

ILLUME

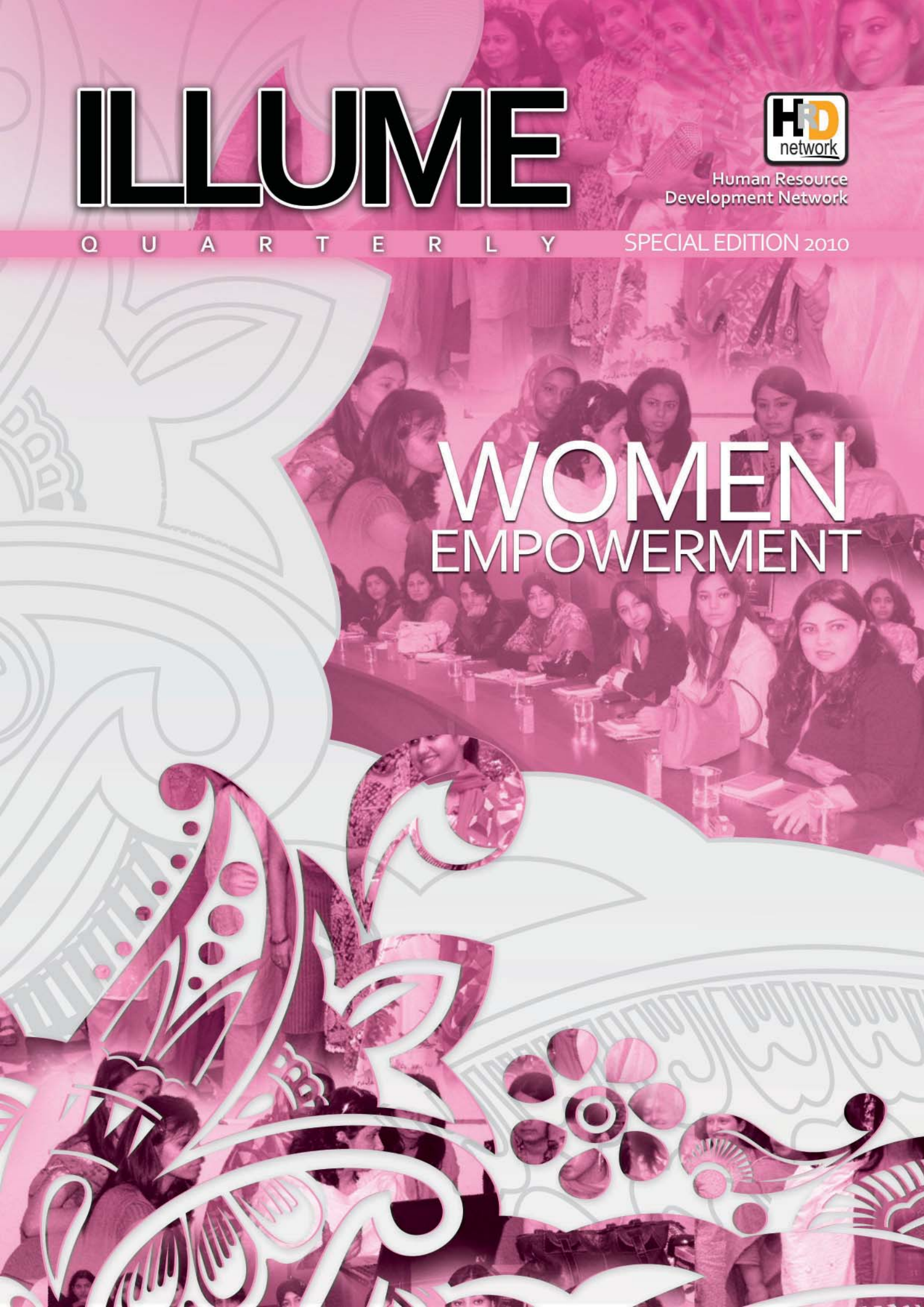


Human Resource
Development Network

Q U A R T E R L Y

SPECIAL EDITION 2010

WOMEN EMPOWERMENT





Editor's Note

FROM LADY HOOD TO LOVELY HOOD

Who can harvest crops and generations, who keeps the family up only by her endless efforts can do beyond miracles!

Her courage, her abilities latent within her

Her majesty creates; glorify patience, peace and love

When it is discovered

Through efforts and labor
She...

Can serve the family, can serve the nation

The empowered women

Can be the power of man.....

These days, the phenomenon of women empowerment is becoming a global issue. Women are one of the greatest assets in a society; they are equal to men in all aspects. Furthermore, Women are perfectionists in all walks of life and they have proved it though. All that they need in today's world is the acknowledgment and recognition of their abilities in order to ensure their empowerment, and every society must owe this very responsibility because women are surely half economy of any economy.

Today's globalized world offers many opportunities and challenges for both man and women on equal basis; this ground of equality can only be achieved if we shun prejudices and isolationism. The supreme need is to find new and innovative dimensions in order to disdain the formidable obstacle in the ways of women empowerment and gender equality. There is an urgent need to focus on power sharing in all tiers of the society. Somewhere we have to make a start and to take initiative by oneself and it always proves to be a good start. We can strengthen this mass movement for the "rise of womanhood" by bringing the necessary changes in our own life, by polishing our inner call and by positioning of our inner self. Further we can transmit the new thinking to others who care enough to listen. A small step today will definitely lead to a giant leap tomorrow.

In this very issue of illume, we have tried our level best to find out the realities and myths of women empowerment as it includes the report of women Empowerment through Employment (WEE)

HRDNs' project summary, Young leaders professional (YPLP) project summary and other features regarding women strength. This issue of ILLUME also includes regular features about activities at HRDN.

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

Sameeha Khaliq

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Abstract Reasoning; Women Empowerment

Women empowerment is nothing but the empowerment of the entire nation, right from the indigenous sources to modern technology, from the heat of the crops to the chilling terrain, from the cottage industries to the technocracies, we all surely do witness the potential and an urgent call for the involvement of women from all walks of life.

It is indeed of utmost importance that women from every level of society should be educated and exposed to the modern tools to help govern and assist the shape of the society.

The economic development indeed leads the concept of development and like as always hotly debated in different arenas, Pakistani women are a mammoth share of the population and we as a nation, policy maker, and development scholars at times have not been able to properly engross this massive force of sheer excellence.

These women are mostly glorified as mothers, sisters, wives and daughters, sure do they all are related to men of the society and they also need to be incorporated in other sectors to pave the road, bridge the gaps, educate the coming generations and a lot more.

Woman is the creature that endowed with great responsibility of human race preservation but nature has some other intentions too while creating this fair sex. In any society role of the women is inevitable as they carry particular place in any social set-up, their untiring and significant servings to mankind have proved this very myth false that women are inferior to man. Rather, they have confirmed their proficiency and shared the core responsibilities of life.

