

HRD COMMUNIQUE

newsletter

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Editor's Note

Dear Readers!

Climate Change remained a hot topic in 2012. Many countries saw its devastating affects e.g. Hurricane Sandy in the US and the Caribbean, floods in the Great Britain and Ireland, and the Sahel drought in Africa. Weather extremities and natural calamities have increased in the last few years, and the poor have been the most vulnerable. Effects of climate change on the poor have jeopardized the efforts

to achieving MDG 1 i.e. eradicating extreme poverty and hunger.

In this edition we bring you an exclusive interview with Dr. Wajid Peerzada, a renowned development practitioner and a researcher whose work centers on International Trade-Food Security-Climate Change nexus. We also bring to you our regular feature of news-feed to keep you updated on IRM activities. Interesting experiences of conferences held in Dhaka and Nepal are also included.

This quarter's highlight is IRM's success in the Accelerated Learning Programme in FATA and the extension of Livelihood Enhancement and Protection project. Updates regarding IRM's different programmes and activities are also included in this quarter's edition, along with a review of a book and a website related to climate change.

So enjoy reading!

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POVERTY AND CLIMATE CHANGE

AN INTERVIEW

with an Environmental Expert

Dr. Wajid Pirzada is a research scholar working with World Trade Organization (WTO) Unit, Ministry of Food, Agriculture & Livestock (MINFAL) as the Chief WTO. He is currently associated with Pakistan Agricultural Research Council (PARC). He has also been a part of Pakistan Council for Science & Technology as Technical Expert/Consultant.



Dr. Pirzada pioneered working on World Trade Organization's Food & Agriculture Related Matters (WTO-FARM) in Pakistan and is also working closely as partner/resource person with South Asia Watch on Trade, Economics & Environment (SAWTEE), Bangladesh Environmental Lawyers Association (BELA), and 3-D Associates Geneva.

He has more than 150 publications to his credit and writes regularly for the World Trade Review and various English newspapers. His work focuses mainly on Food and Agriculture related issues and environment.

HRD: Tell me something about yourself.

WP: I am a development practitioner and a career researcher. In this capacity, I have had a chance to work at grass root level with development agencies, with apex research institutions and International donors/civil society organizations within and outside Pakistan.

Since 2000, I am actively involved in World Trade Organization's (WTO) food & agriculture related matters, including inter alia Non-Trade Concerns (NTCs) such as food security/ food safety. In this context, I have led the WTO Unit

at a federal ministry and worked with UN/World Food Program Pakistan as Food Security Analyst/Deputy Head of Food Security Analysis (VAM) and Climate Change Contact Point.

I have more than 150 publications to my credit, including documented accounts on: Rural Food Insecurity in Pakistan-2003 and Green Skills in Agriculture Sector-a study done for GIZ.

Currently my work centres on International Trade-Food Security- Climate Change nexus. More details on this are available on: www.wajidshah.blogspot.com

HRD: Can you tell our readers what is climate change?

WP: In simplest words Climate Change (CC) could be explained as changes in the climate/environment around us because of human activities and resultant Green House Gases (GHGs) emission, which in turn is resulting in increased ambient temperature-Global Warming, with long term consequences for mother nature and life on the planet. Global average temperature is projected to increase between 1.1 and 6.4 centigrade by the last decade of 21st century.

The economic growth models have undoubtedly contributed to the current global warming, as corporate greed has immensely damaged the Mother Nature, with weak and poor paying the highest price.

HRD: Can you share with our readers your extensive experience working in this field?

WP: South Asian region is listed among the most vulnerable and worst hot areas on account of any irreversible changes owing to anthropogenic actions. Whereas, the country-specific impact of climate

change e.g. on Pakistan, is yet to be investigated, fact remains that CC will have more adverse impact on developing countries like Pakistan, which will suffer on three counts: one being least responsible for CC yet are on the front line of climate change and with least technical and financial capacity to cope with CC related challenges. For instance, it is predicted that CC may result in 6-10% reduction in crop yield in Pakistan over a decade or so. This can have serious implications in terms of food security, hunger amelioration and poverty amelioration, especially in terms of Millennium Development Goals (MDGs). Impact of CC on food security is predicted to be huge. For example, food security will be affected because of changes in food production directly due to changes in agro-ecological conditions, and indirectly because of CC effect on growth distribu-

tion of incomes, and thus demand for agricultural products. As a consequence, CC will impact stability of food supplies, access to food, food utilization and food prices. Unfortunately, despite these serious concerns countries like Pakistan are least prepared to cope with CC.

