



14th ATR of HRDN to Cape Town, South Africa

ON APRIL 14 – 19, 2012



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TABLE OF CONTENTS:

Executive Summary

Refreshing Moments

ANNEXES

Annex I-	ATR Programme Details
Annex II-	Conference Programme
Annex III-	List of Participants

Background

The Annual Trainers Retreat is one of HRDN's regular activities conducted every year. The credit goes to Civil Society Resource Centre (CSRC) formerly known as NGO Resource Centre (NGORC), for initiating ATR, however, in 2002, CSRC handed over the responsibility of organizing ATR's to HRDN, necessitated by the realization that HRDN mandate best suited to organize such events. Since then HRDN has been organizing it regularly.

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 is essentially designed as a retreat. In fact Trainers are always at the delivering end in seminars, conferences, trainings and workshops round the year; they usually work under pressure and stress. Being always at the center stage, they rarely get a chance to interact with professionals in a less demanding situation. The occasion provides them a relaxed and informal environment, away from their customary routines. The retreat is an occasion where they can ask questions and can even afford to be wrong! Thus this gathering of HR professional from diversified backgrounds in the retreat in such large serves as an exceptional platform to develop HR fraternity in the country.

The specific objectives of holding Annual Trainers' Retreat are;

- Provide an opportunity to HRD professionals from across Pakistan to come together for mutual learning through experience sharing and cross fertilization of ideas;
- Sharing and distilling best practices in HRD
- Help build the HRD fraternity in a fun filled and relaxed environment.

Agenda of the Conference

1. Inaugural Session

Recitation from the Holy Quran: Mr. Sahibzada Jawad Alfaizi, CEO – SAIBAN
Welcome & Objectives of the Event: Ms. Fauzia Bilqis Malik, Executive Director – HRDN
Keynote Address: Mr. Roomi Saeed Hayat, Chairperson - HRDN

2. Learning Session- I Guest Speaker

Environmental Management in Industry: A South African Perspective - Mr. Christian Friedrich Gerhardt: Senior Environmental Manager NCC Environmental Services, South Africa

3. Learning Session- II

Inclusion of Public Opinion on the effects of Climate Change on infrastructure delivery projects Mr. Salliem Samodien- Director of Samotech Project Quality Consultants, South Africa

4. Learning Session- III

Green Jobs - Professor Hoosen Rasool: Managing Director, Management College of Southern Africa (MANCOSA), South Africa

5. Guest of Honor Speech

“Development Perspective in Pakistan” - Dr. Rashid Bajwa - CEO, National Rural Support Programme (NRSP), Pakistan

6. Address by the Chief Guest

Dr. Moin ud Din Ahmad Wani: Commercial Secretary, Trade Commission of Pakistan, Pakistan High Commission, South Africa

7. Closing Session

Certificate & Shields Distribution: By the Chief Guest and Chairperson HRDN
Vote of Thanks: Malik Fateh Khan, National Rural Support Programme (NRSP)

Proceedings of Conference



Inaugural Session

The 14th ATR conference commenced on April 30th 2011, with recitation from the Holy Quran by **Sahibzada Jawad - SAIBAN**. After that Ms. **Ms. Alia Khushbakht - IRM** welcomed the participants to the 12th Annual Trainers Retreat.



Ms. Fauzia Malik, Executive Director HRDN was invited first on the stage to formally welcome all the 14th ATR participants and to share the objectives of the event. She delivered a thorough presentation on what HRDN is doing so far, so that participants of 14th ATR may get acquaintance about the current activities of HRDN. Presentation covered all aspects of Network, and updated participants in a sound manner. Ms. Malik added that this ATR has been organized with the following objectives, kept in mind;

- 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 sharing best practices
- Provide learning experience to trainers in a joyful manner She ended up her account with the sound hope to have an appropriate coordination from the participants to make the conference and retreat a full time learning opportunity.

Keynote Address by Roomi Hayat – Chairperson, HRDN

Ms Aliya took the proceedings further and Invited Mr. Roomi Saeed Hayat, Chairperson HRDN. Mr. Hayat also welcomed the participants and shared the theme and objectives behind conducting this mega event. During his dialogue with the members, he narrated that Network organizes such events to build the capacity of its members and enriches their learning by providing them opportunities conducive for cross fertilization of ideas.



