

Desk Study

Assessment  
of the Effectiveness  
of SHRDC Trainings

December 2010



SAARC Human Resource Development Centre

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of the Effectiveness  
of SHRDC Trainings**

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Data Analysis / Report writing:

**Mr. Amir Mustafa**  
Research Officer  
SHRDC, Islamabad - Pakistan



SAARC Human Resource Development Centre, Islamabad - Pakistan

*SAARC Human Resource Development Centre (SHRDC), Islamabad, a Regional Institution of South Asian Association for Regional Cooperation (SAARC), carries out research, conducts trainings/workshops and disseminates information on HRD related issues. In line with the SHRDC's objectives, the Centre undertakes capacity building activities for regional HRD functionaries, policy makers, development practitioners and trainers. The goal of the centre is to create a critical mass essential for development initiatives in the South Asian region and enable its people to live as partners and beneficiaries of the development process.*

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SAARC Human Resource Development Centre  
Park Road, Chak Shehzad, Islamabad, Pakistan

Web: [www.shrdc.org](http://www.shrdc.org)

E-mail: [shrdc@shrdc.org](mailto:shrdc@shrdc.org)

Ph: 92 51 9255159

Fax: 92 51 9255160

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The data compilation for this publication has been carried out by Mr. Rehmat Wali Khan, Education Officer, and Mr. Abdul Waheed, Data Entry Operator, under the supervision of Dr. Hajarjhan Mansoor, Deputy Director SHRDC.

The SHRDC Governing Board in its 10<sup>th</sup> meeting held on October 27-28, 2009 recommended for undertaking this desk review study. Thanks are due to the SAARC Secretariat and Governing Board Members for their encouragement and support to complete this assignment.



Dr. Riffat Aysha Anis

Director

## Introduction

SAARC Human Resource Development Centre (SHRDC) was established in the year 1998 to act as a “Centre of Excellence” on Human Resource Development (HRD) issues in the South Asian region. Since its inception, the centre has organized 19 trainings and 6 workshops on various core issues having vital HRD dimensions in the South Asian perspective. The objectives of organizing the trainings and workshops were to:

- ◆ Develop knowledge through exchange of experiences with the participants of the SAARC Member States;
- ◆ Provide forum for interaction of policy advocacies on HRD issues;
- ◆ Enhance capacity of the Member Governments' functionaries, policy makers, researchers, trainers, and development practitioners on HRD;
- ◆ Provide opportunity and support to the institutions and organizations in the region to exchange knowledge and skills; and
- ◆ Disseminate information on HRD issues for sharing experiences in implementation of HRD programs at the regional level.

The scope of trainings and workshops included governance, environment and development, women empowerment, health and nutritional issues, skill development and vocational training, SAARC Development Goals (SDGs), Millennium Development Goals (MDGs), South Asian Free Trade Area (SAFTA), poverty alleviation, youth employment, and education.

The main objectives of this assessment is to recognize the relevance and efficacy of the training programs and workshops undertaken by the Centre, and to make improvements in future; therefore, the SHRDC has undertaken an in-house desk study to gather feedback from the participants of the trainings and workshops. Considerable efforts and contributions have been made by the participants and resource persons in the training programs and workshops, their nominating organizations as well as SAARC secretariat and the SHRDC.

The Centre conducted the first training on “Poverty Alleviation through Human Resource Development” on October 6-19, 2003 at Islamabad, Pakistan. Details of the trainings and workshops conducted till December 2010 are given as Annex-III and IV. All the trainings have been organized in Islamabad, Pakistan while the workshops have been conducted in Bangladesh, Maldives, Pakistan, and Sri Lanka.

## Objectives

1. Relevance of trainings and workshops to the participants' jobs/responsibilities
2. To what extent trainings and workshops met the stated objectives
3. Interaction of participants from the SAARC Member States to broaden their understanding on the subject and experience sharing
4. Application of knowledge to cope with roles and responsibilities

## Methodology

Information for the study was collected through a well thought questionnaire which was pretested and finalized. This question guide was circulated among all the participants from the SAARC Member States who attended the training and workshop programs in Pakistan and other SAARC Countries from September 2003 to December 2010. Both soft and hard copies were sent to obtain the information.

The participants were sent the Question Guide through e-mail/post with the request to send back the requisite information/data within four weeks after receiving the questionnaire. Telephonic contacts were also made in this regard.

So far a total number of 382 participants have attended the SHRDC's training programs and workshops; however, the Centre has received back 130 completed questionnaires from 80% male and 20% female participants.

After receiving the information, data was entered by using MS Excel and analyzed/interpreted for the results. Graphs and diagrams presented in the following sections of the report have been originated from the primary data, collected from the participants. The results are based on the feedback, responses and comments of the participants obtained through the circulated questionnaires.

