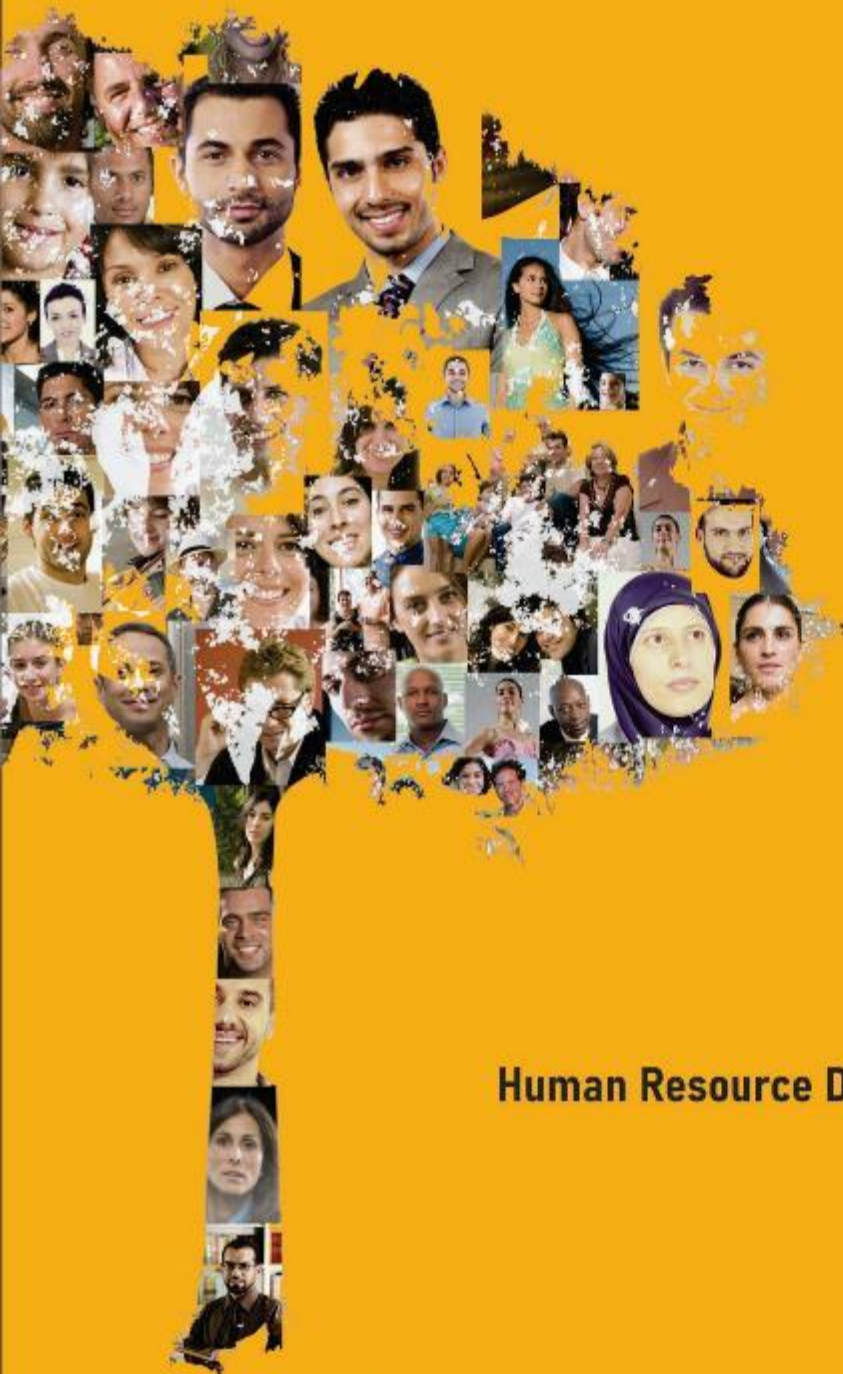




20th All Members Meeting Report

November 2019



Human Resource Development Network (HRDN)



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1. Introduction

1.1. HRDN All Members' Meeting (AMM)

For the last two decades, HRDN has continued the tradition of holding All Members Meeting (AMM) for both updating HRDN members about network's performance in the previous year, and at the same time inviting their feedback for enhancing the effectiveness and relevance of network's activities in the 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, funding agencies, Government, and Academic & Research Institutions. This event provides opportunity of networking, learning and knowledge sharing to development professional and members of HRDN.

1.2. Theme of 20th AMM: State of Youth in Pakistan focusing on NEET

Today, Pakistan is one of the youngest countries in the world. According to Pakistan's National Human Development Report, 64% of the population is under the age of 30 and around 29% is between the ages of 15 & 30. This 'youth bulge' provides opportunities for the country's social and economic uplift whereby the latent potential of young people can be harnessed by providing openings for growth and personal development.

We at HRDN have chosen 'Youth' as the focal topic of this year's AMM because we believe in this simple, unequivocal truth: the youth are a powerful force, possibly the most powerful force, for transformational change. With their demographic size and more importantly their fresh ideas and energy, if provided with a conducive environment, they can lead the way to sustainable human development.

Skills gained from education and employment enable engagement, but this does not mean that uneducated and unemployed youth cannot be empowered or engaged. In a society where the young outnumber the old, youth potential would be dangerously simplistic and pessimistically self-defeating. With half the adult population illiterate and youth unemployment higher than overall adult unemployment, this logic curses entire generations to disempowerment because of a failure to develop and implement forward-looking education, health, and economic policies. Identity – how young people view themselves in society – is the intermediary between individual and societal engagement. Equally important is how society views them. The critical question then arises is whether society can provide space for the youth to engage within the range of their identities.

