them to reduce the dependence on their male counterpart and becoming more independent in their work.

Hence, in the long run such training will surely helps in raising their living standard and workmanship.

The List of instructors.

- 1.) Mrs. Nyima Dolma for Tea Machines.
- 2.) Mr. Tsering Norbu for Tube Machines and
- 3.) Mr. Wangchuk for maintenance and repair.

Providing such a basic training in machine operation for our female employees of pharmacy and Herbal product Research Department is essential for the development of their personality, confidence and self determination.

Objectives of the action

- To enhance the confidence of the female employees.
- To provide a platform for self development and determination in performing a particular task.
- To make them more independent in performing a particular tusk entrusted on them.

Project Activities and Output.

The project will be undertaken in Men-Tsee-Khang, Dharamsala and the project will include the arrangement of technician (instructor), Space, training materials, machines, meals, tea and snacks.

The expected outcome of the action is immediate increase in number of people who receives training in instrument and machine operations and its basic maintenance by 22 low paid female general staff members along with ensured placement in our institute.

Time Frame

The primary time consideration will be the arrangement of necessary instructors, training space, fund and instruments. On completion of the arrangements we would be able to provide the necessary training in machine operation, its basic maintenance and repair for 22 female staff members of Pharmacy and Herbal Product Research Department.

Trainings are provided in the following fields. Tea machine, tube machine, packaging machines and maintenance and repair of the above mentioned machines.

Target groups and beneficiaries

Approximately 80% of people living in developing countries depend on traditional medicine for primary health care. The World Health Organization recognizes the contribution and importance of traditional medicine and the need to preserve it as expressed by the Director General Dr Chen, who states “These are historical assets that have become all the more relevant given the three main ills of life in the 21st century: the globalization of unhealthy lifestyles, rapid unplanned urbanization, and demographic ageing. The time has never been better, and the reasons never greater, for giving traditional medicine its proper place in addressing the many ills that face all our modern – and our traditional – societies.”

EMPLOYEES

Men-Tsee-Khang currently employs over 500 people throughout India. This training would enable Men-Tsee-Khang to provide employ an additional 25 additional employees (22 trainees, 3 machine instructors ie; tea, tube, maintenance repair) immediately and continue to grow and develop employment throughout the organization.

THE HERB GROWERS

The consistent increase in the number of patients who were seeking treatment from our 55 national branch clinics in India and the demands for health care products from private sectors is on rise. The more needs of herbs to fulfill the demands of our national clinics, private sectors and individuals will ultimately results in benefitting the herb growers in the long run.

THE PRIVATE SECTOR

The local Private Sector has consistently expressed interest in procuring products through Men-Tsee-Khang. This group includes Private Tibetan Medical Practitioners both nationally (of which nearly 80 have registered their interest in Men-Tsee-Khang supply) and throughout 55 countries internationally.

SOCIAL WELFARE BENEFICIARIES

Men-Tsee-Khang Social Welfare programs include providing free healthcare to Tibetan refugees, the terminally and critically ill, the elderly and those suffering serious financial hardship.

INTERNATIONAL COMMUNITY

Men-Tsee-Khang is supporting the health and wellbeing of the international community by providing access to one of the oldest medical systems. Like many traditional forms of medicine, Tibetan Medicine is safe, has limited side effects and is a low cost, sustainable form of medicine.

MEN-TSEE-KHANG

The support to our project from government bodies, NGO's and individuals will help us to alleviate the burden of financing the intensive Training in machine operation, its basic maintenance and repair for female staff members of Pharmacy and Herbal Product Research Departments.

Budget for the Project

S. NO	Particular	Rate	No of days	Qty	Amount
1.	Stationeries	100.00		17	1700.00
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Time line for the project.

S.No	Particulars	M1	M2	M3	10 days
1.	Tea Machine Operation				
2.	Tube Machine Operation				
3.	Packaging Machine				
4.	Maintenance & Repair				

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