

ILLUME



Human Resource
Development Network

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“COUNSELING YOUTH FOR EMPLOYABILITY; UNLEASHING THE POTENTIAL”

Challenges faced by the
Youth in Pakistan

Is Youth the future of Our
Nation- Should we be
worried?

Developmental
Organizations' Initiatives

Youth Programmes

Glimpse of HRDN
Activities

HRDN Upcoming Event





Editorial

Our population's major part is based on the young generation. Not only Pakistan, but the world's most popular and successful countries have a massive number of young people. Many developing countries rely heavily on their future generations and even plan actively for to achieve appropriate collective goals and outline youth focused strategies for the betterment of entire nation.

One may believe that youth of Pakistan today is imaginative, more enthusiastic and able enough to contribute towards the growth of our country. We see the fervor, passion and dedication among today's youth of Pakistan and it is quite visible through their talent, vigor and energy in all possible walks of life.

There is a well-known quote "TODAY'S YOUTH, TOMORROW'S LEADERS". Our youth today is marching forward in a direction which gives fortune for a shining star. This is a matter of great pride to mention that youth of Pakistan today exploring their destiny and has the capacity to emerge as the future leaders.

Ironically there are numerous obstacles and impediments, which the youth of Pakistan are facing currently. It is also sad that the vast number of youth energies and potentials has never been put to better use and we are unable to cultivate their immense potential level not just for themselves but nation as a whole.

This issue of *illumine* includes the impressive articles on youth related issues, developmental initiatives, youth programmes and a bird eye view of HRDN activities.

For feedback and further information, kindly contact at editorillumine@hrdn.net

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Challenges Faced by the Youth in Pakistan

Dr. Amena Hasan

(Professional member HRDN/CEO Business for Social Progress)

Future and progress of any nation is largely determined by its youth. Youth is the real asset of a country on which the development level of a country depends. It is the motivational level of young generation which takes a country to the height of achievement. As **Quaid e Azam Mohammad Ali Jinnah** while addressing youth said “Pakistan is proud of her youth, particularly the students, who are nation builders of tomorrow. They must fully equip themselves by discipline, education, and training for the arduous task lying ahead of them”. Today more than 52 percent of Pakistan’s population is less than 19 years of age.

If we take a look on the developing countries one thing which we find common is that their youth is highly motivated and enthusiastic towards the future prospective. However if the youth of a country is engaged in unproductive activities that country will start facing many problems and it will be difficult for them to stand in the row of developing nations. The current situation for the Pakistani youth poses great challenge. The country is unable to provide its youth with opportunities. A major problem is unemployment arisen by unstable situation of the country, which is creating frustration and stress among the youth. Our youth’s confusion and frustration in life and shattered confidence in Pakistani society predicts Pakistan’s and its youth’s bleak future and are unable to see where they will be standing after 10 years.

Table: 1 Comparison of Pakistan with other developed countries
(Year 2008)¹

Countries	Population	Human Development Index (HDI)*	Literacy Rate	Unemployment Rate	% of Education in GDP
United States	307,212,123	0.950	99%	4.6%	15.5%
Malaysia	25,715,819	0.823	88.7%	3.2%	21%
China	1,338,612,968	0.762	90.6%	4%	45.1%
Sri Lanka	21,324,791	0.742	90%	6%	5.4%
India	1,166,079,217	0.609	61%	7.2%	5%
Pakistan	176,242,949	0.562	49.9%	5.6%	2.7%

Source: Millennium Development Goals Report 2008 United Nations, Calculated based on data on life expectancy from UN2007, Ministry of Finance Pakistan 2008, Historical Overview of Education in Sri Lanka, Ministry of Education

¹ 2008 HDI represents statistical values for the year 2006

From the above table it can be concluded that the proportion of budget spent on education sector in Pakistan is very low as compare to other developing countries like India, Malaysia, and China etc.

Falling educational standards along with high incidence of unemployment lead to frustration in the youth. Corruption, poor governance and political instability are some of the causes that turn the youths into a frustrated lot. Continued deterioration of the status of youth, who face growing levels of epidemic diseases, illiteracy and abuse are some of the major socio-economic challenges facing the youth. Again if we look at the unemployment rate of Pakistan regarding Year 2008 according to my observation it is very low. Unemployment is one factor that breeds desperation and aggression in youngsters. Poor governance, corruption and non- responsive state add to their sense of resentment. Hence their creative energies are changed into aggression.