## Results and Discussion

Detail of number of responses received from participants of each Member State is given below in the table 1:

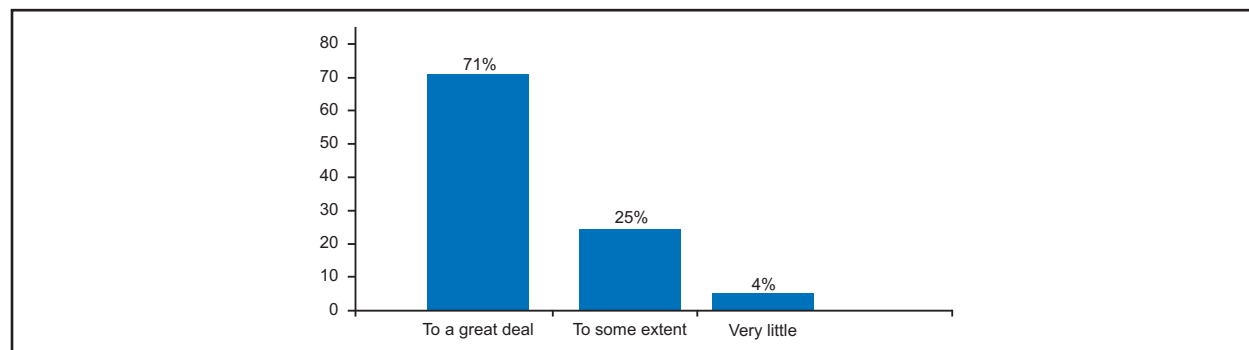
Table: 1 Number of participants' responses

S. #	SAARC Member States	Number of Responses
1	Afghanistan	03
2	Bangladesh	10
3	Bhutan	03
4	India	08
5	Maldives	17
6	Nepal	05
7	Pakistan	74
8	Sri-Lanka	10
	Total	130

### 1. Relevance to job / responsibilities

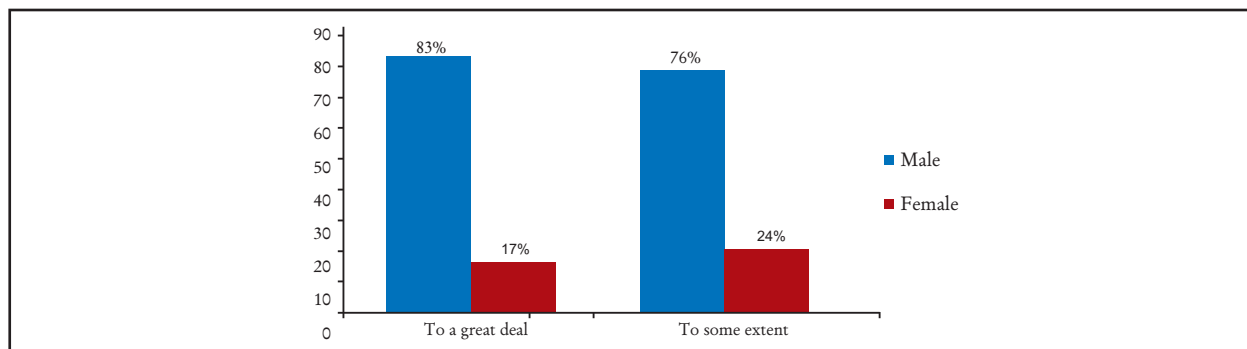
The results revealed that 71% of the participants agreed that trainings and workshops conducted by the SHRDC were extremely relevant to their jobs and responsibilities/needs, while 25% of the subjects responded that the programs were relevant to some extent and 4% replied very little relevancy to their new job description, the reason attributed was their transfer to some other ministries and departments. None of them showed irrelevancy of programs to their job and responsibilities. Graphic presentation is given in figure: 1.1

Figure: 1.1 Relevancy to job / responsibilities



Gender based relevancy of the trainings and workshops shows that 83% of males and 17% females responded that programs were relevant to a great extent, while 76% of males and 24% of females replied that relevancy was to some extent. Two males and three female participants responded that program had a very little relevance, as shown in Figure: 1.2 below:

