

# SHRDC

## ANNUAL REPORT 2006



**SAARC Human Resource Development Centre (SHRDC)**

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## **FOREWORD**

The SAARC Human Resource Development Centre (SHRDC), a regional institution of South Asian Association for Regional Cooperation (SAARC) has been functioning in Islamabad, Pakistan since 1998. The main objective of the Centre is to act as “Centre of Excellence” on Human Resource Development (HRD) issues and to develop capacities through training and research on the “over-arching goals” of HRD & poverty alleviation in the SAARC region.

The SHRDC has become operational for the last four years and its activities are receiving appreciation from all quarters. The Centre during 2006 has successfully conducted three training programmes from Programme Budget and one under SAARC-UNDP Partnership Programme, published quarterly HRD News, two research studies on “Foreign Direct Investment and Human Resource Development: Case Studies for South Asia” and “Priority Areas of Investment in Vocational Education and Skill Development”, Database Profile on Macroeconomic and HRD Indicators in the SAARC Region, and several delegates visited SHRDC.

I take this opportunity to express my deep gratitude to the SAARC Member States and the SAARC Secretariat for their support to the Centre. I also express my thanks to the Professional and GS Staff of the SHRDC for their hard working and support for running the Centre’s activities smoothly.

**Dr. Muhammad Aslam Khan**  
Director

# INTRODUCTION

SAARC Human Resource Development Centre (SHRDC), a regional institution of South Asian Association of Regional Cooperation (SAARC) has been functioning in Islamabad, Pakistan with the objectives to promote knowledge and multiple skills in the SAARC Region by carrying out research, imparting training and disseminating information on HRD related issues for the SAARC Region.

## OBJECTIVES

The main objective of SHRDC is to support the capacity building and enhance the capacity of HRD functionaries, policymakers and trainers of the region. The programmes of SHRDC are conducted at the regional level. The Centre's goal is to create critical mass for development efforts in South Asia and enable its people as partners as well as beneficiaries of the development process.

The objectives of the SHRDC are to:

- ⇒ Develop capacity of government functionaries, policy-makers, trainers and development practitioners of the SAARC Member States by organizing training programmes on human resource development (HRD)
- ⇒ Provide forum for professional interaction and policy advocacies of HRD for robust, equitable and sustainable growth;
- ⇒ Conduct research on HRD issues
- ⇒ Provide forum for professional interaction on HRD
- ⇒ Provide service and support to institutions/organizations for promoting HRD activities in the SAARC region
- ⇒ Disseminate information on HRD through seminars, conferences, symposiums and workshops
- ⇒ Share experiences on the implementation of HRD programmes
- ⇒ Prepare reports, manuals, concept papers etc. on HRD issues.

## **FUNCTIONS**

The functions of the Centre to achieve its objectives are:

- ⇒ Stimulate activities through networking of institutions, information and knowledge;
- ⇒ Develop linkages with Nodal Points designated by the Member States, and also with the already existing Institutions in the Region and bank upon their backup support;
- ⇒ Prepare directory of research institutions and experts in the area of Human Resource Development (HRD) in the region;
- ⇒ Collate HRD data as well as data on Socio-Economic Indicators of the region;
- ⇒ Review HRD policies and strategies of the SAARC Member Countries and undertake need assessments;
- ⇒ Facilitate exchange of experiences of Member States in the area of Human Resource Development; and
- ⇒ Capacity building and impart training to HRD experts, policymakers and functionaries.

## **ORGANIZATION**

### **Governing Board**

The SHRDC Governing Board comprises of 10 members, one eminent expert nominated by each Member State, representative of the SAARC Secretary General, a representative from the Ministry of Foreign Affairs, Government of Pakistan and the Director of the Centre. Director of the Centre acts as Member / Secretary of the Governing Board. The Board meets annually in the last quarter of the year.

The Governing Board recommends the Centre's Programme of Activities and Budget for approval by the SAARC Standing Committee and Council of Ministers.

## Staff

The Director of the SHRDC is nominated by the Host Government. He acts as the Executive Head of the Centre under the supervision of the Secretary General, SAARC. The Centre is having two types of staff.

### *a. Regionally Recruited Professionals*

- Deputy Director	1
- Research Fellow	2
- Research Associate	2

### *b. Locally Recruited General Services Staff*

- Admin. Officer	1
- Accounts Officer	1
- Research Officer	1
- Computer Programming Officer	1
- Secretary	2
- Librarian cum Documentation Assistant	1
- Accounts Assistant	1
- Admin Assistant	1
- Data Entry Operator	2
- Receptionist	1
- Driver	4
- Messenger	3
- Gardener	1
- Guard	2
- Cleaner	1

The organizational chart of SHRDC is given at *Annex-I*.

# TRAINING

SHRDC has been conducting the training courses on the contemporary issues of human resource development to enhance capacity of the functionaries, policy makers, trainers and development practitioners of the Member States. During 2003 - 2006, the Centre has conducted thirteen training courses on different HRD relevant topics as approved by the Governing Board. The Sixth Meeting of the Governing Board (05–06 September, 2005) recommended following training programmes for the year 2006.

## **Programme Budget**

- i) Training Course on “Labour Intensive Youth Employment Programmes (3 Weeks)”
- ii) Training Course on “Management of Rural Poverty Alleviation Programmes (2 weeks)”
- iii) Training Course on “Innovative Measures to Promote Literacy in South Asia (2 weeks)”
- iv) Training Course on “Best Practices in Prevention of HIV/AIDS (2 weeks)”
- v) Workshop on "Community Participation for Sustainable Development: Experience of SAARC Countries" (3 Days)

## **Outside Programme Budget**

- i) Training Course on "Strengthening SAARC Capacity to Facilitate the Implementation of the Agreement on SAFTA (one week)
- ii) Training Course on "Social Sector Development and Poverty Alleviation" (2 weeks)<sup>1</sup>

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<sup>1</sup> Training Course was expected to organize in collaboration with donor agencies.

**The Centre in 2006 conducted four training courses:**

**i) Labour Intensive Youth Employment Programmes”**

A three-week training course on “Labour Intensive Youth Employment Programmes” was conducted from 10 – 30 April 2006 . The course was attended by 11 participants from seven SAARC Member Countries and one observer from ILO. The course covered 41 sessions, including exercises and group work. The main objective of the training course was to enable the participants to understand with better clarity the unemployment particularly youth unemployment problem in the region and benefit from the policies and strategies adopted by the SAARC Member States and other developing countries to combat youth unemployment. List of participants is at Annex-1.1.



