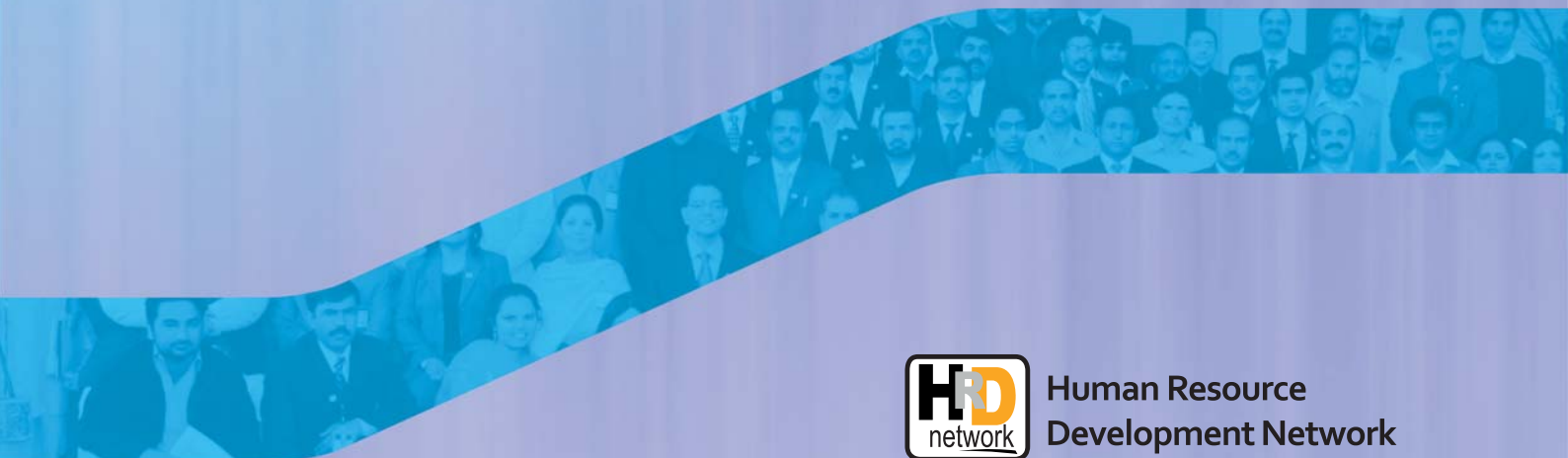


10th All Members' Meeting



A summary of the 10th All Members Meeting held in Islamabad on

13-14 November, 2009



Human Resource
Development Network

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Human Resource
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► Acronyms

AKRSP	Aga Khan Rural Support Program
AMM	All Members Meeting
ATR	Annual Trainers' Retreat
BoD	Board of Directors
CBLRP	Community based Livelihood Recovery Program
CSO	Civil Society Organization
CSRC	Civil Society Resource Centre
ED	Executive Director
HRD Congress	Human Resource Development Congress
HRDN	Human Resource Development Network
ILO	International Labor Organization
IUCN	International Union for Conservation of Nature
MAC	Membership Acceptance Committee
MAJU	Muhammad Ali Jinnah University
NEPRA	National Electric Power Regulatory Authority
NGO	Non- Governmental Organization
NRSP-IRM	National Rural Support Program- Institute of Rural Management
PAK- CDP	Pakistan Community Development Program
PCP	Pakistan Centre of Philanthropy
PPAF	Pakistan Poverty Alleviation Fund
SPO	Strengthening Participatory Organization
SAFWCO	Sindh Agriculture & Forestry Workers Coordinating Organization
SRSO	Sindh Rural Support Organization
SRSP	Sarhad Rural Support Program
ToRs	Term of Reference
UNDP	United Nations Development Program
USAID	United States Assistance in Development
YPLP	Young Professional leadership Program

► Introduction

All Members' Meeting (AMM) provides an opportunity to the members of the Human Resource Development Network (HRDN) for networking, knowledge sharing, over viewing the Network's activities over the past year, discussing its progress and giving their valuable suggestions for future course of action. The AMM provides a unique platform to all HRDN members to share, learn and develop linkages with other members while giving their inputs for further enhancing the effectiveness and relevance of the network's activities.