HRD: Climate change is considered to be a serious threat to poverty reduction. How do you relate these two issues?

WP: As I have mentioned in response to an earlier question, CC change can impact adversely the efforts and earlier gains regarding poverty alleviation, hunger amelioration and development goals, especially MDGs. For example it can worsen the food insecurity, especially in terms of access to food. Since food inflation is a regressive tax, it affects the poor the

most. As a consequence CC can push more people in to poverty net.

HRD: There is a common perception that climate change is a buzzword of the West. What is your opinion about this?

WP: No, climate change is a reality which we are facing not only as of now but will continue through 21st century. Notwithstanding this fact, West (Industrialized economies) which is primarily responsible because of its corporate policies for CC is not contributing the way it should in helping the developing countries to cope with the situation. This has led to the perception that CC is being overplayed by West.

HRD: What can be done to address this issue?

WP: Countries need to engage





proactively in multilateral negotiations on climate change for informed policy formulation on one hand and for change management (adaptation and mitigation) at national level on the other.

HRD: How can we adapt to the risks posed by climate change?

WP: We need to adapt to what is inevitable for our survival. This needs evidence based policies along with more research to generate evidence, more infrastructure and empowering. Likewise, more funding for financing CC related risk management. The industrialized economies in this regard need to help enable developing countries to mitigate CC, by contributing financially and technologically and by building their coping (adaptive & mitigating) capacities.

HRD: What are the possible strategies to mitigate the effects of Climate change?

WP: Mitigation on the other hand

aims to sustain. Long-term mitigation requires a paradigm shift from market-driven to people -driven development. All policies, institutions and technologies need to be driven by the needs and capacities of the people. In this context, green skills and technologies have a role to realize a shift towards green economies.

HRD: How can we sensitize our people on climate change?

WP: An informed advocacy (based on empirical evidence) needs to be mounted using electronic and print media and to mainstream CC adaptation and mitigation strategies. Development

of core human capital in this area will go a long way towards mainstreaming CC agenda.

HRD: How can each individual play their part for reducing the impacts of climate change?

WP: Since CC is primarily a man induced change, every individual has a role towards its management, especially in terms of more responsible role towards environment friendly practices.

HRD: What message would you like to give our readers?

WP: We all are fellow travelers, wherever we live and work, of the spaceship earth. We, therefore, need to act together to remove the barriers in CC adaptation (to cope with what is inevitable) and mitigation (to contain the risk in future to sustain). The stakes are high; if we do not act now, the pace of development and quality of life might suffer irreversible damage. So please act now for collective good, before it is too late.



IRM Participated in a 3 day SAARC Conference on 'Development Strategies to Mitigate Employment Problems in SAARC Region'

SAARC Human Resource Development Centre (SHRDC) organized a 3 day conference on 'Development Strategies to Mitigate Employment Problems in SAARC Region' from December 18 – 20, 2012 in Dhaka, Bangladesh to discuss ways and means of making employment services available to all citizens without any discrimi-

nation of caste, creed, gender and age. Mr. Roomi S. Hayat, CEO IRM, chaired a session on mitigating strategies to reduce problems related to employment in the SAARC region and also presented a paper suggesting modalities to tackle the problem of unemployment in the region.



Mr. Raza Mohsin from PMER section also participated in the conference and presented a country report on mitigating employment related problems in Pakistan and proposed recommendations on women empowerment in the SAARC region.



Promoting Peace, Harmony and Spreading the Message of Love

Mr. Israr Hussain Tunio from the MDP Section attended an 8 day event on 'Building Friendship Through Service' held in Kavre, Nepal from December 2 – 9, 2012. The event was organized by the Religious Youth Service Project at the Metta Orphanage and Monastery in Banepa and included participants from Russia, Egypt, Spain, Pakistan, Bangladesh and Nepal. As part of the event, participants were involved in various activities including community-based service where they helped renovate the orphan-

age, values in education and leadership training which was focused on peace building and creating strong relationship among religious groups, interfaith visits

and dialogues and cross-cultural learning experiences to promote peace, harmony and spread the message of love.



