

**SAARC Human Resource Development Centre (SHRDC)
Islamabad, Pakistan**

(Concept Paper)

**TRAINING COURSE ON POVERTY ALLEVIATION
THROUGH HUMAN RESOURCE DEVELOPMENT**

INTRODUCTION

The South Asian Association for Regional Cooperation (SAARC) comprising seven countries of South Asia i.e. Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka is a manifestation of the determination of the peoples of South Asia to work together towards finding solutions to their common problems in a spirit of friendship, trust and understanding and to create an order based on mutual respect, equity and shared benefits. The primary objective of the Association is to accelerate the process of economic and social development in Member States, through joint action in the agreed areas of cooperation.

South Asia, with 23 percent of the world's population, is the planet's poorest region. About 540 million people, or 45 percent of the region's population, are living below poverty line, with daily incomes of less than one dollar. This proportion is higher than in Sub-Saharan Africa, East Asia, the Middle East, and Latin America, the Caribbean and the Pacific region, including China. Considering this reality, the Head of States of SAARC member countries have accorded highest priority to poverty alleviation in the South Asian region. They affirmed that South Asia's poor people could constitute a

huge and potential resource, provided their basic needs were met, and they were mobilized to create economic growth. This requires that poor are empowered and they are brought to the mainstream of development. Towards this end, they recognized that Human Resource Development is one of the means of realizing these objectives and agreed to establish the SAARC Human Resource Development Centre (SHRDC). The Government of Pakistan offered to host the Centre in Pakistan. After necessary meetings and as a follow up of recommendations, the SHRDC has been established in Islamabad, Pakistan with the objective to harness the resources and capabilities within SAARC region in addressing the specific and shared concern of countries. As a continued activity, the SAARC Human Resource Development Centre undertakes program of activities to facilitate exchange of experiences of member states in the area of human development. Besides other program of activities in year 2003, the centre will conduct three trainers' training programs in the area of (i) Poverty Alleviation, (ii) Gender & Development, and (iii) Education.

OBJECTIVE

The overall objective of the training program is to strengthen the ability of participants to formulate policies and design programs to alleviate poverty in their respective countries by enhancing their knowledge on different aspects of poverty.

APPROACH

The training program on Poverty alleviation has been structured in a way to sensitize the participants regarding the importance of human development, deepen and update the knowledge and understanding on the issues of poverty, poverty analysis, and policies in the public and private sector to plan and promote Human Resource Development services for the poor using systematic and holistic analytical approach. The following would be the Training Modules:

- I) Poverty and Human Resource Development;

- II) Poverty Measurement and Trends;
- III) Responding to Poverty: Policies and Programs;
- IV) Tools for Participatory Community Empowerment for poverty alleviation;
- V) Approaches to Income Generation ; and
- VI) Poverty Monitoring and Evaluation

METHODOLOGY

Training methodology includes lectures by resource persons followed by discussions, case studies, country report presentation by the participants, and experience sharing. Field visits will also be arranged for the training purpose. All the audio visual aids like multi media projector, slide projector, overhead projector, flip chart, and board etc will be used for the training program.

EXPECTED OUTCOME OF THE TRAINING

At the end of the training program the participants will be able to:

- I) Understand different dimensions of poverty along with its linkages with human resource development;
- II) Explain different indices and approaches to poverty measurement;
- III) Formulate anti-poverty development plans, policies and strategies;
- IV) Understand and apply strategies for community empowerment and upgrade skills in community development planning and implementation; and
- V) Develop and implement micro finance programs to tackle with wide spread poverty problem.

PARTICIPANTS

This training course is primarily meant for the mid level functionaries, trainers/ professionals from government, semi-government organizations and NGOs working in the field of HRD related training, planning and development, policy analysis and advocacy, poverty alleviation related activities, and Gender and Development of SAARC member states. There will be 25 participants in total- 3 each from Bangladesh, Bhutan, India, Maldives, Nepal and Sri Lanka, and 7 from Pakistan (being the host country).