Women are playing certain active & passive roles in every society that also shapes her responsibility level. As mother, her position is unique. She brings up the children with love care and devotion. Mother's lap is the first institution of any child. It is quite true that great man had great mothers. Napoleon said:

"Give me good mothers and I will give you a good nation."

The progress of nation depends upon the way mothers bring up their children. If the mothers are educated, the whole society will progress.

In modern age, women are going fairly well in most of the fields. They are demonstrating their fair talents, they are serving as teachers, doctors, Engineers, Administrators and even head of the states. The literacy rate among the women in Pakistan is still very low. The call is to increase this poor ratio. More education among the women means the more progress of the society.

Shaheer Ellahi



Interview with woman of Courage

By: Sameeha Khaliq

MRS. SOHAILA MUSHTAQ

Senior Joint Secretary (Rtd.) Ministry of Youth Affairs

ILLUME: Being a strong role model for many women of today, how did you become what you are today? What was the inspiration in your life? How did you achieve it?

Mrs. Sohaila Mushtaq: My best inspiration to be something in my life was my father. Fascinated by my father's exalted job position, at the age of mere eight years, my dream to attain some prestigious place in the society was born. Then gradually I completed my studies and appeared for the CSS exams, which I passed out successfully, and my childhood dream came true eventually.

Later on in the start of my job I went to NIPA Karachi, where I met Federal Secretary Dr. Masooma Hassan she was the first lady Director in Pakistan. Her devotion and dedication to work inspired me to that extent where I considered her as a role model, and tried to incorporate her professional approach in my work throughout my life. And top of it I always took my work not just as work but as "Ibadat" (prayer).

ILLUME: Kindly share your personal experience of being a high Govt. official working in a male dominated culture? What major difficulties and challenges did you face and how did you tackle them?

Mrs. Sohaila Mushtaq: When I started my career as a Section officer I witnessed that women were not respected by male at their workplace. Ironically men used to enjoy their company wanted to sit with them have a cup of tea but, not more than that. While observing such scenario I set certain limitations on me to keep my dignity high. I did not misuse my womanhood in order to gain undue flexibility at my workplace. In this way I earned respect from my male colleagues, as well loyalty and dedication to my work risen my stature. Nonetheless, I became challenge to men at the later stage of my career when I had become an authority and owned a decision-making power. When I was promoted to 20th grade, I turned into an unseen threat for my subordinate males. It might be because it's very difficult for man to digest a woman's authority especially in this male Chauvinist society.

ILLUME: How do you link the youth empowerment with the women empowerment?

Federal Secretary Dr. Masooma Hassan was the first lady Director in Pakistan. Her devotion and dedication with work inspired me to that extent where I started considering her as a role model, and have always tried level best to incorporate her professional approach in my work.

I witnessed that women are not respected by their male colleagues at their workplace.

Mrs. Sohaila Mushtaq: Woman and youth have so interconnected relationship. As a much known statement by Napoleon "Give me good mothers, I will give you better nation". Pakistani youth is one of the largest youth number in the whole world that is 6.6 million in figures but it's an awful sight that such a huge population is losing its direction and shaping themselves as a crowd. If we try to figure out its root cause, results will be outrageous because there are illiterate or somewhat ignorant mothers who are also quite responsible for this chaos. Today's Mothers are creating professionals not humans; they are more prone towards grooming their children as western cultured rather than cultured civilians. Therefore, if mothers are literate or enlighten enough, it will directly affect the youth accordingly. So, one cannot separate these two terms of woman empowerment and youth empowerment. Both are strengthening each other. Therefore, one cannot deny woman's role in building nation.

ILLUME: What kind of professionalism do you perceive in upcoming educated women?

Mrs. Sohaila Mushtaq: Today's woman is more liberated, more advanced and gallant than the woman of last decades. Lots of institutions are saturated with female students that depict their intellect and power to compete. But in this race of liberalism they have lost their direction being a woman. In this context one of the major issue which is more visible is the career switching. Now a day's youth doesn't believe upon the step by step success, rather want to take a plunge at once to reach the top. Youth believe upon the phenomenon that "mujhay chahiya, sub chahiya aur abhi chahiya" (I need everything and right now). It might be the result of new world paradigm of commercialism and capitalism that has strong influence upon the minds of our present day youth. That is why I don't blame only youth on the whole because to some extent society is also responsible for the new trends and practices.

ILLUME: How the idea of youth ministry and then youth senate was generated?

Mrs. Sohaila Mushtaq: In start youth affairs were dealt, there was a small part of culture and Tourism ministry that used to deal with youth affairs, at that time there was no separate section of Government that was particularly named as department or the section for youth. However, Former President Zulfikar Ali Bhutto took initiative for the very first time in the history of Pakistan and formulated a complete section in order to deal with the youth related issues. In this way the process to develop youth was initiated while considering it a separate entity. To carry this step further, in second tenure of PPP under the supervision of Benazir Bhutto a

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complete Division was established for the youth and finally in 2005 Former president Gen. (Rtd) Musharff's regime gave this Division a thorough shape of Youth ministry. In this way the small step that was taken in 1977 got a concrete shape after 28 years.

ILLUME: How far the idea of youth senate has been successful in our country?

Mrs. Sohaila Mushtaq: As a former Senior Joint Secretary (Rtd.)

Ministry of Youth Affairs I can afford to say that it has been proved as a great platform for youth to explicit their talent and capacity. We used to exchange the educational and cultural groups of youth with different countries so that they can better share their viewpoints upon each other's cultural and social set-up. Youth exchange programmes were arranged in collaboration with countries which includes China, Turkey, Sri-Lanka, and Bangladesh. I must mention the name of one of the out-standing youth of Pakistan Khurum Shazad Khatuk who was a part of youth

cocas and has honor to represent Pakistan at international level. In year 2009 we made first "National youth policy" later it was presented in Bangladesh and Sri- Lanka in meetings conducted under youth senate. It was highly appreciated by the officials of both countries and also asked to make its replica for their own countries. Therefore, I can claim that indeed youth senate did produce.

ILLUME: What are your views on the action of dissolving the very young youth ministry?

Mrs. Sohaila Mushtaq: Well, it's a Government decision and I will reserve my comments on it but I must say that Government officials should rethink upon this decision.

ILLUME: Since your last posting was in Youth Ministry, what do you suggest should be done more to engage youth in a positive way for building the future of Pakistan, its image, and repairing any damages done?