The share of youth not in education, employment or training also known as "the NEET rate", conveys the number of young persons not in education, employment or training as a percentage of the total youth population. It provides a measure of youth who are outside the educational system, not in training and not in employment, and thus serves as a broader measure of potential youth labor market entrants than youth unemployment, since it also includes young persons outside the labor force not in education or training. Given its usefulness in conveying valuable information on the labor market situation of a country's young population, it was included as one of the indicators proposed to measure progress towards the achievement of the Sustainable Development Goals (SDG), under Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.¹

The NEET rate is a broad measure of untapped potential of youth who could contribute to national development through work. Because the NEET group is neither improving their

¹ Proposed SDG indicator 8.6.1 refers to the proportion of youth (aged 15-24 years) not in education, employment or training. For the official list of proposed SDG indicators, see: <http://unstats.un.org/sdgs/indicators/indicators-list/>

future employability through investment in skills nor gaining experience through employment, this group is particularly at risk of both labor market and social exclusion. In addition, the NEET group is already in a disadvantaged position due to lower levels of education and lower household incomes. In view of the fact that the NEET group includes unemployed youth as well as youth outside the labor force, the NEET rate provides important complementary information to labor force participation rates and unemployment rates. More generally, a high NEET rate and a low youth unemployment rate may indicate significant discouragement of young people.

In the SDG goals and targets from the 2030 Agenda for sustainable development goals, it is evident from Target 8.6 of SDG-8 that till 2020 all countries have to substantially reduce NEET rate i.e. the proportion of youth not in employment, education or training². However, as we can see that Pakistan's youth is buzzing with ideas, propelled by unbounded energy and a desire to act, those in power have not provided them the facilities and the opportunities to fulfill their potential. The outcome is impatience and frustration that drives individuals to take matters in their own hands in ways that may not be always positive. Especially when we focus on the NEET youth, we can observe that there is not much done for this group. They deserve a favorable policy environment and institutional support, and the societal space to nurture their energies and ideas.

Therefore, the main purpose of organizing the 20th All Members' Meeting 2019 on this particular theme was to assess the State of NEET youth in Pakistan and what strategies have been adapted by the government, development sector and civil society to meet the target of reducing NEET rate in Pakistan till 2020. The event was organized on Thursday, November 28, 2019 at Hotel Marriot, Islamabad (Agenda attached as Annex. 1). Approximately 150 members from various public and private organizations, development sector, UN agencies, Media etc. participated in the meeting. Mr. Usman Dar, Special Assistant to Prime Minister on Youth Affairs served as the chief guest.



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https://unstats.un.org/sdgs/indicators/Global%20Indicator%20Framework%20after%202019%20refinement_Eng.pdf

2. Proceeding of All Members' Meeting – 2019

2.1. AMM Commencement

The Master of Ceremony, Ms. Rafia Rauf, welcomed the guests to the 20th All Members Meeting and briefed them about the area that formed the focus of the event. Recitation from the Holy Quran by Qari Nasir Mahboob followed by the playing of national anthem marked the formal beginning of AMM.



2.2. Welcome Address



Chairperson HRDN, Mr. Roomi S. Hayat formally welcomed all members to the 20th All Members' Meeting. He expressed his great pleasure and deepest satisfaction at seeing the network grow and its membership increase manifold. He highlighted that the presence at the event of old and new faces was an indication of HRDN's efficacy and the relevance of its programs with the professional needs of the members.

Reflecting on the area that formed the focus of the event, he reflected that, it was in view of the hidden and unexplored potential of Pakistan's youth that HRDN's long term strategy had been so designed as to focus particularly on SDG Goal 8 which concentrates on achieving Decent Work and

Economic Growth for the country's youth.

He emphasized that Pakistan's youth bulge can prove to be either a dividend or disaster depending on how the country invests in their development. While elaborating on the challenges faced by this group, he suggested some measures that need to be taken by both state and non-state players for unleashing the true potential of youth. These included:

- a) Developing a policy narrative on youth at the provincial and regional levels.
- b) Facilitating the implementation of youth policies, and
- c) Forming a Task Force for developing inter-sectoral thinking required for launching scaled up initiatives.

He underlined the importance of the three Es – Education, Employment and Engagement – for improving the status of youth in the country and stressed on the need to create an

enabling environment for this group that would empower and enable them to charter their own course.

At the end, he brought forward that HRDN grew because of its capacity to compete, collaborate, change and evolve, in view of the changing needs. The network's focus on youth in the current year was also driven by the same motivation.

He thanked all members for attending the event and encouraged them to pledge their support in the coming year for promoting and empowering the country's youth.

2.3 HRDN's Annual Performance



CEO HRDN, Ms. Robeela Bangash gave a presentation which aimed at providing the audience an overview of HRDN followed by an update of its activities during the preceding year.

She informed the guests about HRDN's origin and highlighted important milestones in its two-decade long journey. The Networks' Vision, Mission and Objectives were pointed out and the thematic areas in which different interventions had been carried out over the years were brought forward. Areas of expertise as well as significant achievements by the Network were also highlighted.

