

SHRDC Conducted Training Course on "Management of Rural Poverty Alleviation Programmes"

The SAARC Human Resource Development Centre (SHRDC) conducted a two week training course on "Management of Rural Poverty Alleviation Programmes" from 03-16 July 2006, was inaugurated by Senator Justice (R) Abdul Razak A. Thahim, Federal Minister for Local Government and Rural Development, Government of Pakistan. In his inaugural speech Senator Thahim said that poverty in South Asia is mainly a rural phenomenon. The survival of the majority of rural population is on the development of farm sector. He stressed that improvement in the well-being of the rural population in the short-term and their ability to escape poverty in the long term is associated with significantly high and broad-based agricultural growth. He added that most critical to poverty reduction are rural poor's access to assets, employment and income opportunities, infrastructure, access to public institution capacities, services, and a system to cope with shocks.

The Chief Guest said that SAARC Member States will need to undertake reforms to ensure that national progress becomes more pro-poor. It has been empirically witnessed that reforms in

agriculture and rural development have accelerated the reduction in rural poverty in countries like Pakistan, India and Bangladesh. They have shown that equity is not only good for the poor but also essential for sustaining high rates of economic growth.

The Minister said that successful implementation of rural poverty alleviation initiatives, however, are contingent on the availability of required managerial capacities to properly identify programmes, locate sources of funds to fulfill that need and prepare an implementation plan for timely execution and completion of the programme. Knowledge and skills would also be needed to effectively monitor the implementation of these initiatives to provide feedback to the policymakers. It is encouraging to note that SHRDC through this training course has taken initiative to enhance knowledge and skills of the participants to manage and implement rural poverty alleviation projects/programmes effectively by using various techniques. Speaking at the occasion Dr. Muhammad Aslam Khan, Director, SHRDC said that 20 participants from the Member States would be benefited from this training



Dr. Muhammad Aslam Khan, Director SHRDC, Senator Justice (R) Abdul Razak A. Thahim, Federal Minister for Local Government and Rural Development addressing the Inaugural Session

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Senator Justice (R) Abdul Razak A. Thahim, Federal Minister for Local Government and Rural Development Planting Sapling at SHRDC

course. Emphasizing on contents of the course, Dr. Khan said that course will provide sufficient insight in terms of theoretical background; abreast participants to the latest refinements in the related project management fields and through group discussions, field visits and individual group exercises to develop managerial skills to handle rural poverty alleviation initiatives independently.

Resource persons for the training course were drawn from Pakistan Institute of Development Economics (PIDE), Asian Development Bank (ADB), Micro Finance Network, Manpower Division Govt. of Pakistan, Small



Group Exercise in Progress

and Medium Enterprise Development Authority (SMEDA), Centre for Advanced Studies in Engineering (CASE), Staff College WAPDA, National Institute of Population Council (NIPC), Centre of Research on Poverty Reduction and Income Distribution (CRPRID), Pakistan Centre for Philanthropy, National Rural Support Programme (NRSP), United Nations Development Programme (UNDP), and Barani Village Development Project (BVDP) Government of Pakistan.

As a part of the training course, the participants visited the

Barani Village Development Project (BVDP), District Attock. Dr. Anwar Hussain, Executive District Officer briefed the participants about the project and interventions in the villages. Participants also visited mini dam, dug well and community school in different villages working under the BVDP.



Participants of the Training Course

Dr. Mushtaq A. Khan Member, National Commission for Human Development (NCHD) as the Chief Guest of the closing ceremony of the course on 15 July 2005 said that poverty is the biggest challenge in the region. Dr. Khan said that neither GDP nor GNP of the country reduces poverty but human resource is the only prime factor in this regard. Dr. Khan said that quality of life of the rural people in the region must improve. He cited the examples of South Korea and Malaysia which invested on human resources and succeeded in all areas of the nation. Member, NCRD urged the participants to influence their respective governments and apply strategies which they had learnt from the course on priority bases to tackle poverty. Later Dr. Mushtaq A. Khan also distributed certificates to the participants of the training course.



Dr. Mushtaq A. Khan, Member, National Commission for Human Development Distributing Certificates

HRD Institution: National Institute of Labour Administration Training (NILAT)

The National Institute of Labour Administration Training was set up by the Government of Pakistan in the year 1956-57 to impart training in Labour Administration and Industrial Welfare.