The Agenda for the AMM is developed in consultation with HRDN Members. The HRDN secretariat arranged a series of small meetings with members to suggest the theme, agenda points and sessions of the 10TH AMM. Since the election of BoD members were a part of this year AMM, therefore responsibilities were also assigned to different members on voluntary basis to ensure transparency and smooth execution. Invitation letters were sent to members one month before, requesting them to convey any important agenda item to the Secretariat along with a brief write-up for its inclusion at an appropriate place in the program.

The major objectives of the AMM were:

- Update members about new developments at HRDN during the year.
- Share the organizational program and financial progress.
- Provide an opportunity to members to interact with each other and develop linkages.
- Get members' input on a range of programs and management issues at the HRDN
- Contribute towards the professional development of members.

► Day I: Social Evening & Dinner



The 10th All Members' Gala Dinner was held on 13th November 2009 at **The Restaurant 1969**, opposite Lok Virsa, Shakarparian Islamabad. HRDN members with families and guests were invited to celebrate 10 years of HRDN. The evening started with the recitation of the Holy Quran by Mr. Zahoor.

Welcome address by Roomi Saeed Hayat



After the recitation, Mr. Roomi Saeed Hayat welcomed all the guests, members and the honorable Chief Guest to the 10th All Members Gala dinner, sharing with the audience the story about the inception and growth of HRDN during the past decade. He thanked all the Members and guests for taking out the time and making

the event a rejuvenating experience for all. He further added that such gatherings helped the non-members in understanding the network, its texture and scope of work with their suitability of joining it.

Mr. Hayat was of the view that such informal get-togethers brought people closer to each other to share their personal experiences, life achievements, career development plans and past memories amidst fun and recreation.

Progress on Strategic Planning of HRDN



Mr. Sheeraz Aslam Mian, HRDN board member and Chair of the Strategic Planning Committee shared the progress on HRDN strategic planning for the years 2010-2015.

He began his presentation by introducing the guests and members with the committee members and also shared meeting briefings. In continuation to the process, he added that a brainstorming session for HRDN's Strategic plan 2010-2015 has already been conveyed by Mr. Shadab Fariduddin.

Talking about the step ahead he added that for conducting the Strategic planning exercise, an external consultant will be hired. The ToRs will

be finalized by Mr. Waqar Haider Awan and the process of hiring will be completed in December 2009.

Later on, the consultant will conduct the entire exercise and will submit the final strategic plan in March 2010. While discussing with members, Mr. Sheeraz Aslam Mian shared what the future shape of HRDN would look like:

- Modest & Selective
- Pilot a concept of scaling up
- Permanent ED
- Opportunity of influencing HRD policies
- Recognize brand Name (Like ASTD, CIPD) (understanding of abbreviations)
- Hub of Resources (human, consultants, HRDN practitioners, information clearing house, think-tank)
- Known as a centre of excellence in HRD
- Draw a business Plan
- IT-enabled

All the members appreciated this initiative of HRDN and agreeing about its importance.

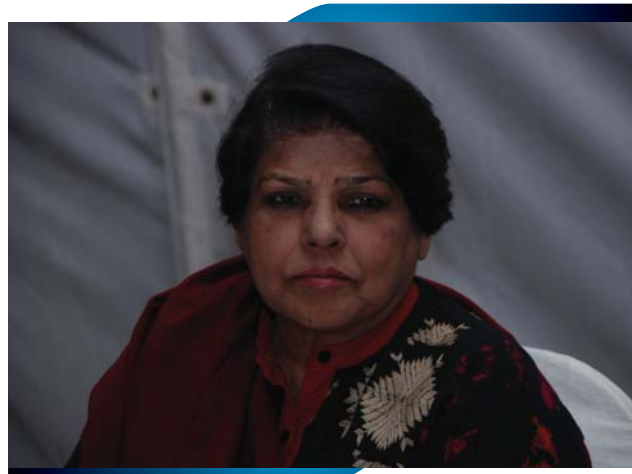
Interactive Session with Members



To make the mood and evening more lively and interactive, Mr. Tariq Masood took over and conducted a Quiz Program. The questions asked during the quiz were mostly related to HRDN however few were general. The members took

part in the quiz program very enthusiastically. Correct answers were awarded with HRDN souvenirs.

Poetry & Discussion



To change the tempo of the Gala Dinner and to add flavor to the night, Ms. Kishwar Naheed was invited to share her views and poetic verses. The entire gathering very humbly welcomed the distinguished lady. Through this platform, many members got the chance to meet and talk to her on a personal level. Ms Kishwar Naheed, recited many of her verses and poems as requested by the gathering. Thus her poetry evoked a rhythmic essence in the souls of the listeners.

