

2016

17TH ALL MEMBERS MEETING

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HRD NETwork

12/29/2016

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Introduction

HRDN All Members' Meeting (AMM)

The All Members Meeting (AMM) is a tradition of last 17 years, whose purpose is to update HRDN members about network's performance in the previous year and at the same time inviting feedback of members for further enhancing the effectiveness and relevance of the network's activities for future. AMM is one of the most sought out events of social sector and attracts participation from top of the line prestigious national and international NGOs, agencies of United Nations, World Bank, Government, donor agencies and Universities. This event provides opportunity of networking, learning and knowledge sharing to development professional and members of HRDN.





**Conference on
CPEC: Role of Civil Society
17th All Members Meeting**

December 22, 2016, IRM, #7, Sunrise Avenue, Main Park Road near
COMSATS University, Islamabad, Pakistan

Time	Session	Speakers
1000 - 1030	Registration	
1030 - 1035	Opening of Conference	Recitation & National Anthem
1035 - 1045	Welcome Note & Opening Remarks	Mr. Roomi S. Hayat, Chairman HRD Network
1045 - 1115	HRD Network Official Business	Mr. Suhail Awan, Executive Director, HRD Network
1115 - 1130	Q&A	
1130 - 1150	Group Photo & Tea Break	
1150 - 1200	Guest Presentation Topic: Gilgit-Baltistan: Labour Market Assessment, CPEC – Challenge and Opportunities	Presenter: Mr. Sherzad Ali Khan, Program Manager, Agha Khan Rural Support Program
1200 - 1215	Q&A	
1215 - 1230	Guest Talk Topic: Is Pakistani Human Resource Ready to Benefit from CPEC?	Speaker: Mr. Wali Zahid, Journalist, Futurist and Strategist
1230 - 1245	Q&A	
1245 - 1300	Guest Talk Topic: How Agile Pakistani Civil Society is to respond to opportunities and challenges in CPEC	Speaker: Mr. Amer Zafar Durrani, Founder & CEO Reenergia and Secure Global, Development Expert
1300 - 1315	Q&A	
1315 - 1330	Souvenirs and Vote of Thanks	Mr. Ch. Haq Nawaz Khan, Founder Member, HRD Network
1330 - 1430	Networking at Lunch	

Co-host by:



HRD Network
House 2, Street 689, Sector G-13/3, Islamabad.
Tel: 051-8744736-8744737



Proceeding of All Members' Meeting- 2016

Session 1:

The meeting started with recitation of Holy Quran followed by in chorus singing National Anthem by all participants. The first session was focused on progress of HRDN in previous year with questions answers and comments session by members. Second session was followed by guest speaker's talks and presentations. The AMM had participants from member organizations working nationwide and representatives of INGOs. Individual members ensured their presence to alive the spirit of network.

The first session was chaired by: -

- Mr. Roomi Saeed Hayat (Chairman & Founder Members of HRD Network)
- Mr. Ch. Haq Nawaz Khan (Founder Member HRD Network)
- Mr. Suhail Awan (Executive Director HRD Network).

Welcome Address by Mr. Roomi S. Hayat

Mr. Roomi S. Hayat formally welcome all members on the 17th All Members' Meeting. Mr. Hayat said he is happy that we're maintaining our tradition of this annual gathering, which not only provide us an opportunity to take stock of what the Network has done in last one year, this also helps us network, learn and deliberate on emerging realities, challenges and opportunities.



He said today's meeting apart from it's traditional significance is very important from two aspects.

First, we are at very important point of transitioning HRDN to a new regulatory regime and I'm very pleased to share that HRD Network is registered as a Company under Section 42 of the Companies Ordinance with SECP.

Second, after business hour session, speakers will be discussing China Pakistan Economic Corridor and role of Civil Society. This project is expected to create enormous opportunities, so it's high time to think how well prepared our Human Resource is to match the needs of upcoming 15 years.

It was said by Mr. Hayat that as many of you have an idea of changing aid paradigm and not-for-profit sector related regulations and compulsions, which has a significant adverse affect on the sector, let me tell you that affects of this environment or event worst on institutions like HRDN.

Sustainability and resource mobilization remained a major challenge for us in year 2016 and we expect similar situation in coming year.

The board of HRD Network is seriously looking into different ways and strategies to deal with this serious challenge of resource mobilization and we also expect our members to come forward with innovative ideas on how strengths of Network can complement it's members' and how as a network, we can not only cope up with these challenges but can also best contribute towards the development of Pakistan.

Your contributions in the shape of membership fee are very important so I urge all the members to please ensure that your membership fee is paid and your membership status is updated.

Progress Review and Future Plans

Mr. Suhail Awan Executive Director HRD Network welcome all members on 17th AMM and highlighted the objectives of the event and very briefly presented the theme CPEC: Role of Civil Society. Mr. Awan shared network progress with members. Following were the major content of the presentation:-

- ❖ Regulatory Regime and Registration with SECP
- ❖ Dissolution of HRDN under SRA 1860
- ❖ Annual Audit of FY 2015-16 and Draft Accounts
- ❖ Networking & Learning
- ❖ Upcoming Events
- ❖ Challenges

Mr. Awan briefed all members that HRDN is registered under SECP and we will dissolve the companies registered under Societies Registration Act 1860. We are in need of consent of all members for the dissolution of existing company.