The main objectives of the NILAT include the following:

- i. To develop a class of competent labour administrators capable of performing well in responsible positions at the various echelons of administrative hierarchy and maintaining industrial peace in their establishments.
- ii. To assist Federal and Provincial governments and Pakistani business and industry in improving and increasing their productivity and efficiency through integrated understanding of Economics, Sociology, Labour Laws, Industrial Psychology, Personnel Management and practices of personnel management.
- iii. To assist participants attending its courses in developing independence of thought and maturity of character, in facilitating handling of men in an efficient and effective manner and in developing ability to arrive at and convey decisions quickly on various labour problems.
- iv. To undertake research in the field of Labour Administration, Labour Welfare, Labour Legislation, Industrial Relations, Human Relations, Productivity etc. and disseminate information to national and International Agencies.
- v. To educate trade unionists and workers and develop their knowledge and interest in the field of Industrial Relations, Trade Unionism, Collective Bargaining, Labour Legislation etc.
- vi. To assist, within the framework of international co-operation, member countries of ILO/ARPLA, particularly of the Asian Region, to attain inter-regional and self-reliance in training and preparing effective labour administration system.
- vii. To assist the workers in enhancing and improving their industrial and group competence and in developing awareness about their changing roles in the field of industrial relations.
- viii. To assist the workers in development of awareness and a positive attitude towards their rights and responsibilities, maintenance of industrial peace and harmony and improvement of efficiency and productivity.
- ix. To provide guidance and advisory services to workers and management in the fields of industrial relations.

NILAT performs three types of major functions, these are

- a) Training
- b) Research
- c) Advisory Services

NILAT organizes four types of training courses

- 1) Long term course
- 2) Short term courses
- 3) Inter-country / Inter-regional courses
- 4) Seminars, Workshops and Symposia

Long Term Course

Long Term course is comprised of 24-week Post-Graduate Diploma course in Labour Administration & Industrial Welfare. Training in this course is imparted at the tripartite level.

Short Term Courses

The short-term courses are organized on different topics. Important among these are Labour Administration, Industrial Relations, Supervisory Management, Labour Laws, Labour Welfare, Decision Making, Management of Trade Unions, Labour Management Relations, Labour Policies, Tripartism, Grievance Handling, Collective Bargaining, Human Relations, Occupational Hazards, Health & Safety, Terms & Conditions of Employment. Some courses are organized for awareness about health and diseases for example HIV/AIDS, T.B, Malaria, Hepatitis A, B, C, D and E.

The Inter-country & Inter-Regional Courses

These Courses are organized in collaboration with international and bi-lateral agencies including ILO. Participants come from various Asian and South Pacific Countries to attend these courses.

Workshops, Seminars and Symposia

NILAT also organizes National, Regional and Local Workshops, Seminars and Symposia on various subjects including - Industrial Relations, Workers Welfare, Child Labour, Labour Legislation, Globalization and other important labour and economic issues.

B- Research

NILAT undertakes scientific and in-depth research on various labour related, issues like; Labour Administration, Labour Legislation, Industrial Relations, Health & Safety, Working Conditions and other Labour related issues.

C- Advisory Services

NILAT provides advisory services to workers and employers on industrial relations and other related issues including administration Training which was set up by the Government of Pakistan in the year 1956-57 to impart training in Labour During the period 1958 to June 2003, NILAT has trained 63300 participants in 1594 training courses.

Human Resource Development and Education's Significance Stressed for the Region

Human resource development and education's significance are stressed for economic prosperity and poverty alleviation, talking at the inaugural session of Second Meeting of the Technical Committee on Human Resource Development under the Regional Integrated Programme of Action (RIPA) on 30-31 August 2006 in Colombo, Sri Lanka, Mr. Susil Premajayantha, Minister of Education, Government of Sri Lanka said. Although we account for one fifth of humanity, a large number of our people live and die in poverty and ignorance. In today's world of globalization, which is focused on issues of peace and security, modernization and development-it is tragic that one of the greatest essential rights that many in the world are deprived of is that of education.

Mr. Premajayantha said that education which is such an important component of human resource development and the development of people and a nation- must not be overlooked. Both illiteracy and innumeracy the inability to read and count- are in themselves forms of greater insecurity and are a tremendous deprivation. The reduction of this deprivation clearly contributes to the development of a nation's society and helps ensure future security and progress of a country. A healthy educated and emancipated population living in dignity constitutes one of the most essential solid foundations for, and measure of, sustainable economic development and cooperation and true

prosperity in a country and our SAARC region.

Talking about SAARC Development Goals (SDGs) he said that within SAARC, our leaders have realized that more has to be done with respect to development and to free South Asia from the scourge of illiteracy and have articulated SAARC Development Goals (SDGs) in many areas including Education.