IRM successfully conducted a series of workshops for the staff of Local Support Organizations



IRM-Management Development Programme conducted a series of workshops on "Strategic Development Plans" and "Project Proposal Development (Level 2)" for the staff of Local Support Organizations (LSO) from across Pakistan. These training events were offered for the staff of LSOs under HID

(Human Institutional Development) and SM (Social Mobilization) revitalization. The workshop series also included training events on "Institutional Development, Tehsil and District Networking" and "Leadership Management, Institutional Building and Role of Institutions".

Mr. Shoaib Sultan Khan and Mr. Agha Ali Jawad also attended one of the events and encouraged participants with their inspiring presence. Mr. Shoaib Sultan Khan reiterated Akhtar Hameed Khan's message to Social Organizers and urged them to inculcate the spirit of self help in the community, the back bone of participatory development.

"When the individuals among community start realizing their responsibilities, your job is done".

Akhtar Hameed Khan

IRM initiates a series of training on Gender Sensitization

IRM has initiated a series of training on Gender Sensitization to sensitize professionals and organizations all across the country about stereotyping, oppression and gender relations with the objective to enable staff to understand Gender and Development issues, Gender Concepts and its relationship with development work. A workshop on 'Gender Responsive Governance' and the first of this series was conducted in Lahore in October, 2012 followed by workshops on 'Breaking the Glass Ceiling' held in Quetta and Sukkur. A total of



64 participants have attended these workshops so far. As part of this series, training workshops on 'Gender Responsive Governance'

and 'Breaking Through the Glass Ceiling' will also be conducted in other cities of Sindh, Punjab and KPK.

IRM has initiated a “Enrollment and Learning Increase through Demonstration” project in District Muzaffargarh in collaboration with UKaid

IRM in collaboration with UKaid has initiated a one year project “Enrollment and Learning Increase through Demonstration” in Tehsils Kot Addu & Muzaffargarh, District Muzaffargarh. The project is initiated under the ILM Ideas Education Innovation Fund, a three year programme funded by UKaid from the Department for International Development (DFID) and managed by DAI Europe and Cambridge Education.

This project will contribute in increasing access to quality education, parent and stu-

dent satisfaction, and effective governance in the education sector. The project is aimed at engaging local community, particularly women, for bringing the out of school children/ drop outs, especially girls, back to school for increasing school enrollment. For improving students’ learning achievements, peer to peer learning & technology/aids will be employed. This project endeavors to create child friendly, conducive, reading & learning environment in the public schools for enhancing children’s involvement, motivation for improved learning.



IRM signs a Memorandum of Understanding with the Riphah College of Veterinary Sciences, Lahore



IRM ENRM Section has signed a Memorandum of Understanding (MoU) with the Riphah College of Veterinary Sciences (RCVetS), Lahore to jointly undertake Animal Health related training for rural communities. As part of the MoU, IRM will utilize the facilities and

expertise of RCVetS for imparting training to Extension Workers regarding Animal Health trades. The skills will be imparted in the fields of livestock raising, and as value

addition, marketing. Upon the completion of the training, trainees will be provided with an opportunity to work under supervision of technical experts.



996 primary students from FATA pass the Accelerated Learning Course



Due to the prolonged conflict in FATA, coupled with poverty and lack of opportunities, a substantial number of children, especially girls, missed their precious schooling years. Majority of them were over aged and felt uncomfortable sitting with very young children. They did not see any hope in future to start the education anew.

and Bajaur Agencies in the FATA region with the main objective of providing high quality comprehensive education to the primary school drop outs through an Accelerated Learning Approach.

The challenge was to bring 1,000 primary school drop outs from the tribal areas to IRM established Accelerated Learning Centers and provide them with primary level education through a one year condensed programme and bring them back to the mainstream education.

“ALP staff and teachers have put in their best efforts to bring the out of school children back to mainstream education and become valuable members of the society.”