Mrs. Sohaila Mushtaq: It's a very vast question to answer. Let me take you in the days of my childhood when I used to observe that there were different missionaries who had devoted themselves for the noble cause to serve humanity. No matter what religious creed or cult they belong to, they only had a sole purpose ahead. We need that particular "missionary zeal" to serve, our nation, our youth, our future. NGO's should come forward and take initiative in this context. Community centers can be established for youth specifically that will carry the same hierarchy at every level from



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urban to rural. In china I have witnessed such kind of community centers for youth that set example for us. "Chopal" system was one of the best cultural norms that has been fading out with the passage of time and needs an urgent revival in the modern form of community center. Universities can provide different forums where people from all walks of life should be invited to provide youth an insight of life and experiences. I devote myself for this noble cause of rescuing youth voluntarily.

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ILLUME: Would you like to share some interesting experiences that you have gone through during your professional career and life?

Mrs. Sohaila Mushtaq: Yes I would love to share some of those experiences. Those are the days when I was quite young and started my job as a section officer. I was in an official meeting and since I was young and having zeal of youth and was wearing bangles and chiffon dopata, my dopata slipped down from the shoulder and to reset that I raised my hand and the bangles began chiming and suddenly I felt that every man in conference room was staring at me, From that day till now I restrain myself in official hours to wear anything that may attract any unfair attraction. I also set my dress code after that and that is one good reason I have been successful throughout my career and respected foremost.

Practical plunge Pro Professionalism

FEATURE ON WEE PROJECT BY HRDN



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Women are only 13.45% of formal sector workers (Human Development Report);

- Less than a quarter of 1 per cent is in the combined categories of Legislators, Senior Officials and Managers.
- Only 0.83 per cent is Professionals.
- Only 0.5 percent constitute the combined category of Technicians and Associate Professionals.
- Very low percentages of women are clerks, plant and machine operators and assemblers.

Women empowerment is an important concern. Women are an important element of any country's population and their contribution is equally important as of men. So to make them active participant in development there is an urgent need of proper initiatives. To integrate women in development it is very important to preview male youth's thoughts regarding this integration. There is a lot work going on to change the attitudes against women empowerment and to transform it into an active and proper action. As women empowerment is a social phenomenon so any change in a social phenomenon requires gradual and slow progress. It will take time to bring a positive change in the current situation of women empowerment in the society but it is not impossible to achieve. From house hold basic calculations to towering techno economy women are not just passive spectators but naturally and gradually becoming a sound requirement for any economy, society and an integral support in all walks of life.

Human Resource Development Network launched a project - Women Empowerment through Employment (WEE) under the USAID Pakistan JOBS project to bring positive change in the lives of Pakistani graduate women by capacity building and to facilitate them in searching jobs for changing their lives.

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The Pakistan JOBS project was a USAID funded project designed to improve the competitiveness of the Pakistani economy by strengthening systems for workforce development, encourage Pakistani companies to invest in human capital, and improve access to training, jobs and business opportunities, especially for youth and women.

WE SIGN, WE WORK, WEE CARE.....



The project WEE aims at creating an enabling environment, so that educated women can access employment opportunities, by building their capacities and stimulating the demand side i.e. employers, and bridging the gap between demand and supply i.e. employers and employee respectively. Under the project two regional offices were established in Peshawar and Rawalpindi to serve the target clientele from the neighboring areas. A total of 500

women were trained.

One of the major activities was to focus on bridging the gap between Academia and Employers. The project was successful in signing MoU with Institute of Management Studies, University of Peshawar, ARID Agriculture University, Rawalpindi and Fatima Jinnah Women University, Rawalpindi. Though networking with the public sector took ample time of the project but the success was their realization towards career counseling and management within the universities.

The first phase of the project was for five months (15th Feb 2010-15th July 2010). The target was to train 300 women and placing 80 percent of these trained women on jobs. The second phase was extended for another 3 months (16th July 2010-15th October 2010). The target for the second phase was to train 200 women and placing 50 percent of these trained girls on job. The training centers were set in Peshawar and Rawalpindi. HRDN was successful in training 478 women on Career Management and placing 265 of the trained girls on job. 254 women were trained in KPK and 224 in Punjab.

SYMPOSIUMS

AS MEANS OF CREATING AWARENESS AMONG THE ACADEMIA AND EMPLOYERS

HRDN conducted two symposiums on Career Management. The objective of conducting the symposiums was to create awareness on Career Management and also to bridge the gap between employers and academia. Following are the details of symposiums.



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Symposium on 'Women in Career'

Rawalpindi

A symposium on 'Women in Career Development' was organised by Human Resource Development Network (HRDN) in collaboration with PMAS Arid Agriculture University under the USAID Pakistan JOBS project 'Women Empowerment through Employment (WEE)', says a press release.

The participants included WEE graduates, women students and their parents, university teachers and various employers. The objective of

the symposium was to bridge the gap between academia and employers.

Dr Sarwat Naz Mirza, senior dean, Arid Agriculture University, attended the event on behalf of Vice Chancellor Dr Khalid Mahmood and highlighted that WEE project is providing the platform and environment for educating women.

He said the capacity building is a technical issue that should be dealt with proper guidance. Career counselling

and personal development are important for every student and career counselling centres are must in all public and private universities, he said, appreciating the WEE initiative.

Ms Fausia Malik, executive director of HRDN, introduced HRDN, particularly its various activities and projects, to the participants. She highlighted the need-based development of WEE project and also the response received.

Mark Nolan, chief of party,

Care International, said the project is working on the soft aspect of career building to provide young graduate women a career start with the learning opportunity.

Senior Joint Secretary Youth Affairs Ms Suhaila Mush-taq emphasised the importance of career counselling for both women and men. She shared the successful outcomes of National Internship Programme and encouraged women to apply for the internship programme as well.

TRAINING METHODOLOGY/DESIGNING THE CURRICULUM

WHY TRAINING ON CAREER MANAGEMENT:

The educational system of Pakistan generally focuses on generic knowledge which either is too much focused on technical know-how or it impart an age old curricula which does not prepare them for the job market. Both vocational education and skills development have been known to increase productivity of individuals, profitability of employers and expansion of national development. A 'knowledgeable' workforce, one that is both highly skilled in a particular occupation and also exhibits flexibility, is seen as most important human capital required for the development of a country. The workforce of Pakistan is characterized as having low skills and poorly prepared to compete in today's globalized world.



NEEDS IDENTIFIED BY THE INTERVIEWEES:

HRDN had interviewed 620 young women who had completed post graduation. They had gone through a detailed interview process and test. During their interviews the team gathered specific needs which are as follow:

- Improvement in writing skills
- Improvement in communication and presentation skills
- Language skills
- Increase their level of commitment
- Work place ethics and protocol
- Ways to deal with harassment
- Appearing in front of an interview panel
- Preparing CVs
- To be a good employee
- Dress code
- Conflict Management



Rukhsana Andaleep, Markaz Coordinator in NCHD said that this training in conflict prone area is a blessing for us. The learning we had from this training has groomed us in many ways. It has taught us how to handle stressful situation especially in our areas.