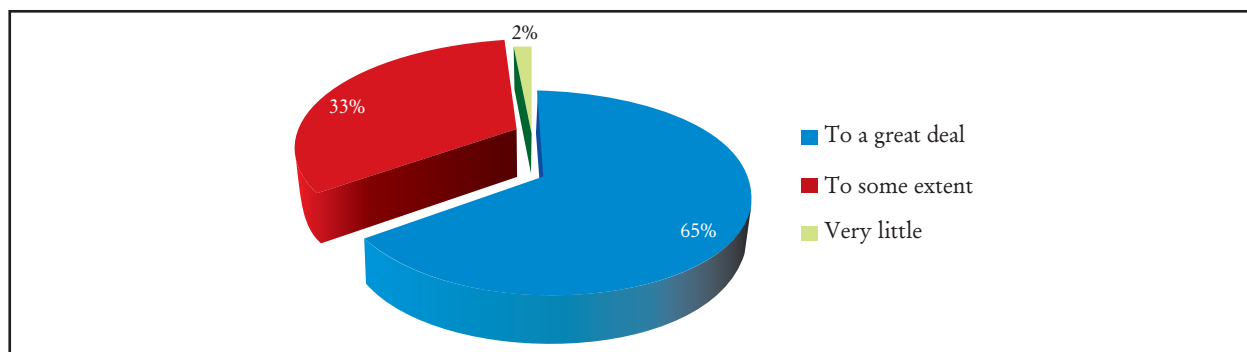
**Figure: 1.2 Gender based relevancy to programs**



## 2. Training/workshop met the objectives

In response to whether trainings/workshops met the stated objectives, 65% of the participants answered that programs were relevant to a great extent, while 33% replied to some extent and only 2% were of the opinion that the objectives were met to a very little extent.

**Figure 2: Trainings/workshops met the objectives**

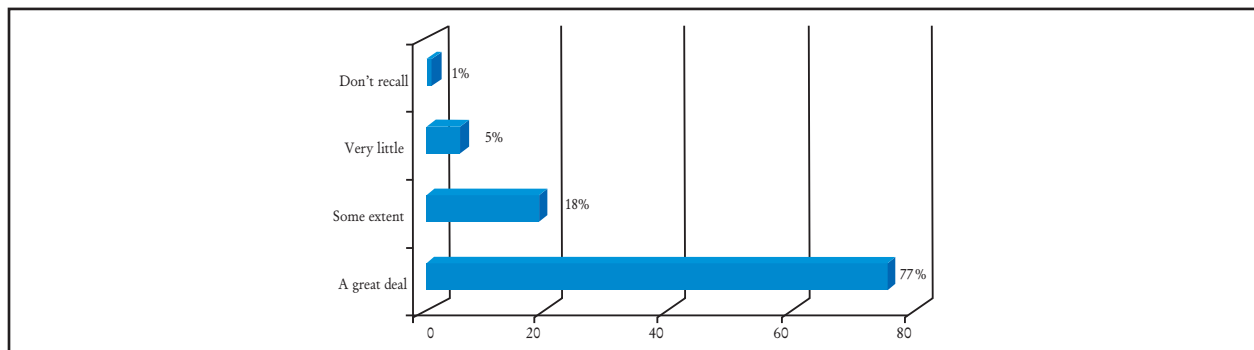


### 3. Interaction of participants

Participants from all the SAARC Member States have taken part in the trainings/workshops arranged by SHRDC. During these programs, the participants interacted with each other through formal and informal sessions, which helped in enhancing their understanding with the subject matter and the core issues discussed during the sessions.

In response to the question, most of the participants (77%) confirmed that they have learnt a lot through interactions with the participants of SAARC Member States, 18% of responded that it helped them to some extent, while 5% replied that interaction with other participants helped a very little, the comparative responses are illustrated in figure 3 below.

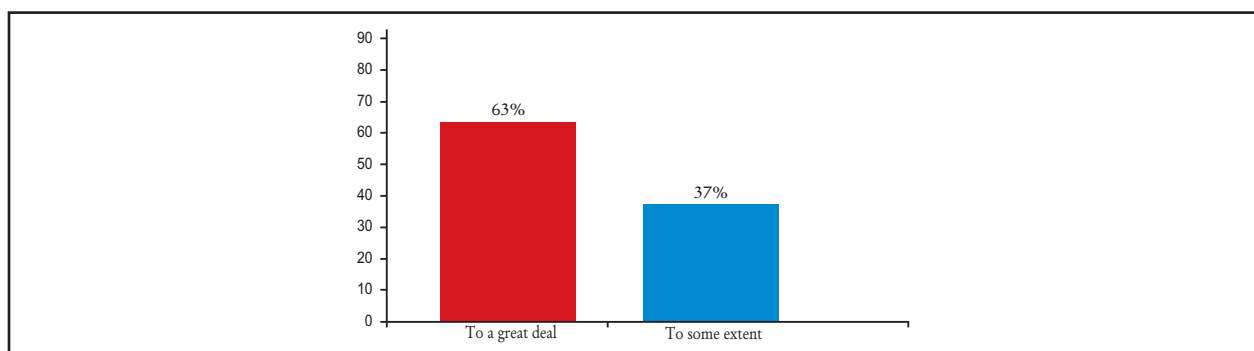
Figure 3: Interaction with other participants



### 4. Information on presentations/lectures

A number of renowned intellectuals/resource persons from the SAARC region were engaged to deliver lectures/presentations during the training/workshop programs. Majority of the participants (63%) replied that lectures/presentations were informative and interesting to a great deal while 37% answered to some extent.

