





ARTICLE

VIRTUAL CAFE THE WAY FORWARD

by Rozam Furqan

Video calling technology and internet speeds have made gigantic leaps over the past couple decades, and you can now pretty much just talk with someone halfway around the world. After the outbreak of COVID-19 across the globe and lockdown, there was an increased need and demand of virtual presence and existence. In 1950's if you tell someone that this "videophone" technology would exist one day, I bet they wouldn't believe that. Today, in an increasingly distributed world where we often live far away, virtual learning seems like the ideal technology, for learning beyond the boundaries. During the lockdown period of COVID-19, a situation of socio-economic crisis and profound psychological distress rapidly occurred worldwide. Various psychological problems and important consequences in terms of mental health including stress, anxiety, depression, frustration, uncertainty during COVID-19 outbreak emerged progressively.

A fun solution to this profound psychological distress is a virtual learning cafe, a physical place designed for informal learning conversations. The virtual cafe would be a combination of physical and virtual space where you can join through the use of state of the art videoconferencing software and hardware. You can have an informal conversation with subject specialist by physically sitting at the place or through the use of virtual technology.

If you're imagining a geeky "internet cafe," this isn't that. The virtual cafe would look just like your local hipster cafe, and the technology would seamlessly fade into the background: a large high-resolution display, a hidden webcam, and a speedy internet connection. The experience wouldn't feel exactly like a real conversation, but it wouldn't need to — just close enough that the established social norms of in-person conversation would kick in. The act of changing out and going to a public place to chat would make it feel totally different from Skyping at your house. A Japanese restaurant named as Tree by Naked, located near Yoyogi Park in Tokyo, and it did a great job demonstrating this concept by establishing the virtual restaurant. The virtual cafe would be the perfect place for any remote learning session where you want to really feel like you're face-to-face.

HRDN has successfully implemented the idea of HRDN virtual learning café where discussions on different topics are being done with the experts not as a class but in informal sessions, HRDN has successfully conducted six virtual learning sessions and intends to further probe into virtual learning and bring new transformations.

HRDN VIRTUAL CAFE

In the midst of challenging times of COVID 19 with limited mobility and options to interact, explore & learn, the HRD Network has rolled out a multidimensional knowledge outreach campaign for its valued members through Digital Learning Solutions to keep the members abreast of latest situations and Another key objective of initiating such brainstorming interactions was to keep ourselves ready to embrace challenges in the post-COVID 19 times. We believe life will never be the same as it used to be before this pandemic! In this quest, HRDN announced the launch of its “HRDN Virtual Learning Café” for its members as well as other interested professionals, organizations and wider communities. It offered a user-friendly and cost-effective learning opportunity with flexibility & convenience as built-in features. The Virtual Learning Sessions or Webinars were held twice a month with informal discussions with the subject specialists. This Virtual Learning initiative is being offered in partnership with Beyond Paradigm (Pvt.) Limited, one of the learned and active member of HRD Network.

“Till date HRDN Organized Six Session on the following topics.”

- HRDN Virtual Learning Café
- Instructor Led Training VS Virtual Instructor Led Training
- Learn how to use connectivity and collaborative tools to manage online work (Zoom, Microsoft Team)
- Learn how to use connectivity and collaborative tools to manage online work (Google Meets, Skype)
- Education technology Hackathon- First Brainstorming Session
- Education technology Hackathon- Second Brainstorming Session



TREE PLANTATION DRIVE 2020



Considering the manifold benefits of trees, including that they release oxygen into the air, absorb unpleasant odors as well as harmful gases such as carbon dioxide, carbon monoxide and sulfur dioxide from the air and purify it, protect us from dangerous ultra-violet rays, provide us with food and the pivotal role played by trees in preventing soil erosion, maintaining ecological balance and most especially in lessening the effects of global warming, This August HRDN organized tree plantation drive in collaboration with Punjab Forest Department at three different locations to support government of Pakistan initiative for clean and green Pakistan.