CONTENTS TAUGHT IN THE CURRICULUM:

- Career Planning (Career orientation & description)
- Life Skills
- Basic Computing & Spoken English

TRAINING CONTENTS:

The training comprised of lectures, practical exercises, group work, case studies, interactive sessions, assignments, daily reviews etc. The quality of the training was regularly monitored and necessary improvements were made in the methodology, curriculum, and approaches.

After successful completion of WEE training modules the graduate trainees were awarded with the certificate bearing endorsement both from HRDN and USAID Pakistan JOBS project.

PROGRESSION OF THE PROJECT:

The project has opened a new window by training the young women regarding work ethics and to facilitate them in job placement. HRDN from its platform will continue facilitating the WEE graduates in placing them on jobs. The trainees are guided on a regular basis. Job opportunities are emailed to them. Among the employers have given commitments and have committed to include the trainees CVs as soon as they are awarded projects. CVs of at least 200 WEE trainees are shared with the following organizations:

- NRSP-Institute of Rural Management, Islamabad
- National Rural Support Program
- Complete Human Resource Solution

Besides this HRDN is also planning of a capacity building program in which the young students' men and women will be trained on Career Management course on minimum charges. They will also be facilitated for job placement on regular basis. 40 percent candidates will also be placed. The students will be registered on Job Portal for job hunting purpose.

FORTUNATE SAGA:

"Nadia," a 25 year-old young woman from Khyber PukhtunKhuwa province, belongs to a traditional pukhtun family (Umarzai),Mardan. She has done her majors in Economics from University of Peshawar. She always wanted to do something unusual that makes her different from rest of her family especially



"I learned what I could not learn during my studies in the university. No one ever told us how to behave in an office. Now I am able to handle any difficult situation at my work place" said Nadia in her office in Peshawar, Pakistan.

her brother and cousins. Since USAID began its "Career Counseling" training for the young unemployed women graduates in her area, Nadia has attended every session. Motivated by the counseling of professional trainers she found her path. Knowing that her parents will not easily agree on her joining non-government organization as it is unsecured and carries a false reputation in KPK. They wanted her to be a teacher, the conventional / traditional career for a woman in KPK. Because of the program, she says, "I have found a job which exactly translates my dreams in to reality. I will prove myself in this field. At least I found a hope in our conflict prone province."

MATTER OF FACT:

The project facilitated many women in job searching and positive change in their lives especially to those women who are committed to their career. The capacity building program brought a lot of new ideas for trainees and their knowledge to improve their living standard.

The project has opened a new window such as training young women regarding work ethics and to facilitate them in job placement. HRDN from its platform will continue to facilitate the WEE graduates in placing them on jobs. The trainees are guided on a regular basis. Job opportunities are emailed to them. CVs of at least 200 WEE trainees are shared with them.

A Review on YPLP Weave the professional charisma

AN OVERVIEW:

The low level of women's participation in social, political and economic spheres of life, in spite of the progress made by public and private sector movements over past few decades highlights two key issues for considerations: political power is still the main stronghold of patriarchy and has remained virtually untouched until today and secondly deep gender inequalities continue to exist in every field. Women are therefore placed at a greater disadvantage. The public sphere in Pakistan has been crafted on the patterns of behavior of men belonging to national elites, or those linked to feudalist elites but the good news is that things are changing and there is a way to optimism. One can see that women reweaving their worlds by enlivening the home compounds, recreating mutual relations, establishing village and union council level institutions, creating small enterprises, leading organizations and defying the centuries old authority.

Keeping in the afore said scenario, if we look at the statistics of working women in Pakistan we find that women's participation in remunerative employment is 13.7% only and the number of women in leadership positions is unknown. Whereas International research reports show that organizations with women in key leadership positions have strengthened their corporate reputation, attracted and retained tremendous talent, and have been able to successfully target and succeed in new markets and differentiate themselves from the competition. The facts speak for themselves:

- 500 companies that promoted women to high positions were 18 – 69% more profitable,
- Companies with women on their senior management team had a 35% higher return on Equity,
- Women comprise 50% of the available pipeline of talent.

In order to address the gender parity all over the Pakistan NRSP-Institute of Rural Management and Human Resource Development Network joined their hands to launch leadership programme customized for women called Young Professionals Leadership Programme. As we



need more women in management and organizations, so we need to provide appropriate professional development opportunities through introducing such programs.

PRACTICLE PLUNGE BY NRSP:

In order to address the issue of gender parity in Pakistan, NRSP-Institute of Rural Management and Human Resource Development Network joined hands together to initiate leadership programme customized for women called "Young Professionals Leadership Programme".

- **PARTICIPATPATION AND PRESENTATION:**



YPLP Batch 1 was announced in December 2008; more than three Hundred nominations were received from all over the Pakistan. Twenty participants having diversified experiences in their respective roles and functions were selected for YPLP Batch I. Most of the participants belong to the social development sector and public sector.

"Leadership & Management" was composed of modules of Leadership, Motivation, Team Building, Management and its function, Human Resource Management, Qualitative and Quantitative Research, Research Methodology, and Stress Management, in addition to it computer classes were also arranged for the participants. The workshop was based on interactive sessions focused on experiential and interactive plenary session, there were structured brain storming exercise.

- **MEETINGS WITH LEADERS:**

During the first Module participants got a chance to meet with the leaders. They met with Mrs. KishwarNaheed one of the most prominent Urdu poet and Women's Right Activist and Mr. Agha Ali Javed General Manager, National Rural Support Programme. During the sessions participants were inspired and learned a lot through the experiences of the leaders. Evaluations were conducted throughout the process to assess the expertise of the Resource Person's facilitation and to check the effectiveness of the programme.



INTERNATIONAL VISITS:

YPLP team had a great chance to learn from tours

and trips, it was an opportunity to enhance knowledge treasure by exploring the most beautiful place in Turkey that carries the blend of eastern and western cultures. Visits were also conducted in Malaysia and Bangkok so that participant could avail the best out of international trips and go back to home with full of wisdom and experience.

Last but not least.....The YPLP Phase I helps young women professionals to develop leadership and managerial skills. The program was conducted by eminent development professional, the training delivered during the workshop was highly recommended, and Participants were very satisfied with the way the training was conducted.

Over the course of the sessions, programme was evaluated through a structured feed back/reaction through feed back forms. Both quantitative and qualitative data collected at the end of training, revealed that respondents gained a wide range of knowledge and skills.

ALIYA TAIYABA



Ms. Aliya Taiyaba is a dynamic and competent development professional involved in social sector progress initiatives. She is skillful at designing, conducting and evaluating training programmes at all levels; remained

involved in the monitoring, evaluation and documentation of different projects, an overall check on work schemes implementation and capacity building plans. Possessing excellent interpersonal, analytical and communication skills; well versed with case study research techniques. She also worked on the Tool Kit prepared for the Child Domestic Labour Project and served exceptionally in both formal and non formal education sector, Teacher Trainings and Early Child Education programmes. Also works as a volunteer trainer with NVM on Disaster Management.