Following overview, Ms. Bangash discussed the different initiatives carried out by HRDN during 2018-19. She particularly highlighted the steps taken by the Network to reach out to key decision makers in the government so as to acquaint them with the challenges being faced by the development sector. The audience was informed about her meetings with the Head of State and several key ministers. Evidence of her interaction with the international funding agencies and media was also displayed.

Following this she elaborated on the different projects undertaken by HRDN which stemmed from her earlier collaborative efforts. In this respect, she particularly highlighted the work already done by HRDN for promoting the status of youth such as holding of first ever Young Women Leadership Conference in April 2019, creating on job training opportunities for Afghan Refugees, and provision to programming support for US Lincoln Corners.

In addition, the series of seminars conducted by HRDN for protecting earth's environment and safeguarding health were also highlighted.

She ended her presentation by talking about the various national and international networking events arranged by HRDN during the year, for facilitating experience sharing and cross learning among its members.



3. Sessions: Status of Youth in Pakistan focusing on NEET

3.1 Session I: Policies for NEET Youth in Pakistan: Deliberations

This session was designed so as to obtain experts' opinion about the status of NEET in Pakistan; the policies that are in place for enhancing their engagement; and the measures that need to be taken for reducing NEET rate.

The speakers for this session were:

- Dr. Lubna Shahnaz, Economist
- Mr. Shahid Naeem, Head of SDG Unit
- Ms. Ingrid Christensen, Country Director, ILO



Dr. Lubna Shahnaz was the first speaker of the session. She talked about the NEET Rate and defined it as the share of youth which are neither in employment nor in education or training. She also elaborated that NEET rate serves as a broader measure of potential youth labor market entrants or in other words un-utilized youth rather than youth unemployment. She voiced her concern that youth neither in employment nor in education or training represents an important vulnerable population segment that faces the risk of becoming socially excluded in the later phases of their life, as they would lack the qualifications or skills to secure productive employment.

While talking about the NEET rate she informed the audience that overall, close to 35 percent of the youth aged 15-29 years was neither in employment, nor in education or training over last 10 years. In this the female youth NEET rate was substantially higher at 62 percent compared to male NEET at just over 7 percent. Discussing regional disparities, she highlighted that NEET rate has been highest in KP and has also risen slightly, during the period 2009-18. Whereas, it has been lowest in Punjab and has declined slightly from 32.2% in 2009-10 to 31.7% in 2017-18.

Mr. Shahid Naeem was the second speaker of the session. He started his presentation by highlighting the causes of high NEET rate along with some possible solutions. These included:

| Low Labor Force Participation | Possible Solutions |
|--------------------------------------|--|
| Cultural limitations (Single earner) | Revisiting the Household Structure |
| Education Not Relevant | Education for Skills |
| Fixed Job Options | Flexible Work Hours/ Work from Home |
| Limited Mobility | Decent Public Transport |
| Entrepreneurship | Skills in Education |
| Facilities at Work Place | Gradually Improving |
| Harassment | Decent work environment/ crime control |
| Domestic Care Responsibilities (F) | Revisiting Roles |
| Lower Wages for Female Workers | Improve Productivity |
| Education | Possible Solutions |

| | |
|---|---|
| Not Important (Illiterate and Poor Parents) | Educating for Enlightenment |
| Not employable | Skills for All Levels of Education |
| Access and Mobility | More Schools, especially Middle & High Employ it for Education |
| Missing Facilities | Invest in Education (Community Involvement) |
| Teacher /Student Absenteeism | Community Involvement |
| Teacher Training | Policy Implementation |
| Corporal Punishment | Community Oversight |
| Low Returns to Education | Skill in Education |

| Training | Possible Solutions |
|--|--|
| White Collar vs Brown Collar | Changing Under Pressure |
| Traditional Skills (Welder, Driver, Plumber) | Demand Driven |
| Quality of Training | Teachers, Equipment, Curriculum |
| Accreditation | Institution Twinning |
| Low Wages | Improve Productivity/ Use of Machinery |
| Access to Finance/ Credit | TEVT Policy Communication |
| Enterprise Development | Part of Training |

Following this he gave an overview of what the government is doing for youth. In this respect he informed the audience about the existence of following policy frameworks that have been devised particularly for youth and which are affecting youngsters positively:

- National Education Policy Framework, 2018
- Minimum Standards of Education Quality, 2017
- National Curriculum Framework, 2018
- TVET Policy, 2018
- Draft Immigration Policy, 2019

He also briefed on the Ehsas program of the Government of Pakistan as well as the Housing Construction, Asset Transfer and Kamyam Jawan programme.

He ended his talk by emphasizing on the need for having an inclusive discussion on the issue by engaging all stakeholders, and the importance of civil society such as HRDN in this regard.





The final speaker of this session was **Ms. Ingrid Christensen**. She shared ILO's mission of working for youth not only in Pakistan but also globally and briefed about ILO's role in promoting employment for youth at various levels in Pakistan.

She informed the audience that ILO places NEET youth high on the policy agenda through research, peer learning, policy formulation and capacity building. She further explained that the ILO tripartite constituents agreed at the 2014 ILC that addressing these challenges would require proactive, employment-centered, inclusive growth strategies and coherent policy frameworks, well-articulated at both the school and national levels.

She stressed that since employment creation can be considered as the mechanism that translates growth into poverty reduction, formulation of National Employment Policies is integral and a first step to addressing poverty (SDG 1), ensuring decent work (SDG 8) and addressing inequality (SDG 10). However, she elaborated, that they can only be effective if they respond to local needs. According to her it is imperative that consensus is built through extensive dialogue and transparent and accountable decision making processes at all levels to develop legitimate employment policy measures and strategies.