**ii) Management of Rural Poverty Alleviation Programmes**

Considering the importance of rural poverty and its effects on incidence of poverty, the SHRDC organized a two-week training course on “Management of Rural Poverty Alleviation Programmes” from 03-16 July 2006. The primary objective of the training programme was to create managerial capacity in the SAARC Member States to manage rural poverty alleviation programmes. The training will allow participants to enhance their managerial skills and capabilities to effectively manage rural poverty alleviation programmes, estimate financing requirements, and develop monitoring and evaluation mechanism of these programmes. List of participants is at Annex-1.1.(a)



**iii) Best Practices in Prevention of HIV–AIDS**

SHRDC organized a two-week training course on “Best Practices in Prevention of HIV–AIDS” from 18 – 31 December, 2006. The main objectives of the training programme were:-



- To impart knowledge on policy/programme in prevention of HIV/AIDS.
- To enable formulate appropriate strategies for creating awareness against HIV/AIDS.
- To strengthen managerial capability including financial resource mobilization in prevention of HIV/AIDS programmes/projects, and
- To enhance the monitoring and evaluation (M & E) skill of programmes/projects in preventing HIV/AIDS in the Member States. List of participants is at Annex-1.1. (b)

**iv) Strengthening SAARC Capacity to Facilitate the Implementation of the Agreement on South Asian Free Trade Area (SAFTA) (SAARC-UNDP Partnership Programme)**

The South Asian Association for Regional Cooperation (SAARC) in association with UNDP Regional Center in Colombo conducted this course from 22 – 26 May 2006 at the Centre for the government officials from the member countries. The objectives include



- Strengthening the understanding of regional integration: theory, applications and limitations;

- Strengthening the understanding of the existing regional trade agreements in the world and the lessons that could be learned for South Asia;
- Strengthening the knowledge of SAFTA: the process of evolution, the present state of negotiations, opportunities and challenges;
- Sharing country and various stakeholder concerns;
- Sharing the knowledge on other forms of trade agreements and mechanisms that either complement or obstruct the process of regional economic integration.

List of participants is at Annex-1.1. (c)

**v) Innovative Measures to Promote Literacy in South Asia**

This training programme was not organized because of insufficient nominations from the Member States.

**vi) Workshop on “Community Participation for Sustainable Development Experience of SAARC Countries”.**

This workshop was not held because of insufficient nominations from the member states.

**vii) Social Sector Development and Poverty Alleviation**

This training programme was not held due to non-availability of funds from outside programme budget.

**Training Reports**

The Centre during 2006 published a report on the training course on Rural Development through Human Resource Development.

# RESEARCH

The Sixth Meeting of the SHRDC Governing Board held on 5-6 September, 2005 recommended following research related activities for 2005.

- i) Study on “Foreign Investment and Human Resource Development: A Case Study for South Asia
  - ii) Study on “Priority Areas of Investment in Vocational Education and Skill Development in South Asia”
  - iii) SAARC Journal of Human Resource Development (SJHRD)
  - iv) Database Development on Macroeconomic Profiles and HRD Indicators in the SAARC Region
  - v) SAARC Inventory of HRD Best Practices
  - vi) Study on “Network of Centres of Higher Learning, Training & Skill Development”.
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- i) **Study on “Foreign Direct Investment and Human Resource Development: A Case Study for South Asia**

The study focuses mainly on relationship between foreign direct investment (FDI) and human resource development

Theoretical and empirical literature suggests positive relationship between human resource development (HRD) and foreign direct investment (FDI). FDI contributes to the long-term economic development of the host country because of its potential to generate employment, raise productivity, transfer foreign skills and technology, and enhance exports. In sectors with comparative advantage, FDI would create economies of scale and linkage effects and raise productivity.

The influence of economic, human capital development and liberalization policies on FDI has been substantial. In the last three decades, countries with strong fundamentals such as high investment to GDP ratio, low inflation, low real exchange rate variability and developed knowledge and skill basis have received the largest FDI inflows, whereas countries with poor fundamentals

have limited influence on FDI inflows. To attract foreign investment, a large number of countries, including South Asian countries have undertaken comprehensive reforms, both macroeconomic and structural. In the first generation of investment promotion policies, many countries adopted market-friendly policies. They liberalized their FDI regimes by reducing barriers to inward FDI, strengthening standards of treatment for foreign investors, and giving a greater role to market forces in resource allocation.

Country-wise analysis of FDI shares in the total FDI inflows to the SAARC region shows that India and Pakistan are the only two countries in the region receiving around 90 percent of the FDI. The FDI inflow to other six regional countries is low and in some cases negligible. India is the highest recipient of FDI inflows in South Asia, but its share is far below its share in the world GDP and even below its share in the world exports. In 2005, India with a population share of 16.9 percent had a world FDI inflow share of only 0.7 percent as against its share in the world GDP (at PPP) standing at 6.3 percent and world goods exports at 0.9 percent.

The stock of human capital of the host country is an important pre-condition for FDI to have a positive impact on the development process. The countries that have attracted high inflow of foreign investment including FDI have developed a high human resource base. China, Korea, Singapore, Thailand, Malaysia, etc., have invested heavily in human resource development and have an internationally competitive human capital. Singapore experience indicates that countries without vast natural resources can still attract large inflow of FDI by offering high quality human capital to foreign investors at competitive rates. Experiences in host developing countries that have invested in basic education appear to have led to a large influx of FDI. Ireland and Korea are among the countries that have provided increased access to basic education through policy change. One of the concrete steps that South Asian countries can take to attract FDI is to develop human capital. In addition to establishing economic policies that “open the economy”, these countries should heavily invest in basic education.

South Asia’s share in the global FDI inflows in 2005 is only 1.1 per cent. In the same period, Asia’s share has increased from 0.8 percent in 1980 to 21.8 percent in 2005. Some of the countries of the region, for example China, Singapore received 7.9 percent and 2.2 percent respectively of the world FDI inflows in 2005. As percent of GDP, FDI inflow to South Asia has been only

0.8 percent in 2004 up from less than 0.1 percent in 1980, but this was not close to the share of 3.3 percent in 2004 received by the developing economies and China (3.9 percent), Malaysia (3.9 percent), Singapore (13.9 percent) and Vietnam (3.6 percent).

Key policy implications for South Asian countries attempting to attract FDI are to create a better investment climate by (a) investing heavily in human resource development, b) improving access to adequate infrastructural and institutional facilities; (c) providing a stable, consistent, and transparent legal and regulatory framework and decreasing red tape; and (d) engaging in international governance arrangements. More importantly, the regional countries should promote local skills development and encourage private sector development in order to broaden the opportunities for entrepreneurial activity. Countries also should strengthen their investment-promotion activities by establishing a broad-reaching agency that can list and market investment opportunities as well as provide information about doing business in the country.

Past trends in FDI flows lead to two policy conclusions. First, HRD policies should at the minimum, address access-to and quality-improvement of basic education. Without a sound basic education policy, the education system will constantly feed under-skilled worker into the labour market, which give a bad signal for potential MNEs seeking location advantages. While basic education is important in itself to upgrade human capital, it also provides means for further increasing human capital by opening options for tertiary education, which has become increasingly demanded by high value added MNEs. It is necessary to develop tertiary education sector with close collaboration with the industry so as to formulate demand-driven programmes. The education system must be developed to achieve high-level quality education. All the countries that now enjoy high level of FDI stock achieved high literacy rate and rank high on health and other social indicators. Governments should invest significantly in education and vocational and technical training in fields that will keep the countries competitive even in the future.

**ii) Study on “Priority Areas of Investment in Vocational Education and Skill Development in South Asia”**

Vocational education and skill development (VESD) has been known to increase productivity of individuals, profitability of employers and assist

national development. The growing importance of VESD in developing countries is therefore, not surprising. Currently, developed countries have reached their status by developing a 'knowledgeable' workforce, one that is both highly skilled in a particular occupation and also exhibits flexibility. With evidence of VESD benefits, this report aims to provide sufficient information on the existing situation in SAARC Member States (Bangladesh, Bhutan, India, Nepal, Maldives, Pakistan and Sri Lanka) and provide recommendations on how to promote training and skill development.