- Mr. Awan presented annual audited accounts and shared the financial challenges faced by the Network;
- Successfully organized 18th International ATR Conference in Baku, Azerbaijan in April- May 2016 in which around 44 members participated;
- Organized conference on “Peace through Education” in May 2016 in which Ministry of Education and Technical Training Federal Minister Eng. Muhammad Baligh Ur Rehman was chief guest and high officials from government, UN, donor agencies, representatives from national and international NGOs participated;
- Organized conference on “Role of Development Sector in Achieving Sustainable Development Goals” in May 2016 with US Embassy IRC;
- Organized talk on “Gender Based Violence” in December 2016 with US Embassy IRC;
- Organized seminar on “Social Protection” in June 2016 with International Labour Organization;
- Developed organizational Development Strategy for twelve organization while joining hands with Tear Fund
- HRDN has successfully placed 77 paid interns through its Gilgat Baltistan & Chitral Program;
- Developed and launch www.PakDevjobs.com is a not-for-profit “Initiative of the Sector for the Sector” by HRD Network. The portal broadcasts opportunities in the development sector of Pakistan, FREE of Cost.

Future Plans:

- 19th International ATR Conference
- Training & Capacity building

Mr. Awan presented vote of thanks to all members and request them for any suggestion/feedback for the betterment and strengthen of the Network. It was suggested by Mr. Arshad Akif Professional member of Network to make PakDevjobs.com a for profit initiative instead of not for profit. Further it was suggested by Ms. Robeela Bangash to revisit logo of PakDevjobs.com to avoid gender biasness. On training and capacity building initiative it was suggested by Mr. Mustafa Executive Director Friend Development Organization to conduct need assessment of member organizations and organize different trainings for them.

The official business session was closed on vote of thanks and call for group photo.

Session 2

CPEC – Role of Development Sector

China and Pakistan have agreed to build One Belt One Road project more commonly known as China-Pakistan Economic Corridor is expected to bring about both peace and prosperity in South Asia. This corridor will incorporate 2,000 KM transport link between Kashgar in north- western China to Pakistan's Gawadar port on the Arabian Sea near the border with Iran via roads, railways and pipelines. There are many internal and external challenges for Pakistan government to implement this multi-dollars project.

This project will run through most of Pakistan starting from Gawadar in Baluchistan and ending in Kashgar in western China, while passing through parts of Punjab, Sindh, Baluchistan, Khyber Pakhtunkhwa provinces and Gilgit- Baltistan in northern Pakistan to reach the Khunjrab Pass and beyond to China.

Under the CPEC Pakistan planned to construct three corridors, which are the eastern alignment, the central alignment and the western alignment. Apart from industrial parks around these three corridors, investment in the livelihoods including health, education, youth workforce development of communities populated along the lines of these corridors is very critical to ensure sustainable development and sustainable impact. Development Sector has it's due to role to play in social development of masses along corridors and this annual event, with key leaders from social sector, will provide an opportunity to deliberate on the way forward and how social sector can contribute in achievement of overall objectives of One Belt One Road.

Guest Speakers

Profile of Mr. Sherzad Ali Khan- Speaker

Sherzad Ali Khan is working as head of M&E and Renewable Energy with Aga Khan Rural Support Program (AKRSP), Pakistan (www.akrsp.org.pk). With 12 years of work experience, Sherzad Ali Khan is a development professional with an extensive involvement in community driven work in a number of participatory development organizations, civil society organizations, national and international development NGOs and United Nations agencies. Sherzad has acquired advanced knowledge and skills of project and program planning, implementation, management, participatory monitoring and evaluation. He has done masters in development planning from University of Guelph, Canada and masters in Economics



from University of Peshawar. He has also done advanced courses on Monitoring, Evaluation and Research at University of East Anglia, UK. He contributed by applying advanced M&E tools, knowledge and skills to his work during his engagement with a diversity of development and humanitarian organizations in Pakistan and abroad. He has also managed a number of renewable energy projects particularly the micro-hydro program of AKRSP in Northern Pakistan. He has also led youth development initiative of AKRSP in Gilgit-Baltistan and Chitral. As M&E Professional and project manager, He has worked with AKRSP, UNDP, WPR and UNICEF. His expertise, technical and analytical skills include the application of planning, monitoring, management and evaluation techniques at project, program and policy level both in public and NGO sector.

Talk by Mr. Sherzad Ali Khan

Mr. Sherzad Ali Khan speaks about Dynamics of Labor Market in Gilgit Baltistan, **Key Findings of Labor Market Assessment, Gilgit-Baltistan , CPEC - Challenges and Opportunities.**

It was said by Mr. Sherzad that a major challenge for engaging in appropriate workforce development programming activities in Gilgit-Baltistan and Chitral (GBBC) is a paucity of credible and comprehensive information about the local workforce (particularly around young people), the skills development needs of enterprises, as well as the offerings of training service providers (both institutions and enterprises) in the region. As a result, Aga Khan Foundation and Aga Khan Rural Support Programme (AKRSP) committed to undertake a four-pronged labour market assessment in GBC under its youth development programme called Enhancing Employability and Leadership for Youth (EELY) program.