Concluding his address, he highlighted that HRDN believes that ATR is not only a learning opportunity for its members but it is also a source of having an international exposure which enables them to promote tolerance by respecting diversity, it helps them broaden their worldview in every aspect, it exposes them to different cultures where different people are living in perfect harmony.

Learning Session- I – Guest Speaker



Environmental Management in Industry: A South African Perspective

**Mr Christian Friedrich Gerhardt - Senior Environmental Manager
NCC Environmental Services**

Learning Session- II – Guest Speaker

Inclusion of Public Opinion on the effects of Climate Change on infrastructure delivery projects

Mr. Salliem Samodien - Director of Samotech Project Quality Consultants

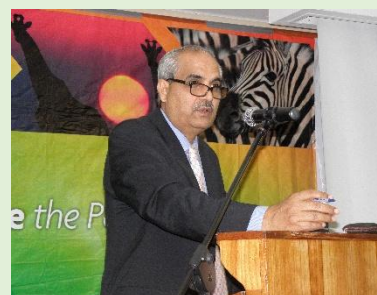
Learning Session- III – Guest Speaker

GREEN JOBS AND THE LABOUR MARKETS

Professor Hoosen Rasool - Managing Director, Management College of Southern Africa (MANCOSA)

Professor Hoosen Rasool was invited to moderate the learning session. He paid special thanks on being invited for such an interactive learning session to the decent cohort of professionals from Pakistan.

He started his session with a motivating presentation based on a knowledgeable content and interactive images which not only represented **Impact of climate change on labour markets** under the wide umbrella of Green jobs but also highlighted the reasons that cause Structural Shifts in Labour Markets as well.



- Dramatic changes in structure and functioning of labour markets
- Labour demand for high skills intensities
- Sectoral shifts in employment patterns
- Occupational growth and declines
- Green products and services
- Well-trained and environmentally aware workforce
- Human Migration
- New green job creation
- Some countries gain significantly, others incur substantial losses

Further, Rasool elaborated that what Changes in Occupational Patterns & Skills Structures are needed in order to promote Green Jobs; Occupations and skills structures match green labour demands, Greening of current occupations and new occupations Advanced skills sets needed, Skills portability is needed, Learning power – ability to deepen and widen green skills base, Flexible specialization – green, specialist and generalist skills, Jobs will be redefined (skill sets, work methods, and profiles greened) He emphasised that Public sector agencies are responsible for establishing environmental policy and they should have a significant carbon footprint and environmentally skilled employees.

Question & Answer Session

With an end to the first session, Question and Answer session was taken place in which participants not only shared their views but at the same time get the chance to express their involvement, interest and participation.

Guest of Honor Speech

Dr. Rashid Bajwa - CEO, National Rural Support Programme (NRSP)

At the end of learning sessions Chief Guest of the conference Dr. Rashid Bajwa - CEO, National Rural Support Programme (NRSP) delivered his honorary remarks, and gave a quick view of the National Rural Support Program

- Largest section 42 Not for Profit Organization in Pakistan
- Works in 59 Districts in all Provinces and AJK
- Community Mobilization: Network of 130,268 Community Organizations
- Membership of 1.95 million Households
- Disaster Response: NRSP is actively involved in disaster response activities
- key player in providing relief and rehabilitation support to the communities affected by
 - Earthquake,
 - Cyclones,
 - Floods,
 - IDPs crises

Further he highlighted the devastation in Pakistan due to the flood and NRSP's Humanitarian Efforts in that hour of need and the

Flood Damages in Sindh

- Around 8.7 Millions people have been affected
- All of 23 districts in Sindh have been affected to some degree causing the severe damages to six districts (Badin, Mirpurkhas, Khairpur, Sanghar, Shaheed Benazeerabad, Hyderabad and Umerkot)

Flood Damages in Badin

- 46 UCs of 5 Tehsils have been affected, which displaced/affected 68% of the total population
- Huge losses to Infrastructure, Livelihood, Agriculture, Income and Employment

Flood Damages Mirpurkhas

- 33 UCs of 6 Tehsils have been affected, which displaced/affected 52% of the total population
- Huge losses to Infrastructure, Livelihood, Agriculture, Income and Employment

In the end He highly appreciated the network for providing an exclusive set-up to the people from diverse sectors and paid his heartily wishes that network would be prosperous in coming days more than twice now.