Dr. Mohammad Rafiq, Education Specialist, UNICEF Peshawar

A condensed curriculum for primary level, related teachers' guides and a training manual for the teachers to build their capacity in dispensing the condensed primary curriculum in a period of 12 – 15 months was developed.



To address this issue, IRM, in collaboration with UNICEF, implemented the Accelerated Learning Programme (ALP) in Mohmand



initially, IRM established twenty five ALP centers in FATA for 1000 children (40 students per center) to complete their primary education under Accelerated Learning Programme. In addition to this, training was provided to teachers for building their capacity in dispensing the concise syllabus in the Accelerated Learning Centers.

To ensure effective implementation of the project, teachers were also provided with on-job follow up support through mentoring and coaching.

The first phase of the project was successfully completed in November, 2012 and 996 children completed the ALC course and are

now ready to go back to mainstream education. They appeared in FATA Education Secretariat administered primary level examination with regular school children. 61% ALP students scored outstanding (80% and above) marks in the examinations.

“This (ALP) is an excellent initiative taken by UNICEF and IRM. It was much needed in the FATA region. I am confident that this programme will play a pivotal role in shaping these children’s future.”

Mr. Salah-ud-Din, Additional Director,
Directorate of Education, FATA



Livelihood Enhancement and Protection



IRM has signed the second phase of the project Livelihood Enhancement and Protection with NRSP in November, 2012. As part of the project, LEP team from IRM coordinated with NRSP regions for screening and identification of participants from Khushab, Bhakkar,



Awaran and Panjgoor Districts and aims to provide technical and vocational training to 3,261 participants in different trades including tailoring, beautician, hand and machine embroidery, adda work, decoration piece making, plumbing, basic computer,



computer hardware and software, peter engine repairing, motorcycle repairing, mobile repairing, auto electrician, building electrician, motor winding, welding, household appliances repairing, heavy machinery and driving.

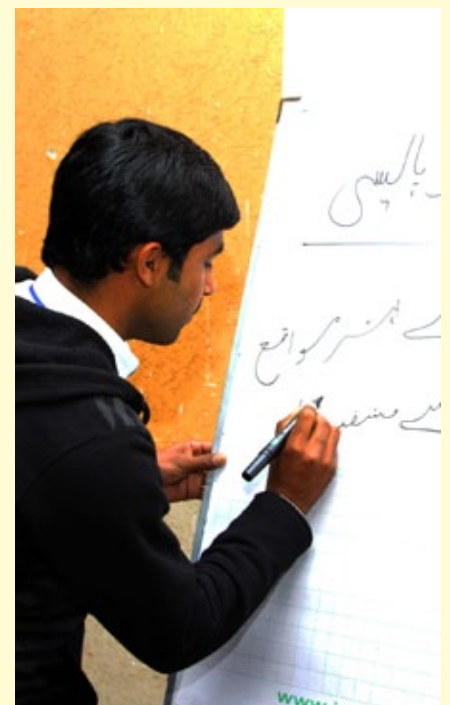
IRM and Plan International join hands for Youth Economic Empowerment in Chakwal



IRM and Plan International have joined hands for the project called "Youth Economic Empowerment (YEE)" in district Chakwal for enhancing technical capacity of existing TVETs and poor youth of 3 Tehsils; Chakwal, Kalar Kahar and Choa Saidan Shah. As part of the project, youth will be provided

access to friendly micro-finance schemes, quality and market driven vocational and technical training, life skills and enterprise development training for enabling them to secure decent employment (self & paid). YEE project will also aim to increase youth's levels of economic work in traditional

and non-traditional occupations, while encouraging parents and local community members to become socially and economically active members of the society.



IRM VTEC conducted a Capacity Building Training on Tourism Hospitality for the youth of AJK



IRM in collaboration with Durawa Development Organization (DDO) is conducting vocational training for participants from District Neelum, AJK. A total of 443 participants have been trained so



far in five different trades including Hotel Management, Cooking, Receptionist, Waitressing House Keeping and Tour Guide and Marketing. This training is aimed at enhancing and building per-



sonal and professional capacities of the participants, enabling them to secure decent livelihoods.