She voiced the concern that unemployed youth are more susceptible and prone to sectarian activities and radicalization, which is a looming menace for Pakistan. She stressed that both public and private sectors have to play important role to curb unemployment for youth. She also emphasized that vocational skill programs should always be based on market surveys/needs as only a need based skill can meaningfully contribute to ending unemployment. Combining skill development with formal education programs was also suggested by her.

Referring to the points raised by Dr. Lubna, she emphasized on the need for well thought-out and coordinated research for identifying the factors for high NEET rate in young women compared with men, and coming up with practical recommendations for bridging the gap for young women. In this respect, she suggested that public and private sector organizations must consider innovative approaches, such as working from home/distant working etc., for young women who have to attend their growing families as well. As this would encourage young married women to proactively contribute to the job market alongside their household chores.

She opined that youth employment is a particular area where companies can play a major role, as young men and women are twice more likely to be unemployed than adults. According to her, enterprises can make a significant contribution towards national efforts to enhance youth employability by training their own young employees. She suggested that in collaboration with ILO constituents, enterprises can support the development of skills among the workforce according to market demand through providing advice and guidance based on their own needs for skills; contributing technical expertise to national and sectoral vocational education and training systems; and providing apprenticeship for young people to gain work experience. Along these lines she suggested that enterprises cooperate with national training institutions, make available the services of skilled resource personnel and participate in programmes, while devoting special funds to this effect.

She believed that while policy is important, engagement of stakeholders such as workers' organization and employers' organizations is also important. She pointed out that successfully engaging the private sector in achieving SDG targets also requires a public legislative and policy framework conducive to the sustainable development of enterprises.

She ended her talk by calling upon the government to put into place an enabling policy framework in order to promote private sector development as a means to promote more and better jobs.

The session ended with distribution of souvenirs to the speakers by Chairperson HRDN, Mr. Roomi S. Hayat and CEO HRDN, Ms. Robeela Bangash.

3.2 Session II: Innovative Approaches

This session was focused on understanding the innovative approaches being adopted by UNDP for enhancing engagement of NEET youth in Pakistan.

It started with a brief overview by UNDP's Program Specialist, **Ms. Laura Sheridan** in which she highlighted UNDP's focus on imparting innovative skills to the youth for gainful employment in emerging markets. She also briefly touched upon some of UNDP's programmes in Pakistan that are focusing on youth.



Following this a documentary developed by UNDP in collaboration with HRDN was played. Focused on NEET youth, it showcased the challenges being faced by youth in Pakistan and the manner in which lack of education, employment and training was further contributing to their vulnerability.

This was followed by brief talks by two Youth Change Makers – Mr. Hamza and Ms. Shalmeem.

Mr. Hamza a young change maker from Peshawar spoke about his startup that provides economic opportunities to unskilled labour force. Whereas, the second change maker, Ms. Shalmeem from Abbottabad briefed the audience about her efforts towards mainstreaming and empowering young transgenders as productive citizens of Pakistan.

The session ended with distribution of souvenir to UNDP representative Ms. Laura Sheridan by the Chief Guest, Mr. Usman Dar.



3.3 Session III: Initiatives to engage NEET Youth: Panel Discussion

The third and final session was a Panel Discussion. Moderated by Ms. Ammara Durrani it aimed at identifying the strategic measures that need to be taken by the public and private sector for reducing NEET rate in Pakistan. The panelists invited for the purpose included:

- Mr. Muazfaruddin, GM, AKRSP
- Mr. Majyd Aziz, President, Employers Federation of Pakistan
- Mr. Zahoor Awan, General Secretary, Pakistan Workers Federation
- Mr. Munir Ahmed, ED, DevCom Pak

Ms. Durrani began the session by putting forward the first question to Mr. Muazffaruddin. She asked him to identify some of the key factors that are inhibiting youth in the rural area and to outline some of the front line initiatives needed for engaging them?



Responding to the same Mr. Muzaffaruddin talked about a Labour Market Survey conducted by AKRSP in 2011 which focused on understanding the Labour market, employers, service providers and youth perceptions. The survey findings revealed that in GB and Chitral around 70% of the population is under the age of 30. Secondly, two inherent issues came forward which were lack of employment and social engagement. So for rectifying the same, AKRSP launched 'Enhancing Youth Employability and Leadership' programme with the assistance of Canadian Government. The program addressed three types of youth: university graduates, school drop outs and those who were uneducated. Under this programme around 50,000 benefited through training, placement and most importantly transition for instance, from employment to business.

He also cited a few examples where the program had proved successful in creating livelihood for young people. These included (a) Organization Led Training where organization's need for human resource are fulfilled through provision of young staff fully trained in required areas; (b) Agriculture which houses a large NEET group and they were given training in improving product value chain; (c) Training in Non-traditional areas like stone work, wood work and even sports which were chosen for young women.

She then moved to Mr. Zahoor Awan from whom she inquired as to where did youth fit in trade union's agenda.

Mr. Awan started by informing the audience that around the world unionized work force is only 12% which means that the remaining 88% is not under cover of any union. In Pakistan the unionized workforce is just 3% and this includes majority of the youth. This means that while the unskilled, untrained and uneducated youth are very much a part of the informal economy yet they are not getting their rights. Also in most of the case, here as well as abroad, union membership starts after 30 years whereas our youth cohort falls below this range.