This report presents the major findings of this comprehensive labour market assessment (LMA) on two levels. First, it offers highlights from each individual survey, providing the reader with a succinct but detailed profile that outlines the needs and perspectives of each project stakeholder group. Second, it synthesizes and compares the key findings across surveys, with a two-fold emphasis: 1) analyzing the key growth industries of the GBC labour market with potential for decent youth employment; and 2) examining existing youth skills, youth and enterprise skills development needs and current offerings (whether through on-the-job (enterprise-based), or off-site through training service providers).

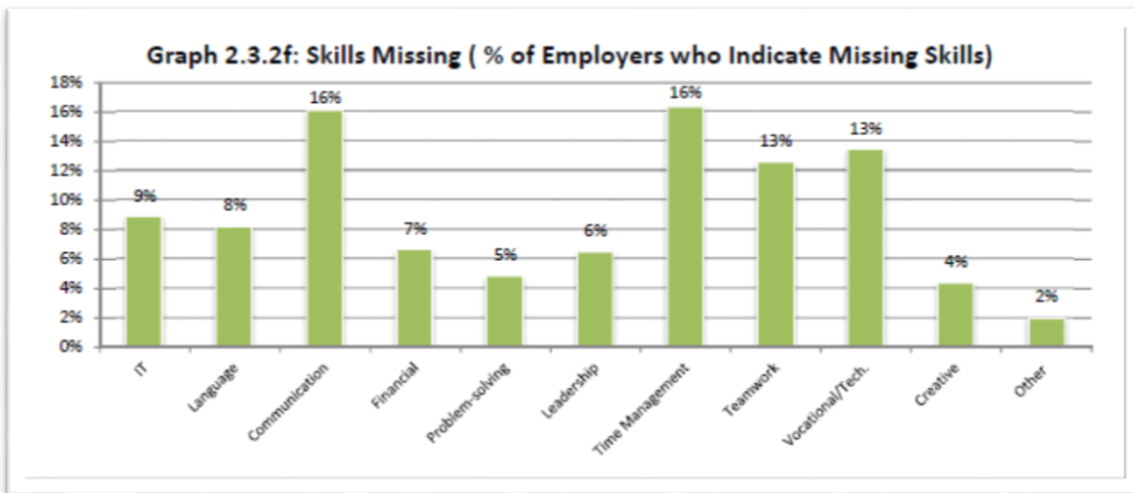
Labour Force Participation and Employment (Summary)

- Top 5 industries in GBC are **agriculture, agriculture goods processing, government, education, construction**
- General unemployment rate in GBC is **70 %**
- On average **1.2** households members supported an average family of **7.6** people
- **29 %** of the men over ten are unemployed, **37 %** are not participating in labor force
- **39 %** of women are unemployed, **54 %** are not participating in labor force

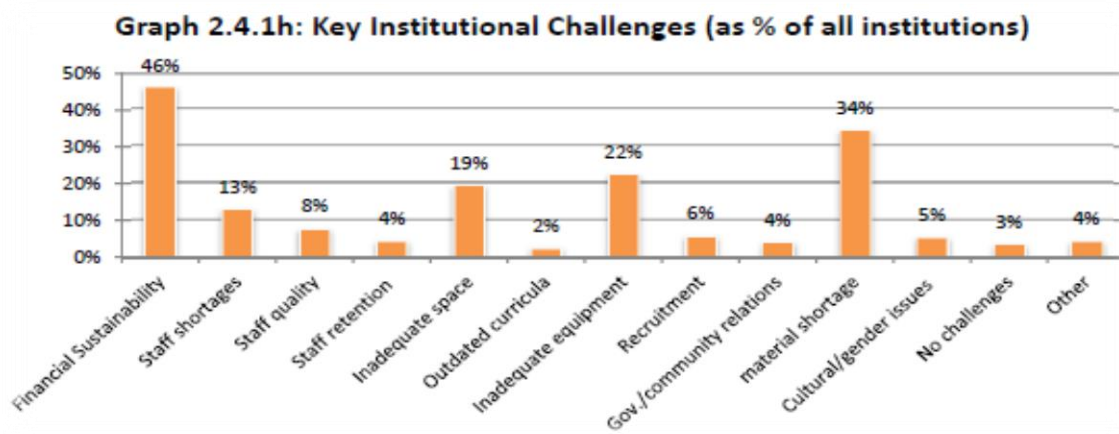
- A typical enterprise in GBC is owned by an individual, employed 1-5 people and is part of informal economy

He explained the educational background of youth in GBC and also highlighted that there are said there are around 72% youth who are having strong perception that if they will have computer trainings they can find job easily. On the other hand 16% employers said that communication and time management skills are missing in employees.