Methodology

With an objective to analyze the status of youth in Pakistan study was conducted in August-September 2009 by HRDN and BSP and supervised by Dr. Amena Hasan. The study involved literature review and collection of primary data. Following the literature review a questionnaire was developed and pretested for data collection. The research sample comprised of a total of 55 individuals between the ages of 18-25 yrs (51% females). For comparison purposes the respondents were selected from three different categories:

- Group 1:** Comprised of youth currently enrolled in govt. school/college (51% female and 49% male)
- Group 2:** Comprised of youth currently enrolled in private schools/colleges (50% female and 50% male)
- Group 3:** Comprised of youth dropped out of school and currently working (50% female and 50% male)

Total number of respondents in group 1, group 2 and group 3 were 23, 24 and 8 respondents respectively.

The study tried to analyze the perception of the youth about:

1. Main issues/problems currently faced by Pakistan and root causes of these issues/problems
2. How do these issues/problems affect the youth and how can the youth contribute to address these problems?
3. Where would the youth like to see Pakistani youth in 10 yrs time? And what actions need to be taken at individual, community/society and government level?

When asked about what are the issues/problems Pakistan presently facing,

the respondents identified the following as the main issues:

1. Exponential increase in inflation rate
2. Terrorism
3. Due to poor standard of education leading to irresponsible civic behavior
4. Lack of employment opportunities for youth
5. Shortage of electricity
6. High level of corruption at all levels of the Government
7. Bad Law and Order and Security situation
8. Inequality due to discrimination on the basis of gender, economic and social background
9. Exponential Increase in Population
10. Lack of political-will to bring positive change for the masses
11. Poor governance
12. Poor Health facilities

When the respondents were asked about the root causes for the problems identified following causes:

1. Increase in population is not equal to the resources available in country
2. Less portion of budget spent on Education & Health sector.
3. Government’s spending on useless tasks.
4. Lack of unity.
5. Talent drained out of the country.
6. Unstable government policies.
7. Illiteracy.
8. Difference in religious point of views.
9. Backward agriculture techniques.

It is however important to note the all three groups appeared to consider different issues being the most important.

Respondents	Most important Issue/problem	Root cause
Group 1	Terrorism Lack of energy reservoirs	Population Lack of unity
Group 2	Corruption issue Standard of education level	Talent drained out of the country Useless Government spending
Group 3	High inflation rate Shortage of energy reservoirs	Useless Government spending Illiteracy

When the respondents were asked about how these issues effect the youth. Following effects were identified by the respondent groups on the basis of maximum number of responses:

1. Lack of concentration.
2. Increase in crime rate.

3. Frustration & confusion.
4. Talent drained out of country.
5. Increase in unemployment rate.
6. Feeling of insecurity in youth.

When the respondents were asked about how they can contribute to address these problems. Following steps were identified by the respondent groups on the basis of maximum number of responses:

1. Seeking and spreading education.
2. Order life according to teachings of Islam.
3. Counseling and writing.
4. Design a powerful strategy.
5. Setting good examples for others.
6. Increasing patience level.
7. Patriotic feeling.
8. Using public resources carefully

Respondents	Effect on youth	Action by youth to address these issues
Group 1	Increase in crime rate Feeling of insecurity in youth	Setting good examples for others
Group 2	Frustration Lack of concentration Talent drained out of country	Counseling and writing Design a powerful strategy
Group 3	Increase in crime rate	Increasing patience level

When the respondents were asked about where they want to see youth in Pakistan after 10yrs following answers were identified by the respondent groups on the basis of maximum number of responses:

1. Vocational training
2. No discrimination
3. Feeling to work and serve.
4. Basic facilities.
5. Welfare projects.
6. Earning satisfied salary rate.

When the respondents were asked about for the youth, what actions do you suggest. Following actions were identified by the respondent groups on the basis of maximum number of responses:

1. Vocational training.
2. Awareness through media.
3. Utilize country's talent and resources.
4. Stop illegal imports & exports.
5. Organize unity and discipline principle.
6. Ethics and manners.
7. Increase employment rate.