Currently, the workforce of the SAARC region is characterized as having low skills and poorly prepared to compete with other nations in today's globalize world. The dependence on agriculture still exists in the countries (although, a declining trend can be observed). The prevailing situation of the agriculture sector is characterized by low productivity and lack of skills, a key challenge that SAARC Member States must overcome and allow the services and manufacturing sectors to dominate. Exceptional cases can be drawn in the region, such as India's IT sector, but generally, low skills dominate the region.

Investment in overall education is also revealed, and where possible, the break-down of educational levels. The trend reflects growth in overall investment throughout the region, but with varying amounts. More attention and funding are required for VESD institutes to allow for improvements in curriculum, greater access and higher enrolment. This will help improve the quality of the labour force that currently exists as well as the one which will be developed in the future. With higher skills acquired by employees, firms will generally be more productive and in aggregate, improve the macroeconomic position of the country. At the micro-level, individuals will be able to earn higher wages due to higher competency and efficiency.

With the labour market in mind, the effects and role of government policies is also brought forward. Coordination between industries and the governments can help balance the labour market demand and supply situation. Examples of East Asian countries are cited, where export-oriented policies were adopted to boost export-oriented manufactures, creating higher demand for workers in this sector. Moreover, social implications of VESD are also discussed.

Labour market requirements are analyzed at the global and regional level. The move towards a 'knowledge-based economy' is becoming inevitable for developing nations in order to compete with other countries. Therefore,

different modalities of vocational education and skill development are also revealed, and recommendations are provided upon mobilization of additional investment in the region to help foster VESD.

Other recommendations based upon limitations, government policies, investment plans, coordination and overall VESD are also provided. It is proposed that the SAARC Member States should meet the challenges of globalisation through competitiveness and innovative policies and reform their vocational education and skill development systems. Investment in producing skilled workers who have acquired key skills and are capable of doing versatile nature of activities, creating lifelong learning opportunities, taking pro export trade policy initiatives, enhancing the quality of education, stimulating private investment in vocational education and training and improving access to education and training will make the SAARC Member States competitive in the global market place. To reinforce these measures, policies that drive innovation are also required with the aim to help promote VESD in the SAARC Member States.

## ii) SAARC Journal of HRD

The second issue of the SAARC Journal of Human Resource Development (SJHRD ) was published on the theme “*Unemployment in South Asia*” in 2006 incorporating the articles of renowned HRD experts working in the region and distributed to the Member States.



### Introduction to the Articles

Seven articles and book review included in the journal have been contributed by the professionals of the SAARC region. Dr. Rushidan Islam Rahman's paper on “**Unemployment and Underemployment in Bangladesh**” reviews the causes of low labour absorption capacity in Bangladesh. The unemployment as well as underemployment situation in the labour market makes it clear that the prevailing magnitude of surplus labour is not very large in Bangladesh. The paper has shown that educated unemployment is high although the overall open unemployment is low. The existing mismatch between the demand-supply situations of educated labour force must be reduced. With an aim of achieving a proper balance of the private sector

incentive-oriented package and the government investment on human capital for a smooth transformation of the less productive unskilled labour into high-wage skilled labour force this objective can be achieved.

Dr. Muhammad Aslam Khan in his paper on "**Unemployment and Poverty: A South Asian Perspective**" suggests that in the rapidly integrating world, knowledge and skills are becoming increasingly important as the source of competitiveness and productivity. Countries with low and outdated knowledge and skills are more and more likely to be excluded from gainful opportunities created by globalization. Employment led growth and productivity is crucially linked with future growth prospects of South Asian countries in acquiring modern knowledge, technology and market driven skills to combat poverty and create productive employment opportunities. South Asian countries must become, both at home and abroad, a synonym for a country with outstanding science and technology, where exceptionally educated and creative people produce high-quality innovative goods and services. In South Asian economies learning and training must focus on promoting multiple skills that help governments, enterprises and individual to seize the new opportunities created by globalization. The focus of the paper is on human capital development as key driver to reduce unemployment and poverty.

Professor Arif A. Waqif's paper on "**Dual Economy Perspectives: Employment & Unemployment in South Asia with Special Reference to India**" argues that in South Asia liberalization, privatization and globalization contributed to higher rates of employment generation in selected sub-sectors in organized manufactured exports, services and domestic manufacturing. Such higher employment generation has been led by relative increase in external and domestic demands for manufactured goods and services. Such employment generation, however, deepened the dual-economy divided between "modern" and "traditional" sectors. Most of the incremental demand for labour in South Asia has been primarily in skilled and semi-skilled areas in organized sectors and urban regions. Apart from the need for integrating the development of the traditional and modern sector to alleviate if not eliminate unemployment and poverty; there is a need to integrate the black economy and white economy.

The South Asian countries have been over-emphasizing on macroeconomic reforms. Liberalization in the region failed in bringing about a shift of labour and other resources from low-productivity primary sector to high productivity

manufacturing. Professor Bishwambher Pyakuryal's paper on **"Unemployment in South Asia: A case of Nepal"** reviews the status, cause and effect of employment, unemployment and underemployment especially within the younger working group. As a result, the degree of dependency of youth on their families is increasing. The unemployment youth is likely to be vulnerable to the risk of getting involved in socially undesirable activities. The paper suggests that the labour market stabilization policies should be pursued gradually. Globalization has made Nepal macroeconomic policies sensitive to the international conditions. Vast majority of young men and women are faced with the problems of insecurity and low paid jobs. It is essential that they should be integrated fully with the system. Unemployment policy should be inclusive of their opinions and reflective of their preferences.

Mr. R. Bandyopadhyay's paper on **"Poverty Alleviation Policies and Strategies in South Asia with Special Emphasis on Employment Generation Programme in India"** discusses recent approaches to poverty reduction within the global paradigms. India is facing problem in generating enough employment to keep pace with the growth in the labour force. Creating employment opportunities has been a major area of concern of the government. The government has taken various initiatives to create more employment through generating activities with the help of various schemes, which will support the rural poor in income generation activities. Creating employment for the unskilled labourer is given importance in government programmes. The main programmes that are being implemented are discussed. India's commitment to unemployment reduction through social mobilization involves building of rural infrastructure and investment in human resource development. The approach to development can be broadly divided into three phases. Implementation of rural development programmes through 'Democratic Decentralization' is the key element of unemployment reduction policies. Panchayat Raj Institutions are constitutional elected bodies responsible for implementing a range of government programmes. An extremely challenging task is to train the members of elected bodies of Panchayat Raj Institutions.

Paper by Dr. Sabur Ghayur on **"An Employment and HRD-led Development and Modernization in South Asia"** indicates that large segment of the South Asian population and workforce is trapped in the vicious circle of low education, inadequate skill competence, less productivity/ and marginal investments stemming from unfavourable economic conditions

causing rampant poverty. The GDP growth have been highly skewed; poor human development indicators a natural outcome. The paper suggests that a framework that places employment and human resource development at the helm of macroeconomic and sectoral policies, and in setting sectoral priorities and allocation of resources is necessary. The goal of a 'developed, industrialized, just and prosperous SAARC is attainable through sustained efforts by effectively harnessing development and employment potential through 'knowledge inputs' and their integration with GDP growth.