He also bemoaned the fact that most employers look for candidates with few years of experience. This automatically cuts out all those youth which while duly educated and skilled has not yet acquired any experience.

He also pointed towards the un-employment being created at a large scale by digitalization and emerging technologies.

In conclusion he stressed on the importance of matching skills with employers' needs for enhancing youth employability, along with designing policies that create a conducive environment for job creation for young people. Whereas, for increasing employment of

young women he suggested that the corporate sector should be incentivized through measures like tax breaks for hiring of women.

Ms. Durrani inquired from Mr. Majyd Aziz if he thought that the market was ready to take the responsibility of this vulnerable group by engaging and employing them.

At the very onset of his response Mr. Aziz stressed the importance of developing a holistic view of economy to better understand how to promote youth employment. He opined that effective planning is the key. For instance the IT sector is a growing sector and can accommodate a lot of youth however, we can't shift all the unemployed youth there.

He opined that youth need polishing and that is done by the country's academia so efforts need to be concentrated there. Speaking about the Workers Employers Bilateral Council of Pakistan, he shared the plans of setting up under this umbrella a university that would stipends/scholarships to the marginalized youth. He also communicated that there are plans of training 300,000 youth in emerging skills.

He informed the audience that in the coming year Japanese government will be importing 10,000 human resource from this country, so this is something should be on our horizon.

He expressed his concern over the quality of education being provided our educational institutes. As an example he quoted that the MBAs being churned by the universities are earning PKR.18 -20,000 which is far below what they should be earning.

Talking about young women he proposed looking into ventures like exporting birds, repairing mobiles as this would also be more culturally suitable for them.

From Mr. Munir Ahmed she probed about the gaps that development practitioners need to highlight to the doers for improving the status of NEET youth.

Mr. Ahmed started by talking about youth who while educated and trained are still unable to gain employment, and that is primarily because the curriculum being followed there is outdated. So this is an area that needs to be looked into.

Giving examples from China and Indonesia he suggested that employability of NEET youth should be viewed in the perspective that some people function best in their local environment, therefore it only makes sense to create income generation opportunities for them within that for instance through establishment of cottage industries.

He also pointed out that while training youth is fairly common, there is a need to monitor and ensure the quality of training. Building on his earlier idea, he emphasized on the trained youth creating income generation opportunities for themselves by starting small businesses, like a group of trained plumbers, electricians getting together and establishing a company.

He underlined the importance of turning the country's local crafts like lacquer work into brands as this will create employability while also promoting Pakistan's name in the international markets.

He ended his talk by stressing on the importance of revisiting and rethinking our policies, engagement and implementation of our ambitious commitments.

Ms. Durrani concluded the session by emphasizing the importance of good governance for streamlining youth related affairs, and stressed that inclusive, equitable and incentivized distribution of resources is a must for promoting the status of youth, in particular NEET youth, in Pakistan.

The session ended with distribution of souvenirs to the panelists and moderator by Chairperson HRDN, Mr. Roomi S. Hayat and CEO HRDN, Ms. Robeela Bangash.

4. Sessions: Recommendations from the Session Speakers

The distinguished speakers provided a set of recommendations to concerned stakeholders for meaningful engagement of you and to promote the youth employment. These are summarized below:

- ❖ A public legislative and policy framework conducive to the sustainable development of enterprises is a must for successfully engaging private sector in achieving SDG targets.
- ❖ Development of legitimate National Employment Policies through extensive dialogue, mutual consensus and transparent and accountable process is a necessary first step towards ensuring decent work.
- ❖ Enterprises can support the development of skills among the workforce by providing advice and guidance based on their own needs for skills; contributing technical expertise to national and sectoral vocational education and training systems; and providing apprenticeship for young people to gain work experience.
- ❖ Formal education programs should have a component of skill development.
- ❖ In the coming years, the Khyber Pakhtunkhwa province with its highest NEET rate in the country should form the focus of efforts by the public and private sector.
- ❖ Innovative approaches for encouraging young married women to proactively contribute to job market alongside their household chores need to be introduced by private sector organizations.
- ❖ Vocational skill programs should always be based on market surveys/needs.
- ❖ Well thought-out and coordinated research for identifying factors responsible for high NEET rate, along with practical recommendations for bridging the gap is much needed.
- ❖ With young females accounting for 62% of the total NEET population, interventions focusing on this segment need to be designed.
- ❖ Corporate sector should be incentivized through measures like tax breaks for increasing employment of young women.
- ❖ Country's local crafts like lacquer work should be converted into brands as this will create employability while also promoting Pakistan's name in the international markets.
- ❖ Employability of NEET youth should be viewed in the perspective that some people function best in their local environment. Creation of income generation opportunities for youth within their local environment, for instance through cottage industries, should be attempted.
- ❖ For enhancing youth employability, skills need to be matched with employers' needs.
- ❖ Inclusive, equitable and incentivized distribution of resources is a must for

5. Closing of Event

5.1 Key Note Speech by Chief Guest



Mr. Usman Dar, Special Assistant to the Prime Minister on Youth Affairs served as the Chief Guest for the occasion.

He began his speech by appreciating the efforts of Ms. Bangash and HRDN team for organizing an event that brought forward the important issue of NEET Youth.