DATE AND DURATION

Duration of the training program will be two weeks. It will start on 15 September, 2003 and will end on 28 September, 2003.

VENUE

SAARC Human Resource Development Centre, Chak Shehzad, Islamabad.

TRAINING MODULES

There are altogether 6 modules which are described below in detail with objectives, approaches and contents.

MODULE – 1

POVERTY AND HUMAN RESOURCE DEVELOPMENT

Objective

The objectives of this module would be to explain to the participants the concept of poverty and development, their characteristics and relationship; to outline the essential elements for growth and human development framework; and to instill its importance in the context of globalization.

Approach/Contents

This Module addresses the different definitions, concepts and aspects of both poverty and development and the links between the two. It also elaborates different causes of Poverty, its persistence and strategies in South Asia. Integral to this is a discussion of the vulnerable groups in society, their characteristics and the need for targeting them in Poverty Alleviation Program. This Module also discusses the globalization and its effect on poverty in South Asia. The details of the content of this module are as follows:

- The concept of Human Development
- Human Development past, present and future
- Measuring Human Development
- Human Development indicators
- Human Development Framework (Economic reform, Physical assets creation for the poor, social assets creation for the poor, social safety nets, governance etc.)
- The concept of poverty and well being
- Multi-dimensional nature of poverty
- Globalization in South Asia and its effect on poverty

MODULE – II

POVERTY MEASUREMENT AND TRENDS

Objective

The objectives of this module would be to equip participants with basic knowledge about the main issues related to determinants of poverty; to explain the different indices and approaches to poverty measurement; and to discuss the notion of both political and economic capabilities; and their inclusion in poverty measurement.

Approach/Contents

Considerable theoretical and analytical advances have been made in understanding and refining the concepts and tools in the measurement of poverty. Such advances have helped to bring out the ethical and philosophical dimensions of the problem of measurement. Understanding the characteristics of poverty can help policy makers think about the impact of growth strategies. With measures of Poverty, one can assess if poverty has increased or decreased, or whether general economic growth helped the poor.

The module, therefore, discusses the main issues related to the measurement of poverty. It outlines measurements that relate to both the entitlement and the capability approaches. In addition, it includes an overview of the Human Poverty Index. The module analyses the relationship between Poverty and Human Development and discusses related measurement indices, such as Human development Index, Gender Development Index etc. The module also helps the participants to understand the analysis of indicators of human well being and poverty to assess social, economic and environmental problems. The details of the content of this module are as follows:

- Describing poverty
- Understanding determinants of poverty
- Measurement of poverty
- Measurement of Poverty Line
- Tools for Poverty Analysis
- Poverty Profiles
- Poverty and Human Development

MODULE – III

RESPONDING TO POVERTY: POLICIES AND PROGRAMS

Objective

The objectives of this module would be to provide knowledge to the participants on various policy approaches to poverty alleviation and to explain the role and relationships among various actors in poverty alleviation, e.g. Government, NGOs and the private sector.

Approach/Contents

A wide variety of responses to the situation of poverty are discernable among different developing countries. A common perception underlying these responses is that poverty has to be viewed in a multi-dimensional framework. Responses to situations of poverty therefore range widely.

This Module thus aims to discuss the policies and programs in responding to situations of poverty. It begins with an explanation of how various interventions can be viewed in terms of a typology of responses, such as universal or targeted approaches. This Module

analyses different national level policies and programs for poverty alleviation. The role of decentralization is discussed in the context of contribution to the improvement of poverty alleviation programs. Besides, the module explores the role and responses of both state and private sector. Finally, it analyses the relationship between the Government, NGOs and the Private sector. The details of the content of this module are as follows:

- Poverty alleviation policies and strategies
- Developing national Anti-Poverty Plans
- Linking poverty to national policies
- Linking countries' international policies to poverty
- Human Resource Development policies and strategies for poverty alleviation
- Macro-economic policies and its implication on poverty alleviation
- Institutional development for poverty alleviation
- Relationship between the government, NGOs and private sector in poverty alleviation

MODULE – IV

TOOLS FOR PARTICIPATORY COMMUNITY EMPOWERMENT FOR POVERTY ALLEVIATION

Objective

The objectives of this module would be to provide participants with the ability to understand and apply strategies for community empowerment within the framework of sustainable area development; to enable participants to acquire and upgrade skills in community development planning and implementation; to understand the principles of community organizing, and the basic steps involved; and to analyze different aspects of local development cooperation and networking.