Made in Pakistan

ARTICLE BY SAMEEHA KHALIQ

"I got an excellent job as a design assistant for Burberry's but it paled compared to the excitement of working in Pakistan". This very statement is not mine, is it of yours? Of course not. Reading this proclamation again and again I shook my head and induce to think that who fool xenophobic left that fantastic career and fancy to work in the land of terror, illiteracy and of much deprivation. And I got electric mammoth of. When I came across the name of statement holder, it sounds alien Cath Braid a lady brought up and being educated in Landon and foreigner foremost and it is in essence an awful sight. These all shocks had happened to me in merely half an hour when I was reading an interview of MsCath Braid and her companion Rolla Khadduri in a prestigious business magazine of state.

While going through the whole interview I drown in the deep oceans of surprise and questions. They must be wrong, it's an absolute fabrication, they might have some link with Pakistan, but till the end of detailed interview that comprises upon 12 leaves, I was unable to find their kinship with Pakistan. Therefore, I had no other option but to accept the mentioned facts that these two ladies had passed out from the Harvard University and after refusing the lucrative jobs in Europe they rather choose to work in Pakistan at Chitral. They are most amazingly running their textile industry from the year 2003, based on the work and skills of local women particularly.

The purpose of this self-financed project is to prop up the domestic industry of Pakistan and promote the Pakistani tag across the boundaries. They arranged the workshops to equip the local women with advanced skills and train them for professional field and last but not least to make them capable to earn for themselves. They also conduct the trade fairs at international level and sell their artifacts with Pakistani label. Their core focus is to bring the talent and craft of rural woman into light and restore the sinking prestigious cottage industry run by ever neglected creature.

"The stories about restrictions, honor killings, the political situation, and suicide bombers are needed... but, the stories of 'normal' women with wonderful lives also deserve space" she said, and how aptly said she, and how sheer embarrassment I am feeling while putting these words on paper being Pakistani. In such chaotic circumstances of state when every single Pakistani wants to vent from here, these courageous ladies working here for such noble cause. Here I wrap up with Cath's words "being so proud that it is MADE IN PAKISTAN that is real achievement for me". Have any of us had this achievement and pride?

Mind Watch

STRESS MANAGEMENT AT THE WORKPLACE

It's inevitable to have no stress at work place. There are many factors that can be the cause of both internal and external stressors. But results are drastic indeed. Stress results in decreased job satisfaction, reduced production, and increased conflicts, which all lead to more stress! But some precautionary measures should be taken to overcome work place stress before it comes over to you.

EXTERNAL STRESSORS

There are many kinds of external stressors, but usually people think them so ordinary that they don't even care to sort it out. The first need is to identify what are the external stressors that agitate you and affect your workplace performance ultimately. Stress can be caused by noisy work environment, nosy or noisy co-workers, demanding bosses. Once you have identified the causes of stress you will unconsciously work upon that what possible solution can be to avoid them! Because identification of the problem sometimes becomes the solution itself and it also reflects that minor adjustments can prevent major accidents and conflicts.

INTERNAL STRESSORS

Internal stressors are quite different from the external stressors. Most of the time causes of internal stressors are based on the employee's personal issues. Job dissatisfaction, lack of adequate acknowledgement from the boss, feeling of low self-esteem or shattered confidence due to continuous nagging and negative criticism are the most visible internal stressors. One helpful way to reduce internal stress is to remember what you liked about your job when you started it. Healthy discourse upon some issues to the boss can be helpful although seems difficult to try.

WHY ARE YOU WORKING?

Sometimes everything seems trivial and out of objective in job. Certain kind of questions and thoughts arise in one's mind like why am I here,,it's not appropriate place for me, I am distracting from my preplanned set-goals so and so... These thoughts ultimately can off-put one from his focus on the job. These workplace stress starts when we lose sight of the necessity of our work, the purpose of our job, and/or our goals. It's time to sit down quietly and write down at least five reasons of why you started this particular job. You will find the solution within this.

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How we perceive a situation and how we react to it is the basis of our stress. If you focus on the negative in any situation, you can expect high stress levels. However, if you try and see the good in the situation, your stress levels will greatly diminish.”

-Catherine Pulsifer

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Much of the stress that people feel doesn't come from having too much to do. It comes from not finishing what they've started.”

-David Allen

CHANGE YOUR FOCUS

Today's high speed and mechanic world has changed the focus of life. Nearly everybody is after dazzling charm of money to meet better standards for life and becoming workaholic in this fashion. We wake and get ready for work, drive to work, spend eight or more hours at work, and finally drive home from work. As you can see, although we aren't getting paid, we are "at work" for much longer than eight hours a day! You may not be able to cut back on hours at work, but you can work to live and not live to work. Learning to keep work in focus during work hours and life in focus after hours will take you a long way towards managing workplace stress.

BE CLEAR ON REQUIREMENTS

Sometimes in job we become perplexed due to burden of expectations from our employee or current supervisor of our work. In this way we often found our self in an unseen trap of magma. To meet someone's set standards is most often intricate task to accomplish. It also happens that if you complete your assignment extra ordinarily first-rate one time then the expectations of your employer elevate promptly, it unconsciously associates the hopes with your work for the next time but unfortunately if you are in fix or caught in some problem, it can be personal like some stress and tension, creative block, or can be external in the form of family issue, conflict with co-workers or even unstable political situation of country, all these reasons have enough potential to affect on your daily work. It's time to negotiate with your supervisor over your short comings and it may help to have a talk with your supervisor and go over expectations and strategies for meeting them. This can relieve stress for both of you!

STAY AWAY FROM CONFLICT



In practical life one meets a lot of people that may belong to diverse mind sets and surely of different temperaments. Sometimes it does happen that we do not agree the opinion others holds and vice versa. That is the situation in which the chances to come across the conflict are more obvious. The best solution in this state is to stay silent or either leave the room or quit the discussion in order to seriously avoid the conflict. Most above of all try hard to pass up the discussions over religion, politics and sects because sooner or later our physical and emotional health has to pay the dues of these interpersonal conflicts.

STAY ORGANIZED

One can't bear to be disorganized when it comes to professional life. Being disorganized can cause havoc, when there is a bulk of work on any person it is of utmost importance to stay organized not just to save the time from the annoyance but also to grasp right award at the right time, the self-management is the core key to organize one's self through monitoring our own bits and pieces and glue them together to work along the focused path. When one holds one's self together it automatically cherish the blessings of self-awareness and self-actualization plus the economy of words, it than saves time not just for one's self but for others too.