In his speech he spoke about the Government's vision to empower youth and place them in the job market. In this respect he highlighted some salient features of the Kamyab Jawan programme and stressed that the five major components of this programme were primarily focused on youth education, employment and engagement. He informed the audience that Rs100 billion have been earmarked for Kamyab Jawan Programme and brought forward that 1 million applications had been received from across Pakistan for accessing loans under the programme's Youth Entrepreneurship Scheme, with most applications coming from FATA. Of these 60% applicants are interested in starting in new businesses. He was also pleased to inform the audience that among this group 190,000 were young females. Building on this he also informed the audience about the steps being taken by the government to ensure 'ease of doing business' for these new comers. He was hopeful that disbursement under this scheme across Pakistan would initiate in a week to 10 days' time.

Speaking about Hunar Mund Jawan which is another flagship component of Kamyab Jawan, he brought forward that the present government is focusing on not just providing skills but also ensuring that those trained are also gainfully employed. He also highlighted government's efforts for ensuring international accreditation so that those going abroad have a valid degree in their hands which will secure them job anywhere in the world.

Talking about the changing requirement of the 21st century he informed the audience about Hunar Mund Jawan's emphasis being on introducing youth to the emerging technologies like artificial intelligence, robotics, etc. and brought forward government's initial efforts to equip 115,000 madrasa students in the same.

He also briefed about three new programmes: National Internship, Green Youth and Startup Programme which will be started next month, and emphasized that these initiatives will focus more on employing youth after enhancing skills which are required for jobs on the ground. He added that the government is working with the Higher Education Commission (HEC) in

this regard to groom youth enrolled in higher education institutions to equip them with skill sets required in the job market.

Towards the end, he assured the audience of the government's plans of treating youth as the top national priority and shared PM's Imran vision regarding the establishment of Pakistan Youth Development Foundation, with all youth programmes falling under its umbrella.

He closed his speech by thanking HRDN for inviting him and encouraged the members of civil society to work with the government for ensuring youth engagement and employment.

HRDN's Chairperson Mr. Roomi S. Hayat and CEO Ms. Robeela Bangash thanked the Chief Guest for taking the time out of his busy routine for attending the event and bestowed on him a small token of appreciation.

This was followed by a group photo with the Chief Guest.



5.2 Distribution of Certificates to HRDN's Lifetime Members

This event also provided an opportunity to honor the unwavering commitment and dedication of HRDN's life time members. To acknowledge their role in the Network's development and progress, Certificates were awarded to all by HRDN's Chairperson Mr. Roomi S. Hayat and CEO Ms. Robeela Bangash.



5.3 Vote of Thanks



On behalf of HRDN, Ms. Aqeela Tahir, one of the Network's founding member acknowledged the different parties responsible for making the event a success. She particularly thanked the sponsors for their contribution, the organizers for arranging the event, the members for their close and strong involvement with HRDN and the guests for being a wonderful and patient audience.

This was followed by lunch. During the course of lunch a video developed by AKRSP focusing on its work aimed at enhancing employability for youth in Gilgit Baltistan was also played.

20th AMM/ Conference
on
State of Youth in Pakistan focusing on NEET

Thursday, November 28, 2019
Marquee Hall, Marriott Hotel, Islamabad

Schedule

| Timings | Activities | Speakers |
|---|--|---|
| 9:30 am | Registration | |
| Members Junction | | |
| 09:50 am | Recitation from Holy Quran | |
| 09:55 am | National Anthem | |
| 10:00 am | Welcome Note | Mr. Roomi S. Hayat, Chairperson, HRDN |
| 10:05 am | HRDN Progress & Challenges | Ms. Robeela Bangash, CEO, HRDN |
| 10:15 am | Rejuvenating the Network's Spark - Strategic guidance by the members | Moderation: Mr. Sheran Khan, Manager Communication & Coordination, HRDN |
| 10:40 am | Opening of Conference | HRDN |
| Session I: Policies for NEET Youth in Pakistan: Deliberations | | |
| 10:45 am | Understanding NEET in Pakistan | Dr. Lubna Shahnaz, ILO Consultant |
| 10:50 am | Enhancing Human Development through NEET Youth Engagement: Overview of Policies and Strategies | Mr. Shahid Naeem, Head of SDG Unit Planning Commission, GoP |
| 11:00 am | Decent Work and Sustainable Development Goals: Policies to reduce NEET rate in Pakistan | Ms. Ingrid Christensen, Country Director, ILO |
| Session II: Innovative Approaches | | |
| Moderation: United Nations Development Programme (UNDP) | | |
| 11:10 am | Leading Thoughts | Ms. Laura Sheridan, Programme Specialist, UNDP |
| 11:15 am | Video Documentary by UNDP | HRDN/UNDP |
| 11:25 am | Voices of Youth | Session Moderated by UNDP |
| Session III: Initiatives to engage NEET Youth: Panel Discussion | | |
| Moderation: Ms. Ammara Durrani, Public Policy, Sustainable Development & Human Security Expert | | |
| 11:45 am | Video Documentary by AKRSP | AKRSP |
| 11:50 am | AKRSP's Efforts for Youth Engagement | Panel Member ,1: Mr. Muzaffaruddin, GM, AKRSP |
| | Employers' engagement in addressing NEET Youth | Panel Member 2: Mr. Majyd Aziz, President Employers' Federation of Pakistan |
| | Workers' Federation engagement in addressing NEET Youth | Panel Member 3: Mr. Zahoor Awan, General Secretary, Pakistan Workers Federation |
| | Policy Recommendations for achieving SDG 8.6 on NEET | Panel Member 4: Mr. Munir Ahmed, ED, DevCom Pak |
| 12:10 pm | Question & Answer Session | |
| Closing of the Event | | |
| 12:30 pm | Speech by Chief Guest | Mr. Usman Dar, Special Assistant to Prime Minister |
| 12:40 pm | We Value You! Distribution of Souvenirs and Lifetime Members' Certificates | Mr. Usman Dar, Special Assistant to Prime Minister |
| 12:55 pm | Vote of Thanks | Ms. Aqeela Tahir, Founder Member, HRD Network |
| 1:00 pm | Group Photo followed by Lunch | |