Address by the Chief Guest

Dr. Moin ud Din Ahmad Wani - Commercial Secretary, Trade Commission of Pakistan, Pakistan High Commission, South Africa

Closing Session

Certificates and shields Distribution

In the closing session, certificates and Shields were distributed amongst the ATR participants, volunteers, HRDN members & staff who took part in making this event a success, tradition of group photo was kept alive.

Vote of thanks

Malik Fateh Khan, National Rural Support Programme (NRSP) on behalf of HRDN paid vote of thanks to all the ATR participants and Guest speakers. He highlighted the core purpose of conducting ATR "This trend of ATR had embedded agenda of **cultural communication** through the international exposure."

1. Gala Dinner at Golf Club – April 18



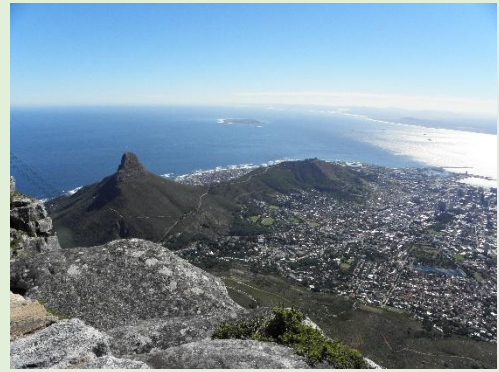
Sightseeing in Cape Town

a. Red bus tour



b. Table Mountain

Table Mountain is a flat-topped mountain forming a prominent landmark overlooking the city of Cape Town in South Africa and is featured in the Flag of Cape Town and other local government insignia. It is a significant tourist attraction, with many visitors using the cableway or hiking to the top. The mountain forms part of the Table Mountain National Park.



Since the first person laid eyes on Table Mountain, it has exerted its powerful and charismatic pull, enchanting and drawing any and all who fall under its spell.

The way to the top has never been easy, and for many centuries only a handful of bold and enterprising people could say that they had climbed it.

c. Cape of Good Hope

Cape of Good Hope is at the south-west corner of the Cape Peninsula, about 2.3 kilometres (1.4 mi) west and a little south of Cape Point on the south-east corner. Cape Town is about 50 kilometres to the north of the Cape, in Table Bay at the north end of the peninsula.



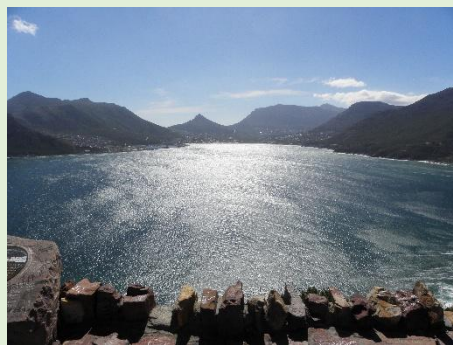
d. Penguins Colony

Boulders Penguin Colony is home to a growing colony of the vulnerable African Penguin. Wooden walkways allow visitors to view the penguins in their natural habitat and there is also a new information centre. Children will love the penguins and their antics and Boulders Beach is also worth a stop for safe and enjoyable swimming.



e. Hout Bay and Seal Island

Hout Bay was formerly a fishing village and has managed to maintain its unique combination of fishing harbour and country atmosphere, despite development. Its long, sandy beach faces a bay framed by mountains and is quite simply exceptionally beautiful. Capetonians throng here over weekends to partake of the local fish & chips and to catch a glimpse of the resident Cape seals that make the harbour their home.



Chapman Peak (9,406 feet (2,867 m)) is located in the Livingston Range, Glacier National Park in the U.S. state of Montana. Chapman Peak is situated along the Continental Divide.

f. Kirstenbosch National Botanical Garden

The garden is one of eight National Botanical Gardens covering five of South Africa's six different biomes. When



Kirstenbosch, the most famous of the gardens,

was founded in 1913 to preserve the country's unique flora, it was the first botanical garden in the world with this ethos. Furthermore, what makes the Gardens so famous worldwide is that (with minor exceptions) only indigenous plants are cultivated.

h. Cape Town Cricket Stadium

Newlands cricket stadium, officially known as Sahara Park Newlands, with its spectacular views of Table Mountain, is full of sports history and atmosphere.