Education Background	All youth	Male Youth	Female Youth
No Schooling	18.7%	13.0%	24.4%
Madrassa	3.8%	3.9%	3.6%
Elementary	10.8%	9.4%	12.1%
Vocational	0.1%	0.0%	0.2%
Technical	0.7%	0.3%	1.1%
Secondary	30.2%	35.5%	24.9%
Higher secondary	19.6%	19.8%	19.4%
Graduation	10.7%	11.0%	10.5%
Master's studies	4.3%	6.3%	2.4%
Doctoral or Post-Doc	0.3%	0.2%	0.3%
Other	0.0%	0.0%	0.0%
Unknown/No Response	0.8%	0.5%	1.2%



The key challenges with service provider perspective were discussed by Mr. Khan and he mentioned that 46% key institutional challenges are financial sustainability and the second highest ratio is of material shortage 34%



He said from the CPEC perspective education and training needs are required i.e.

- Trade related skills
- Clearing and Forwarding
- Organic Farming
- Language skills
- ICT
- Warehousing
- Technical skills related to transportation
- Inventory and fleet management
- Account and finance

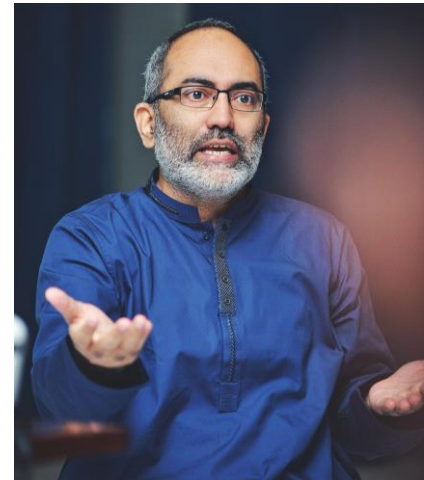
At the end he summarized that the main goal of the assessment was to provide the AKRSP with a comprehensive quantitative baseline in GBC to inform intervention design and support the establishment of rigorous monitoring and evaluation systems for youth development and workforce development initiatives in GBC. The assessment was conducted in collaboration with department of labour of Government of Gilgit-Baltistan.

Profile of Mr. Wali Zahid- Speaker

Wali Zahid is a Pakistani futurist, speaker, social media strategist and blogger. His blog, walizahid.com, is the most authentic place on everything Pakistan.

Wali was one of the first bloggers to post about CPEC as a game changer and THE first to publish an in-country post on OBOR.

Known for his widely-read #Pakistan2050 forecast, Wali appears on national TV, occasionally writes for The News and speaks about CPEC and OBOR enthusiastically. He was part of the first nationwide brainstorming on Vision 2025 at Planning Commission in 2013.



Wali's early work life was as a journalist where he worked for Dawn, The Nation and becoming Editor of The News, Lahore in 1991. He later worked briefly at BBC London. Later, he established Institute of Media & Communications (IMC) in Islamabad which offered training courses in print and TV journalism, advertising, cartooning and PR.

Wali has been a China watcher for 30 years and has seen China grow from just another country to become world's next superpower.

Wali was an early adapter to online media, using email by 1994, first website in 1997, and early user of LinkedIn, Twitter and Facebook. His Twitter followers include US President Barack Obama, several Pakistani ministers and media people. His FB page has over 140k fans and LinkedIn over 15k followers.

Talk by Mr. Wali Zahid:

Mr. Wali Zahid a Pakistani futurist and strategist gave a brief talk about “Is Pakistani Human Resource ready to Benefit from CPEC”. In his talk he briefed the audience about the background of CPEC and One Belt One Road mean to Pakistan. He said with the silk road initiative China aims to build a global infrastructure network. He said that China has China-Mongolia Russia Corridor, China- Pakistan Corridor, China – Indochina Peninsula Corridor, Bangladesh- China –India- Myanmar Corridor and China- Central Asia- West Asia Corridor.