Afterwards, Mr. Ariyarante Hewage, Secretary, Ministry of Education of Sri Lanka and Mr. Y. K. A. Rohanajith, Director, SAARC Secretariat also addressed at the Inaugural Session.

Two days meeting was attended by SAARC Member States and representative from SAARC Secretariat. Dr. Muhammad Aslam Khan, Director SHRDC could not attend the Meeting owing to unavoidable circumstances. Director, SAARC Secretariat gave an overview of the SHRDC and its activities. The Committee appreciated the activities undertaken by the SHRDC and expressed the view that SHRDC may undertake further activities for developing human resources in the region taking into account, in particular, the SAARC Summit directives, the provisions of the SAARC Social Charter, SDGs etc.

Seventh Governing Board (GB) Meeting of SHRDC

The Seventh Governing Board (GB) Meeting of the SAARC Human Resource Development Centre (SHRDC) is scheduled to be held on 27-28 November 2006. The meeting will review the activities of the centre for 2006 and will recommend its programme of activities and budget for 2007. Mr. Akhtar Hussain Khan, Secretary, Ministry of Planning will be the Chairperson of the meeting while Members of GB Meeting from SAARC Member States will participate.

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 1st January to 31st 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.

SAARC Journal of HRD

SHRDC will bring out the second issue of its research journal, SAARC Journal of Human Resource Development (SJHRD) in the coming quarter. The theme of the SJHRD for 2006 is "Unemployment in South Asia". The journal will consist 9 research articles and a book review.

SHRDC to Publish the "Database Profile on Macroeconomic and HRD Indicators in the SAARC Region (1990-2004)"

SHRDC is in process to finalise the second issues of "Database Profile on Macroeconomic and HRD Indicators in the SAARC Region (1990-2004)". The report will cover 68 macroeconomic indicators of SAARC

Member States from 1990-2004. It will include indicators of economic growth, per capita income, poverty, education, health and nutrition, demography, gender and development and public expenditure in the SAARC Member States. Database will also present a comparative and analytical review of core socio-economic indicators to assess the socio-economic development trend in the SAARC Region.

SHRDC to Publish Annual Report 2005

The SHRDC will publish its Annual Report 2005 in the next quarter. The report will include the activities, events, and budget of the Centre during the year 2005.

SHRDC to Publish Training Report

SHRDC will publish report of the training course on "Rural Development through Human Resource Development" conducted on 08-28 August 2005. The report will include executive summary, background, sessions' report, country reports, field visit reports, course evaluation and all the other activities took place during the said course-period.

Bangladesh: Tk 650 cr Credit Programme for Self-employment

The Government of Bangladesh has expanded its credit programme alongside imparting education and training to the people for their self-employment, Mr. Ali Ahsan Mohammad Mujahid, Minister for Social Welfare, Government of Bangladesh said. Mr. Mujahid informed that Government is implementing a Taka 650 crore credit programme across the country to help the people become self-reliant. The minister was addressing a function to distribute allowances for the disabled and interest-free loans in the Zila Parishad Auditorium.

The minister said that the present government has taken various development programmes for alleviating poverty. It has set up many educational and training institutions and provided stipends for human resource development through education and training.

The minister distributed Taka 2,92,800 among 122 distressed people and Taka 6 lakh as interest-free loans among 120 people at the function.

Bhutan: "Self Help Peer Groups" for HIV Patients

Six Bhutanese HIV patients met with health officials to share their experiences and lessons on coping and living with the infection. According to health spokesman, the participants considered "self help peer groups" among people living with HIV/AIDS as an immediate strategic option. The meeting was facilitated by the National AIDS Programme of the Ministry of Health.

During the interaction it was found that being the patients, family support and understanding is crucial for healthy living. Maintaining a state of good mental health through meditation and regular prayers also helps to cope with the incurable disease.

The meeting was significant in a way as it was the first time Bhutanese HIV patients came together as a group to share their views and experiences with health officials.

The participants expressed that other people living with HIV/AIDS could immensely benefit through such meetings and workshops. They hoped that more would join the network of Bhutanese people living with HIV/AIDS.

As of July 2006, the number of Bhutanese infected with HIV had reached 90. Of the total, 12 had died. The first HIV positive case in Bhutan was detected in 1993.



India: National Readership Study 2006

The National Readership Studies Council (NRSC) released the National Readership Study 2006 (NRS 2006), to an audience comprising the who's who of the readership, media, and marketing fraternity.