Musical Performance



To add fun and joy to the evening, Ms. Sonia and Mr. Amir began a musical performance which

continued even after the dinner with many a member sharing requests and dedications.

Vote of Thanks



In the end, the vote of thanks was given by Ms. Fauzia Bilqis Malik, HRDN Executive Director. The Chief Guest was presented with a bouquet. Last but not least, HRDN celebrated its 10th Birthday by cutting the cake and by lighting the candles on each table. Ms. Malik, in the end thanked the Chief Guest, honorable guests, HRDN members, HRDN team and volunteers for their active participation, day night efforts and support in making the event a success.

► Day II: Conference Day: Sustainable Synergies: Building Capacities of members



Inaugural Session

Ms. Hina Maqsood moderated the first session of AMM. The program started with the recitation of the Holy Quran by Mr. Sahibzada Jawad.

Who and what is HRDN: From Humble Beginning to its 10th Birthday



Mr. Roomi Saeed Hayat, HRDN Chairperson welcomed the Honourable Chief Guest Mr. Gul Muhammad Jakrani, Parliamentary Secretary Education, Govt. of Pakistan; Guest of Honor Mr. Kamran Akbar, Chief Operating Officer PPAF; to the 10th All Members' Meeting. He stated that the success of today's event is based on the success of 9 such events held in previous years. Mr. Hayat stated in his address that this year was even more special as the network was celebrating its 10th Birthday. During these years, HRDN had organized various events for formal and informal interaction. He added that over the years, the membership had grown to more than 800 now: including individuals as well as organizational members; professionals as well as student members. Talking to the audience, he said that many of them were witness to the growth of HRDN from an idea to a reality and now to a fully functional entity of more than 800 members. Like a teenager, HRDN has entered a new era of success and progress; Inshallah

with enormous plans ahead. Talking about new venture, he shared the future plans about HRDN and the process of Strategic Planning setting the course for the future. Coming to its members, he admitted that members were the real strength of the network and planning such events was an opportunity to provide the members with a forum to interact and encourage new partnerships.

Mr. Roomi S. Hayat further added that over the last 10 years, since its inception the network had become a platform for professionals related to human resource development, especially the trainers. Gradually moving ahead HRDN has made achievements in information sharing, research and documentation, advocacy, networking, organizational development and project management. In 2008, HRDN received certification from Pakistan Centre for Philanthropy and ISO Certification.

Mr. Hayat in his speech also highlighted the fact that HRDN started with a vision to create a common platform for HRD professionals to share innovative ideas and latest approaches practiced around the globe; slowly and steadily HRDN is step by step moving towards its goal. He further emphasized that the strength of HRDN is in the members and their successes. There are many who have brought distinction in this field. The network aimed to create a learning environment and to strengthen the development processes by supporting and facilitating through building capacities of its members.

Discussing the day's topic **"Sustainable Synergies – Building Capacities of Members"**, Mr. Hayat mentioned that it was selected to provide an opportunity to the members to assess and see how far the goal has been achieved by sharing ideas and the latest approaches being introduced and practiced around the globe. He further elaborated the fact that the learning

process must continue and HRDN organizes such events annually, as well as various other capacity building opportunities throughout the year.

In the end, talking about AMM and its planning in the previous years and nowadays, he said that in the early years this event was planned as a 2 day event, but due to the current security situation in the country, it had to be limited to one day. Shedding light on the day's proceedings, Mr. Hayat stated that as the day progresses an overview of HRDN's progress for the last year as well as the plans ahead for the coming year will Inshallah be taken into consideration. He also looked forward to the healthy discussions by the eminent speakers in the panel.

While thanking and welcoming all the members whole heartedly for their attendance, in spite of their busy routines and giving their time and feedback he ended his speech with a comment that *"At the AMM, we encourage all members to contribute with full enthusiasm in the discussions as well as give their feedback and extend their support in implementing the future plans. I like to emphasize that "HRDN today is all because of its members and members are the owners of this network, so let's make it excel"*.