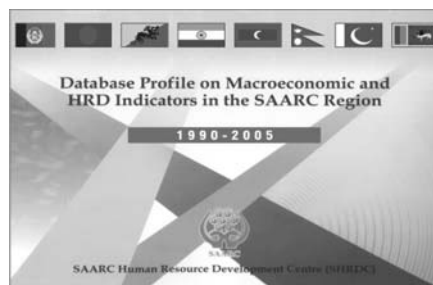
Anusha Thushel Jayaweera and Prohashwara Chaminda Searane's paper on "**Unemployment in South Asia: The Case of Sri Lanka**" indicates that civil conflict have a negative impact on the country's economic growth. The low productivity, particularly in agriculture and industry is the main cause of unemployment, particularly among educated youth. It has been recognized that Sri Lanka need to improve its human capital, by providing market skills to the educated youth for developing skilled workforce. This would enable the country to compete internationally and reduce unemployment

Syeda Wadiat Kazmi and Shahid Naeem have reviewed the Asia Pacific Human Development Report 2006 "**Trade on Human Terms**" The Trade and Human Terms looks at trade from the human development perspective instead of taking it as a commercial interest. It sheds light on the linkage between trade and human development and examines trade-related policy option that is important for Asia-Pacific. The report highlight that experience of the South Asian region has clearly demonstrated that by itself cannot address inequalities; on the contrary, it may worsen them. The sustainability of efforts lies in a fundamental change in the very model of development so that human capabilities are built and opportunities enlarged. Trade and liberalization can have a positive and beneficial impact on growth and poverty reduction, provided developed countries change their attitude towards developing countries by giving greater access to their markets.

**iv) Database Development on Macroeconomic Profiles and Human Resource Development Indicators in the SAARC Region.**

The Centre published comprehensive database on HRD's basic indicators in 2006. The main purpose of this programme is to collect data on macroeconomic profiles and HRD indicators of SAARC member states with the objective to facilitate SAARC member states in formulation of HRD

policies. The main indicators of the database are: macro economic profiles (14 indicators), poverty and public expenditure (6 indicators), education (11 indicators), health and nutrition (17 indicators), demographic (10 indicators), and gender and development (10 indicators). On the whole, database covers 68 macroeconomic, human development and social indicators of SAARC member states. It also presents comparative and analytical analysis of core socio-economic indicators to assess the socio-economic development trend in the SAARC Region.



**v) SAARC Inventory of HRD Best Practices**

The Concept Paper was circulated to Member States through SAARC Secretariat with the request to send the names of suitable experts in the relevant field. Due to limited response from the Member States, the study was not completed during 2006.

**vi) Study on “Network of Centres of Higher Learning, Training & Skill Development”.**

The Concept Paper was circulated to Member States through SAARC Secretariat with the request to send the name of suitable experts in the relevant field. Due to limited response from the Member States, the study was not completed during 2006.

# INSTITUTIONAL EVENTS

## SEVENTH MEETING OF SHRDC GOVERNING BOARD HELD

The Seventh Meeting of the SAARC Human Resource Development Centre (SHRDC) Governing Board was held in Islamabad on 27-28 November, 2006.

The meeting reviewed the 2006 activities of SHRDC and recommended its programme of activities and budget for 2007. Mr. Jafar Ahmed Chowdhury, Chairperson of the SHRDC Governing Board opened and chaired the meeting. The meeting was attended by the members of the



Governing Board from **Bangladesh, Bhutan, India, Nepal, Pakistan and Sri Lanka and the SAARC Secretariat.**

The Director SHRDC while elaborating the activities so far undertaken by the SHRDC mentioned the following:

- A detailed work plan was prepared in the beginning of the year for undertaking SHRDC activities and those were progressing within given timeframe. There are, however, some areas of concern where advice and support are needed from the Governing Board to improve the implementation of approved activities.
- Training programmes for 2006 broadly focused on operational aspects and emphasized more on developing knowledge and skills of the participants. The Centre invited resource persons from SAARC Member States. Their valuable input has enhanced knowledge and skills of the participants.
- Two research studies **“Foreign Investment and HRD: A Case Study for South Asia”** and **“Priority Areas of Investment in Vocational Education and Skill Development in South Asia”**; commissioned this year will be finalized by the end of this year. Work related to

SAARC Journal of Human Resource Development (SJHRD) and Data Base Profile processed as per schedule. A training report on “**Rural Development through HRD**” is scheduled to be published by the end of December this year.

- The success of the Centre’s initiatives depends on the full participation and cooperation of the Member States in terms of timely nomination and participation of participants, resource persons and consultants. The training and research programmes for the year 2007 have been aligned with thematic areas of SAARC Development Goals (SDGs).
- Finally, the Director thanked the Government of Pakistan for providing funds to meet capital expenditure enabling the Centre to adopt modern facilities.
- The members of Governing Board were informed that all the reports, database, documents, SJHRD and other material are available online and the SHRDC is receiving a regular feed back in its initiatives.

Mr. Y. K. Rohanajith, Director SAARC Secretariat, in his remarks highlighted the following:

- A deep appreciation to the Government of Pakistan and SHRDC for making excellent arrangements for the meeting.
- Efforts made by all the Member States for the development of human resources are commendable.
- The SAARC Human Resource Development Centre (SHRDC) has been delegated with a high responsibility, Mr. Rohanajith emphasised that SHRDC’s activities should be need based and demand driven.
- The SHRDC progress has been acknowledged by the Second Meeting of the Technical Committee on Human Resource Development (Colombo, 30-31 August 2006). The Technical Committee appreciated the activities undertaken by the SHRDC and expressed the view that the Centre may further strengthen its activities by taking into account, the SAARC Summit directives, the provisions of the SAARC Social Charter, SDGs. etc.
- The SHRDC agenda contains a number of important initiatives concerning human resource development which will result in improving the quality of life of the people of SAARC region.

The Board reviewed in detail the programmes to be completed by the end of 2006 and noted the following;

- The lack of response from the Member States in nominating participants for the training courses, resource persons and consultants for the research studies is affecting the performance of the Centre.
- The low participation by the Member States may be due to financial constraint of financing air tickets. In the two training courses under SAARC-UNDP Partnership Programme (SUPP), which provided air tickets, DSA, lodging and boarding, all the Member States participated.
- It was suggested that a system to be evolved where either travelling cost is borne by the SHRDC or SAARC Secretariat.
- An enhancement in the financial emolument to the resource persons was recommended.

The Governing Board recommended twenty one programme of activities of SHRDC including three training courses and three workshops on poverty, education and health, and seven research studies for 2007. The Members of the Governing Board also visited SHRDC and expressed their appreciation to the Government of Pakistan for providing the facilities to the SHRDC.

