

REPORT



**Human
Resource
Development
Network**

First All Members Meeting

September 28 — 29, 2000

Human Resource Development Network
Islamabad

Sponsored by
ActionAid Pakistan

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Meeting

28-29 September 2000

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26, Street 56, F-6/4, Islamabad

Sponsored by ActionAid Pakistan

by

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Acknowledgements

HRDN would like to thank the Founding Members without whose support and supervision this event would not have been held. ActionAid Pakistan proved to be invaluable as far as making the First AMM possible and the two-day exhibition as well, which was arranged to coincide with the main event. HRDN would like to thank **Dr. Sarah Termazi**, Country Director of ActionAid Pakistan whose active participation allowed the launch of the Human Resource Development Network involving all its members at this sensitive and critical moment since its inception.

Much appreciation is also due to **Mr. Omar Asghar Khan**, Federal Minister for Environment, Local Government and Rural Development, Labor, Manpower and Overseas Pakistanis, who very kindly consented to be the Chief Guest at the Inaugural Session. **Mr. Shoaib Sultan Khan**, Senior Advisor at UNDP and Chairman RSP Network also graced the occasion and enlightened the participants with his Key Note Speech on Sustainable Human Development.

We thank Mr. Sergio Piazzardi, Head of Development Section at the European Union and Mr. Rashid Bajwa, General Manager of National Rural Support Programme for taking part in this session. Ms. Afshan Tehseen, Programme Officer at ActionAid was also instrumental in making this event a success. Her practical assistance and insight at all times – before, during and after the event is valued by us.

Efforts of the staff at National Rural Support Programme – Institute of Rural Management are also appreciated for assisting HRDN by pooling their skills in order to ensure smooth logistical arrangements of the function.

Introduction

The two-day First All-Member Meeting was organized at Dreamland Motel in Islamabad, Pakistan. A majority of the members consisting of both individual members and representatives of member organizations arrived the evening before - on the 27th September - to attend a dinner hosted by HRD Network.

Exhibition

On 27 September, representatives of member organizations set up and decorated their stalls for an exhibition, which had also been organized to coincide with the two-day meeting. These stalls depicted samples of the work, different activities and projects in which the member organizations were currently involved with. Promotional material consisted of posters, brochures, publications, banners and informative video clips and samples of various handicraft items (unusual candles, rugs, hand-embroidered caps, pure honey, fresh dates, attractive bags, footwear) prepared by the various communities with whom the organizations were involved.

A live demonstration of skilled workers making footballs was an unusual and unique visual experience for the participants and guests.

Objectives of the First AMM

To mark the end of HRD Network's first seven months of operation

To inform the participants and guests about the various milestones achieved during the first year.

To provide a platform where both individual members and organizational contacts could meet each other in person for the very first time in a friendly environment. This would bring about a bonding process and the feeling amongst the members that they are a cohesive unit.

To provide an opportunity to all the members to formulate their perspectives, desires and expectations for HRD Network - both for short-term and long-term prospects so that realistic and attainable roles for the HRD Network are set

- To formulate future sustainable activities based upon the expectations, aspirations and projected challenges carved out for the Network
- To formally elect the members of the Executive Committee
- To formulate roles and strategies for the Executive Committee
- To provide opportunities to the public for applying for HRDN membership during the two-day event as well as in the future.

ActionAid Pakistan The Sponsor

The event was entirely sponsored by ActionAid Pakistan. Dr. Sarah Termazi, Country Director of ActionAid Pakistan was indeed very helpful and generous in agreeing to sponsor the First All Member Meeting.

ActionAid: a brief background

'ActionAid is an international non-governmental organization working with the poorest communities in over 30 countries throughout Asia, Africa, Latin America and the Caribbean' (Pg.3 Annual Report 1999-2000 ActionAid Pakistan). It is one of UK's largest charities working with the poorest and marginalized communities towards poverty eradication and sustainable economic growth.

ActionAid Pakistan

In 1992 ActionAid Pakistan commenced its development work in Pakistan with the goal of eradicating poverty in its target areas. All the programmes are tailored to favour the poorest of the poor with a strong focus on women. Increasing awareness on women's rights, capacity building, providing micro credit solutions, improving mother and child health, and providing basic education in outreach areas are examples of some of the services these programmes provide (P 3).