FORGET MULTI-TASKING

In this today's world everybody is running fast to chase and beat the time. In order to save the time one tries to indulge one's self in many tasks at the same time and the problem arises. When one tries to put himself in multiple tasks he remains ejected from the ground and misses the actual bite of staying focused. Everyone is not seriously meant to concentrate on many projects simultaneously; it's a natural phenomenon that supports the mental limitations. Therefore one must respect the mental and physical abilities and should not try to bother or over load them by multi-tasking, multi-tasking consumes more energy and hence panics the ongoing state of mind, so it's far better to queue the tasks under your belt than to drag them along nowhere.

KEEP PERFECTIONISM IN CHECK

It sounds good to be a Perfectionist in work but just take a breath and figure it out that to which you are driving nuts to have this winning work pleasure. If you are an employer then it will be least worthy for you, but if you are at the opposite edge you are supposed to be trapped in vicious circle of perfectionism. Perfectionism is getting enigma for the newcomers in the current job market but it is very important to know that it is indeed human to err. It is far better to keep things short and simple and it's not just an ongoing market call but an approach to learn more in an educated manner.

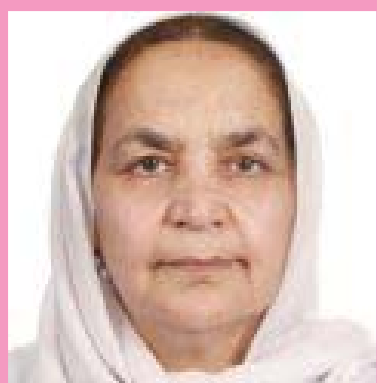
"Most folks are about as happy as they make up their minds to be."

- Abraham Lincoln

LISTEN TO MUSIC ON THE DRIVE HOME

Music proves to be among the best remedy in most of the low and high times. When you are overhauled with work and find yourself blank, just give yourself a little break and try to listen some of the music of your favorite artist, it will sooth your senses and will freshen you up for upcoming tasks. Listening to music in lunch or tea break or on the way back home is a stress management practices which not only disdain the stress at work but also gives you a fresh thought and a light mood.





Women of Substance...

MARYAM BIBI-STRONG PUKHTUN WOMAN

Nobody could even deem that in the dread full situation of terror and fanaticism one may excel, and if woman simply not imaginable. Amazingly a simple, humble-looking and a plain faced lady Maryam Bibi proved it wrong. She belongs to Khyber Pukhtunkhwa (KP) where the situation of war and terror is being confronted for the last decade or so. Maryam was one of the 29 women nominees from Pakistan for the Nobel Peace Prize for the year 2005. She is working to improve the female literacy rate at a time when a number of threats have forced the authorities to close down girl's school in Darra Adamkhel. In June last year, one of the schools, run by Maryam in tribal Landi Kotal, came under attack but unbelievably she is still committed to her extraordinary cause to improve the female literacy rate in her respective society.



In order to improve the literacy rate of the area among females, Maryam Bibi also established the Khwendo Kor (Sister's Home) in 1993.

Since the formation of the organisation, Maryam Bibi has also worked for establishing 170 Community Based Primary Schools for Girls. Some 7,000 students have passed out, 6,500 of whom were girls. Currently, some 3,500 girls are enrolled and regularly attending school. Besides, 10 Adult Literacy Centers have been established for women with some 200 learners currently enrolled.

Maryam Bibi has so far imparted trainings to over 180 village, based women teachers, Maryam who has been awarded UN Recognition of Services Award 2000, Human Rights Award 2001, National Civil Awards of Pakistan, Sitara-e-Imtiaz 2001 and, Fatima Jinnah Award 2003, has so far trained over 80 traditional birth attendants who are now providing skilled services in their respective villages. She has spread her network to over 240 villages. Unfortunately Maryam is still under a red eye and facing staunch criticism from her region's radical rulers as a promoter of western agenda.

Maryam Bibi has set an outstanding example for the entire nation that hope, good will and continuous struggle can make things possible. Now it is indeed a responsibility of society that how this great leap towards the betterment of humanity is acknowledged.

Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved" Helen Keller

NASEEM HAMEED

Carried on feet, steadfast enough, ran fast to win the race and won the title of "queen of the track". By this description one name strikes in every body's mind the one and only Naseem Hamid. This was the saga of 2010 SAF Games in Dhaka where she won the Coveted Gold in 100 Meters clocking 11.81 gaining the title of Fastest Women in South Asia. Such titles do require days, crammed with efforts and night filled with prayers and Hameed had both of them. From school time she used to participate in games and that was a start point of her career. Diamond can't remain hidden from the very sight of lapidary so Hamid was noticed by Army coaches who coached this young athlete who will one day make her Noteworthy in front of the whole world .Thus, she was also permitted to practice in Army grounds near Korangi. This shining star also represented Pakistan Railways as an athlete and the day when she appeared in the SAF Games and made the marvelous victory.

On February 12, 2010, President of Pakistan Asif Ali Zardari appointed Naseem as an Ambassador of Sports in recognition of her success at the SAF Games.

Later she was spotted by lime-light and became the brand ambassador of Pakistan's leading cellular network known as Mobilink. This act has taken her fame to the every corner of country and also infuses the pride of success in the heart of every Pakistani. She set the hall mark for the entire nation that no matter what it takes; only consistency, hard work along with sheer talent can make things possible and work your way.

Race was won but the race of life ahead waits for a victory mark.....



“

Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, "She doesn't have what it takes." They will say, "Women don't have what it takes."
Clare Boothe Luce

HRDN highlights 10th All Members' Meeting (AMM)

"SUSTAINABLE SYNERGIES – BUILDING CAPACITIES OF MEMBERS"

All Members' Meeting (AMM) provides an opportunity to members of the Human Resource Development Network (HRDN) for networking, knowledge sharing, having an overview of the Network's activities over the last year, discussing the Network's progress and giving their valuable suggestions for future course of action. The AMM provides a unique platform to all HRDN members to share, learn, develop linkages with other members and give their inputs for further enhancing the effectiveness and relevance of the network's activities.

Agenda for 10th AMM was developed in consultation with HRDN Members. Sustainable synergies – building capacities of members",

Major objectives of the 10th AMM were:

- Update members about new developments at HRDN during the year
- Share the organization program and financial progress
- Provide an opportunity to members, interact with each other and develop linkages
- Get members' input on a range of program and management issues at the HRDN
- Contribute towards members' professional development

Learning Sessions were arranged for members for information and awareness, topics of sessions were:

- Contribution of Civil Society Organizations in Human Resource Development in Pakistan"
- Speech by the Chief Guest- Mr. Gul Muhammad Jakarani, Parliamentary Secretary Education, Govt. of Pakistan Panel Discussions were scheduled on topics:
- Perception of stakeholders about the role of NGOs / Non-profit Sector Development Sector in Human Resource Development in Pakistan
- Panel Discussion: "Perception of stakeholders about the role of Media in Human Resource Development Pakistan" Experts gave ample thoughts upon respective topics. At the end of two days session dinner, poetry sittings and musical night were arranged for the members to enjoy occasion at its full zeal and zest.