Saplings were planted at Tamair Forest Reserve-1 Rawalpindi, Max Care Hospital Misrial Road Rawalpindi and Boys Middle School Kori & Ghosia Market Gujar Khan. Representatives of Local Communities, Union Council Members, Punjab Forest Department Staff, Tiger Force Volunteers, HRDN Volunteers and HRDN staff was present at the event. Tree plantation is not just something that should be done; instead, it is a necessity, the urgent need of the hour. Planting of trees is especially important to protect our environment against air pollution and global warming.

During tree
plantation drive
HRDN planted 2000
saplings at three
different location

**To end global warming,
civil society organizations
and individual should
make vital efforts**

COVID-19 AWARENESS SESSIONS

Coronaviruses are a large family of viruses that are known to cause illness ranging from the common cold to more severe diseases such as Middle East Respiratory Syndrome (MERS) and Severe Acute Respiratory Syndrome (SARS). A novel coronavirus (COVID-19) was identified in 2019 in Wuhan, China. This is a new coronavirus that has not been previously identified in humans. After the spread of COVID-19 in Pakistan, communities were the most deprived segment of the society as they had lack of awareness at that time Human resource development network as a part of its community engagement component organized 40 sessions in collaboration with its Organizational and Individual members for communities from all provinces of Pakistan to create an awareness about COVID-19 to avoid its spread. Session organized by HRDN had covered the following areas

- Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them with soap and water. Why? Washing your hands with soap and water or using alcohol-based hand rub kills viruses that may be on your hands.
- Maintain at least 1 meter (3 feet) distance between yourself and others. Why? When someone coughs, sneezes, or speaks they spray small liquid droplets from their nose or mouth which may contain virus. If you are too close, you can breathe in the droplets, including the COVID-19 virus if the person has the disease.
- Avoid going to crowded places. Why? Where people come together in crowds, you are more likely to come into close contact with someone that has COVID-19 and it is more difficult to maintain physical distance of 1 meter (3 feet).
- Encourage the general public to wear a fabric mask if there is widespread community transmission, and especially where physical distancing cannot be maintained. Why? Masks are a key tool in a comprehensive approach to the fight against COVID-19.
- Avoid touching eyes, nose and mouth. Why? Hands touch many surfaces and can pick up viruses. Once contaminated, hands can transfer the virus to your eyes, nose or mouth. From there, the virus can enter your body and infect you
- Make sure you, and the people around you, follow good respiratory hygiene. This means covering your mouth and nose with your bent elbow or tissue when you cough or sneeze. Then dispose of the used tissue immediately and wash your hands. Why? Droplets spread virus. By following good respiratory hygiene, you protect the people around you from viruses such as cold, flu and COVID-19.
- Stay home and self-isolate even with minor symptoms such as cough, headache, mild fever, until you recover. Have someone bring you supplies. If you need to leave your house, wear a mask to avoid infecting others. Why? Avoiding contact with others will protect them from possible COVID-19 and other viruses.
- If you have a fever, cough and difficulty breathing, seek medical attention, but call by telephone in advance (1166) if possible and follow the directions of your local health authority. Why? National and local authorities will have the most up to date information on the situation in your area. Calling in advance will allow your health care provider to quickly direct you to the right health facility. This will also protect you and help prevent spread of viruses and other infections.
- Keep up to date on the latest information from trusted sources, such as local and national health authorities. Why? Local and national authorities are best placed to advise on what people in your area should be doing to protect themselves.

Geographical Coverage



Punjab, Sindh, Balochistan,
KP and AJK

Awareness Raised to



569
Men & Women

Total Events



40 Events

PICTURE GALLERY

COVID-19 AWARENESS SESSIONS



ARTICLE

HOW TO SUSTAIN YOUR JOB DURING COVID-19

by Arshad Mehmood Akif
CEO Ask Development
Member HRDN

As we all know COVID 19 has badly upset world economy and resultantly job market regardless of rich or poor classification of countries. Media tells us every day how fast people are losing their jobs and businesses are getting closed.

In every country, its government is extending financial support to individuals & companies to sustain and being operational during COVID 19. Unfortunately, despite all efforts, unemployment is increasing, and no decrease is seen in near future in this disastrous trend.