8. Broadening people’s mind set.
9. Honesty and sincerity.
10. Elect suitable leaders.
11. Strict law & order.

Respondents	Where do you want to see Pakistan in 10 yrs	How to get there
Group 1	Feeling to work and serve Basic facilities	Vocational training. Awareness through media
Group 2	Welfare projects Satisfied salary rate	Utilize country’s talent and resources Stop illegal imports & exports Increase employment rate
Group 3	No discrimination	Honesty and sincerity

Results and Conclusion:

This research was carried through to observe the behavior of youngsters and how much they try to be informed and how the future generation of Pakistan thinks. The results were that most of our youth is not much serious about their country, they either don’t want to think about problems prevailing in the country or may be they are facing so many problems that they can’t concentrate on.

There were also some differences which were highlighted after this research which were; Educational level and Gender. It can be financial difference or may be difference in family setups but respondents who were educated were more informed about current issues. They were more often accessing information, whereas uneducated people were less updated as they have many other worries to handle. When we consider gender difference boys showed more output than girls. This result also shows that mostly boys are more likely informed about current issues or mobility might affect it.

The research was completed successfully and one gets the idea that although the trend of having information about current affairs is increasing in youngsters but it needs to be supervised and encouraged. As they are not getting what they should get to know, this is also distracting their minds. As far as we say youth is the future of our country we must provide them such environment or setup where these saplings can grow in a very modest way and compatible to the international standards.

If Youth is the Future of Our Nation, Should We Be Worried?

Ms. Aqsa Hussain

“They (Young People) have exalted notions, because they have not been humbled by life or learned its necessary limitations; moreover, their hopeful disposition makes them think themselves equal to great things — and that means having exalted notions. They would always rather do noble deeds than useful ones. Their lives are regulated more by moral feeling than by reasoning — all their mistakes are in the direction of doing things excessively and vehemently. They overdo everything — they love too much, hate too much, and the same with everything else.” Aristotle.

Youngsters, as we say, are the future of any nation; they are the strong shoulders on which the hopes and dreams of their elders rest. Old-timers leave it to the young to take on from where they took off. Youth is always seen as a force guiding a country towards progress and profit.

Its seen and observed that there’s a noticeable desire among Pakistani youth to attain education and find respectable livelihoods and act as an agent for positive change in ideal circumstances but due to political and social unrest in the country, they just can’t manage to achieve what they want and eventually get frustrated. Is this really the case? When Dr D.L. Gosling was asked about these phenomena he said the problem doesn’t lay with youth but with parent’s. Youth’s frustration is basically parents’ fault. They not only fail to understand their children and their desires, but also don’t pave the way for them to do wonders by infusing within them a proper energy of confidence, self esteem and competence. Dr Gosling goes on to say that it’s not the elite or lower class but the middle class on which a nation relies.

However, youngsters of the 21st century seem to be in a hurry; they want success but they don’t have much time. Persistence and steadfastness are two words completely unknown to them. One couldn’t agree more with Eda J. Le Shan, who says, “In all our efforts to provide “advantages” we have actually produced the busiest, most competitive, highly pressured, and over-organized generation of youngsters in our history.” Love for success, luxury and fame are dreams come true for anyone and specifically for the young; who opt for the fastest techniques to achieve their goals. At times it becomes hard for youngsters to see older people working with them on positions on which they would want for themselves. As a result, they run after many things simultaneously, mixing everything together, and the race ends in frustration, confusion or further passion to succeed at a much faster rate.





Dr. Gosling, principal at Edwards College Peshawar thinks that identifying goals one by one would make it not only easy but practically possible to achieve them. Nadia Ayub, a psychologist from IBM (Institute of Business Management) and lecturer too says: “Through internet the youth has proper access to global forums; they hate local stuff and want to go abroad and do something there but not here. It all results in a greater competition and we all know when competition becomes higher, frustration increases, but we ought to look at it positively,” Ms. Ayub goes on to say that; “if this continues, quality will vanish and quantity will increase.”