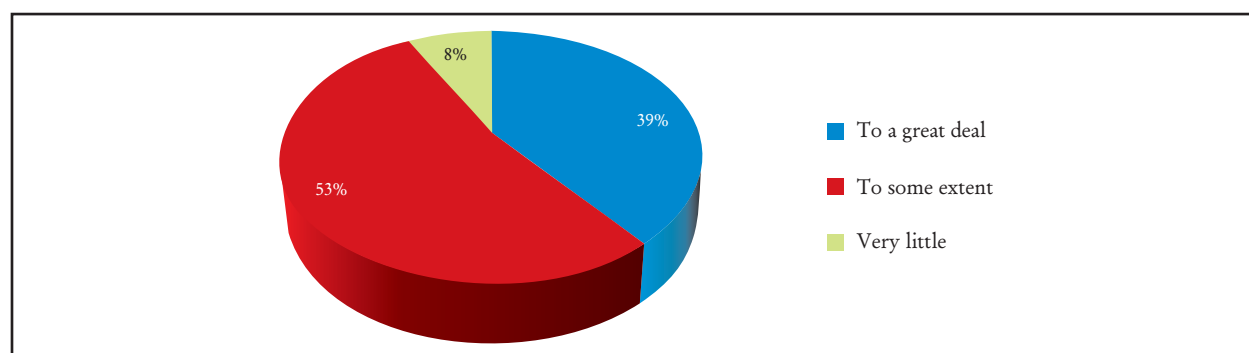
Figure 4: Information on presentations/lectures



## 5. Application of knowledge gained

Participants were asked to provide input on the application of the knowledge gained during the workshop/training programs to cope with their role/responsibilities. In response to this, 39% of the participants said that they apply extensively what they have learnt; while 53% answered that the knowledge gained assists them to some extent and only 8% were of the view that the application is to a very little extent.

Figure 5: Application of knowledge

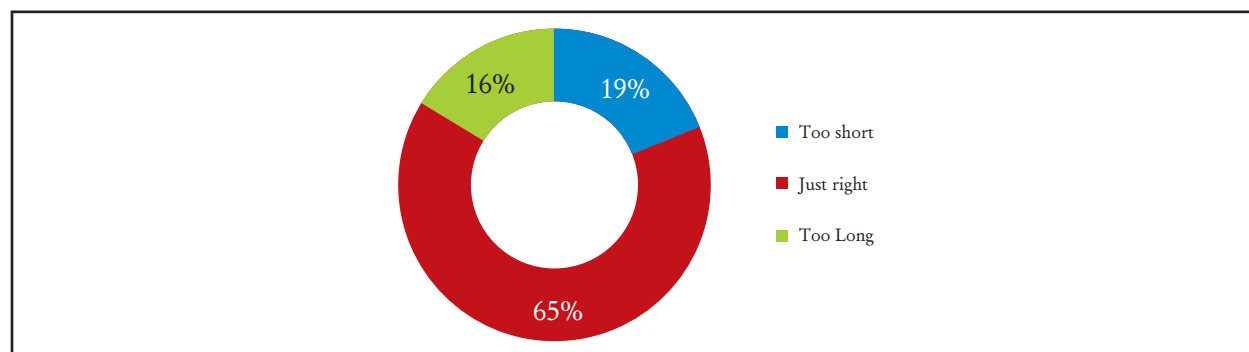


## 6. Duration of trainings/workshops

The SHRDC has conducted trainings of 2-3 weeks duration in the years 2003-2010, while workshops were conducted for 2-3 days duration from 2007- 2010 in the SAARC Member States i.e. Bangladesh, Maldives, Pakistan and Sri Lanka.

Majority of the participants (65%) answered that duration of the trainings / workshops were just right, while (16%) participants were of the view that three weeks training programs were of too long duration as it becomes difficult for the Ministries / Offices to relinquish officers for such a longer period and, therefore, proposed to reduce the duration to 1-2 weeks. Some participants provided feedback that duration of workshops instead of 3 days may be increased to 4 days for a better interaction.