TRAININGS AND WORKSHOPS

"TRAINING ON "DIGITAL PHOTOGRAPHY"

(15TH – 17TH JANUARY, 2010)

Photography is now becoming a part and parcel of professionalism, while realizing this need of hour HRDN has organized the training on Digital Photography. Facilitator of this training was Mr Tahir Saleem who is an outstanding Photographer himself. Training was arranged at HRDN office, this two days workshop carried the learning session that comprised on theoretical sessions, power point presentations and practical practices. People from different school of thoughts and different areas of life participated in this training. Training Contents included Introduction, Methods of Photography, Practical session, Micro shots of objects, Outdoor landscape, and people, Moving subjects, Photo Editing



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MICROSOFT EXCEL TRAINING

(06TH FEBRUARY 2010)

Microsoft Excel is the backbone of many workplace documents that require analysis and presentation of data. Based on the interest generated among the members of HRDN to learn Excel in a way that improves work efficiency and quality. HRDN organized advanced level training by a highly professional training with excellent experience both in using Excel as well as conducting trainings. It was one of the most amazing programs that help every professional in managing work plans, budgets, databases, graphs and much more.

Training Contents included advanced functions, latest tools and visual basic for application.

"PARTICIPATORY RURAL APPRAISAL - TOOLS AND TECHNIQUES FOR DEVELOPMENT PROFESSIONALS"

APRIL 7TH – 9TH, 2010 IN ISLAMABAD

HRDN has designed training programme for development researchers to get acquainted with latest participatory rural appraisal tools and techniques. **Participatory Rural Appraisal (PRA)** is an approach used by non-governmental organizations (NGOs) and other agencies involved in development at international level.

This approach aims to incorporate the knowledge and opinions of people in general and society at large in the planning and management of development projects and programmes. During four days training module efforts were made to craft the capacities of staff members who are directly or indirectly involved in community work. At the end of the training programme participants understood major concepts of PRA and they were able to cope with issues in data collection through application of learnt PRA tools and techniques.

ONE DAY TRAINING ON EMOTIONAL INTELLIGENCE FOR HIGH PERFORMING TEAMS

26TH JUNE, 2010

HRDN has designed training programme on Emotional Intelligence (EI). (EI) is the foundation of leadership and is increasingly relevant to organizations and business today, since it has proven to help understand and assess people's behavior. It serves as an important tool in areas like: learning styles, management styles, attitudes, interpersonal communication skills and human potential. Since emotional intelligence can be learned mastering ourselves and the ambiguities of relationships, change and effectively influencing others with integrity are how authentic leadership is developed.

Resource Person of this training was **Mr. Kashif M. Khan**; who is the Head of Department - Management Sciences, IQRA University (Islamabad Campus). The main focus areas of this training were:

- To know the Benefits and Relevance of Emotional Intelligence (EI) for Teams
- To learn how Emotional Intelligence (EI) improves Job Performance for individuals and teams.
- Learn to apply emotional intelligence (EI) in management of personal relationships and relationship at the workplace.

“New Paradigm: Moving from HRD to Culture of Performance”

12TH ANNUAL TRAINER'S RETREAT

22-30TH APRIL 2010

The Annual Trainers Retreat is one of HRDN's regular yearly activities. The credit goes to NGO Resource Centre Karachi, which initiated the activity a few years ago. In 2002 NGORC handed over the responsibility of organizing the ATR to HRDN, necessitated by the realization that HRDN mandate was best suited for the ATR and since HRDN has been organizing this event very sincerely.

Human Resource Development Network organized 12th Annual Trainers Retreat 2010 in Beijing, China. The Theme for this year's ATR was “**New Paradigm: Moving from HRD to Culture of Performance**”. The overall objective of holding Annual Trainers' Retreat is to provide an opportunity to the trainers to come together once a year to learn new developments and emerging concepts in the field of human resource development, enhance their skills and knowledge through experience sharing and cross fertilization of ideas and refresh themselves in a joyful environment. The event was attended by more than 92 participants having varying backgrounds in the field of Training and Development.

The prime objectives of 12th ATR were shared as follows;

- Promote culture of Trainer-meet-Trainer for improving the quality of efforts in developing human resources
- Develop broader understanding on thematic issues relating to human resource development and capacity building
- Establish industry standards in training
- Sharing best practices
- Provide learning exposure to Trainers in a joyful manner

The 12th ATR conference was concluded on 30th April 2010 with the participants' evaluation of the event through qualitative as well as quantitative indicators. The analysis reveals that all the participants were extremely satisfied with the quality of sessions as well as the overall arrangements of the event. Certificates of participation were also distributed among participants.



WOMEN EMPOWERMENT

ILLUME | QUARTERLY | SPECIAL EDITION 2010

New world order for Work.....



Book Reviews:

Books are like heavenly presented inspirations which awakens your minds and souls to new dimensions and also positions your personality about the rusty old concepts, books are indeed food for thought and soul and cherishes its existence in the hands and eyes of the reader.

BROKEN VERSES

AUTHOR: KAMILA SHAMSIE

Broken Verses, Kamila Shamsie's fourth novel, is the saga of the exuberantly-named Aasmaanilnqalab's search for the truth (or something like it) about her past, present and possibly, Broken Verses is thus simultaneously a mystery, a romance, and an examination of the burdens and privilege that the children of celebrities are endowed with -- all set against the background of Karachi. Shamsie's choice of professions for Samina and the Poet provide a fascinating window into Pakistan's socio-political and literary scene. And Aasmaani -- stubborn, gorgeous, sharp-tongued, and vulnerable -- is an appealing protagonist that few readers will not root for.