Momentary Look at HRDN in 2009 – Progress and Challenges

A Momentary Look at HRDN in 2009- Progress and Challenges was presented by Ms. Fauzia Malik, Executive Director HRDN. She started her presentation with an Introduction of HRDN and its brief historical background. Then moving ahead, she shared through the statement, *"who we are"* the mission and values of HRDN. She further briefed the members and honorable guests about the annual activities of HRDN; which include All Members Meeting, Annual Trainers' Retreat and HRD Congress.

Coming towards, the regular activities, she shared the details regarding in-house and customized trainings and regular monthly forums conducted at the Secretariat and City Chapter Level. Ms. Malik also highlighted the reunion and recreational activities, which HRDN has conducted for its members, which included gala dinners, Eid Milan parties and exhibitions.

During her presentation she not even highlighted the regular activities, but also shed light over the projects HRDN is involved in, which includes YPLP, CBLRP-ILO, project with Care International, CBLRP-UNDP.

Highlighting the role of city chapters and their activities, she said that meetings at city chapter level were also conducted to streamline their ToRs , plan their activities for the next quarter and to increase their membership base. To add the members' interest, during her presentation Ms. Malik shared with the members that in December HRDN will be launching its formal city chapter in Kabul.

Sharing HRDN's achievements, Ms. Malik informed the audience that in year 2009, HRDN has become ISO certified 9001; 2008, PCP certified and passed USAID management standards under Institutional Management & certification Program. She further added, that



HRDN was also going through its strategic planning exercise in January 2010 for its strategic plan 2010-2015.

Discussing the challenges, she emphasized that the HRDN website should be redesigned on priority basis and secondly, to streamline processes and activities, manuals, ToRs and policies need to be redrafted and revised.

In the end, she thanked the entire gathering for supporting HRDN through the last ten years with their commitment, volunteerism and guidance.

Learning Sessions

Contribution of Civil Society Organizations in Human Resource Development in Pakistan"



Mr. Kamal Ahmed Chief Operating Officer from PPAF shared his views about the role & contribution of civil society organizations in HRD with the members and stated that Pakistan's civil society is characterized by hybrid forms, multiple inheritances and the unresolved struggle between the practices and the values of pre-capitalist society and new modes of social life between authoritarian legacies and democratic aspirations.

Discussing the impact of civil society initiatives,

he mentioned that it can be gauged from the fact that CSOs in Pakistan are now accepted as partners in Social & Economic Development. Once an insignificant voice at the edge; civil society today is a force to reckon with, in the national arena. Functioning under resource constraints and in unfavorable environment as they do, CSOs contributions to the country are indeed impressive.

Mr. Ahmed mentioned that civil societies in Pakistan have evolved under the shadow of frequent military interventions and a debt ridden and elitist state system. The ideals of people centered development, human rights, gender equality and social justice are slowly but steadily creeping in to the public policy frameworks; has much to do with the efforts that civil society has made over the past five decades. The emergence of development oriented and advocacy CSOs in the 1990's was essentially a response to the government's misguided priorities and poor planning as well as resource constraints.

Talking about the effectiveness of CSOs in poverty reduction and sustainable development, he highlighted that in rural areas, initiatives such as Aga Khan Rural Support Program (AKRSP) have made a tremendous impact through micro credit, education and income generation.

In his concluding remarks he stated that some NGOs in Pakistan have played an important role in creating awareness on issues such as human & legal rights, women role in development, and over population. For women & minorities they have borne the brunt of religious bigotry and social repression, civil society has come as a silver lining in the dark, gloomy clouds.

Civil Society's efforts have given impetus to the government's slowly growing commitments towards greater gender equality culminating

in Pakistan. In the end Mr. Kamal Ahmed also appreciated HRDN efforts and its members' contribution in making HRDN a platform where all can share their experiences, lessons learnt and new training techniques.

- Speech by the Chief Guest- Mr. Gul Muhammad Jakrani, Parliamentary Secretary Education, Govt. of Pakistan

Mr. Jakrani shared his gratitude and pleasure at the inaugural session of the 10th All Members' Meeting of HRDN, stating that he was delighted to see such an immense pool of professionals in the hall, joined together to become an intellectual force in reality; thus giving him a great vigor and optimism for the future of Pakistan.



Talking to HRDN members, he stated that "today's theme is of enormous value as it is a step towards building future prospects for the coming generations. Building capacities is a process that has to be connected through a chain of leaning processes."