Youth today faces many problems globally, such as drugs, teen pregnancies, education issues, unemployment and more importantly not knowing what their actual problems are. When we talk about Pakistan, deteriorating social, economic, law and order and education system with a feeling of not having competent leaders to speak for or stand by the nation. Pakistani youngsters find themselves vulnerable. Their frustration grows and ultimately makes them groan inwardly. Some of them have been vocal about it as well. In a recent incident, nine Pakistani students fought deportation and suspicion of being involved in what the British Prime Minister dubbed a “very big plot,” were released without charge. It might have helped to boost the accused students’ morale if other Pakistani students had come out protested against maligning Pakistan’s name but also would have shown leaders what students and youth really wanted: an apology from British officials for mentally torturing students against whom no evidence was found. An apology was demanded later though but to no avail. Incidents like this and many more not only leave youngsters disheartened but also contribute to a mounting identity crisis; they either take pride in being Pakistani or hate revealing their nationality. “I don’t agree when USA and other countries say that “Pakistan is a failed state” because it’s not. I believe in God, Pakistan and the youth of Pakistan. All they need to do is believe in them,” says, Dr Gosling.

Unfortunately, in Pakistan we have unemployed youth who don't have proper access to education. This is one reason that brainwashing by social and political forces has become easier. "They get emotional, but don't even know what their political leaders vision is," Ms Ayub says. The media's contribution in brainwashing youth is very well documented. A more sensible and responsible approach is needed.

It's very disheartening to hear people say Pakistani youth is in danger of radicalization. One has to wonder why can't a counter radicalization plan to prevent youngsters from being brainwashed be evolved. We must allow the young prove to us, and to themselves, that they are fit to be labeled as the hope of the nation, instead of judging their capacity and capabilities to perform. The good news is that the future really does belong to the youth. One couldn't agree more with the charismatic leader Mohammad Ali Jinnah, who said, "I particularly appeal to our intelligentsia and Muslim students to come forward and rise to the occasion. You have performed wonders in the past. You are still capable of repeating the history. You are not lacking in the great qualities and virtues in comparison with the other nations. Only you have to be fully conscious of that fact and to act with courage, faith and unity." Delhi, March 23, 1943.

Writer is working at a leading Pakistani news channel as a reporter.



Source; Youth Parliament

Developmental Organizations' Initiatives Leadership Development Programme- by UNDP

What is LEAD?

The Leadership Development Programme (LEAD) is an entry point for young development professionals interested in a career with UNDP. The LEAD Programme provides qualified individuals exciting opportunities to develop their experience, knowledge and skills and to serve as development practitioners in UNDP, while contributing to development work. UNDP works through 136 country offices to provide development advocacy, advice and assistance to 166 countries in Africa, Asia and the Pacific, Arab States, Eastern Europe, CIS, Latin America and the Caribbean.

The LEAD Programme is a key element of UNDP's succession management strategy. It aims to develop a talented pool of young professionals that is drawn upon by the Organization to replenish middle management functions in the short term and senior management functions in the long term.

How is the LEAD Programme structured?

The duration of the Programme is for a period of up to four years, depending on the participants' performance. During the Programme, participants are placed in two assignments, each lasting for an approximate period of two years. To provide opportunities for participants to build their competencies and to apply their expertise, two leadership tracks are formally recognized within the Programme with progressive career benchmarks in each and crossover encouraged. The two tracks are policy advice and development management and business operations. While assignments vary depending upon specific country needs, participants work as entry-level or mid-level managers. The practice areas are Democratic Governance, Poverty Reduction and the MDGs, Crisis Prevention and Recovery, Environment & Energy, and the substantive area of HIV/AIDS. While the focus and method of work varies from country to country, participants typically interact with the government, civil society, academic institutions, private sector, UN agencies, donors and other development organizations in achieving the development goals.

Participants receive feedback on work performance and developmental needs through regular supervision and through the annual performance review. In addition, they are reviewed by a corporate review group (of UNDP senior management), which assesses participants' performance, and decides on their continuation in the LEAD Programme and reassignments; participants' readiness to move into middle or senior level management positions; and in some cases separation from the LEAD Programme.

It is normally expected that participants will continue in the initial assignment

for two years in order to have sufficient time to learn and develop the required skills and competencies and to contribute to the assignment. After the first assignment and based on their performance, participants would be recommended for a second two year assignment, which will broaden their understanding of UNDP, help them gain a different perspective and widen their internal networks.