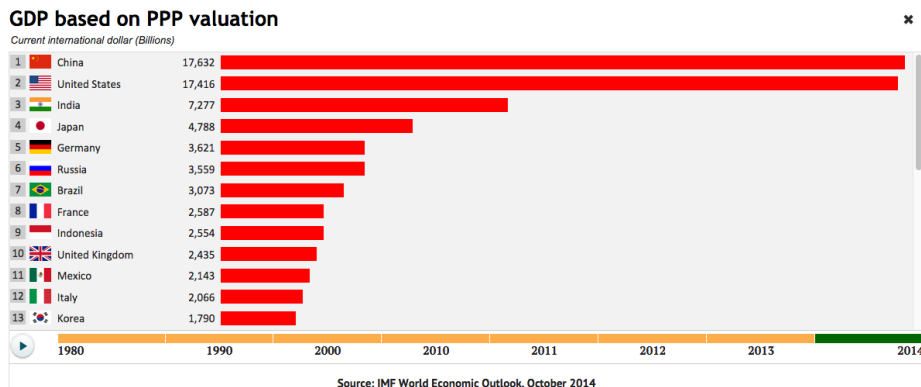




The six economic corridors designed to link China with developing countries

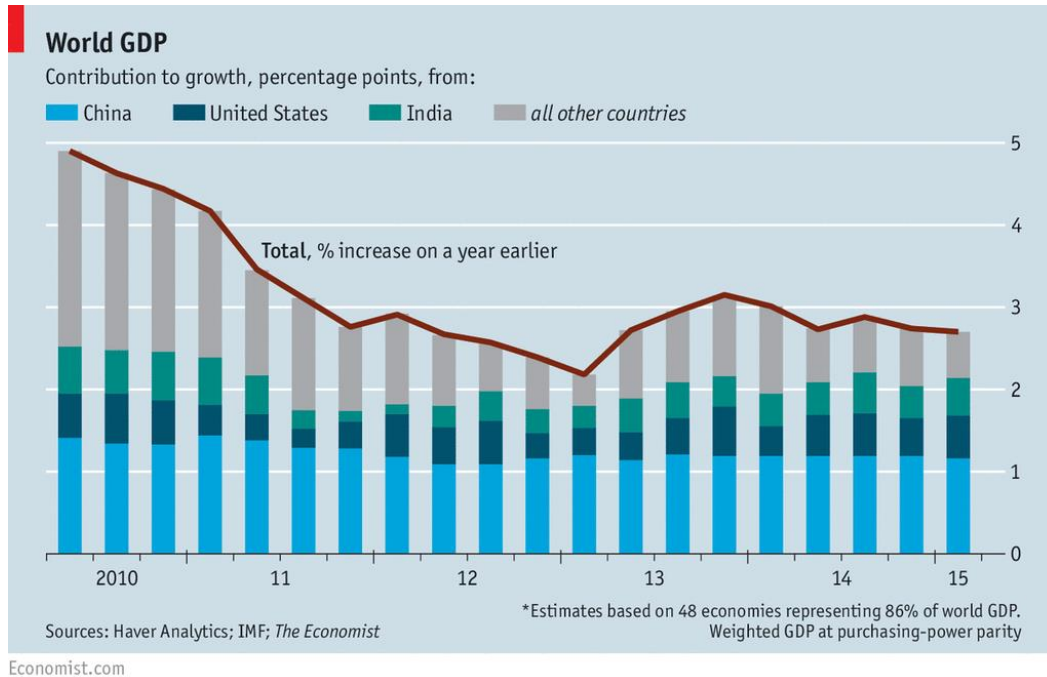
He said since CPEC became a national issue, there are more than a mere \$46B economic project, however, masses are lacking in actual knowledge about this national initiative he said there are few who have to some extent information about this. Mr. Wali said that after discussing and talking to 1,000 people he realized that about OBOR even the elite segment of country have very little information.

While talking about OBOR development Mr. Zahid said that the first railway project on OBOR initiative was Tajikistan Railway and it operationalized on 25th August 2016. The 2nd development was operationalized on 8th September, 2016 the first cargo train arrives in Afghanistan Hairatan port in northern Balkh province from China. The 3rd development was Chines built Ethiopia-Djibouti Railway. The 4th development was First Silk Road trans-Eurasia cargo train from China arrives in Riga, Latvia.



Further he said how China left US behind in GDP Purchasing Power Parity (PPP). He said China is

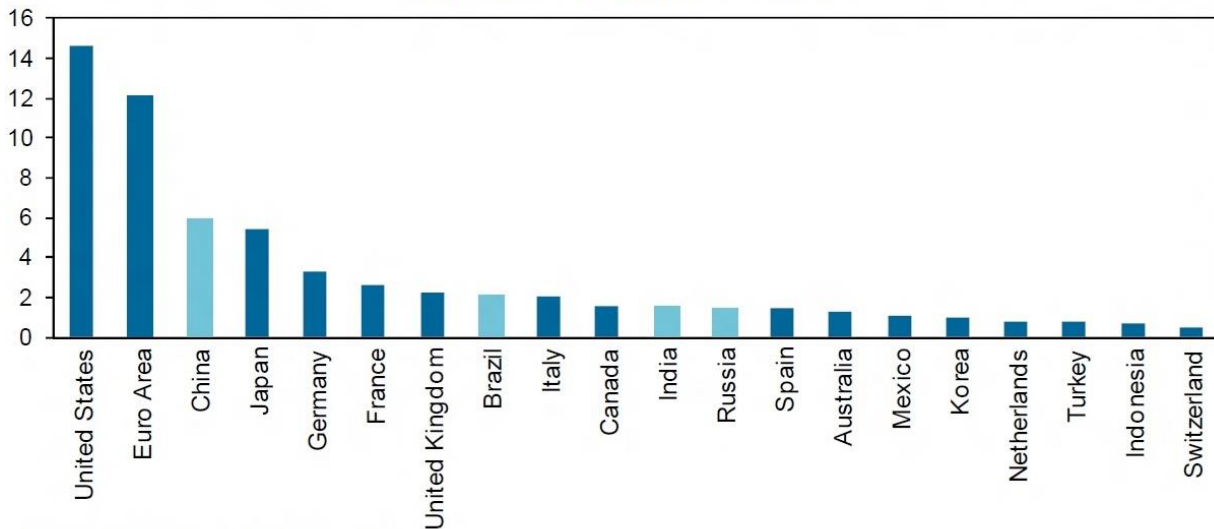
now \$2.7 trillion ahead of US and China, US and India are three countries whose economies matter. Further he discussed how China is drastically contributing in the World GDP.