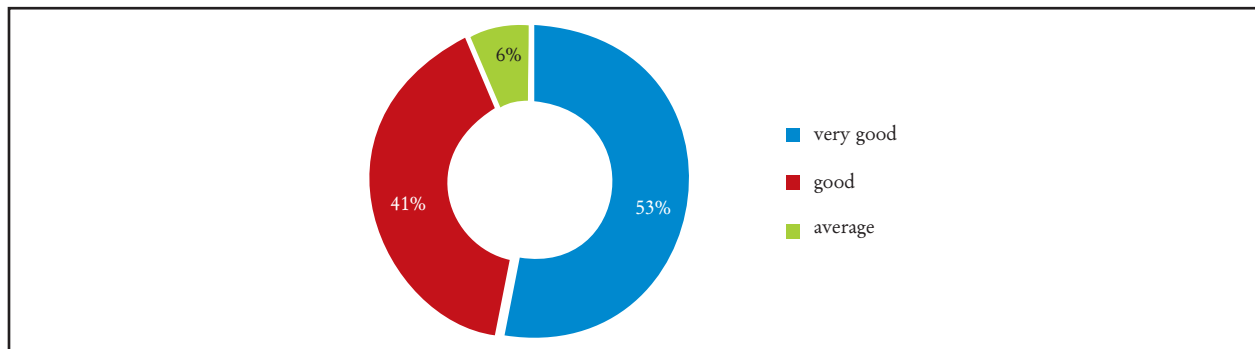
Figure 6: Programs Duration



## 7. Rating of trainings / workshops

One of the important questions was the overall rating of the programs; in this regard, 53% participants responded that programs were very good, while 41% favoured as good, and 6% rated them as an average.

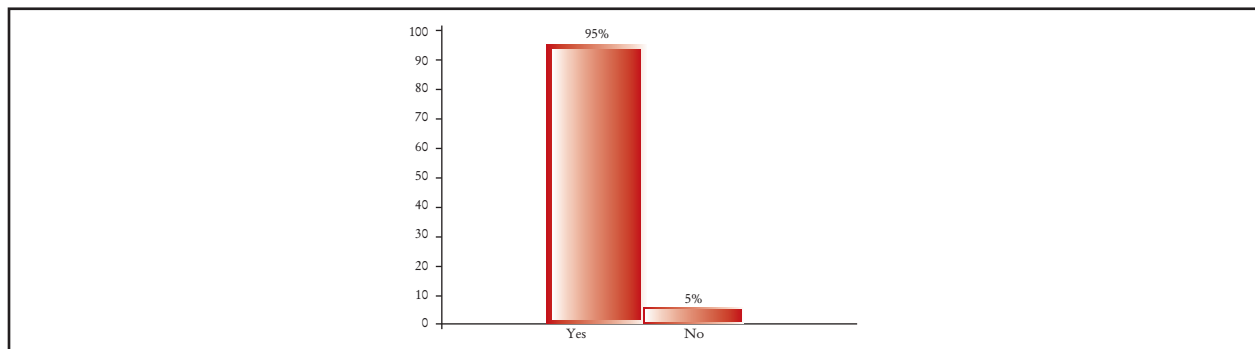
Figure 7: Rating of Programs



## 8. Information on the SHRDC programs

Almost all the respondents agreed that they would like to receive the updated electronic information from the SHRDC regarding the future training/workshop programs.

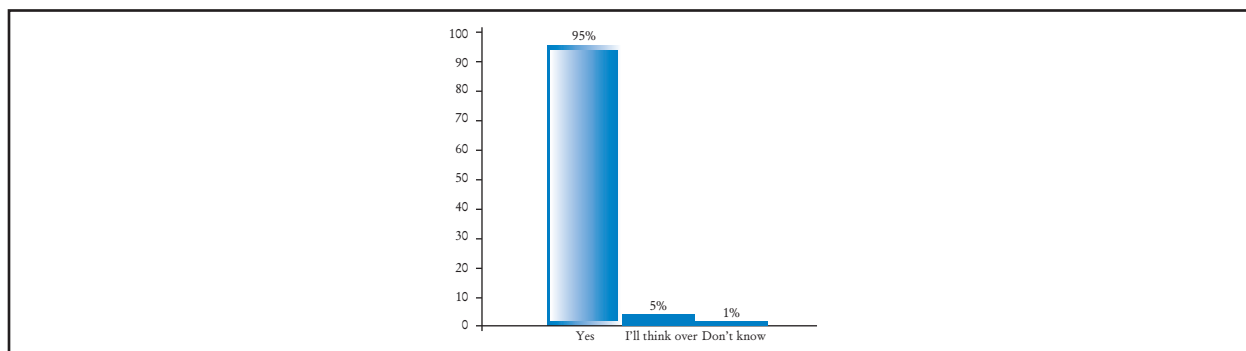
Figure 8: Need information on program



## 9.9 Recommendation of the SHRDC programs

Finally, participants were asked whether they would recommend the SHRDC's programs to other colleagues and fellows. The findings show that 95% participants confirmed that they would recommend, while 5% replied that training and workshop programs would be recommended only to the relevant persons, as shown in the figure below:

**Figure: 9 Recommend Programs to Colleagues**



## Conclusion

The results and discussion elaborated in the report show that training programs and workshops were of great importance to the participants. It is worth mentioning that the SHRDC programs have been designed according to the demands and needs of the SAARC Member States. The objectives of this study were well addressed that aimed to assess the relevance of training and workshop programs to the participants, extent of such programs to meet the objectives, and application to their day-to-day role/responsibilities.