After two years in the Programme, LEADs may also apply to vacancies, and if selected through a competitive process, be mainstreamed, subject to corporate review group and bureau approval. Once a participant is mainstreamed, s/he is encouraged to apply to vacancies within UNDP and will be given 12 months to secure a position through a competitive process, or be separated at the conclusion of the 12 months. If the LEAD participant's performance is an issue, following a thorough review, the corporate review group could recommend discontinuation from the LEAD Programme.

What is unique about the LEAD Programme?

LEAD participants have the opportunity to go through a special training and mentoring programme. The LEAD Programme begins within two weeks of training at headquarters in New York in the areas of policy, organizational processes and leadership skills development. On completion of the first year, participants go through another training workshop for 2 weeks to share ideas, experience and further work on specific competencies. In addition, a variety of other learning resources including UNDP's Virtual Development Academy with customized courses and options are available to strengthen participants' skills and knowledge. On-line facilities are offered to enable the sharing of ideas, knowledge and experience with others. Under the Programme's mentoring scheme, participants are assigned a mentor - a more experienced UNDP staff member - who gives confidential advice and career support. Participants' careers are closely monitored to ensure that they are exposed to opportunities that will facilitate their career progression.

For application procedure and further information, kindly visit the website <http://www.undp.org/lead>

Source: UNDP LEAD Programme

Young Professional Leadership Programme - YPLP Human Resource Development Network

Human Resource Development Network and NRSP-Institute of Rural Management have launched a women specific leadership development training programme called Young Professionals Leadership Programme (YPLP). Each year twenty aspirant women professional will be groomed for leadership positions after being selected to take part in the Young Professionals Leadership Programme.



Objectives

The aim of the Young Professionals Leadership Programme is to develop a cadre of women professionals to provide them with the necessary skills, knowledge and confidence to move to the next higher level in the organizational structure and eventually reach to the top management positions. It would also enhance the professional development of women leading to their full, effective and efficient participation in their respective work places.

The intention of the Young Professionals Leadership Program is to improve young women's and community awareness of young women's rights and of the status of young women vis a vis education, employment, leadership and other opportunities. The program aims to assist young women to effectively respond to day to day challenges in their lives, increase their knowledge and use of positive skill sets, and feel supported in making choices that improve their futures.

The specific objectives of YPLP are to build:

- 1) A cadre of women development professionals in effective leadership and rural development management.
- 2) The capacity of women professionals in leadership and management in public and private organizations.

Salient Features

The Young Professionals Leadership Programme provides purpose-built, culturally specific professional learning to develop the experience and expertise of women with high potential as development leaders.

It is expected that women who engage with this program will:

- improve their confidence.
- affirm their leadership achievement.
- raise their profile and potential within the system.
- further develop effective networking opportunities and skills.

- improve access to information about career development.
- enhance their strategic directions, thinking skills and opportunities.
- grow as leaders in their current workplace.
- improve their confidence to seek access to promotional and other decision-making positions.
- Gaining an honest picture of their strengths and developmental needs, this will enable them to develop priorities, within their whole self and not just their work persona.
- Develop the leadership skill of giving and receiving constructive feedback.
- Learn from carefully structured peer feedback sessions, which provide behavioral data to compare with data from assessments.
- Take part in a videotaped session, which will help them better understand their influencing skills.

Course Contents

A diverse course content to build up not only a sound theoretical base on subjects related to Development related work but also covering skill development of the women participants have been prepared after conducting a comprehensive Training Needs Assessment (TNA). Balances between both theoretical and practical skills have been maintained while developing the course contents. The contents of the training course will eventually contribute in enhancing critical thinking and developing analytical skills of the participants. The following topics have been covered in the course contents:

- Leadership & Management
- Team building
- Conflict management
- Effective time management
- Communication/presentation
- Decision making & negotiation skills etc
- Human Resource Management
- Gender and Development
- Gender & Islam
- Gender Concepts
- Gender mainstreaming
- Gender analysis
- Gender Audit
- Gender Budgeting



- Development, poverty and participatory development
- Strategic project planning,
- Project Cycle Management
- Monitoring & Evaluation
- Governance
- Political Governance
- Gender Responsive Governance
- Financial Resource Management
- Budgets
- Audit
- Research tools and techniques
- Advocacy, networking and fostering linkages
- English language (spoken & written)
- Computer skills (MS office, Internet/e-mail)
- Creative Thinking

For further information, please visit HRDN website at www.hrdn.net

Youth Programmes School of Leadership

School of Leadership (SoL) provides a platform for individuals to discover and utilize their unquestionable ability to elevate their lives through conscious endeavor. SoL helps bring about positive changes in people’s (young and old) personal, professional and social lives, which favorably impacts their families, organizations, communities and society at large.