Advocacy

The contemporary shift in development has been from service delivery to rights-based advocacy which 'focuses on four major themes:

- **education**
- **food security**
- **gender** and
- **child rights'** (Pg. 17 A.R.1999-2000 AA-Pk)

through 'associations with civil society organizations and the government to share the diverse experiences gained by interacting with the poor in understanding their social and economic plight'. (IX Executive Summary).

Projects

ActionAid Pakistan has seven long-term functional development projects of 8-10 years that are located in the extremely remote, marginalized areas of the country. Currently there are twenty-three short-term projects / partnerships of 3 months to 2 years duration in all provinces of Pakistan including FATA and Azad Jammu and Kashmir (P.3 A.R. 1999-2000 AA-Pk).

Long-Term Projects - areas of specialization

Some of the development areas covered by the long-term projects are:

- Education
- Child rights
- Gender
- Income generation
- Food security
- Health
- Water
- Natural resource development
- Livestock

Short-Term Projects – areas of specialization

Currently the sectors in focus comprise of these additional ones:

- Disability
- Water resource management
- Capacity building
- Microfinance
- Training programmes

Qaumi Talimi Ittehad (National Education Alliance) is a national level network established by ActionAid Pakistan to promote basic education and to contribute towards achieving EFA - Education For All. This network includes academicians, researchers, media persons, civil society representatives, government officials, partner organizations and staff.

Day One Inaugural Session

Registration Desk

Members and guests signed in at the Registration Desk where they were handed an HRD Network branded cloth folder containing the two-day itinerary, a list of all members, HRD Network badges, notepad, pen and the blue eight-page HRD Network brochure.

The five-member panel took their seats and thus the Inaugural Session was underway. The panel members consisted of:

Panel Members

- | | |
|---------------------------------|--|
| 1. Mr. Omar Asghar Khan. | Federal Minister for Environment, Local Government and Rural Development, Labor, Manpower and Overseas Pakistanis. |
| 2. Mr. Sergio Piazzardi. | Head of Development Section, European Union |
| 3. Mr. Rashid Bajwa. | General Manager, National Rural Support Manager |
| 4. Dr. Sarah Tirmazi. | Country Director, ActionAid |
| 5. Ms. Afshan Tehseen. | Programme Officer, ActionAid |

Welcome Note by Ms. Afshan Tehseen and Dr Sarah Tirmazi

Ms. Afshan Tehseen formally welcomed members and guests who had gathered from all over Pakistan and the participants for attending the First AMM and showing such a marked interest in the workshop. She then requested each member to introduce themselves and their affiliated organizations.

After the introduction of participants, Dr. Sarah Tirmazi addressed the participants and said that she was optimistic about the Network's future and that it would surely endeavor to promote its goals.

Introduction to HRD Network by Mr. Roomi Saeed Hayat, Programme Manager, National Rural Support Programme –Institute of Rural Management

Mr. Roomi Saeed Hayat talked about how the concept behind the HRD Network was conceived and developed into a concrete existence. Further, he detailed the six separate workshops held during the period from 1997 to 1999, which culminated in the formation of the HRD Network.

He briefed the participants about how, in January 1997, NRSP initiated the process of bringing various organizations together by organizing the first workshop on Networking for Sharing Training Resources. During the last workshop on 31 August 1999, the activities culminated in formation of the Human Resource Development Network. The Founding members formed part of the general structure and working mechanism of the network with the participants.

Mr. Hayat further briefly informed the participants about the HRD Network's website, Information Clearing House, and the formation of the first HRDN foreign chapter in Nepal. These are modest achievements no doubt, but keeping in view the time factor and the limited resources available, the results were satisfactory. For the present, HRD Network Secretariat was stationed within National Rural Support Programme – Institute of Rural Management (NRSP-IRM), and was therefore dependent upon the latter for office space, stationary and furniture and other resources and equipment including personal computers as well.

Introduction of Nepal Chapter

Ms. Minisa Khatri Dhunghana who was the HRD Network's first international member traveled from Nepal to attend and support HRD Network. She briefed the audience about Nepal, its social and political systems and SNV Nepal, the organization she was working for. She also talked about the various ways in which she perceived the Nepal chapter could assist HRD Network in achieving its aims abroad.

Shield Distribution HRD Network shields were distributed to Mr. Omar Asghar Khan, Mr. Sergio Piazzardi, Mr. Rashid Bajwa, Dr. Sarah Termizi and Ms. Shezreen Shah who received a shield for the HRD Network Secretariat, Islamabad.