VTEC Rawalpindi gets NTB Certification

IRM-Vocational, Technical and Educational Center, Rawalpindi gets affiliated with National Training Bureau (NTB) in 15 technical and vocational trades. VTEC – Rawalpindi is now certified to conduct six months long technical and vocational training courses all across Pakistan. Moreover, IRM-VTEC trainees having more than 4 years of working experience in a particular trade can sit in Trade Test Board exam of the NTB.

Certified Courses

- Refrigeration & Air Conditioning
- Basic Computer
- Computer Hardware
- UPS Making/Repairing
- Motor Winding
- Machine Embroidery
- Building Electrician
- Plumbing/Pipe Fitting
- Motor Cycle Mechanic
- CCTV Camera
- Tailoring
- Mason
- Computer
- Dress Designing (Advance)
- Ada (Arc) Work

Celebrating Quaid-e-Azam Day in Chakwal



Mr. Chaudhary Ghulam Ali, CEO Sarban Development Organization was the Chief Guest. About 200 men and women, children, parents and members of Community Based Organizations from villages Choa Ganj Ali Shah, Trimni, Saidpur, Dhok Qadoo and Deewalian attended the seminar.

To pay tribute to the Father of the Nation Quaid-e-Azam Mohammed Ali Jinnah, IRM Chakwal celebrated Quaid-e-Azam Day with full zeal and zest in village Deewalian, Chakwal. A seminar was organized by IRM team in Chakwal to raise people's awareness about Quaid-e-Azam's efforts

for the youth. It emphasized on the importance of vocational and technical training for the youth and encouraged them to come forward and participate in the Youth Economic Empowerment Project initiated by IRM in partnership with Plan Pakistan to become socially and economically empowered.



Christmas Party



The melodious "Jingle bell music" and "Christmas tunes" echoed in the lawn of IRM as Christian and Muslim employees of IRM celebrated Christmas party on 25th of December 2012. To encourage tolerance towards other religions,



and develop a sense of respect, a party was organized at the IRM Head Office in Islamabad. Apart from the IRM staff, officials from



partner organizations including NRSP, RSPN and HRDN were also present at the occasion.

IRM organized a 6 Day training on 'Management of Training Institutes' for the principals of Vocational Training Institutes in Lahore



IRM in collaboration with International Labor Organization (ILO) organized a 6-Day training workshop on "Management of Training Institute" for the Principals of selected vocational training institutes working under the Punjab TEVTA and PVTC in Lahore in December,

2012. The training was designed by ILO to promote workers employability across the country through the enhancement of human capital. The ultimate outcome of this effort was directed towards positively supporting ILO-Pakistan's strategies for sustainable

development, and its capacity to plan, implement and monitor labor market needs. Mr. Syed Hasnat Javed, Director (Head Quarter) Labor Department Punjab, was the Chief Guest and appreciated this remarkable initiative by ILO and IRM and said that development of vocational institutes has been given priority in agenda of government development initiatives across Pakistan and such initiatives will equip participating vocational institutions with a skill-set that will help them produce a skilled workforce enabling them to meet the ever-escalating and complex demands of the local labor market.

IRM in collaboration with FATA Development Authority initiates a 4-year 'Entrepreneurship Training Programme in FATA'



To empower the youth of FATA economically by encouraging them in setting up their own enterprises and gain decent employment, IRM has signed an agreement with FATA Development Authority to implement a 4 year project named 'Entrepreneurship

Training Program in FATA'. The project was initiated in December, 2012 with the target of training 5600 beneficiaries under FATA's Skills Development and Entrepreneurship Training Programme and will cover different modules (Accounting, HR, Marketing, Produc-

tion Development etc). As part of the project, first 4-day training workshop was organized by IRM at VTEC Azakhel and a total of 50 of participants attended the workshop.



Technical and Vocational training for participants from D.I. Khan and Taank successfully completed

IRM – VTEC Rawalpindi successfully completed technical and vocational training in various trades including auto mechanic, auto electrician, civil surveyor & quantity surveyor. As a value addition, trainees were also provided with necessary training on office automation, AUTO CAD, Arabic language, life skills and business management skills. A total of 19 participants from D.I Khan and Taank Districts attended these 6 month long training courses. On the request of Mr. Faisal Kareem Kundi, Deputy Speaker National Assembly, the training courses were conducted in collaboration

with NRSP and PPAF.