Coronavirus has equally hurt employee & employer in at least financial sphere of their lives. Now, both have to struggle hard to survive during economic downturn regardless of their contractual relationship and legal status. Employee needs to go extra mile to contribute organizational productivity in this turbulent time so that enterprise stay viable and reduce loss in cash flows. Someone may say that I am suggesting here capitalistic approach to develop economy through strengthening business entities over worker pertinacity. Yes, traditionally, our literature on HR has been focusing on employee rights and wellbeing. Too little is written in favour of business and employer.

Pause for a moment and think, if most of the companies run into loss and SMEs are closed. Would it not increase poverty and unemployment? And that in consequence could increase violence and crime rate in society.

It means, COVID 19 has forced us to look for new framework and approach towards partnership between employee and employer. Corona situation demands employee to accommodate organizational goals into his/her personal growth goals as that in consequence would help sustain sustainable functionality of enterprise leading towards employee financial gain and job security in future.

This new context poses a question that how you sustain your job and add value to organizational productivity.

Jack Kelly in his recent article in "Forbes"[1] has listed some tips that might well respond such questions. He says no job is safe in backdrop of Corona crises, therefore, be ready for change in skill set, working habits, workplace and even in your profession.

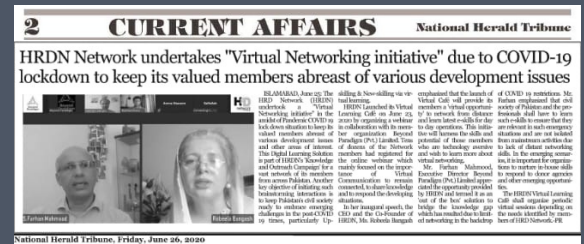
- Make yourself indispensable for your employer. It means your contribution to organizational productivity and profits should be on such level that employer could not even think to operate company without you. When you are committed to your performance without any additional benefit you directly add value to the organization.

- If, unfortunately you become pray to downsizing despite your high performance and hard work, rest assure, your employer will become strong "reference" for you in future reference check. Experience is, in such situation, usually, employer himself refers employee to other organization with high recommendations.
- Employer prefers offering "Contract Jobs" which are time bound to perform a certain task or assignment. These jobs have no long-term liabilities for both employer and employee. If you adopt such contracts, you can enrich your experience and become closer to employer to avail future opportunities too. These jobs may turn into permanent in future and you will be first choice for employer being having worked with company. Also, you will have another good reference for future reference check.
- COVID 19 demands you to keep reinventing yourself and making relevant to the job market. It means keep learning new skills and develop your abilities according to the changing job market and business requirements. Keep an eye on emerging professions and market segments because every disaster brings new opportunities as well.
- This pandemic may require you to change your profession or relocate to other city for job and better opportunities. Be flexible for change and adoptive to new realities instead of being stubborn and living in your comfort zone. If you are ready for change you will face on stress in crises time.
- Be ready for work from home it will reduce working cost for both employee and employer. Research reveals that employers like employees who could work from home and without supervision. Even, you can offer your employer to work and give result while working from home. Show your office value of your work which reduces operational cost.

For work from home, it is important to have a calm place at home so you could work without interruptions. When you receive a call, there should be no noise in background. If you are successful building work corner at home, it will be a first step towards entrepreneurship. Now you may start asking for independent work assignments to your employer and other organisations in your area of expertise. Employment is getting reshaped, same tasks are available now under contractual arrangement, therefore, get changed yourself too to act as entrepreneur as well staying in the same profession. It means whatever shape it takes, important is financial gain or livelihood, not the job contract or entrepreneurship. Business history tells us every natural disaster, and pandemic brings new businesses. You can make a fortune out of crises if ready and well prepared for it.

PRESS RELEASE

VIRTUAL CAFE



TREE PLANTATION DRIVE 2020



Our Memberships are open, signup now at info@hrdn.net or visit www.hrdn.net for further information



HRDN Secretariat

#7 Sunrise Avenue Main Park Road, Near COMSATS University Islamabad

051-8742216