Approach/Contents

In order to implement poverty alleviation programs successfully, knowledge of the principles of, and steps involved in community development programs is essential. Moreover, specific skills are also required for community empowerment. This Module, therefore, provides participants with the necessary knowledge, skills and attitudes needed for community empowerment strategies and processes. It begins with an overview of sustainable area development strategies and components. Next, this Module reviews the different analytical techniques needed for community empowerment, including development mapping, participatory tools, and planning tools. In addition, community organizing principles, strategies as well as basic steps and skills are discussed. Finally, this Module analyses the process of local development cooperation and networking. Detailed contents of this module are the following:

- Partnership and participation: Necessary elements for poverty alleviation
- Participatory mechanism
- NGOs participation
- Self-Organization of the poor: the foundation for success in poverty alleviation
- Empowerment of the poor: A basic strategy for the poverty alleviation
- Role of private sector in poverty alleviation
- Techniques for community empowerment
- Local development cooperation and networking

APPROACHES TO INCOME GENERATION

Objective

The objectives of this module would be to provide participants necessary knowledge and skills to implement micro-finance programs; to outline the expected impacts of micro finance programs on poverty alleviation; and to discuss the role of entrepreneurship in poverty alleviation.

Approach/Contents

This Module provides the participants with the necessary knowledge and skills to initiate design and implement micro finance programs/projects for the poor, which are needs responsive, participatory, effective and sustainable. The module also discusses implementation strategies, problems and issues of micro finance programs. The contents of this module are depicted as follows:

- Development and management of micro-credit programs
- Strategy and scope of micro-credit for poverty alleviation
- Micro-credit for poverty alleviation through community participation
- Impact of micro credit program on poverty alleviation in South-Asia
- Identification and preparation of viable income generating projects

POVERTY MONITORING AND EVALUATION

Objective

The objectives of this module would be to develop an understanding and enhance knowledge of participants about poverty monitoring and evaluation; to upgrade the skills of participants and expose them to the latest pragmatic tools / techniques required in monitoring and evaluation of poverty alleviation projects and programs; and to provide participants with an overview of the steps required to establish an efficient poverty monitoring and evaluation system.

Approach/Contents

Poverty monitoring and evaluation is essential to ascertain what benefits are derived by the people from the government interventions in term of poverty alleviation policies, programs and public expenditure. It also provides information on whether a program, policy or development strategies are being implemented as planned with positive impact on the targeted beneficiaries. This Module, therefore, provides knowledge to the participants on different aspects of Poverty Monitoring and Evaluation. It starts with the elements of Poverty Monitoring and Evaluation System (PMES). It also deals with the nature and scope of the system. Furthermore, this module elaborates the organization and management of Poverty Monitoring and Evaluation System. Most importantly, Field Visit of different on- going and completed projects within Pakistan is incorporated as a part of this module. The details of the content of this module are as follows:

- Monitoring and evaluation of poverty alleviation projects/programs-terms, concepts and purpose
- Basic Elements of Poverty Monitoring and Evaluation System and its development and institutionalization
- Nature and scope of Poverty Monitoring and Evaluation System
- Organization and Management of Poverty Monitoring and Evaluation System

- Review of existing Monitoring and Evaluation Mechanism in South-Asia
- Issues in poverty monitoring and evaluation
- Generating data (frequency, timeliness, and reliability) for poverty monitoring and evaluation.