During his speech, Mr. Jakrani mentioned that during the last ten years; the government had education as one of the top priorities and HRDN being a great platform for the Capacity Building Program is great support in promoting and implementing the education plans. Quoting a famous saying that low quality education

leads to unskilled population; he stated that education plays a pivotal role in capacity building. Capacity enhancement and education in developing countries has its own challenges. It requires excellent leadership to overcome the major gaps. Mr. Jakrani expressed that there is a need to develop a framework of human capacity building programs that should mainly identify young and talented individuals (women and men) with potential to become agents of change but the need to organize and deliver effective learning interventions relevant to the local environment is present. It is important to facilitate the opportunity for real-life application of acquired knowledge and skills. The goal cannot be achieved without promoting development of a sustainable career path with growth opportunities for all.

Discussing the importance of investment in people's capacity enhancement, he highlighted that it is like planting a tree, where the fruit comes late but proves sustainable. It is imperative to align the curriculum with dynamically changing market needs. Focus has to be on learning, rather than acquiring degrees only. The required policies development has to bring people's need on top, particularly in education as it decides the career of each & every student.

Referring to Mr. Roomi's words, Mr. Jakrani added to his speech that HRDN has played a very strong role in bridging the gap by transforming the learnings into action. HRDN being a member based organization with above 800 members can fill this gap and positively influence the development scenario in Pakistan. An established network like HRDN has the capacity to upgrade capabilities of existing trainers and educators in civil society organizations, government, academia and the private sector. HRDN is expected to build a resource pool on human resource development, develop and implement quality standards of capacity building, to offset

the gaps in national capacity in certain areas. It has established an effective system for knowledge sharing and learnings from various organizations, programs and projects in the sector.

In his concluding remarks, he expressed that the agenda is huge; the task is challenging. But for the sake of millions of poor and disadvantaged people in the world particularly Pakistan, we must work towards overcoming the challenges. Pointing towards HRDN members, Mr. Jakrani stated that "you as members of HRD Network are very much part of the solution." This is also a priority agenda of the Government of Pakistan to support such initiatives. In the end, Mr. Gul Muhammad Jakrani paid tribute to the sense of volunteerism and immense hard work HRDN team and members are putting in to make the network flourish and excel. He wished HRDN the best of luck in achieving its goal and vision in building Pakistan today and tomorrow.

Awards to Distinguished Guests



With the completion of the inaugural session, Mr. Gul Muhammad Jakrani was requested to present awards to the distinguished guests, i.e. Mr. Kamal Ahmed and Roomi Saeed Hayat. Mr. Mahmood Akhter Cheema was requested to come on stage to present the award to Mr. Gul Muhammad Jakrani.



Ms. Hina Maqsood, Master of Ceremony requested the honorable Chief Guest Mr. Gul Muhammad Jakrani, Key Speaker Mr. Kamal Ahmad, HRDN members, and Honorable Guests to make themselves available for the group photo.

Support of BoD in Strengthening the Network



After the Group photo and tea, Ms. Grace T. Sheikh moderated the next session of "Support of BoD in Strengthening the Network". To present the progress of HRDN Board of Directors, Mr. Mahmood Akhter Cheema from IUCN and HRDN BoD member was invited.

Mr. Cheema thanked Ms. Sheikh for giving him

the opportunity to share and discuss the progress of the HRDN board, which has completed a year of its service. In his presentation, Mr. Cheema shared that up till now five BoD meetings had been held between Oct 2008 – Aug 2009 and as a result of these meetings the following operational committees have been formed:

- Staff Appointment Committee
- Membership Acceptance Committee (MAC)



- Purchase Committee
- Strategic Planning Committee
- HRD Congress Planning Committee
- AMM Planning Committee
- Budget Committee

Discussing the key decisions made by the board he pointed out the following in his presentation:

- Renewal of Membership Fee
- Bi-Monthly MAC Meeting
- Separate Account for Provident Fund
- Life time Membership for Professional members
- Conversion of membership from General to Professional
- Appointment of New Audit Team
- Appointment of Executive Director
- Purchase of Vehicle
- Addition of Income Tax Rules 213 (1)(b) in HRDN Constitution

Then the forum was made open to take comments and questions from the audience. In an answer to the question, Mr. Mahmood Akhter Cheema shared the progress of membership acceptance committee and the criteria they are following to review the applications. He further added that, keeping in view the large number of applications that come to HRDN, the quarterly meetings have been rescheduled to bi-monthly so as to address the queries and requests at the earliest.