Profile of Speakers/Panelists

Mr. Roomi Hayat, Chairperson, Human Resource Development Network (HRDN)

Mr. Roomi S. Hayat is regarded by most of his contemporaries as the leading authority in the field of Capacity Development. He is equally renowned for his Management, Institutional and Rural Development expertise as well as Employable Skills for Youth.

His ground breaking work with UN Agencies for Rural Support Programmes, Training Need Analysis, Material Development, Evaluation Mechanism and Post Training Utilization Study has been acknowledged. The recent focus on capacity development and skill enhancement, especially Vocational Skills in Pakistan has taken its guidance from Mr. Hayat's pioneering work.

He is CEO of IRM; the largest specialized capacity development Institute in Pakistan which is also a channel of his Change and Result oriented constructive thinking. He is also the founding Chairperson of HRDN, an international network of HR professionals, besides being on the Board of Directors of many organizations.

His advice is sought by organizations, Government officials and consultants dealing on a macro level in diverse fields of Management Policies, Programmes for literacy and post literacy, Rural Economy, Gender Equality, Youth Employment and Institutional Development. He holds two Master Degrees in Rural Sociology and Mechanical Engineering from Pakistan and USA respectively. He has represented Pakistan on international forums in SAARC and Asia pacific and Europe with regards to Youth, Education and Employment.

Mr. Hayat's name has almost become synonymous with Human Resource Development across Pakistan and his prolific contributions in the field of HRD for over two decades took him to all continents of the world.

Ms. Robeela Bangash, CEO, Human Resource Development Network (HRDN)

Being one of the founder members of Human Resource Development Network (HRDN) she led the team as Honorary CEO in 2003. Successfully engaged donor community resulting in fund raising to organize first ever HRD Congress in Development sector in 2003 as well as subsequent national and international events from HRDN platform.

Currently she is serving as CEO HRDN. She has the rich experience of capacitating and facilitating actors of local governance system. Other than this she is known development practitioner in Social Mobilization (SM) and Community Development (CD)/ Management, Gender Development /mainstreaming, project cycle, planning & management methodologies with gender lens, Life skills, Enterprise, DRM, Health /Wash, Networking, Event Management, Material Development, Capacity Building Programmes, Training Needs Assessments (TNAs), Facilitation of TOTs – Generic, Thematic and subject specific, Development of Modules, Manuals ,Training material and Reports, Knowledge and Experience in Livelihoods, Vulnerability and Hazard Assessment , Projects Mid Term Reviews, Evaluations, Project Completion Missions and Reports.

Dr. Lubna Shahnaz, Economist

Ms. Lubna Shahnaz holds Ph.D. in Economics in 2011 from Quaid e Azam University, Pakistan. She worked as Social Protection Policy Expert in a World Bank funded Social Safety Net Project in Planning Commission to provide technical support in formulation of social protection policy and development of a national framework for Social Protection. She was the Lead Consultant for International Labour Organization, Geneva for preparation of Decent Work Country Profile of Pakistan. She has worked with ILO during last 14 years on different assignments. She has worked with government agencies, international organizations (ADB, FAO) as well as academia (Australian National University, NUST, QAU) during her professional career. She has contributed to National and International Reports

including Pakistan Millennium Development Goal Reports from 2005 to 2013, Human Development Reports for South Asia, Punjab Employment Trends Report 2013, Punjab Occupational Safety & Health Report 2014, Punjab Labour Market Information 2015 and Sindh Employment Trends Report. She has been engaged in estimating poverty for Pakistan.

She has produced more than 25 journal articles published in national and international journals on poverty, migration, youth, gender, employment etc. She has also presented papers at different conferences. She has been invited as guest speaker and has been appointed as external examiner of M.Phil. thesis of QAU, NUML and Preston University. She has also taught in National University of Science and Technology and Fatima Jinnah University.

Mr. Shahid Naeem, Head of SDG Unit, Planning Commission, GoP

Mr. Shahid Naeem is presently serving as Chief, SDGs Section in Ministry of Planning, Development and Reform. He has 25 year experience in the development sector both in public and private sector. He has been involved in development planning for less developed areas in Pakistan, developing and evaluating programmes for poverty alleviation. He was involved in developing the framework for social protection policy for the government. He contributed chapters in Annual and Five Year Plans and other official reports like SAARC Regional Poverty Profile. He has also contributed in several reports on Labour market issues like decent work, skills mismatch, Labour market profiling, child Labour, poverty and inequality, unemployment etc. He holds masters degree in economics and training in IT and project management.