### **Persons Visited SHRDC**

#### **EC Mission Visits SHRDC**

Mr. Keith Atkinson, Team Leader of Delegation of the European Commission (EC)-SAARC Programme of Economic Cooperation visited SHRDC on 16 January 2006. The objective of the visit was to make the cooperation between EC and SAARC more effective and to explore the possibilities of activities in area of trade facilitation, capacity building and support policy research for implementation of SAFTA. The Director SHRDC apprised Mr. Atkinson about functioning of SHRDC, nature of training and research activities, mode of financing of its activities, clientele of training courses, and Centre's Work Plan 2006 etc. Mr. Keith told that the delegation is entrusted to prepare a project proposal in the field of economic cooperation in the region incorporating components like trade facilitation, capacity building, private sector development, among others, to support in the implementation of SAFTA.

### **Asian Development Bank's Delegation Visits SHRDC**

A delegation of the Asian Development Bank (ADB) comprising MR. Masaaki Nagata, Head of Regional Cooperation Unit, Operations Coordination Division and Mr. P. Abeygunawardena, Principal Project Economist, Energy Division, South Asian Department visited SAARC Human Resource Development Centre (SHRDC) with Director (AET) Mr. Amjad Hussain B. Sial on 20 April 2006. The delegation showed keen interest in SHRDC activities. Director, SHRDC proposed that ADB may help in organizing a two week training programme on "Social Sector Development and Poverty Alleviation" and a workshop on "Community Participation of Sustainable development: Experience of SAARC Member States".



### **Director SAARC Energy Centre Visits SHRDC.**

Mr. Hilal A. Raza, Director, SAARC Energy Centre (SEC) Pakistan visited SHRDC on 9 June 2006. Dr. Muhammad Aslam Khan, Director, SHRDC briefed the guest about the programme activities of SHRDC. Dr. Raza emphasized a close collaboration between the two regional centres.

### **Joint Audit Team (JAT) 2005 Audited SHRDC Accounts**

A Joint Audit Team (JAT) comprising Mr. M. Shamsul Baqui Khan, Deputy Director, Local and Revenue Audit Directorate, Office of the Comptroller and Auditor General of Bangladesh, Mr. Rokhum Lalremruata, Controller of Accounts, Ministry of External Affairs, Government of India, and Mr. D. S. Karakoti, Senior Accounts Officer, Government of India audited the accounts of SAARC Human Resource Development Centre (SHRDC), Islamabad for the period of 1<sup>st</sup> January to 31<sup>st</sup> December 2005. Examination and review of financial statements were carried out in accordance with the Generally Accepted Auditing Standards (GAAS) and accordingly included sample tests and other auditing procedures to examine the evidence supporting the accounts and disclosures in the statements.

### **Visitor at SHRDC**

Ms. Noriko Hara, Project Formulation Adviser, Japan Inter Corporation Agency (JICA) visited SHRDC on 13 December 2006. Dr. Muhammad Aslam Khan, Director SHRDC briefed the guest about the programmes activities of SHRDC. Ms. Hara showed her interest in the research studies conducted by SHRDC and other programmes.

### **SHRDC Selection Committee Meeting Held**

The Seventh Meeting of the Selection Committee of SHRDC was held on 29 November 2006 under the Chairmanship of Mr. Jafar Ahmed Chowdhury, Secretary, Planning Division, Government of People's Republic of Bangladesh Mr. Y. K. A. Rohanajith, Director SAARC Secretariat, and Dr. Muhammad Aslam Khan, Director SHRDC also attended the meeting. The Committee recommended candidates for appointments to the posts of Librarian, Messenger Boy, and Cleaner.



### **Dissemination of Information HRD News**

The SHRDC's Newsletter is a quarterly publication of the Centre which contains information on the Centre's activities, new developments in the socio-economic fields, HRD news and reports, announcements of Centre's research & training programmes and feature articles on HRD issues. During the period under report SHRDC published and distributed four quarterly issues of the "HRD News"



## **Annual Report 2005**

During the year under report the SHRDC has published its Annual Report 2005. The report gives details of SHRDC's programme of activities during he year 2005.. The activities of the Centre mainly focused in this report were on the programme of activities as recommended by the Fifth Meeting of the SHRDC Governing Board and subsequently approved by the SAARC higher bodies.



## **BUDGET AND FINANCE**

The main source of Centre's funding is contribution by the SAARC Member States according to the agreed Cost Sharing Formula for the SAARC Regional Centres.

**a. Capital Expenditure:**

The SAARC Regional Centre's expenditure on physical infrastructure, initial furnishing, and procurement of machines, equipments and vehicles are borne by the host government. In case of SHRDC, the host government of Pakistan has provided such basic initial facilities.

**b. Institutional Cost Expenditure:**

Institutional Cost Expenditure of SHRDC includes all expenses associated with the recurring expenditure like payment of salaries, living and other allowances utility charges and hospitality of the Meeting of the SHRDC Governing Board.

**c. Programme Cost Expenditure:**

The Programme Cost Expenditure of SHRDC includes all expenditures on programme of activities such as Training, Research and dissemination of information.

### **Budget 2006**

The Sixth Meeting of the Governing Board of SHRDC held in Islamabad on 05-06 September 2005 recommended a total budget of **US\$ 412,044.73** for the year 2006 of which US \$ 202,344.73 as the Institutional Cost Budget and US \$ 209,700.00 as Programme Cost Budget. The ratio of Programme Cost to Institutional Cost Budget was 1.00 : 1.04. The Budget was approved by the SAARC Standing Committee in its Session held in December 2005 in Dhaka, Bangladesh.

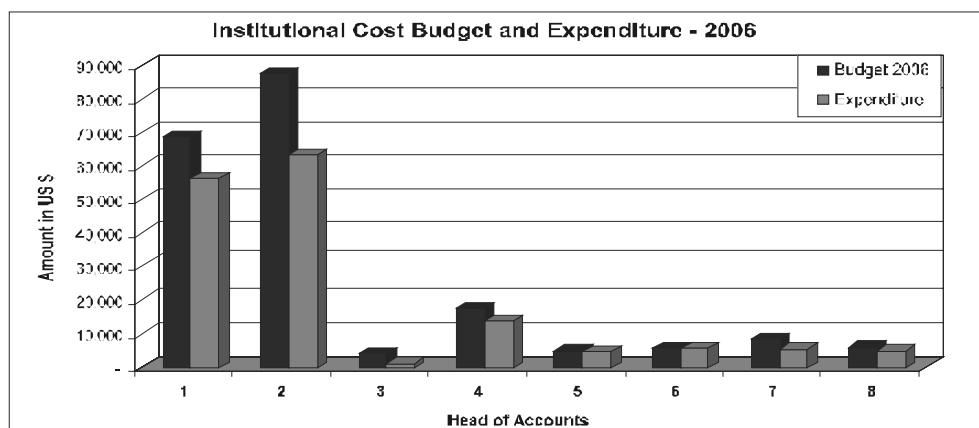
During 2006 a total amount of US \$ 260,873.25 was spent against the total allocated amount of US \$ 412,044.73 showing a 63.31 percent utilization of the total allocated budget. The expenditure on the Institutional Cost was to

the tune of US \$ 154,429.95 against the allocated budget of US \$ 202,344.73 showing a 76.32 percent utilization of the allocated budget. The details of Institutional Cost Budget allocated and expenditures incurred are given in Table-1 and Figure-1.