Mr. Zahid talked about Pakistan Future 2050, 2025 & 2016 and said that there were top 20 economies in the world and Pakistan was nowhere. And China was on number three. Further he said in 2050 Pakistan will be in the list of top 20 world economies.

GDP (2010 USD trn)

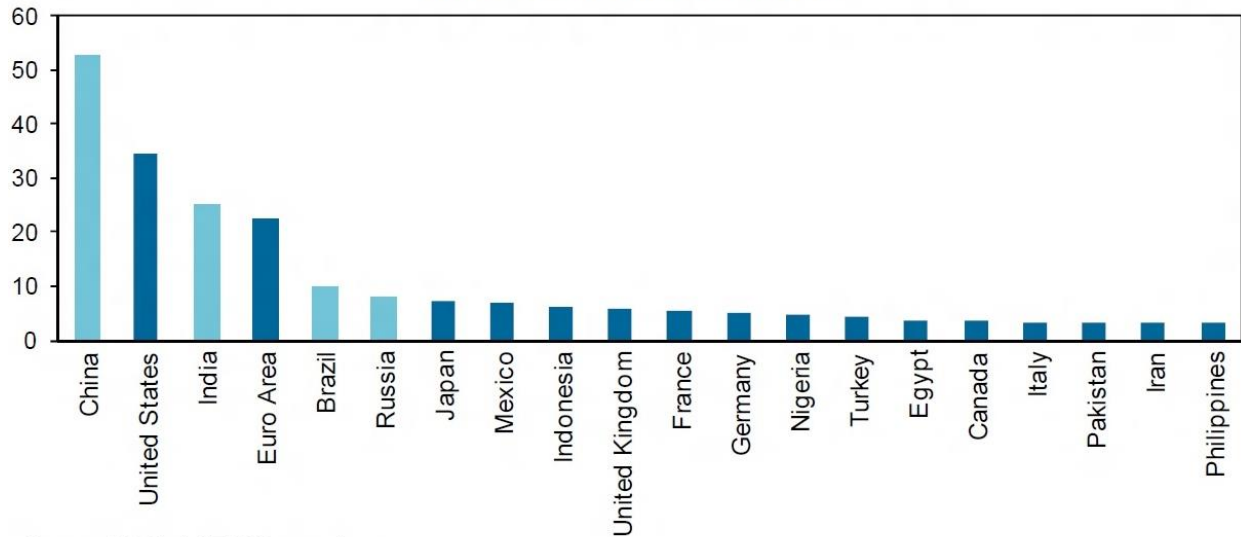
Chart 2: The World in 2010



Source: IMF, GS Global ECS Research

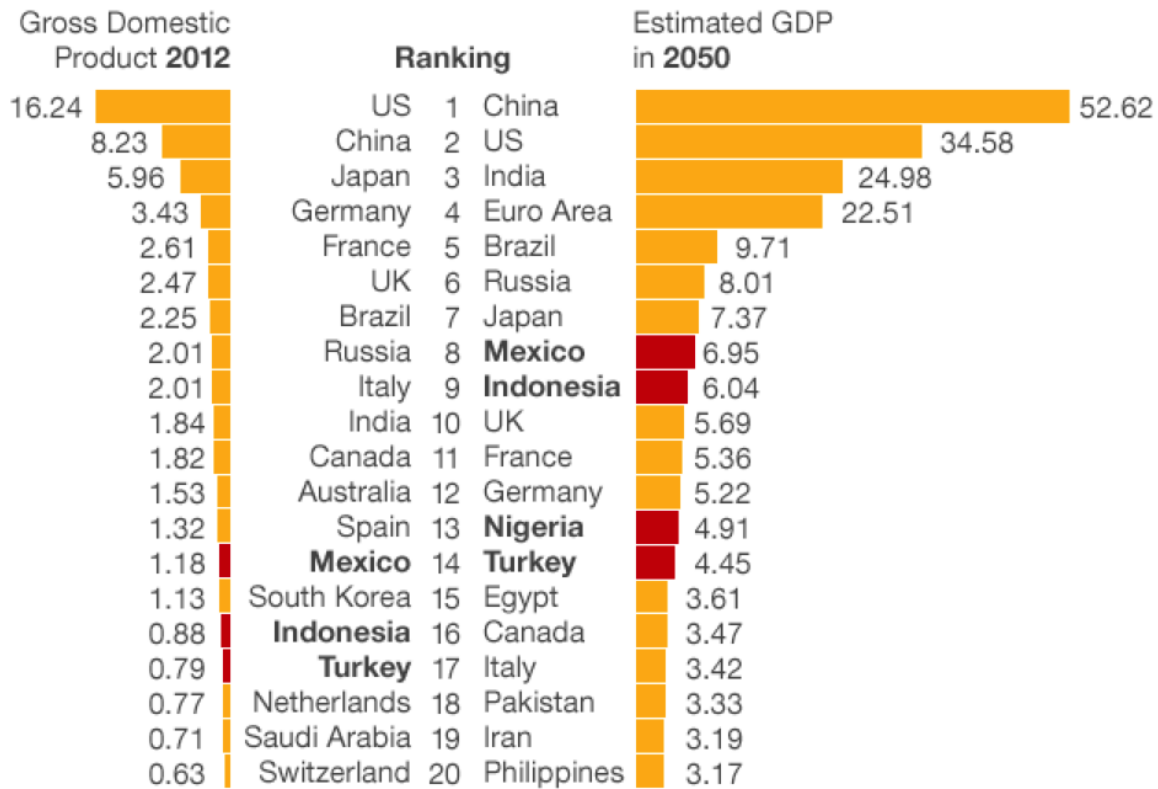
GDP (2010 USD trn)