Mr. Kundi was also the Chief Guest at the closing ceremony of the training and highly appreciated IRM's efforts and offered his full support in future. Mr. Agha Ali

Jawad, GM NRSP, Former Additional D.G FIA Mr. Ammar Jaffri and Ch. Tariq, RPO-ICT Rawalpindi also attended the closing ceremony along with the participants and their families.



To meet the needs of rural poor, IRM is implementing Skills for Market in collaboration with Pakistan Skills Development Fund



IRM is implementing Skills for Market (SFM) project which is designed to meet the needs of rural populations. This initiative focuses on those local trades which will open up opportunities for self-



employment, informal contractual employment/piece work and small/micro-businesses. Training conducted during the month of December focused on ENRM and technical skills. A total of 249

individuals were trained in ENRM related training and 196 individuals were trained in technical skills.



Diploma in Project Management



IRM – Center for Executive Education launched two Diplomas in Project Management (DPM) in Sukkur and Islamabad. DPM was started in Sukkur, Sindh in November, 2012 and concluded in January, 2013, whereas DPM at IRM Islamabad is ongoing with 8 students currently enrolled in the course.

DPM offers an excellent opportunity to professionals working in the area of project management, project coordination and project designing to learn practical skills and management tools to perform efficiently and effectively in their job. The DPM is specially designed to maximize the partici-

pation of students through involving them in group activities and team discussions. This not only builds their confidence, but also provides them with skills necessary to evaluate and monitor the work of others and communicate effectively.



Diploma in Proposal Writing



IRM – Center for Executive Education in collaboration with Iqra University, Islamabad successfully concluded the Diploma in Proposal Writing in January, 2013. This 2 month Diploma was specially

designed for professionals involved in drafting proposals to polish their writing and research skills and enable them to write technically sound project proposals. This Diploma focused on a range

of areas, including building and organizing a proposal statement, finding supporting data, budgeting and perfect a well-crafted writing style.

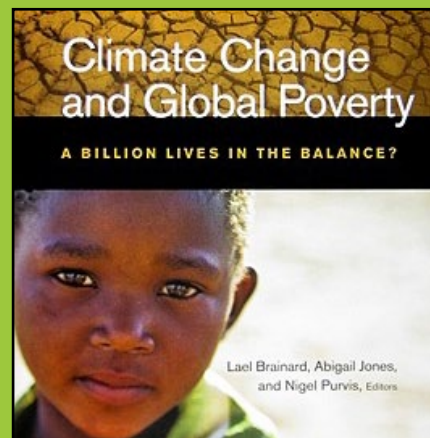
Climate Change and Global Poverty:

A Billion Lives in the Balance?

Author: Lael Brainard, Abigail Jones, Nigel Purvis

If you want to know the impacts of climate change on human development and world's poor then this book is an extensive and cognitive read. As poor will be most vulnerable to adverse climate effects thus the book manifests solutions and strategies of renowned experts to turn this crisis into opportunity for sustainable devel-

opment. The book suggests that poverty alleviation must become central strategy for reducing global vulnerability to adverse climate impacts. Furthermore it highlights that public and private sectors play the key role and they collectively with government should support poor to mitigate and manage crisis.



Web Watch

www.earthtimes.org



The Earth Times is a fast-developing online newspaper and news resource that brings up-to-date information on environmental issues throughout the world. Whenever an environmental story breaks, you will find coverage in The Earth Times.

The Earth Times provides an interesting mix of environmental news stories that will provoke thought as well as being an important source of environmental information and opinion. It does not only focus on the big stories, but seek out some of more unusual and controversial environmental issues from around the world.

Tech Talk

Tablet PCs

Tablet PCs are quickly becoming the ultimate computing device. They combine the functionality of a notebook with the convenience of a slate tablet to deliver a robust yet portable device that can be used on the go. Tablet PCs are convertible notebooks, consist-

ing of a display screen and a keyboard. In clamshell mode, the device resembles a conventional laptop. However, the device can easily transform into a tablet with a touchscreen you can navigate by fingertip or stylus.



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