Ms. Ingrid Christensen, Country Director, ILO

Ms. Ingrid Christensen has been appointed as Country Director of the ILO Country Office for Pakistan. Ms. Christensen joined the ILO in 1988. She is a highly experienced official, with a wide-ranging knowledge of the development cooperation offered by the Organization, and has specialized in occupational safety and health issues. Prior to her appointment to Pakistan, she has been working as a Senior Specialist on Occupational Safety and Health (OSH) at the Regional Office for Asia and the Pacific, in Bangkok. Since 2011 she held various positions in different ILO Offices in Asia, Africa and Europe.

Ms. Ammara Durrani, Session Moderator

Ms. Durrani is an independent public policy, human security and sustainable development professional with over 19 years of leadership experience in public and private sectors. Having core expertise in sectoral policy, strategy and management, she has also taught Gender Studies at Quaid-e-Azam University, Islamabad, and Medieval Indian History at University of Karachi, Pakistan. She holds M. Phil. in International Relations from University of Cambridge, U.K.; and M.A. and B.A. Honors in General History from University of Karachi, Pakistan.

Mr. Muzaffaruddin, GM, AKRSP

Muzaffaruddin studied business from Pakistan and UK University. Mr. Muzaffar started his career with a Japanese university group called Global Activity Group, to work on developing field university programme, which was an exchange-learning programme between youth from Japan and Karakorum Mountain areas. He joined AKRSP in 1993 as microfinance monitor and led a comprehensive three years study on Dynamic of Savings in Karakorum, Hindu Kush and Himalayas. Later he joined UNDP as credit and enterprise specialist, where he first time tried to introduce the Islamic mode of microfinance in a conservative community in Northern Pakistan. Mr. Muzaffar later joined back AKRSP in 2001 as field manager in Hunza and worked in senior capacities in AKRSP this include leading the market development programme in AKRSP and Regional Manager for Gilgit region. In 2013 he joined BRAC (a Bangladeshi origin development organization) as the Country

Representative and Chief Executive Officer for Pakistan, until he rejoined AKRSP as the General Manager/Chief Executive Officer in June 2016. In addition Mr. Muzaffar was visiting faculty at Karakorum International University (KIU) for two years where he introduced and taught Entrepreneurship and Microfinance subjects. Over all Mr. Muzaffar have 25 years of development experience.

Mr. Majyd Aziz, President, Employers' Federation of Pakistan

Mr. Majyd Aziz is President of Employers Federation of Pakistan and first elected President of South Asian Forum of Employers and Member Executive Board of Confederation of Asia Pacific Employers. He is Former President Karachi Chamber of Commerce and Industry and Former Chairman SITE Association of Industry. He is Secretary General English Speaking Union of Pakistan and Member Board of Governors of Preston University and Dadabhy Institute of Higher Education. He is Honorary Citizen of Houston and Austin Texas USA.

Mr. Majyd Aziz is President of MHG Group of Companies and Seatrade Group of Companies. He did his Bachelors in General Business Administration and Masters in Management from Ball State University in USA.

Mr. Zahoor Awan, General Secretary, Pakistan Workers Federation

Mr. Awan entered into trade union movement in 1977. Elected Provincial General Secretary of All Pakistan Federation of Labour (APFOL) and laterally became Central General Secretary of APFOL in 1990. Has the distinction of being the youngest General Secretary of APFOL which had 350,000 membership. Played instrumental role for unification of the then three ICFTU affiliates and thus APFOL merged in 2005 with the other two ITUC affiliates and the new single representatives Federation was established as Pakistan Workers Federation (PWF). Presently since 22nd July, 2011 is the Central General Secretary of Pakistan Workers Federation (PWF) which has around 400 unions with 880,000 membership. During trade union Tenure of over 38 years has organized many unions and settled around 200 industrial disputes arising between workers and employers. Lead 28 strikes mostly successful. The most concentration was put on trade union education and has the privilege of creating a network of two hundred trainers.

He has also remained active in the work of ICFTU / ITUC and ITUC-APRO / ITUC-AP since 1982 in different capacities including Chairman of ICFTU China Working Party and Trade Union Right Committee. Served as member of Executive Board / General Council and particularly as member of the Regional General Council ICFTU-APRO / ITUC-AP since 1990. Attended all the ICFTU/ITUC world Congresses since 1988 and represented ICFTU in some global events including World Child Labour Conference held at Oslo and Amsterdam. He has also participated in panel discussion at several forums nationally and internationally.

Mr. Munir Ahmed, ED, DevCom Pak

Mr. Munir Ahmed is a well-known policy advocacy, strategic and corporate communications and outreach expert, journalist and broadcaster, having three decades of creative and innovative work experience. Presently he works with Devcom-Pakistan (Development Communications Network) as Executive Director, writes Op-Ed for Daily Times, and gives political commentary on national and international TV channels.

He is author of four books and has served on several mega projects supported by ADB, European Commission, World Bank, UNDP, ILO, UN Women, UN Habitat, IOM, USAID, GIZ, and Italian Development Cooperation. He is the founder of some thematic advocacy festivals including Pakistan Mountain Festival, National Women at Work Festival, Pakistan Green Initiatives, All Flags Together, Karakoram Festival and Pakistan Mountain Youth Parliament.

Mr. Usman Dar, Special Assistant to Prime Minister on Youth Affairs

Mr. Dar is the brainchild behind the launch of Government's flagship programme "Kamyab Jawan Programme" which is a multi-pronged and countrywide youth empowerment initiative. He is a senior member of Government's political party Pakistan Tehreek Insaf (PTI) from Sialkot and has done a great job on the ground towards bringing a positive change in the status of youth in the country.

A Pictorial View