Participant's suggestions/comments are welcomed, as this will facilitate the SHRDC to improve the contents and quality of the training and workshop programs in future.

## Annex I

## Question Guide

## Assessment of the Effectiveness of the SHRDC Trainings/Workshops

Note: Please answer the following questions to the best of your recollection by putting a 'x' in the box in front of the option you feel most appropriate reflecting your opinion.

## A. Identification

Name:	
Age (Completed years)	
Sex	Male <input type="checkbox"/> Female <input type="checkbox"/>
Organization	
Name of Program Attended	
Program Dates	

## B. Trainings / Workshops

1.	Was the training relevant to your job and responsibilities/needs?	To a great deal <input type="checkbox"/> To some extent <input type="checkbox"/> Very little <input type="checkbox"/> Not at all <input type="checkbox"/> Don't recall <input type="checkbox"/>
2.	Did the training program meet the stated objectives?	To a great deal <input type="checkbox"/> To some extent <input type="checkbox"/> Very little <input type="checkbox"/> Not at all <input type="checkbox"/> Don't recall <input type="checkbox"/>
3.	Did the interaction with the participants from other SAARC Member States help in broadening your understanding of the issues?	Yes, to a great deal <input type="checkbox"/> To some extent <input type="checkbox"/> Very little <input type="checkbox"/> Not at all <input type="checkbox"/> Don't recall <input type="checkbox"/>

4.	Were the presentations interesting and informative?	To a great deal <input type="checkbox"/> To some extent <input type="checkbox"/> Not at all <input type="checkbox"/> Don't recall <input type="checkbox"/>
5.	Were you able to apply the knowledge gained through the programs to cope with your role / responsibilities?	To a great deal <input type="checkbox"/> To some extent <input type="checkbox"/> Very little <input type="checkbox"/> Not at all <input type="checkbox"/> Don't recall <input type="checkbox"/>
6.	What is your opinion on the duration of the training program?	Too short <input type="checkbox"/> Just right <input type="checkbox"/> Too long <input type="checkbox"/> A bit longer <input type="checkbox"/> Don't know <input type="checkbox"/>
7.	Overall, how would you rate the training?	Very Good <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Below Average <input type="checkbox"/> Don't know <input type="checkbox"/>
8.	Would you like to receive electronically the information on future SHRDC training programs?	Yes <input type="checkbox"/> No <input type="checkbox"/>
9.	Would you recommend some of your colleagues to participate in the training organized by SAARC HRD Centre?	Yes <input type="checkbox"/> I'll think over <input type="checkbox"/> Not at all <input type="checkbox"/> Don't know <input type="checkbox"/>
10.	Comments, if any	

### C. Completed by

Signatures	
Date	

## Annex - II

**Name / Address of the Respondents**

Mr. Mansoor Qadir Dar, Asst. Chief, Planning and Development Department Muzaffarabad, Pakistan
Mr. Muhammad Shafi, Senior Teacher, National Institute of Special Education Islamabad, Pakistan
Mrs. Mehreen Gilani, Assistant Director, Planning and Development Dept., AJK, Pakistan
Mrs. Khalida Maqsood, President, Women Development Organization Bahawalnagar, Pakistan
Mr. Haji Akbar, Social Welfare Program Officer, Ministry of Women Development Islamabad, Pakistan
Mr. Gul Badshah, Assistant Chief, Planning and Development Division Islamabad, Pakistan
Mr. Gulzar Ahmed, Assistant Director, National Training Bureau, Islamabad, Pakistan
Dr. Syed Saif-ur-Rehman, Deputy District Officer, City District Government, Karachi, Pakistan
Mr. Mushtaq Hussain, Social Security Advisor, Ministry of Labour, Manpower and Overseas Pakistanis, Islamabad, Pakistan
Mr. Saleem Khan, President, Social Development Organization Quetta, Pakistan
Mr. Niranjana Kumar Uprety, Planning Officer, National Planning Commission, Kathmandu, Nepal
Mr. Shamim Rafique, Deputy Director, Punjab Bureau of Statistics, Lahore, Pakistan
Mr. Shankar Hari Acharya, Section Officer, Ministry of Industry, Kathmandu, Nepal
Mr. Muhammad Irshad, District Programme Officer, AJK Community Dev. Prog. Kotli, Pakistan
Mr. M. Idrees Abbasi, Deputy Secretary, Law, Justice & Parliamentary Affairs & Human Rights Dept., Muzaffarabad, Pakistan
Ms. Saima Ghafoor, District Project Manager, Planning and Development Department Gujrat, Pakistan
Mr. Ahmed Zahid, Community Health Supervisor, Dhal Atoll Hospital, Dhal kudahuvadhoo, Maldives
Mr. A. Rahim Nasry, National Prog., Coordinator, Ministry of Labour and Social Affairs, Kabul, Afghanistan
Eng. Hussain Ali Shiwa, Head, Ministry of Labour & Social Affairs Kabul, Afghanistan