SoL aspires to empower people through greater awareness of self, others and their environment, so that they are better able to steer their communities and organizations to higher levels of sustainable growth, impact and profitability.

We work with people in the education, corporate, public, government and social sectors. Our interventions are designed to strengthen our institutes of education and cater for our youth studying in schools, colleges, universities and vocational training institutes. In addition, we also provide development programs for young professionals who have recently embarked on their careers.

We believe that our youth can be trusted to shape their own destiny, inspire their communities and craft a brighter future.

SoL’s vision is “Freedom with discipline.” This implies individuals exercising



personal responsibility to enjoy economic, moral and social freedoms, whether in the form of expression, action or thought, while maintaining respect for others and acknowledging and appreciating diversity.



Our mission is to “Cultivate distinction.” This means individuals becoming more aware of what makes them unique and discovering their infinite potential. A clearer self concept triggers in them the passion for continuous learning to tap into the immense opportunities that lie before them. They achieve this by initiating a fulfilling life of enterprise and contribution.

Programmes

Public Events: Our public events provide personal and professional grooming to individuals from various walks of life. These events combine training with fun and give the participants an opportunity to network with each other.



In house Programmes: Organizations operate in diverse environments with their unique ideologies. These ideologies need to be strengthened by the senior management and ingrained in the newly hired individuals. Employees must have a relevant skill-set to effectively perform their roles and responsibilities.

From change management to creative thinking, decisions making to communication, our team of certified facilitators bring cutting-edge insights and models to your workplace. We work closely with your human resource to identify training needs and objectives.

For Further information and updates about Young Leadership Conference-2010, visit <http://ylc.sol.edu.pk/>

Pakistan Youth Parliament



Why a Youth Parliament?

Pakistan needs to strengthen its democratic institutions and inculcate democratic culture in the society. We need to discourage extremist tendencies and lack of tolerance for others' beliefs and views and strengthen the rule of law. Open and informed debate on issues facing the society should be promoted. The society should develop tools, mechanisms and systems which can facilitate the exposure of democratic system to its citizens from an early stage.

Introduction

To engage youth in Pakistan in healthy discourse and expose them to the democratic process and practices, PILDAT has launched the project of Youth Parliament Pakistan. The first ever Youth Parliament Pakistan was launched in 2007. Members of Youth Parliament Pakistan are selected for duration of a year at a time.

Establishment and facilitation of the Youth Parliament Pakistan is part of PILDAT's focus on Youth in the country and Youth's awareness education and training in the norms of politics and democracy in the country. PILDAT strongly feels that sustainable democracy and the sustainability of sound democratic institutions in Pakistan is not possible without youth's involvement in the democratic and political process even if this involvement is simply as a citizen or voter.

The Youth Parliament Pakistan project is supported by the Global Opportunities Fund of the UK Foreign and Commonwealth Office recognition of the importance of young people's involvement in democracy and democratic practices.



Objectives

The specific objectives of Youth Parliament Pakistan are to educate Pakistani Youth about politics and democracy and to demonstrate to them how Parliaments are able:

- to do legislation;
- to debate matters of national and international concern;
- to demand accountability from those in government;
- to discuss legislation in committee;
- to change government without recourse to civil disorder; and
- to make and enforce their own rules of conduct;



In addition Youth parliament Pakistan serves as a useful forum to voice views of the Youth about a range of national and international issues. The debates in the Youth Parliament Pakistan are meant to not only help the young members in their personal development as a useful citizen, these also serve the purpose of articulating views of the youth on vital issues facing the nation and conveying these to the Government.

Key Features of the Youth Parliament Pakistan as a model Parliament for young people. The Youth Parliament Pakistan is patterned after the National Assembly of Pakistan although its membership

is smaller than that of the National Assembly. Wherever possible, the Youth Parliament of Pakistan follows the rules of procedures as close to the National Assembly as practical. However, better practices from other Parliaments are adopted to expose Pakistani Youth to better parliamentary practices.