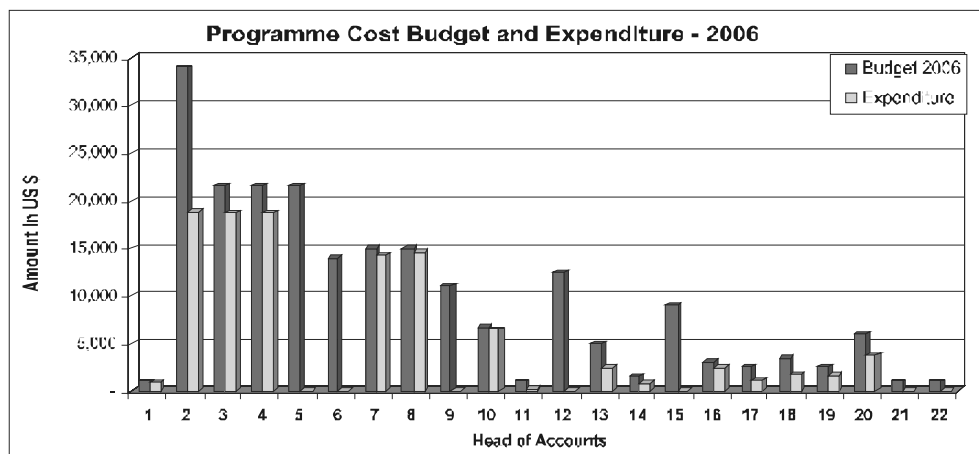
The expenditure on the Programme Cost was amounted to US \$ 106,443.30 against the allocated budget of US \$ 209,700.00 showing a 50.76 percent utilization of the allocated budget. The head wise details of Programme Cost Budget allocation and expenditures incurred are given in Table-2 and Figure II.

**Table: 1**

<b>Institutional Cost Budget and Expenditure – 2006</b>				
(Values in US \$)				
<b>S. No</b>	<b>Particulars</b>	<b>Budget 2006</b>	<b>Expenditure</b>	<b>Unspent</b>
1	Allowance to Dir & Professionals	68,478.24	56,186.83	12,291.41
2	Salaries & Allowance to GSS	87,293.05	63,132.96	24,160.09
3	Travel Cost & Per diem	4,000.00	1,112.85	2,887.15
4	Utilities Services & Maintenance	17,700.00	13,921.86	3,778.14
5	Printing, Stationary & Reproduction	5,000.00	4,428.26	571.74
6	Local Hospitality for GB Meeting	5,700.00	5,599.56	100.44
7	Vehicles Fuel & Maintenance cost	8,100.00	5,197.11	2,902.89
8	Contingencies	6,073.44	4,850.52	1,222.92
<b>Totals</b>		<b>202,344.73</b>	<b>154,429.95</b>	<b>47,914.78</b>
<b>Programme Cost Totals</b>		<b>209,700.00</b>	<b>106,443.30</b>	<b>103,256.70</b>
<b>Grand Total (Institution Cost + Programme Cost)</b>		<b>412,044.73</b>	<b>260,873.25</b>	<b>151,171.48</b>