Eng. Ahmad Shah Sherzad, Head, Ministry of Labour & Social Affairs Kabul, Afghanistan

Prof. Dr. Nitai Chandra Sutradhar, Chairman, Bangladesh Technical Education Board Dhaka, Bangladesh

Mr. Kinley Wangdi, Principal, Chumey Vocational Training Institute Bumthang, Bhutan

Syed S. N. A. Shah, Deputy Manager, Tech. Education & Vocational Training Authority, Lahore, Pakistan

Ms. Hina Fouzia, Assistant Manager, Tech. Edu. and Vocational Training Authority, Lahore, Pakistan

Mr. M. Saeed Akhtar, Deputy Director, Regional Directorate of Apprenticeship Training, Multan, Pakistan

Mr. N. Paracha, Assistant Manager, Tech. Education & Vocational Training Authority, Khanewal, Pakistan

Mr. Azam Khan, Deputy Director, National Vocational & Tech. Edu. Commission, Islamabad, Pakistan

Mr. N.T.K. Lokuliyana, Chief Project Officer, National Institute of Education Maharagama, Sri Lanka

Mr. Yeshi Dorji, Business Development Officer, Bhutan Chamber of Com. & Ind., S Jongkhar, Bhutan

Mr. Tashi Penjor, Training Coordinator, Bhutan Chamber of Commerce and Industry, Thimphu, Bhutan

Mr. Sheraz Babar, Base Camp Manager, Pakistan Red Crescent Society Mansehra, Pakistan

Mr. Abdul Aziz Khan, Research Officer, Planning and Development Division Islamabad, Pakistan

Mr. Hamid Mahmood, Research Associate, Planning and Development Division Islamabad, Pakistan

Dr. Ch. Abrar Majid, Director, Sheikh Trust for Human Development Gujranwala, Pakistan

Mr. Malik Ahmad Shiraz, Specialist, People's Social Organization, Chakwal, Pakistan

Mr. Amjad Ali, Community Development and Programme Officer, TIPU Foundation, Rajanpur, Pakistan

Dr. Abdul Aziz, Livelihood Officer, AJK Rural Support Programme, Muzzafarabad, Pakistan

Mr. Mohammad Asfand Yar, Mobile Observer, Al Falah Development Foundation Rawalpindi, Pakistan

Mr. Tahir Hayat, Sector Specialist, HAASHAR Association Mansehra, Pakistan

Mr. Bharatha Ramanayake, Director, Samurdhi Division, Colombo, Sri Lanka

Mr. Abdul Fattah Bhangar, Additional Secretary, Planning and Development Department Quetta, Pakistan

Mr. Irshad Hussain, Senior Finance Officer, Pakistan Red Crescent Society Mansehra, Pakistan

Ms. Rukhsana Musarrat, Senior Producer, UKs Foundation, Islamabad, Pakistan

Mrs. Saima Sohail, Program Monitoring Officer, Association for Human Dev., Muzaffar Garh, Pakistan

Mr. M. Jamshed Khan, Assistant Director, Ministry of Social Welfare & Special Edu., Islamabad, Pakistan

Mr. Shahid Riaz, Senior Scientific Officer, National Institute of Health, Islamabad, Pakistan

Mr. Amjad Iqbal, Deputy District Education Officer, Deputy District Education Office Rawalpindi, Pakistan

Engr. Chan Zeb, Chief, Directorate General of Tech. Education & Manpower Training Peshawar, Pakistan

Mr. Abdur Rahman, Deputy Chief, Planning & Development Division Islamabad, Pakistan

Mr. Anwar Kamal Khan, Project Coordinator, Global Development Program Peshawar, Pakistan

Mr. Akhlaq Hussain Khan, Deputy Director, Directorate of Education Extension Muzaffarabad, Pakistan

Mr. Salah ud Din, Deputy Director, Directorate of Education FATA Secretariat, Peshawar, Pakistan

Mr. Zafar Arbab Abbasi, District Officer, Elementary & Secondary Education Abbottabad, Pakistan