Membership

The total membership of Youth Parliament is 48. The break down of membership is as follows:

Provinces/Areas	No. of Seats
Punjab	19
Sindh	11
North West Frontier Province (NWFP)	07
Balochistan	03
Islamabad Capital Territory (ICT)	03
Federally Administered Tribal Areas (FATA)	03
Azad Jammu and Kashmir (AJ&K)	01
Gilgit-Biltistan (GB)	01
Total Membership	48

Youth Parliament Cabinet

Youth Parliament Pakistan elects a six member cabinet and a shadow cabinet along with six Standing Committees and a Business Advisory Committee.

Secretariat of the Youth Parliament Pakistan

As the project implementer, PILDAT is the Secretariat of the Youth Parliament of Pakistan.

Members' Political Affiliation

There is no bar on the actual political affiliation of the members. Youth Parliament Pakistan has two mock political parties: the Blue Party (Liberal) and the Green Party (Traditional) and members are asked to join either one of the political parties for the purpose of Youth Parliament. Joining one of the parties is obligatory for members. The party with majority of members forms the Youth Government.



The Youth Parliament Pakistan meets for at least 30 days at 05 sessions in a year. Sessions of the Youth Parliament Pakistan are held at Islamabad.

Glimpse of HRDN Activities

YPLP Exposure Visit to Karachi



Young Professional leadership Programme is a year long training programme for young female professionals from various spheres of life. During the second phase, an exposure visit to Karachi was planned. The purpose of the exposure visit was to meet and learn from leaders' experience, their working environment and their ways of working and managing different activities small and big.

During the visit, the participants met leaders from government, cooperate, educational institutes, semi- cooperate and private sectors. During the exposure visit, participants got the chance to meet both men and women leaders from all spheres

of life. I enjoyed the charisma of leadership in Government through the personalities of Ms. Nasreen Haque; Chairperson KPT, Mr. Mustafa Kamal; District Nazim. In Cooproare sector, the leadership style was depicted through the personalities of Ms. Shahna Kaukab from BASF and Ms. Shazia from Unilever.

In the end, Leadership in Educational institutes was flavored by the young & dynamic lecturers of Centre of Excellence for Gender Studies. After getting the opportunity to have a meeting with above all, I identified few of the common traits that were found in both men & women leaders that can be a help to me as well in future. Some of them are as follows:

Passion: Women are associated with this particular trait. As passion goes, you need to have excitement and zeal in every business venture you undertake.

Nothing can be achieved without passion. You should be excited to wake up every morning because you know you are going to attend the business matters for the rest of the day.

Patience: Results are not made overnight. It takes patience to find out if you are in or out of the competition. Again, there is no such thing as instant success. It takes a lot of patience and perseverance to continue moving on even when the times are getting harder and harder.

Creative: Do not be afraid to think of new ideas and update your business knowledge. Be more creative



when providing solutions to problems. And be sure to look at things in different ways. Profits are made from different angles - be it financial, social or environmental. People in general can make changes even when the times are hard. No matter the climate or how small your business, you have to put on different shades to your business to survive the economic crunch.

Partnership: To be successful, you have to pull in many skilled and knowledgeable people to help you with your business. Do not be afraid to ask for advice from those who already know the ins and outs of the industry. Be sure to get help from those who have the skills and specializations that you do not have. Hence, you should determine your strengths and weaknesses so you can provide balance in your business venture.

Balance: Women in particular are very good at creating balance in their lives. It is especially demonstrated in how they have been able to have both a career and a family life. In fact, women are known to have been successful because of their capacity to balance both their feminine and masculine side. Thus, women have the natural capacity to go deep into relationships with clear thinking and strategy.

These are just some of the traits I witnessed in all the leaders who have managed to excel in their businesses.

ISO Certification

HRDN was certified in the month of August 2009 as ISO 9000;2008. Before that, HRDN was ISO 9000; 2000 certified.

Mr. Tariq Ansari is HRDN's lead consultant for ISO certification.

Some of the requirements in ISO 9001:2008 (which are one of the standards in the ISO 9000 family) were:

- a set of procedures that cover all key processes in the business;
- monitoring processes to ensure they are effective;
- keeping adequate records;
- checking output for defects, with appropriate and corrective action where necessary;
- regularly reviewing individual processes and the quality system itself for effectiveness; and
- facilitating continual improvement;

A company or organization that has been independently audited and certified to be in conformance with ISO 9001 may publicly state that it is “ISO 9001 certified” or “ISO 9001 registered”. Certification to an ISO 9001 standard does not guarantee any quality of end products and services; rather, it certifies that formalized business processes are being applied.