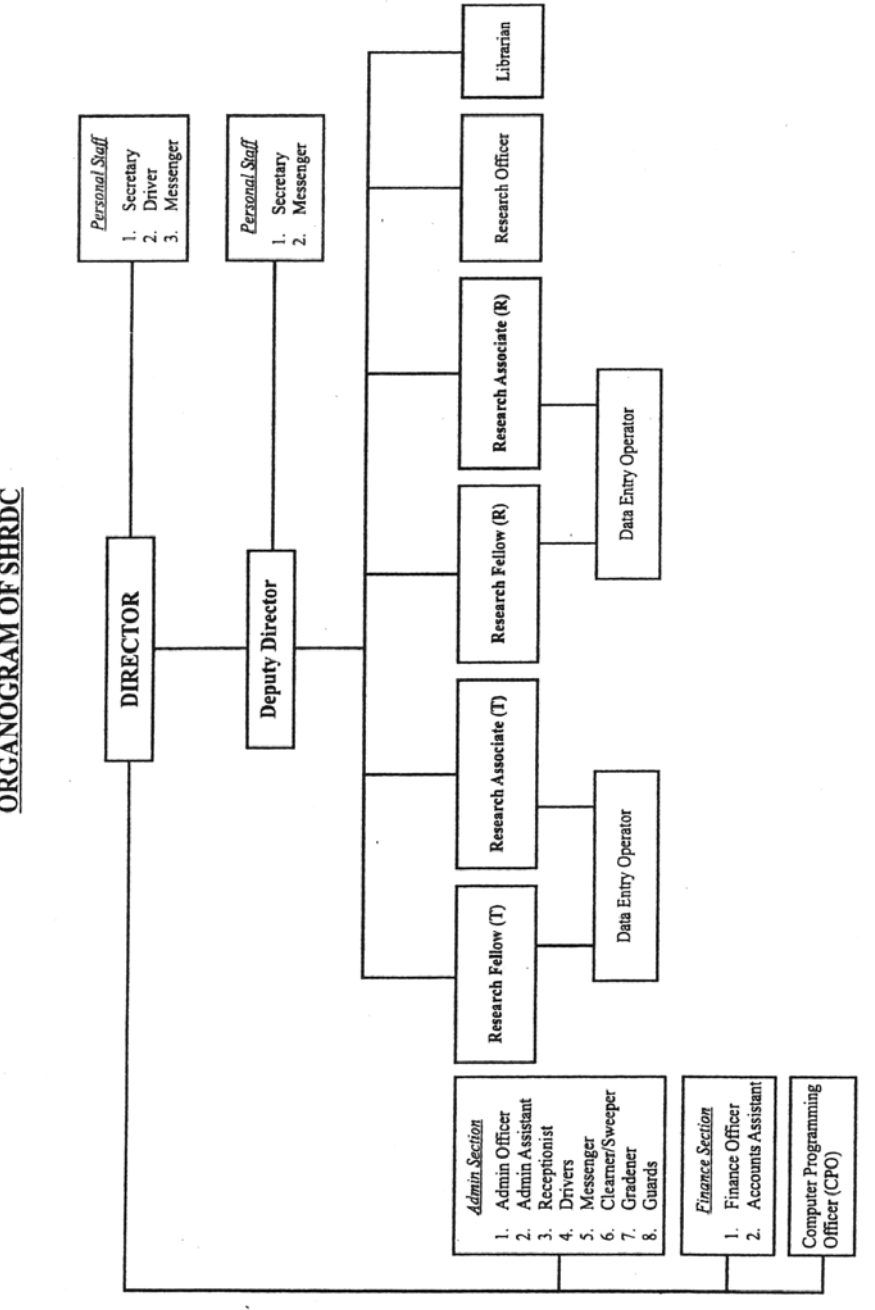


<b>Programme Cost Budget and Expenditure – 2006</b>				
(Values in US \$)				
<b>S. No</b>	<b>Particulars</b>	<b>Budget 2006</b>	<b>Expenditure</b>	<b>Unspent</b>
1	Database Development	1,000.00	987.32	12.68
2	Training Programme - I	34,000.00	18,800.56	15,199.44
3	Training Programme - II	21,500.00	18,769.00	2,731.00
4	Training Programme - III	21,500.00	18,726.43	2,773.57
5	Training Programme - IV	21,500.00	-	21,500.00
6	Workshop	14,000.00	-	14,000.00
7	Study on "Priority Areas of Investment in Vocational Education & Skill Development in South Asia"	15,000.00	14,338.58	661.42
8	"Foreign Investment & Human Resource Development" A case study for South Asia	15,000.00	14,503.40	496.60
9	Network of Centres of High Learnings, Training & Skill Dev	11,000.00	-	11,000.00
10	Computer Mediated Communication of Information	6,700.00	6,487.84	212.16
11	Electronic Publications on CD's	1,000.00	158.55	841.45
12	Monitoring and Backstopping Support to Programmes	12,500.00	-	12,500.00
13	SHRDC Newsletter (Quarterly)	5,000.00	2,377.16	2,622.84
14	Annual Report	1,500.00	740.50	759.50
15	SHRDC Inventory of HRD Best Practices	9,000.00	-	9,000.00
16	SAARC Journal of HRD Best Practices	3,000.00	2,368.84	631.16
17	Books	2,500.00	1,058.25	1,441.75
18	Subscribing of Journals/Newspaper and Magazine	3,500.00	1,746.98	1,753.02
19	Audio/Visual Material (on HRD related topics)	2,500.00	1,663.17	836.83
20	Distribution of SHRDC Publications	6,000.00	3,716.72	2,283.28
21	SAARC Painting Competition	1,000.00	-	1,000.00
22	SAARC Creative Writing Competition	1,000.00	-	1,000.00
<b>Totals</b>		<b>209,700.00</b>	<b>106,443.30</b>	<b>103,256.70</b>



# Annex-I

## ORGANOGRAM OF SHRDC



**Training Course on  
“Labour Intensive Youth Employment Programmes”  
(10 – 30 April, 2006)**

**Participants**

**India**

Dr. Rumal Singh  
Joint Director of Employment Exchange  
Directorate of Employment, Directorate General of Employment and Training,  
Ministry of Labour, New Delhi, India

**Maldives**

Ms. Mabrooka Shukree  
Secretary  
Ministry of Higher Education, Employment and social Security  
Male’, Maldives.

Mr. Ali Sunan  
Assistant Programme Officer  
Ministry of Higher Education, Employment and Social Security  
Male’, Republic of Maldives

Mr. Mohamed Adil  
Senior Secretary (Grade 3)  
Ministry of Higher Education, Employment and Social Security  
Male’, Republic of Maldives

**Pakistan**

Malik Imtiaz Hussain  
Deputy Director  
Regional Directorate of Apprenticeship Training (RDAT) Rawalpindi  
Government of the Punjab, Technical Education & Vocational Training Authority  
(TEVTA), Lahore

Mr. Mureed Abbas  
Chief Instructor  
Government Apprentices Training Centre (ATC) Ferozewala  
Government of the Punjab, Technical Education & Vocational Training Authority  
(TEVTA), Lahore

Mr. Khurram Shahzad  
Assistant Director  
Regional Directorate of Apprenticeship Training (RDAT) Faisalabad  
Government of the Punjab, Technical Education & Vocational Training Authority  
(TEVTA), Lahore

Mr. Shahzad Ahmad Malik  
Deputy Chief  
Population and Social Planning Section  
Planning and Development Division  
Islamabad

Mr. Nadir Naseer  
Research Officer  
Gender Development and Manpower Section  
Planning and Development Division  
Islamabad.

**Sri Lanka**

Mr. Bandulasena Dias Dahanayake  
Additional Secretary  
Ministry of Sports and Youth Affairs  
Colombo

Mr. Lalath Hema Omarasiri Abeyagunawardana  
Director  
Vocational Training Authority of Sri Lanka  
Colombo

**Observer**

Ms. Heidi Solheim Johansen  
Programme Officer  
PRSPs, MDGs & Decent Work  
ILO Area Office for Tanzania, Kenya, Somalia & Uganda, Dar es Salaam  
Tanzania.

**Training Course on  
“Management of Rural Poverty Alleviation Programmes”  
(3 – 16 July 2006)**

*Participants*

**Bhutan**

Mr. Lhendup Dorji T  
Lecturer in Economics  
Royal University of Bhutan  
Kanglung, Bhutan

**India**

Dr. C. Chandramohan  
Director  
Planning Commission, Government of India  
New Delhi, India

Shri Ambrish Kumar  
Director  
Planning Commission, Government of India  
New Delhi, India

Amitabha Ray  
Deputy Adviser  
Planning Commission, Government of India  
New Delhi, India

**Maldives**

Mr. Saud Abdulla  
Atoll Chief  
Raa Atoll Office, Maldives.

**Pakistan**

Mr. Sajjad Hyder  
Assistant Chief

Planning & Development Department  
Northern Areas Secretariat, Gilgit.  
Mr. Muhammad Irshad  
District Programme Officer  
Azad Jammu & Kashmir Community Development Programme (AJKCDP)  
District Programme Office Kotli

Mr. Manzoor Hussain  
District Programme Officer  
Azad Jammu & Kashmir Community Development Programme (AJKCDP)  
District Programme Office Poonch

Mr. Muhammad Khalil  
District Programme Officer  
Azad Jammu & Kashmir Community Development Programme (AJKCDP)  
District Programme Office Mirpur Planning and Development Department

Ms. Benazir  
Research Officer  
Economic Wing, Ministry of Food, Agriculture and Livestock  
Islamabad

Ms. Sadaf Subhani  
Research Assistant  
Economic Wing, Ministry of Food, Agriculture and Livestock  
Islamabad

Mr. Muhammad Sohail-ur-Raza  
Assistant Director  
Talagang & Pindi Gheb, Barani Village Development Project (BVDP)  
Agency for Barani Areas Development (ABAD), Planning & Development  
Department Punjab  
Talagang, District Chakwal

Mr. Muhammad Idrees Abbasi  
Deputy Secretary  
Law, Justice & Parliamentary Affairs and Human Rights Department, AJK  
Muzaffarabad, Pakistan.

Mr. Shahid Naeem  
Assistant Chief  
Poverty Alleviation Section, Planning and Development Division  
Government of Pakistan, Islamabad.

Mr. Shakir Ahmad Shahid  
Assistant Director  
Akhtar Hameed Khan National Centre for Rural Development  
Ministry of Local Govt. & Rural Development, Government of Pakistan.

Ms. Saima Ghafoor  
District Project Manager (SLBAP)  
Gujrat, (ABAD), Planning and Development Department, Govt. of Punjab.

**Sri Lanka**

Mr. B. A. Gamini Wickramapala  
Deputy Director (Sri Lankan Planning Service)  
Samurdhi Authority  
Battaramulla, Sri Lanka

Mr. P. A. Sarathchandra  
Deputy Director  
Rural Development Training & Research Institute  
Colombo 8, Sri Lanka.

Mr. M. J. S. Ravisinghe  
Assistant Commissioner  
Department of Commissioner General of Samurdhi  
Colombo 7, Sri Lanka

**Training Course on  
“Best Practices in Prevention of HIV/AIDS”  
(18 – 31 December 2006)**

**Participants**

**Bhutan**

Mr. Tshewang Dorji  
Programme Officer  
HIV/AIDS Program, Department of Public Health  
Ministry of Health, Thimphu.

