

# ILLUME

Q U A R T E R L Y

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# Youth Development





**Editorial:**

Pakistan is one of the blessed nations where youth caters the largest number of the population. It connotes the fresh blood in mainstream that is blessing one side and ladder towards modernism on the other. But it's certainly an awful sight that there was no separate podium at Government level, where this huge number could join hand in hand with the rest of the nation for the betterment at large. Earlier 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 youth related issues. In that way the process to develop youth was initiated and to carry this step further, in second tenure of PPP under the supervision of Benazir Bhutto (late) a complete Division was established for the youth and finally in 2005 Former president Gen. (Rtd) Musharff's regime gave it a shape of Youth ministry. In this way the small step that was taken in 1977 got a concrete shape after 28 years.

The Ministry aimed to engage youth in the development of the country and was an important platform for youth to ensure that MDG (Millinium Development Goals) targets are being met.

Mrs. Sohila Mushtaq (former Senior Joint Secretary (Rtd.) Ministry of Youth Affairs) while sharing her experiences said that "it has been proved as a great platform for youth to explicit their talent and capacity. It used to exchange the educational and cultural groups of youth with different countries so that they can better share their viewpoints and learn cultural



We cannot always build the future for our youth, but we can build our youth for the future. **Franklin D. Roosevelt (1882 - 1945)**

exchange. Youth exchange programmes were arranged in collaboration with countries which included China, Turkey, Sri-Lanka, and Bangladesh. 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".

Unfortunately Ministry of youth Affairs was dissolved along with other ministries for some political reasons. Nonetheless, it was great loss of a unique cadre where youth could voice its talent collectively but one can't cry for long over spilled milk, we have to look beyond regrets and desperation as there is still many ventures to surmount. We need the particular "missionary zeal" to serve, our nation, our youth, and our future. NGO's, CBO'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 urban to rural. "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. In one way or the other we can work and prove that if there is a will there is always a way to success.

**Sameeha Khaliq**

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**From the seed idea to the practical plunge**

With the growing age of social entrepreneurship, Non-profit organizations are at cutting edge in performing their pivotal role to put there share in shaping the future of the state. From the capacity building to resuming education, services of NPOs can't be denied.

**Young Professionals Leadership Programme (YPLP)**

To address the gender parity all over the Pakistan NRSP-Institute of Rural Management and Human Re-



source Development Network joined their hands to launch leadership programme customized for women called Young Professionals Leadership Programme. There were two phases of program each contained twenty women. Training program was classified into modules of "Leadership & Management", focused on experiential and interactive plenary session, structured brain storming exercise as well. YPLP team had a great chance to learn from international visits of Turkey, Malaysia and Bangkok. In future, HRDN with its member organization is also planning to take along such programmes.



**Consultative Workshop Effective Career Counseling for Young Women and Men**

Social and corporate organizations are taking practical steps to enhance the capacity of young cohort. Youth counseling and employability, is one of the



major issue confronting by youth since there are diverse career paths that leave youth at what to choose and what to leave. To discuss crucial factors of Effective Career Counseling for Young Women and Men And Maintaining Effective Relationship with Employers and to arrive at a common understanding – based on lessons learned and best practices of different partners – ILO organized a one-day Consultative Workshop on "Effective Career Counseling to Young Women and Men" in Islamabad on June 28, 2010. It carried multiple sessions where effectual speakers addressed the issues relevant to the employability and Career, was attended by great number of youth and young professionals.

**Role of ILO in Promoting Youth Employment**

The ILO and its constituents in the region have been promoting productive employment and decent work for youth in a variety of ways. They include:

- integrating youth issues in national employment policy;
- reforming technical and vocational education and training systems to reduce skill mismatches and increase employability;
- developing school-to-work transition programmes, along with better labor market information And career guidance;



- increasing labor demand for young people through active labor market policies; Such activities must be practiced on regular basis.

**Women empowerment through Employment:**

In year 2010, Human Resource Development Network launched an exclusive 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.



The project WEE aims at creating an enabling environment, so that educated young 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. One of the major proposes was to focus on bridging the gap between Academia and Employers.

MoU was signed with Fatima Jinnah Women University, and Peshawar University. 500 women were fully trained in the project. The project facilitated many women in job searching and positive change in their lives especially to those women who are committed to their career. This set a remarkable example to set off such kind of projects enabling the young cohort to compete in the job market as potential professional.