Chart 3: The World in 2050



Source: GS Global ECS Research

While quoting BBC he gave economies comparison of top 20 countries 2012-2050.



Mr. Zahid said now is Pakistani Human Resource is ready to benefit from CPEC. He added that at the national level the economic project converted into a political and provincial issue that made it controversial and similarly mass & social media ignored its informational value. While talking about organizational level he said he did not notice any conversation at business houses level and even no readiness in terms of opportunities and threat level he appreciated the effort of HRD Network to discuss it at network level and contributing positively in this initiative. He said we are in need to match the speed of Human Resource in China because we are far from it in term of speed, self-motivated workforce, productive work hours and scaling. He summarized his talk on way forward that we should and are in need of

- Train HR/workforce to China-speed standards
- Produce execs with competence in Chinese-language
- Develop own capacity

Profile of Mr. Amer Zafar Durrani- Speaker

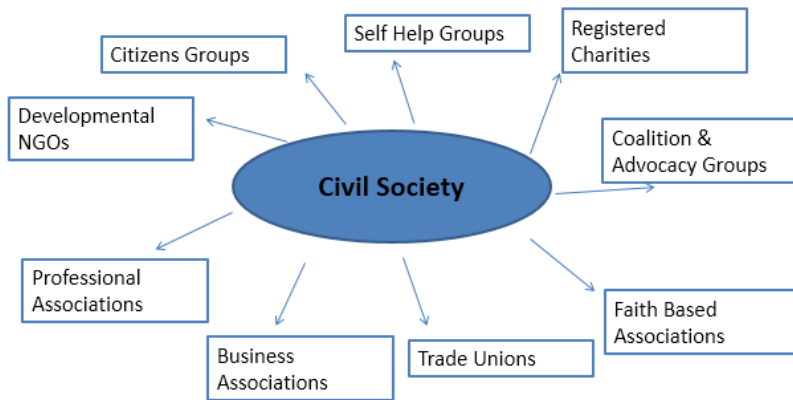
Amer is an acknowledged development expert, and is presently involved in renewable energy, fragile and post conflict states, transport and logistics, trade facilitation, connectivity, and community driven development; his experience spans more than twenty four countries over 30 years. His more recent interests lie in public policy consulting and facilitation towards (a) assembling solutions for low cost renewable energy, (b) collaborations in social entrepreneurship, and (c) improving infrastructure and connectivity governance. Presently, he is the founder and CEO of Reenergia and Secur Global, and a partner in Geopolicity and RIZ Consulting. Concurrently, he is an Advisor to United Office for Project Services (UNOPS) and to Pakistan Poverty Alleviation Fund (PPAF), and a Knowledge Builder and Advisor to the Board of Insaan. In his individual capacity Amer is consulting for the International Trade Center (ITC) and the Asian Development Bank (ADB). His present work covers Pakistan, Somalia, Philippines, and Tajikistan. Amer resigned from the World Bank Group (WBG) in June 2014, where, during his seventeen year career he worked on 20 countries, in the following areas: **partnerships and outreach; energy; trade logistics; standards, metrology, testing, and quality; railways; ports; highways; aviation; urban transport; community driven development; community infrastructure; social protection—including disarmament, demobilization, reintegration and public works programs; sub-national finance; e-government; technology integration; privatization and enterprise reform; public institutions; public expenditure reviews; and, disaster risk management.** His WBG assignments have also covered Afghanistan, Pakistan, Nepal, Bhutan, India, Sri Lanka, Lao PDR, Vietnam, Philippines, Georgia, Iran, and



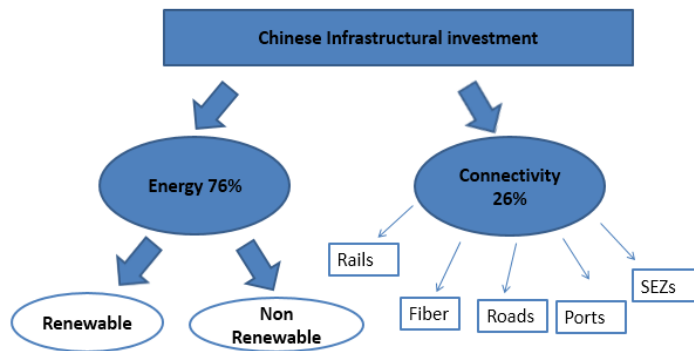
Tunisia. Before WBG, he worked for 12 years in the transport sector with Construction Companies, Consultants, Academia, and Government, in USA, Italy, Azerbaijan, and Pakistan.