In the southern suburb of Newlands, about 20 minutes' drive from the Cape Town city centre, the picturesque Newlands cricket ground is situated a short walk from the Newlands rugby stadium.

1. STPC at Doha

There was 12- 24 hours stay package of Qatar Airways that all participants enjoyed. The stay was at the 4 star Hotel "Movenpick" in Doha. Excellent dinner, breakfast, lunch, refreshments and dinner was offered as courtesy of Qatar Airways.

2. Interesting Experiences

- a. Getting Visas for South Africa
- b. Morning walks on the beach
- c. Shopping fun

3. Participants views about 14th ATR

Participants of the 14th ATR to Cape Town were extremely happy with the arrangements and the selection of the location. Extremely appreciative feedback was received by all the CEOs and senior managers travelling. HRDN BoD also appreciated and titled this as the best of all ATRs so far. The BoD has appreciated during the BoD meeting as well as through a written letter on behalf of the BoD received by ED and the Team.

4. Evaluation by Participants

5. Participants Remarks

- Sahibzada Jawad - BoD
- Amjad Iqbal – BoD
- Ijaz Khaliq – BoD
- Malik Fateh Khan – Lifetime
- Dr. Saeed Ismail – Lifetime
- Grace T. Sheikh – Lifetime
- Dr. Rashid Bajwa – Organizational (already)
- Rizwana Waraich – Professional
- Khan Muhammad – Professional / Organizational
- Dr. Sono Khangharani – Professional / Organizational
- Samina Ashraf – Professional
- Imran Inam – Organizational
- Amjad Rashid – Organizational
- Parvez Iqbal – Organizational
- Qurban Gharsheen – Organizational
- Aliya Mansur – General
- Samia Imran – Professional
- Hafeeza Solangi - Organizational

6. Appreciation by BoD



Human Resource Development Network
14th Annual Trainer's Retreat - April 16, 2011
Conference on "Climate Change – a Point of Concern"
At Protea Hotel, Cape Town, South Africa
Conference Moderator: Ms. Alia Khushbakht - IRM



Sr.	Contents	Speakers	Time
A.	Inaugural Session		
1	Registration of Participants	Ms. Samina Ashraf, NRSP & Ms. Tehmina Iqbal, IRM	0830 – 0900
2	Recitation from the Holy Quran	Sahibzada Jawad – CEO, SAIBAN	0900 – 0905
3	Welcome & Event Objectives	Ms. Fauzia Bilqis Malik - Executive Director, Human Resource Development Network (HRDN)	0905 - 0915
4	Keynote Address	Mr. Roomi Saeed Hayat – Chairperson, Human Resource Development Network (HRDN) / CEO Institute of Rural Management (IRM)	0915 - 0930
B	Learning Session- I – Guest Speaker		
5	Environmental Management in Industry: A South African Perspective	Mr Christian Friedrich Gerhardt - Senior Environmental Manager NCC Environmental Services	0930 - 1000
6	Question & Answer Session		1000 - 1015
C	Learning Session- II – Guest Speaker		
7	Inclusion of Public Opinion on the effects of Climate Change on infrastructure delivery projects	Mr. Salliem Samodien - Director of Samotech Project Quality Consultants	0945 - 1015
8	Question & Answer Session		1045 – 1100
	Tea Break		1100 – 1115
D	Learning Session- III – Guest Speaker		

9	Green Jobs	Professor Hoosen Rasool - Managing Director, Management College of Southern Africa (MANCOSA)	1115 – 1145
10	Question & Answer Session		1145 - 1200
E	Guest of Honor Speech		
11	“Development Perspective in Pakistan”	Dr. Rashid Bajwa - CEO, National Rural Support Programme (NRSP)	1200 - 1230
12	Question & Answer Session		1230 - 1245
F	Chief Guest Speech		
13	Address by the Chief Guest	Dr. Moin ud Din Ahmad Wani - Commercial Secretary, Trade Commission of Pakistan, Pakistan High Commission, South Africa	1245 - 1315
14	Question & Answer Session		1315 - 1330
15	Group Photo		1330 - 1345
	Lunch & Prayer Break		1345 – 1445
G	Closing Session		
16	Certificate Distribution		1445 – 1500
17	Vote of Thanks	Malik Fateh Khan, National Rural Support Programme (NRSP)	1500 - 1515