**Youth Engagement Services (YES) Network Pakistan**

The Youth Engagement Services (YES) Network in-

cubates and funds social micro-enterprises led by disadvantaged Pakistani youth, integrating alienated dependents into social entrepreneurs. This YES Network is actively engaged in turning victims into leaders, recipients of aid into providers of social services. After holding open forum meetings and advocacy sessions to acquaint the community with the pro-



gram and sensitize members to its mission, YES provides seed funding as a loan-like-grant (ranging from \$500 to \$1,000) alongside with incubation of social enterprises designed and lead by young Pakistanis. The Network sensitizes communities through advocacy sessions for public and private entities to begin shifting local attitudes and beliefs. After strengthening partnerships, YES encourages local organizations to adopt youth services policies.

**Youth Parliament Inform, Inspire, Invigorate & Involve**

Youth Parliament (YPP) is a non-profit, non-political, non-religious program initiated by Mr. Abrar-ul-Haq to foster and translate talent and excellence of adolescents and youths of Pakistan into tangible action and community service and in the process provide a



nursery for scientifically trained leaders and citizens of character and substance. Youth Parliament aimed at to create rewards and opportunities to excite and stimulate the pursuance of scholarship, academic excellence, life skills learning with sensitivity and reliance. It also provides opportunities that connect and link those with the talent, desire and skills for community service with those who need them. And one of the important factor to inculcate democratic values in the youth of Pakistan. In addition Youth Parliament of Pakistan serves as a useful forum to voice views of the youth about a range of national and international issues.

[www.youthparliament.org.pk](http://www.youthparliament.org.pk)

**Young leadership conference (YLC):**

YLC is a 6-days residential conference where youth from all over the country, interact and network with each other and leading personalities from the world of business, development, politics, academia and culture. Participants take part in plenary and syndicate sessions, and engage in activities and simulations



Young people need models, not critics" John Wooden

that facilitate learning of essential leadership skills needed to excel in our challenging local and global environment. From 2002 to 2011, YLC has groomed youth to realize and apply their potential and explore and utilize infinite opportunities that surround them.

**Purpose of YLC is to** Create awareness of the immense leadership potential within us and possibilities in our multi-disciplinary context **and to** inspire participants into visionary and responsible action that makes a difference. **Its biggest Achievement is that** Hundreds of youth trainers have emerged who are now organizing and/or conducting leadership training programs on behalf of local and international organizations.

**Young Innovators Mastermind Master**

Dr. Umar Saif, Professor at Lahore University of Management Sciences (LUMS) has put his lion's share in elevating the image of Pakistan by recognizing as one of the top 35 innovators of the world. The MIT Technology Review has named him as one of their 35 'World's Top Young Innovators for the year 2011'. This is the first time in the past decades that a Pakistani has been recognized.



Dr. Saif has also taken an initiative in the shape of "Saif Center of Innovation" to provide a platform for the young innovators to come up and explore new dimensions of Science and technology. His one of the project is, SMS all.pk; which is like any other social media, and has attained enormous recognition among youth. SMS all.pk is Pakistan's largest SMS social network and has sent close to 4 billion SMS for users in Pakistan. BitMate, which boosts the internet speed, is his great Intervention too. His innovations are considered as a huge leap from Pakistan in the new horizons of technology.

Courtesy Express Tribune

**Diligent Upcoming Media Persona**

Recently, awarded with two gold medals, young girl having meek eyes with expression of genius set an example for the youngsters to excel for excellence. Sahar Riaz a brilliant student and a passionate learner, her attentiveness and keen observation made her stand-out as a sensible learner. In all her academic career she has done tremendous efforts to secure top grades amongst the rest. Best at Programming and in other computer softwares usage, Lead only by her genius she secured first position in the ICS department at college level. In bachelors she selected the field of Computer arts, her majors were Graph-





ics and Animations. From flash to max maya and from html to web designing she left no software to get expertly on. In 3D animations she made short animated movie Chacumbura the “**coward ghosts**”, and in 2D she prepared a cartoon Movie “**Just chill**”. Her bachelor’s thesis is a unique work of animated names of Allah; it’s indeed a wonderful piece of work while elaborating the meanings. This was her intellect, hard work and positive attitude towards excellence which enabled her to achieve Gold medal while securing highest CGPA in Bachelors. In Masters her two documentaries were highly appreciated by the teachers one titled “**people say I am Mental**” on Psychiatric patient and the other one on Puppetry Art. Her academic journey embedded with more success which not only enhanced her knowledge but also innovative skills which ultimately brought her another success in Masters in Media and Communication science and stand her out to achieve the Gold medal from Fatima Jinnah University. She carried the day by achieving another AGAHI Gold medal for first position in masters which was awarded by Mishal insti-