Mr. Pema Wangchuk  
Dzongkhag Health Officer  
Dampu Hospital, Tsirang, Bhutan.

Mr. Namgyal Dorjee  
Dzongkhag Health Officer  
Dzongkhag Administration  
Thimphu, Bhutan.

**Maldives**

Mr. Ahmed Zahid  
Community Health Supervisor  
Dhal Atoll Hospital, Dhal kudahuvadhoo, Maldives

Mr. Abdullah Adhil  
Community Health Supervisor  
Ali fushi Health Centre, Ra, Alifushi Maldives

Mr. Hassan Riyaz  
Community Health Supervisor  
Komandoo Health Centre, Maldives

**Pakistan**

Dr. Kartar Lal  
Project Manager, MSM Project,  
Tahafuz-e-Sehat Programme, Infection Control Society, Karachi

Mr. Zulfiqar Ali  
Project Manager, Jail Inmates Project  
Dost Welfare Foundation, Peshawar

Mr. Asad Sarwar  
Deputy Project Manager, Jail Inmates Project  
Dost Welfare Foundation, Peshawar  
Mr. Fazal Ghaffar Khan  
Project Manager, DUs/IDUs  
Dost Welfare Foundation, Peshawar

Mr. Hilal Ahmad  
Counceler, PACP NWFP  
8<sup>th</sup> Jalil road, Peshawar Cantt.

Dr. Perveen Farooq  
Programme Manager  
HIV/AIDS Control Programme,  
Upper Chattar, Muzafarabad, Azad Jammu & Kashmir.

Ms. Tahira Ashfaq  
B. C. C. Officer  
HIV/AIDS Control Programme,  
Upper Chattar, Muzafarabad, Azad Jammu & Kashmir.

Mr. Khurram Mufti  
Project Coordinator  
Hamrahi Markaz, NACP/FHI, Pakistan Truckers Project, Quaid-e-Azam Truck Stand  
Karachi.

Mr. Tariq Mahmood  
Project Coordinator  
Hamrahi Markaz, NACP/FHI, Pakistan Truckers Project, Lahore

Mr. Tariq Nadeem  
Community Counselor  
House No. 2414-A, Main Pirwadhi Road, CDA Colony, I-10/1, Islamabad

**Training Course on  
“Strengthening SAARC Capacity to Facilitate the Implementation of the Agreement  
on South Asian Free Trade Area (SAFTA)”  
(22 – 26 May 2006)**

**SAARC-UNDP Partnership Programme**

**Participants**

***Bangladesh***

Mr. Md. Lutfor Rahman  
Additional Commissioner  
Custom House, Dhaka, Bangladesh.

Mr. Rahat Bin Zaman  
Assistant Secretary (SAARC, BIMSTEC & ACD)  
Ministry of Foreign Affairs, Bangladesh.

Mr. Md. Awlad Hossain  
Statistical Officer  
Ministry of Commerce, Bangladesh.

***Bhutan***

Ms. Dechen Zangmo  
Trade Officer  
Ministry of Trade and Industry, Royal Government of Bhutan.

Ms. Kezang Cheki  
Import Assistant  
Ministry of Trade and Industry, Royal Government of Bhutan.

**India**

Shri S. Sasikumar

Under Secretary

Department of Commerce, Ministry of Commerce & Industry, Room No. 226-B,  
Udyog Bhawan, New Delhi-110011, India.

Smt. Santha Thampi

Under Secretary

Department of Commerce, Ministry of Commerce & Industry, Room No. 426,  
Udyog Bhawan, New Delhi-110011, India.

**Maldives**

Mr. Mohamed Aslam

Custom Officer

Maldives Customs Service, Boduthakurufaanu magu, Male, Republic of Maldives.

Mr. Hussain Hameed

Senior Customs Officer

Maldives Customs Service, Boduthakurufaanu magu, Male, Republic of Maldives.

Mr. Ismail Shafeeq

Executive Director

Ministry of Finance and Treasury, Maldives.

**Nepal**

Mr. Bishwa Prakash Subedi

Program Director

National Planning Commission Secretariat, Nepal.

Mr. Shankar Hari Acharya

Section Officer

Ministry of Industry, Commerce and Supplies, Nepal.

Mr. Bimal Kumar Nepal

Chief Officer

Trade Promotion Centre, Nepal.

**Pakistan**

Mr. Shafiq A. Shahzad  
Section Officer (Foreign Trade)  
Ministry of Commerce, Islamabad.

Mrs. Almas Arshad  
Deputy Director  
National Tariff Commission, State Life Building # 05, Blue Area, Islamabad.

Mr. Aftab Ashraf  
Business Consultant (Specialist in Exploring Export Markets)  
Quetta Chamber of Commerce & Industries, 4-25/217-A, Gurdatt Singh Road,  
Quetta, Pakistan.

Mr. Rab Nawaz Abbasi  
Assistant Chief  
International Trade and Finance Section, Planning Commission, Islamabad.

Mr. Muhammad Mohsin  
Research & Development Officer  
The Sialkot Chamber of Commerce & Industry, Shahrah-e-Sanat-o-Tijarat,  
Sialkot 51310.

Mr. Akbar Abdullah  
Vice President FPCCI  
Federation of Pakistan Chamber of Commerce & Industry (FPCCI), Federation  
House, Main Clifton, PO Box. 13875, Karachi.

**Sri Lanka**

Mr. Walimuni Peter Alexi Fonseka Gunasekera  
Assistant Director of Commerce  
Department of Commerce (Ministry of Trade, Commerce and Consumer Affairs  
and Marketing Development) 4<sup>th</sup> Floor, "Rakshana Mandiraya", 21, Vauxhall  
Street, Colombo 02, Sri Lanka.

Mr. Pattiwila Kankanamalage Sanjeewa Pattiwila  
Assistant Director of Commerce  
Department of Commerce (Ministry of Trade, Commerce and Consumer Affairs  
and Marketing Development) 4<sup>th</sup> Floor, “Rakshana Mandiraya”, 21, Vauxhall  
Street, Colombo 02, Sri Lanka.

Mr. H. Atapattu  
Assistant Director of Customs  
Department of Customs (Policy Planning & Research Division), Customs House,  
Times Building, Colombo 01, Sri Lanka.

Mr. Tissa Jayaweera  
Vice President  
Federation of Chamber of Commerce and Industry Sri Lanka (FCCISL), Level 03,  
53, Vauxhall Lane, Colombo 02, Sri Lanka.

**UNDP Regional Centre, Colombo**

Ms. Chatrini Weeratunge  
SAFTA Training Programme Coordinator  
UNDP Asia & Pacific Regional Centre, 23 Independence Avenue, Colombo, Sri  
Lanka.

**Observer**

Ms. Shaista Malik  
Research Associate  
South Asia Centre for Economic Journalists (SACEJ)  
Office No: 8, Floor 2<sup>nd</sup>, E-13 Crystal Arcade, F-8 Markaz, Islamabad.

**Mr. Shaher Yar Khan**

Research Associate  
South Asia Centre for Economic Journalists (SACEJ)  
Office No: 8, Floor 2<sup>nd</sup>, E-13 Crystal Arcade, F-8 Markaz, Islamabad.