In an answer to a question regarding the life-time membership of professional members

and not for the general members, Mr. Cheema responded that as HRDN is a strategic think-tank, a resource hub of professionals, so those who are professionals and can contribute in the development of human resource management and development directly can attain life-time membership. Such individuals can be General members. And he further added to his comment that, as "I know, many of you are", so an easy and possible way for you is to get your membership converted from general to professional. And then you can enjoy the status of life time member of HRDN."

In the end, Ms. Grace T. Sheikh thanked Mr. Cheema for sharing such valuable information and updates regarding the Board activities and the progress made so far and also the audience for showing their keen interest and concern towards the Network progress and development.

► Panel Discussions

I- Perception of stakeholders about the role of NGOs / Non-profit Sector Development Sector in Human Resource Development in Pakistan

CHAIR:

Ms. Robeela Bangash – Consultant, HRDN Founder member

PANELISTS:

NGOs: Mr. Gul Najam Jamy – Aga Khan Foundation



NGOs: Mr. Harris Khalique – SPO

NGOs: Ms. Mussarat Anwar – Khwendo Kor

Moderator:

Mr. Shadab Farid-ud-Din – Four Corners Group

Rappoteur:

Mr. Zahid Ali Mubarak – Khushali Bank

The discussion started with a formal introduction of the session chair, the panelists and rappoteur by Mr. Shadab Fariduddin. Each Panelist was given seven minutes to share their views. Then the session was made open to the comments and questions by members.

Mr. Harris Khalique opened the session by sharing his comments regarding the perception of stakeholders about the role of NGOs/ Nonprofit sector development sector in human resources development in Pakistan. He stated that all people should be equal and people should be given equal opportunities for livelihood, health & education but in Pakistan the entire system is imbalanced, as a result of which power lies in the hands of higher (wealthy people) and thus nothing is left for the poor people.

Talking about human resource development, he mentioned that it is skill-based at the moment, but to make it more prominent and effective, it should be knowledge-based as well. He further added that people's perception about Human resource is; that they are foreign paid.

Talking about women empowerment and development, he said that there is need for the women to be involved in all spheres of life. He further added that it's only in the development sector where the issues of women both social, economical are raised.

After Mr. Harris Khalique, Ms. Mussarat Saeed from Khwendor Kor discussed the role of NGOs in HRD development and shared that Khwendor

Kor is working in very remote and marginalized areas (FATA) where there is almost 0% literacy rate and non-availability of basic facilities in the area. She shared that KK has provided basic facilities to the door steps of these marginalized people; thus highlighting the role of NGO in HR development at community level.

She mentioned that people can also be empowered through advocacy at grassroots level; thus bringing change at the policy level. NGOs should also provide opportunities for training and internships to the youth. Ms. Saeed further added that in order to make it effective and sustainable, the development should be rights based.

The third panelist was Mr. Gul Najam Jamy from Aga Khan Foundation, Karachi sharing his views and knowledge about the topic, by stating that CSRC in Karachi is contributing a lot towards HR development. He also shared the key findings of the study conducted on HR by Aga Khan Foundation. He further added that civil society organization is a broad term. The main difference between NGOs and CSOs was that NGOs are for other people and CSOs are for their own members. He further added that the CSOs further fall in the category of Non-governmental organizations. CSOs also play an important role in HR development.

During his conversation he further revealed that 93% funding for NGOs come from inside Pakistan and 7% are from abroad. But those availing this 7% know how to get it which is definitely a skill.

Talking about the systems and standards, he mentioned that systems are proper in cooperate/ government sector but people misuse them. In NGOs such systems are not functional but the people are sincere.

After the panelists shared their views the moderator, Mr. Shadab Farid ud- din thanked the panelists for their valuable comments and opened the forum for discussion and questions.

The first question asked from the panelists of the session was "Why NGOs do not get proper recognition and media coverage for their work?" Answering the questions, Mr. Jamy stated that media believes that the NGOs are entities from elite class that have developed in Pakistan. Media perceives that NGOs spend a lot of money, irrelevant to the needs and problems of the communities.

Sharing a comment, Mr. Faisal Gorchani from Mahboob-ul-Haq, Islamabad said that it is a good debate. Basically it is the government that has to provide all basic facilities to the community and people as they are the taxpayers. NGOs are providing support to it and are filling the gap.