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. **Quaid-e-Azam**

tute of Pakistan. Sahar has spark to make wonders in New-age Media of Graphics and animations while facing all the challenges offered by the modern world of Mass Media with innovative zeal.



**OUTREACH EFFORTS**  
**Resuming Education in Flood Affected Areas**

HRDN implemented and completed UNICEF’s project (01 August, 2011 - 31 December, 2011) of Resuming Education for flood affected in two districts of South Punjab namely Mianwali and Layyah wherefrom mapping, identification to construction HRDN has been actively involved, HRDN also produced training for different categories and target beneficiaries of the project including training on WASH and DRR. Summary of second phase

r.	Title	Male	Female	Total
1	Number of Schools	48	26	74
2	Number of Children	7600	2764	10364
3	Number of ECE Children	888	767	1655
4	Number of Teacher	128	61	189
5	Number of Caregivers	0	20	20

Above Table takes the bird eye view of the target beneficiaries, HRDN had 74 schools in total, there are total 10364 children out of which 1655 are in ECE Centers and are Taught by total 189 teachers and 20 care givers respectively recruited by HRDN.

**Key Interventions of the project (second phase)**

- ECE Centres

- Visibility Material for Youth Group Members
- UNICEF Supplies Distribution
- Street Theatres on Importance of Education and Child Rights
- Celebration of Global Hand Washing Day
- Refresher Teachers training on CFS and CRC
- Celebration of Universal Children’s Day
- Teachers Training on First Aid
- Teachers Training on DRR



ECE Classes



Visibility Material for Youth Group Members



Training in Mianwali



Celebration of Universal Children’s Day





**Let's team the team....**  
**In house Training on Team Building**  
**"United we stand"**

HRDN staff was taken to Murree on **July 15 – 17, 2010** for an effective and interactive training workshop on team building. It carried a lot of enjoyable games and activities along with various learning sessions in order to induct the very idea of how to act as good team players. Two-way knowledge sharing activities proved to be very healthy in accordance with the core idea of the training.

Multiple stages of team development were explored, which are **Forming, Storming, Norming and One** of the interesting activities was a Trolley Game. Entire team was classified into three groups which were Peacocks, Gladiators and the Risers. Each group was assigned with a trolley, which is constructed from a pair of boards with ropes to hold onto. All participants enjoyed at heart, it helped greatly to learn and coordinate together as a team.

Trust Activity is another exciting activity which was

Coming together is a beginning.  
 Keeping together is progress.  
 Working together is success. - Henry Ford



totally dependent on your selected team leader, who may ultimately, leads you towards the goal.

*Space for living* was an activity in which everyone was gone through the novel experience to how to leave space for others to also excel not only in game but in real life as well, the idea of carrying capacity was shared and how to be modest in the real life approach.

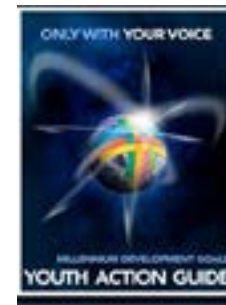
In this training all activities, learning sessions and games were planned in a way to emphasize upon improving ones communication and coordinating skills at multiple levels. Since **Interpersonal communication is vital.**

At the end of three days, team HRDN explored different aspects of the personalities of co-workers, and set certain friendly and professional pattern for workplace.

**Youth and the millenuim development goals**

**The Millennium Campaign's MDGs Youth Action Guide:**

Young people all over the world are making a difference, but they need to be get more involved at all



levels and stages of development. Youth also have to be a part of the global movement against poverty, because it's our world and our future. The future is for all unless we share the pain and reconstruct our living and thinking patterns.