ISO 9000 provides a framework and systematic approach to managing business processes to produce a product/service that conforms to customer expectations. For customers, the certification of suppliers to ISO standards means that they can be assured that the development of their products and services are compliant to reference documents that are globally accepted. This, of course, means that customers and suppliers are able to compete in markets around the world.

The benefits of becoming certified are numerous; organizations should ensure that they are pursuing certification for the right reasons:

- To improve business processes and save money. Most organizations implementing ISO 9000 certification report increases in business process efficiencies, reductions in waste, and improved product quality.
- To qualify for new customers. Many corporations see ISO 9000 Certification as an essential requirement for conducting business with a new vendor.
- To enter global markets. ISO 9000 standards are required in many countries.

HRDN Training Activities “Livelihood for People with Disability”

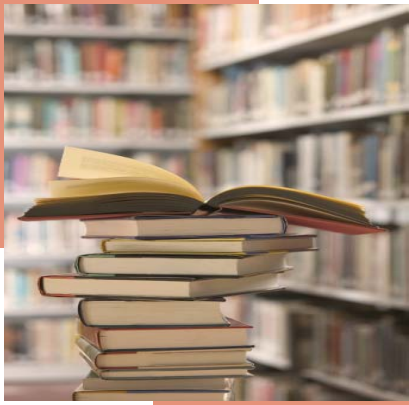
Training Workshop on Livelihoods for People with Disability has been conducted in Islamabad from September 14th – 15th 2009. HRDN organized the customized training for the staff of MRDEA to enhance basic understanding about the rights of People with Disabilities, Livelihoods for People with Disability, Disability & Inclusiveness, and CBWs His/Her Roles & Responsibility. In addition to that training participants gained enough familiarity with the importance of Leadership Skills, Motivational Skills, Decision Making and Communication and Conflict Management. In the same effort, the emphasis is laid on the practical learning of participants through relating it with their practical work.

The workshop was based on interactive and participatory sessions. The sessions were primarily focused on experiential and interactive plenary session, structured brain storming exercises, and group discussions

The participants were well educated and experienced in their respective roles and functions. Their observations were relevant and due to their idea of relating and sharing their personal experiences, the trainer was able to link the training sessions with their day to day experiences with Persons with Disability. Their interaction with each other in the group was positive and communicative. The participants’ level of flexible understanding, keeping them involved in the activities was admirable and impressive.

Majority of the participants expressed that the workshop had brought remarkable understanding of nature and Kind of Disability, enhancing their leadership and communication skills, knowledge and level of perception. At the same time participants expressed that series of the training, based on experience sharing and new innovative ideas and techniques to strengthen system and ability to deal with Persons with Disability must be conducted on regular bases.

The evaluations were made at the end of each training sessions & workshop which revealed that the contents, relevance, applicability workshop were up to the mark and Participants appreciated the efforts of HRDN and the resource person for organizing and conducting such a productive event.



HRDN Resource Centre

Our Resource Center's collection currently includes more than 1000 items covering almost all disciplines, like Islamic collection, training & development, research, science, general knowledge and IT related magazines, journals, reports, manuals, dictionaries and encyclopedias etc. The Resource Centre (RC) also have some of the most popular magazines like Times magazine, Spider Magazines, Alliance etc. The library also maintains some A/V collection.

Up Coming Event

All Members' Meeting- (AMM 2009)

HRDN is pleased to announce 10th All Members Meeting, on 13th & 14th November 2009 in Islamabad. HRDN Secretariat is delighted to invite all HRDN Members for AMM held on **13th - 14th November 2009 in Islamabad** on the theme **"Sustainable Synergies - Building Capacities of Members"**.

Registration forms are available on the website www.hrdn.net.

Suggestions

For suggestions and your value comments, please write to us at info@hrdn.net

— Our Mission —

To enhance the member's professional competencies through meaningful development and capacity building activities, sharing information, resources and expertise at national and international levels.

— Our Aim —

The aim is to empower individuals to participate fully within their workplace and community so that they are able to contribute to society as responsible citizens.



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