Source: www.sawnet.org

THE BLOOD OF FLOWERS

AUTHOR: ANITA AMIRREZVANI

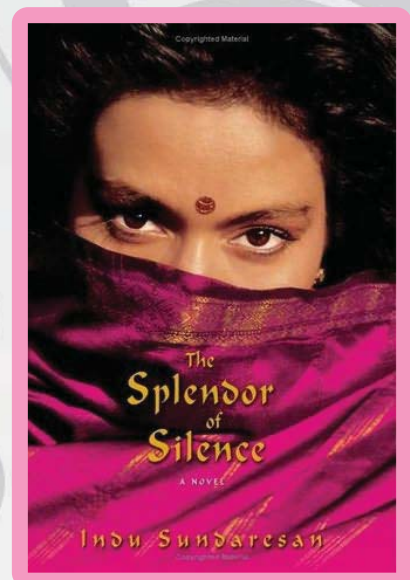
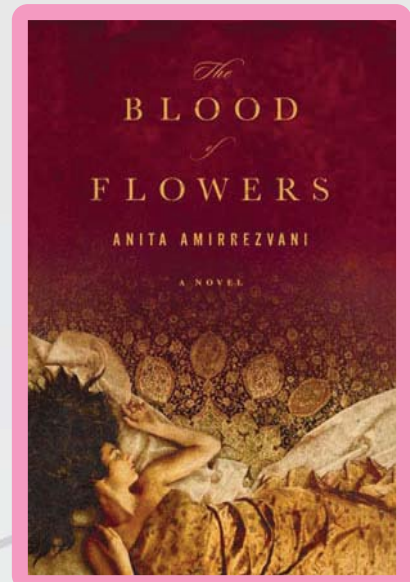
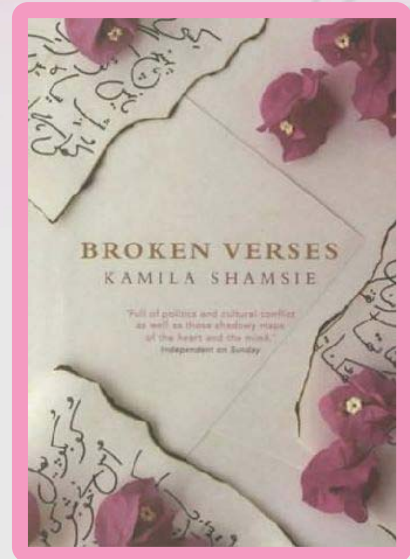
The carpets are a primary theme of *The Blood of Flowers* -- the title refers to dyes that come from flowers -- but stories play a major role as well. The narrator's mother is known for her storytelling abilities, and Amirrezvani weaves those stories into the narrative. *The Blood of Flowers* is lush and lyrically written, a historical novel that transports the reader to ancient Iran. It's also an engrossing read, and doesn't aim to educate with historical details, but rather to entertain. And Amirrezvani succeeds at this admirably; *The Blood of Flowers* is fantastic.

Source: www.bestsellers.about.com

SPLENDOR OF SILENCE

AUTHOR: INDU SUNDARESAN

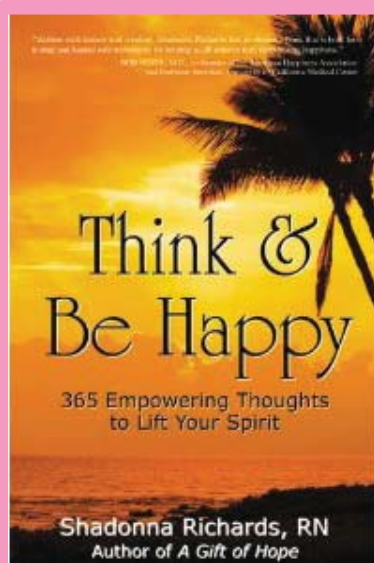
Splendor of Silence is a beautifully written and moving story about Mila, a young woman in India, and Sam, a young American soldier who is on a secretive mission. Their paths intersect in a small kingdom in India in 1942—a time of political tumult in a country still under British rule. Both Mila and Sam are forced to confront the restraints and realities of race, caste, nationality and family loyalty. *Splendor of Silence* also serves as an unflinching examination



WOMEN EMPOWERMENT

ILLUME | QUARTERLY | SPECIAL EDITION 2010

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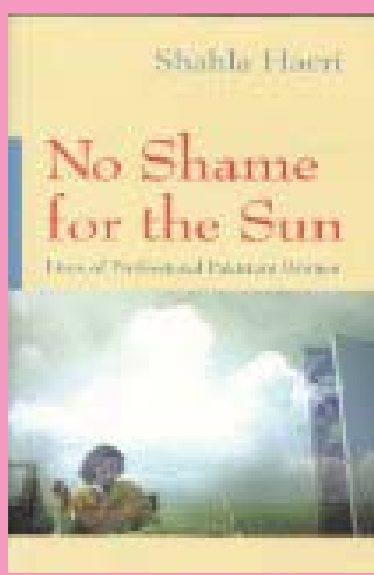


THINK & BE HAPPY

AUTHOR: SHADONNA RICHARDS, RN

Think & Be Happy, is filled with golden nuggets that provide inspiration to start your day on a positive note no matter who you are. You will find not only Shadonna's thoughts on happiness, but you will find the wisdom of many famous people and their words about happiness. You can enjoy inspirational quotes, poems, and thoughts on living a happy life. This is a great book to read on a daily basis. You may also find that you just can't get enough of these gems of wisdom without reading even more. This book is one that can be picked up and opened to any page and it will leave you with an inspirational thought for your day. Think & Be Happy is a book that you will want to share with others. It is a book that will make you stop and think. An absolute great book for reflection.

Source: www.wow4u.com



NO SHAME FOR THE SUN

AUTHOR: SHAHLA HAERI

In **No Shame for the Sun: Lives of Professional Pakistani Women**, Haeri presents the reader with an insightful and poignant look at the lives of six educated, middle-class and upper-middle class, professional Pakistani women. Situated against Pakistan's changing social, political, economic, cultural, and religious landscapes, their successes, costs, and struggles "challenge the notion of a 'hegemonic' and monolithic Islam that victimizes Muslim women" (p. xi). The book's preface spells out its main purpose: to render visible the experiences of professional Pakistani women within the larger goal of disrupting the dominant western stereotypes and beliefs of Muslim women. In the introduction, Haeri situates herself by raising a series of questions emerging from her own experiences as an Iranian-born, middle-class, educated, professional Muslim woman living and working in the United States. Namely, she questions her own invisibility resulting from the persistence of western stereotypical images and beliefs of women in the Muslim world and then offers an overview of the theoretical and historical rationale for their persistence.

Source: www.goodreads.com

Quotable Quotes

So many gods, so many creeds, So many paths that wind and wind, While just the art of being kind, is all this sad world needs.
(Ella Wheeler Wilcox)

The emotional, sexual, and psychological stereotyping of females begins when the doctor says, "It's a girl."
(Shirley Chisholm)

Women are the only oppressed group in our society that lives in intimate association with their oppressors.
(Evelyn Cunningham)

I see my body as an instrument, rather than an ornament.
(Alanis Morissette, quoted in Reader's Digest, March 2000)

No woman is required to build the world by destroying herself.
(Rabbi Sofer)

I do not wish them to have power over men, but over themselves.
(Mary Wollstonecraft)

I asked a Burmese why women, after centuries of following their men, now walk ahead. He said there were many unexploded land mines since the war.
(Robert Mueller)

SUGGESTIONS

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



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