**You Can:**

**Demand more government action:**

Create a campaign that asks your government to live up to their promises to achieve Goals 1-7. For example, is your government doing enough to ensure equal education for boys and girls?

The duty of youth is to challenge corruption.  
 Kurt Cobain



**Get youth involved in developing poverty reduction strategies:**

Lobby your government to include young people in developing policies, especially those aimed at reducing poverty, and to consult young people on the changes they believe are needed the most.



**Form an MDG-coalition:**

Partner with different groups already active around one or more of the Goals, and plan ways to strengthen your efforts by working together.



**Write letters to politicians:**

Send letters to your local representatives, members of Parliament or local representatives (nazims, naib-nazims etc), reminding them of your government's commitment to achieve the Goals and demanding action.

**Organize a rally:**

Gather a large group of people to demonstrate (perhaps in front of your national parliament) and demand action from your government on the Goals.

**Adopt a statement supporting the goals:**

Encourage your union council, place of worship, or civic group to put the Goals on their agenda, and issue a statement showing their support for the MDG.

Source: [www.un.org/youth](http://www.un.org/youth)

**International Exposure visit**

*An exciting saga of sensuous venture*

JAM an exhilarating event initiated at the platform



Learning by seeing as seeing is believing.

of HRDN, A Trainer's Jamboree, JUST A MOMENT, The event was planned during July 13<sup>th</sup> – 20<sup>th</sup> for the honorable HRDN members. A series of events during the visit to Malaysia and Thailand enabled the participants to grasp the essence of these multi-ethnic, multicultural, and multilingual societies.



Multiple visits to famous and thrilling places provided the participants an insight of the Malaysian culture. Every place carried a distinctive feature to enthrall visitors; at one place Structure like Masjid Kapitan Keling presents the Islamic Architecture and culture



on the other hand Thean Hou Temples signifies that other cultures and religious are equally valued in the land of diverse cultural societies. Petronas Towers or twin towers has become an identity of Malaysia throughout the world.



On July 18 troop of JAM reached Bangkok, Thailand, where official dinner was arranged for the participants combined with a world-class Siam Nirmat stage show depicting Thailand's historical and spiritual heritage. Marvelous performers presented their special performances along with state-of-the-art

special effects, to make journey more captivating and mesmerizing.

This one week journey opened new horizons of learning through culture exposure and experience new perspectives for the positioning of the personality in multicultural place. The objective of learning through traditional learning technique was fulfilled.

**Regular Activities Let's Be Trained!**

**"Training on Facilitation Skills"**

HRDN conducted three days customized training on "Training on Facilitation Skills" For I-NRM Project – Intercooperation from July 7-9, 2011 in Abbottabad.



Participants learned different facilitation techniques and approaches and it enabled participants:

- to know about VAK learning styles and to assess their own learning style
- to know how to deal with challenging situations during the sessions
- to differentiate among presentation and Facilitation skills

Mr. Anjum Alam a dynamic facilitator and trainer conducted the training in a well organized way.

**Training on "Proposal Writing"**  
**Climbing Proposals, Ladder your writing skills**

Proposal writing is very much alike the concept of climbing a hill which requires proper mental strength, sound knowledge of climbing gears and tools, plus where to put what step and an alternative plan to rescue the climb. Keeping in view the dire need to get expertise in the art of proposal writing Training

on "Proposal writing" was arranged at HRDN secretariat from 13<sup>th</sup> to 15<sup>th</sup> September 2011, participants from all over the Pakistan enthusiastically participated in this training Mr Waqar Haider Awan being resource person delivered his best to the participants.

**Objectives:**

- To strengthen capacity of the participants how to write first-class proposal.
- To make them artful enough to write an attractive proposal.