The National Readership Study 2006 (NRS 2006) in India is the largest survey of its kind in the world, with a sample size of 2,84,373 house-to-house interviews to quantify the estimated readership of publications, media exposure and consumer product penetration in both urban and rural areas of India. The study covers 535 publications of which 230 are dailies and 305 are magazines.

Highlights of the National Readership Study 2006 are as follows:

- The time spent on reading has increased in urban India (from 41 to 44 minutes daily) while almost stagnant in rural India (from 36 to 35 minutes daily)
- The reach of the press medium (dailies and magazines) has increased from 216 million to 222 million over the last one year in country.
- As a proportion, press reach has stabilized in urban India at 45% while stayed the same in rural India - at

19%. The number of readers in rural India (110 million) is now roughly equal to that in urban India (112 million).

- Dailies have driven this growth in the press medium, their reach rising as a proportion of all individuals aged 12 years and above which is the universe defined for NRS from 24% to 25%. Magazines have declined in reach from 9% to 8% over the last one year.
- Literacy as measured in the NRS has risen from 69.9% to 71.1% over the last year. The rate of growth has been marginally lower urban areas (84.4% to 85.3%) than in rural areas (63.6% to 64.8%).
- Satellite TV has grown considerably in reach from 207 million individuals watching in an average week in 2005 to as many as 230 million individuals in 2006.
- Radio is one medium that has shown considerable resurgence. Its reach has increased from 23% to 27% of the population listening to any station in the average week.
- Radio FM has driven this explosion in reach from 76 million individuals listening in an average week in 2005 to as many as 119 million individuals in 2006 a 55% increase over last year.
- Cinema has, on the surface, declined sharply from 51 million individuals going regularly to the movies (at least once a month) to 39 million. However, the cinema audience seems to have been reversed in urban India from 23 million regular theatre-goers last year NRS now estimates there are 25 million. As a proportion this means a marginal increase from 9.6% to 10.0%.
- The Internet as a medium seems to have paused on its growth trajectory. From 7.2 million users who logged in every week last year, the number has grown, though only to 9.4 million. As proportions, these represent 0.9% and 1.2% of India's 12 years plus population. However, urban India has shown faster growth in internet reach from 2.3% to 3.4%.
- Mobile phones must now be given their due place as media. Reach of this medium as measured by the proportion of the population accessing value-added features (VAS) at least once a week has grown from 1.1% last year to 2.7%, translating to nearly 22 million individuals.



Maldives: Gainful Employment among the Youth

Mr. Maumoon Abdul Gayyom, President of Maldives called on all sectors to attach a high importance to encouraging the youth of the nation to attain gainful employment. He was speaking at the inauguration of the "Kissaru 2006" employment fair organized jointly by the

Ministry of Youth and Sports and the Ministry of Higher Education, Employment and Social Security.

President said that our youth should be making a productive contribution to the economy, and they must be remunerated for their efforts. He emphasized that gainful employment of the youth in the workforce is a prerequisite for national progress. He noted that parents, guardians, school administrators and teachers should take the responsibility of encouraging young people to join the national workforce.

Mr. Gayyom said that an individual could advance in their career in a chosen field through skills training, regardless of their educational qualification. He added that many

young people were now taking the route of vocational training and skills development for their career development. The President also spoke on the importance of conducting orientation programmes for newly staff in all sectors.

In his welcome remarks, the Minister of Youth and Sports, Mr. Hussein Hilmy said that presence of the President is clear evidence of the high priority that the government attached to youth development and employment. He also briefed the invitees on the fair, and emphasized that the youth visiting the fair would have the opportunity to be employed by the participating companies with immediate effect.

Nepal: World Leader in Boosting Child Survival

Nepal is one of only seven countries in the world on track to cut child mortality by two third between 1990 and 2015. This is the finding of a global study by UNICEF and its partners of 60 countries with high child mortality. The study suggests that reasons for Nepal's success in cutting child deaths must be highlighted and shared with the rest of the world to tackle this alarming issue.

At the symposium Suomi Sakai, UNICEF representative said that there are four main ways to cut child deaths which have been practiced in Nepal. The first way is to prevent

illnesses from happening by giving vaccines and Vitamin A supplementation. Nepal managed to eliminate neo-natal tetanus last year, and the national measles campaign in 2004-5, which reached more than 9 million children in all districts, cut measles deaths by 2,500. She said that the twice-yearly Vitamin A supplementation has cut mortality by about 30% and is a key factor in Nepal's success in improving child survival. Sakai told that the greatest gains had been made in the areas of vaccination and Vitamin A supplementation, and in the treatment of pneumonia and diarrhea in Nepal.