Talk by Mr. Amer Zaffar Durrani

Mr. Amer Zaffar Durrani talked about How agile Pakistani Civil Society is to respond to opportunities and challenges in CPEC. Mr. Durrani said that civil society is comprises of diversified group as mentioned in below graph.



Mr. Durrani said that CPEC aims on creating linkages between the Western Region of China and Pakistan by establishing communication links and developing Economic and Trade Corridors that would facilitate economic activity along the corridors.



Stats Planning Commission ,2014)

Further he added that the investment on the corridor will transform Pakistan into a regional economic

hub. The corridor will be a confidence booster for investors and attract investment not only from China but other parts of the world as well. Other than transportation infrastructure, the economic corridor will provide Pakistan with telecommunications and energy infrastructure.

He focused that China-Pakistan Economic Corridor energy projects will serve as a backbone of the energy strategy to overcome power crisis in Pakistan. Planning Commission of Pakistan is the lead agency for CPEC in Pakistan. (Planning Commission, 2014)

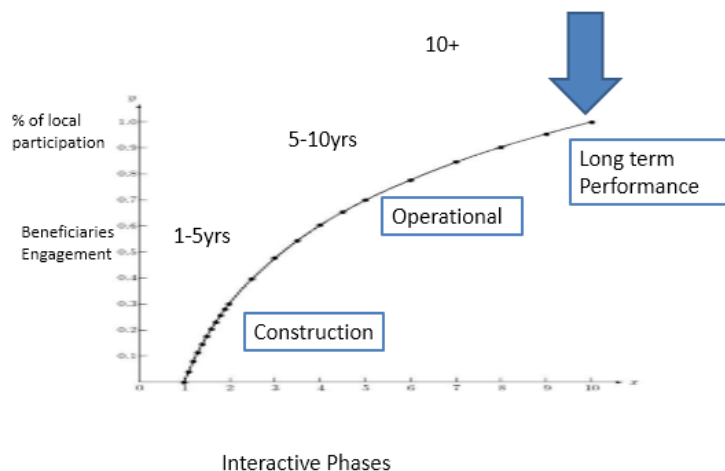
Mr. Durrani said that we will come across many barrier such as:-

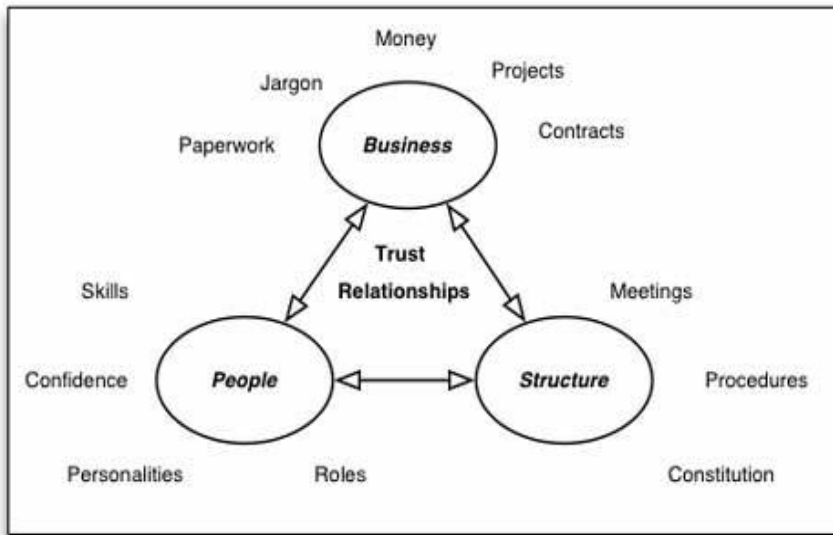
- Language Barriers – Chines interpreter
- Culture sensitivity
- Religious practices
- Taskforce skills
- Information and Education

He focused that community will face issue while interaction with chines workers. CPEC is at the moment one sided dialogue. He said with the investment and construction of energy and infrastructure projects, various social risks will appear induced by social impacts. He said that social impacts assessment aims to eliminate or reduce negative social risks induced by investment to CPEC and to meet the social development requirements. National and local goals during the process of investment opportunity study, preparation, implementation and operation stage. The unity of financial benefits, economic benefits, environmental benefits and social benefits as well as to protect and improve environment, reduce or eliminate poverty, realize gender equality and maintain social stability are the ultimate goals for social risks assessment of investment and construction activities in CPEC region.

While discussing the stages of interaction Mr. Durrani discussed:-

1. Construction/Implementation,
2. Operation/Production/
3. Long-term Performance.





While highlighting the role of Civil Society Organization he said we can do numerous work especially:-

- 1) IEC material & Curriculum designing
- 2) Training & Capacity Enhancement (Vocational /technical)
- 3) Linkages (academia & industry)
- 4) Watch dog role(citizens, government & industry)
- 5) Advocacy & Media Engagement (dialogue)
- 6) Bridging socio-cultural barriers(reverse action)

Vote of Thanks

At the end of the daylong session of AMM, HRD Network Founder Members, Board Members and secretariat thanked all the members and guests.