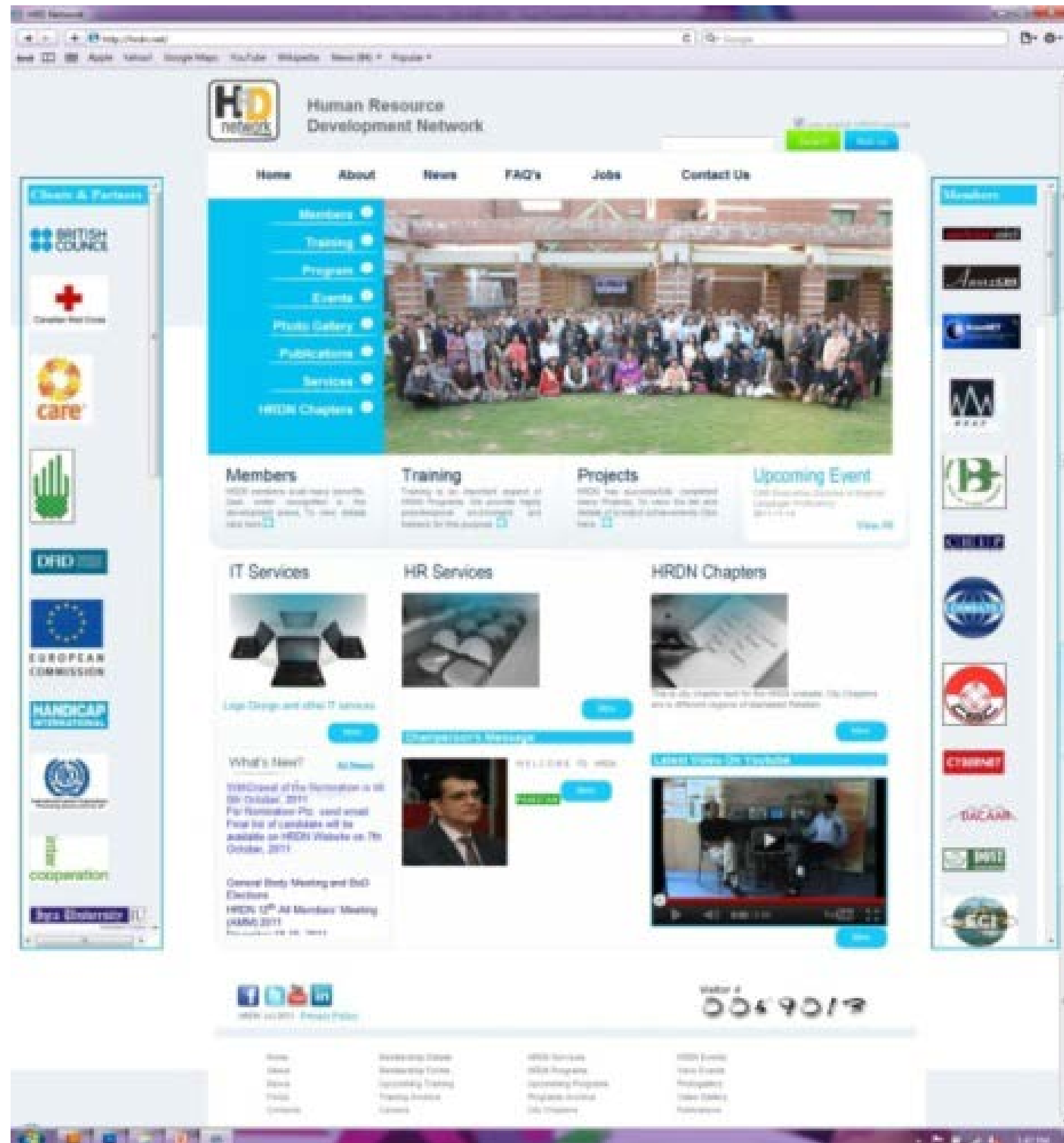




**Network News Network News.....**

**Website launch:**

HRDN's new website has been launched on 12 September 2011, offering more interactive features, advanced job portals, updated events and much more related to HRDN.



**Eid Milan Party at Lahore Chapter:**

Lahore City Chapter of HRDN first time organized Eid Milan party and the participating members committed to organize regular activities at the chapter level.



**Eid Milan Party:**

Evening of 15<sup>th</sup> September 2011 brought karma to HRDN's members to gather at one place and recall



the festivities of Eid with delicious food and joyful ambiance. Members came along with their families to enjoy this Eid get-together; it also provided an



opportunity to socialize with the people of diverse fields. For members and invitees it was indeed an attractive occasion to get acquainted with each other and enlarge their social circle. HRDN nicely arranged the entire event.

**ISO certification:**

HRDN has been successfully certified and accredited for the for the next 3 years. It's not only served as a great achievement but also elevated the morale of HRDN secretariat which ensured the commitment and dedication to the quality of services and programs offered.





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