Success Story: Nutrition Programmes in Sri Lanka

Several ongoing efforts to strengthen the community-based nutrition approach are implemented in Sri Lanka. There are four special programmes, implemented with substantial financial and technical support from the Government and other organisations. The Participatory Nutrition Improvement Project (PNIP) is being implemented by the communities' group, in selected Grama Niladhari (GN) Divisions in 25 District Secretary's Divisions (DSD), with the assistance of multiple sectors as Ministry of Plan Implementation, UNICEF support for coordination and monitoring. Basic nutrition programmes were implemented by the Janasaviya Trust Fund (JTF) in the 1990-1994 period and thereafter by the National Development Trust Fund (NDTF) which replaced the JTF.

Another nutrition-oriented programme was implemented under the Samurdhi Programme, in 25 Divisions by the Ministry of Samurdhi and Poverty Alleviation. The Thriposhha Supplementary Feeding Programme, introduced in 1973, covers 32% of its target group, including pregnant and lactating women and under 4 year-old children who meet certain eligibility criteria. Thriposhha is a blended fortified food that is distributed as a take-home ration, through Mother and Child Health clinics.

In addition, there are several Non-government Organisations (NGOs) working in the field of nutrition, using the community-based approach. The largest NGO programme is the Early Childhood Development Programme of Sarvodaya that covers 6,000 villages of the island. It does not have specific nutrition-related objectives but it incorporates nutrition interventions, in the form of a food aid programme for pre-school children and nutrition education of mothers, through pre-school teachers.

The coverage of such community-based programmes is as yet very limited. Excluding the North and Eastern Province, there are approximately 12,000 GN units of which the community-based programmes cover only 5% approximately. The

three main programmes, as well as the individual programmes of NGOs, function independently of each other.

The interaction between workers of the community-based programmes and the health workers who deliver services to mothers and children require restructuring and institutionalization in a regular and systematic way.

The models that are being developed in these programmes, particularly the model of the Participatory Nutrition Improvement Project, address directly the issue of capacity building at community and household levels, for reduction of under-nutrition.

Under these programmes, women's groups from the community are functioning as informal teams and are engaged in frequent dialogues with mothers on issues such as breastfeeding, complementary feeding and growth monitoring. Women leaders have developed their own indicators for monitoring nutrition activities and have continued to monitor changes in the community. Participatory development of communication materials and other methods of raising awareness (e.g., as role playing, skits, short dramas) have become very popular in the communities. Focus groups have developed their own themes and dialogues accordingly and have involved their family members, including their children, in these dramas, aimed at disseminating nutrition messages to communities. House visits have been used to monitor informally the adherence to practices suggested through education and plays. The growth chart is the main instrument around which the education programme is built. There appears to be a general understanding of the interrelatedness of nutrition with poverty and other relevant factors, and a concern for safe drinking water, sanitation, caring practices is reflected in many of the nutrition programmes. There have also been efforts to develop and to implement a system of effective monitoring and evaluation.

The persistence of a high level of under-nutrition appears to be rooted in conditions that can be overcome gradually. The strategy for reduction of maternal and child under-nutrition has been based essentially on the delivery of services, when the mother visits the clinic or when the public health midwife (PHM) visits the home. It is a top-down process in which the involvement and responsibility of households and the community for monitoring and management are limited. The hard core problems of under-nutrition do not seem to yield to this top-down process.



Write for Welfare of 1.4 Billion People of SAARC Region

SAARC Human Resource Development Centre (SHRDC) is engaged in publishing information particularly relevant to the SAARC region and these are being distributed among various user in the region for strengthening awareness and gaining mutual benefits. You can strengthen the process by writing on emerging issues and challenges faced by South Asia region for the HRD Newsletter.

HRD News is one of the widely circulated publications of SHRDC to promote human resource development in the region.

Please send us HRD related articles research reports, monographs, papers and news about meeting, seminars, symposium and workshops with relevant photographs, for publication in HRD News by email or post.

Director

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Dear Readers,

We hope you find SAARC Human Resource Development Centre (SHRDC)'s 'HRD News' new issue (Volume 4, Number 3, July-September, 2006) interesting and useful.

Your comments, suggestions, views and observations would be greatly appreciated to keep SHRDC committed to achieve its mission to facilitate the South Asian community to improve their status of social welfare through enhancing Human Resource Development (HRD) in the region.

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