Commenting over the panelists' discussion Mr. Sohail from Pak Oman Bank shared that there is a big communication gap. NGOs are contributing a lot and people must value their services. There is a remarkable impact, clearly visible in rural communities. He further added that where there is need there is always a grand opportunity for NGOs to make good repute by working properly.

In the end Ms. Robeela Bangsh closed the discussion by sharing her view points. She added

that every system has its take on have and have nots, but even then not only civil society is contributing a lot, but also the government, donors are not only contributing, but recognizing and acknowledging it as well.

She further stressed that gaps must be removed and there is a need to go for skills as well as knowledge building of the individual and organization.

She emphasized upon the importance to contribute towards gender empowerment and appreciated Khowendo Kor's efforts. Ms. Bangash added that the need is not to reinvest, rather to cooperate and coordinate.

II - Panel Discussion: "Perception of stakeholders about the role of Media in Human Resource Development in Pakistan"

CHAIR:

Mr. Masood ul Mulk – Sarhad Rural Support Programme (SRSP)

Panelists

ACADEMIA:

Professor Amanullah Khan – Dean Riphah University

GOVERNMENT:

Dr. Noor Fatima- NEPRA

MODERATOR:

Mr. Arif Vaseer – MAJU

RAPPORTEUR:

Mr. Naimatullah Akbari



The moderator welcomed the participants and asked the chair and panelists' to take their seats. He announced that the panelists from Media were not able to attend due to some urgent and last minute assignments. The moderator further mentioned that each panelist will be given five minutes to share their views on the agenda item.

Professor Amanullah Khan was the first panelist who categorized the role of media in human resource development in two main areas:

- a) Media's role as a tool to enhance capacity of the people through providing information on different development issues.
- b) Media's role to influence attitudes, perception and mindset are of significance. He explained how an advertisement captures attention of the viewers and changes their mindset on specific issues.

He also shared the example of media's role in election campaigns and how it leaves its impact on people's value system and determination of the future of a society.

Dr. Fatima was the second panelist, who again emphasized on Media's potential role in human resource development especially on changing the perceptions. Dr. Fatima explained how perception could be stronger than reality. She pointed out that journalists and media people need continuous capacity building and career development programs to fulfill their responsibilities in human development. She also explained the challenges of much diversified views presented through media which will be hindrance for unity in a society and suggested that media should take necessary measures to minimize this vast diversification and ensure more coordination and collaboration in their

programs. She focused on media capacity building and urged for building capacities of journalists on this area and thus enabling them to have the capacity to handle important issues properly. She highlighted media's role in broadcasting current sugar crisis in Pakistan and challenged the government in addressing the basic needs of the society.

Mr. Masood Malik Panel Chair agreed on the potential role of media in shaping the mindsets of the people in a society and highlighted the need of capacity building of journalists to handle the issues and to fulfill their important role. He pointed out two main issues of concern: access to media and control over media.

After the viewpoints of the panelists the session was declared open for question and answers. The participants very eagerly raised questions and shared their comments on control over media, access to media, how to improve relationships with media, funding sources of media by outsiders and its negative aspects.

Mr. Amanullah explained the importance of relationship with media and focused on the importance of media capacity building. In addition he suggested coordination among media and government, proper adoption of ethical norms by media people and establishment of a control mechanism over media.

The chair summarized the discussion. He stated that media has an important role to play as a tool to enhance capacity of people in the society and to influence their perceptions. Therefore, it has significant role in human resource development. He also emphasized on media capacity building thus to enable them to handle the issues properly. In addition he encouraged media to promote self-regulation mechanisms to fulfill their important role in the society.

Awards & Closing

Heading towards the concluding session, Mr. Roomi Saeed Hayat and other honorable members from Board and general body were requested to present awards to the Session Chairs, Session Panelists, Moderators, Event Manager and HRDN Executive Director.



Vote of Thanks

Ms. Robeela Bangash, HRDN founder member was requested to share few words. She stated that at the end of a very energetic and productive day with valuable members of HRDN, prominent speakers and distinguished guests, she would like to formally thank all for their kind participation. Ms. Bangash mentioned that "today's event was well organized, particularly because it helped us meet with such wonderful intellectuals and think tanks. It sure helped in networking among the members and scholars in academia, NGOs, media and other civil society organizations."





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