Mr. Waheed Asghar, Assistant Director, Tech. Edu. & Vocational Training Authority, Multan, Pakistan

Mr. A. Wahid Uqaily, Managing Director, Sindh Tech. Edu. & Vocational Training Auth., Karachi, Pakistan

Mr. Mohammad Tahir Malik, Regional Coordinator, Aik Hunar Aik Nagar, Quetta, Pakistan

Mr. Atif Shafi, Deputy Director, Punjab Small Industries Corporation Lahore, Pakistan

Mr. M. Zafar Iqbal Khan, Deputy Scientific Advisor, Ministry of Science & Technology Islamabad, Pakistan

Malik Muhammad Rafiq Awan, Principal, Tameer e Millat Foundation Headquarters, Islamabad, Pakistan

Mr. Mumtaz Anwar, Director, Pakistan National Accreditation Council Islamabad, Pakistan

Engr. Najamuddin Khan, Deputy Director General, Pakistan National Accreditation Council Islamabad, Pakistan

Mr. Mazhar Iqbal, Deputy Program Manager, National Rural Support Program Islamabad, Pakistan

Dr. J. Khurshid, Principal Scientist, Pakistan Institute of Eng. & Applied Sciences, Islamabad, Pakistan

Mrs. Tehmina Bokhari, Principal, Govt. Polytechnic Institute for Women, H-8/1, Islamabad, Pakistan

Engr. Abdul Majeed Mirza, Principal, Iqra Centre for Technical Education Islamabad, Pakistan

Engr. Asad Bin Zafar, Assistant Chief, Ministry of Labour and Manpower Islamabad, Pakistan

Dr. Krishna Prasad Pothini, Professor & Chairman, Andhra University, Andhra Pradesh, India

Dr. Syed Rabbe Subhani, Faculty Member, Andhra University, Andhra Pradesh, India

Prof. D. Venkateswara Rao, Professor & Head, Sri Y. N. College, Andhra Pradesh, India

Ms. Nazda Ibrahim, Senior Administrative Officer, Ministry of Home Affairs, Male, Maldives

Prof. Dr. Prem Narayan Aryal, Professor, Tribhuvan University, Kathmandu, Nepal

Mr. M. Shahbaz Akmal, Program Manager, Rawadari Development Organization, Multan, Pakistan

Mr. S. Ullah Abbasi, Programme Coordinator, Int'l Kashmir Welfare Organization, Muzaffarabad, Pakistan

Mr. Shahid Saleem, Deputy Director, Planning & Development Department, Lahore, Pakistan

Mr. M. Javed Afzal, Manager Training Services, Small & Medium Ent. Dev. Authority, Lahore, Pakistan

Ms. Mina Khan, Project Officer- Policy and Data Monitor, Aurat Foundation, Islamabad Pakistan

Syed Gohar Ali Shah, Student, National University of Modern Languages, Islamabad, Pakistan

Ms. Asma Jamil, Programme Officer, Human Resource Development Network, Islamabad, Pakistan

S. Kausar Abbas, Program Coordinator, Centre for Peace & Development Initiative, Islamabad, Pakistan

Mr. G. K. Iddamalghoda, Director, National Institute of Education, Magaragama, Sri Lanka

Dr. Md. Morshedur Rahman, Associate Professor, Bangladesh Open University, Dhaka, Bangladesh

Ms. Q. Naher Siddiqua, Sr. Asst. Secretary, Ministry of Primary & Mass Education, Dhaka, Bangladesh

Mr. Adam Shareef, Deputy Director General, Centre for Continuing Education, Male, Maldives

Mr. Nazar Hussain Joyo, District Prog. Officer, National Rural Support Programme, Sukkur, Pakistan

Mr. Roomi S. Hayat, Chief Executive Officer, NRSP-Institute of Rural Management, Islamabad, Pakistan

Mr. M. Shahadat Hossain, Curriculum Specialist, Bangladesh Technical Education Board, Dhaka, Bangladesh

S. M. Shahjahan, Deputy Inspector, Bangladesh Technical Education Board, Dhaka Bangladesh

Engr. M. Nuruzzaman, Assistant Director, Bureau of Manpower, Emplmnt & Training, Dhaka, Bangladesh

Syed Nuran Nabi, Assisnat Director, Directorate of Technical Education, Dhaka, Bangladesh

Ms. Kabari Majumder, Specialist (Research), Bangladesh Technical Education Board, Dhaka, Bangladesh

Mr. Roohul Amin, Advisor, Directorate of Technical Education, Dhaka, Bangladesh

Mr. M. Akhtar, Dy. Directory, Directorate of Technical Education, Dhaka, Bangladesh

Shri Vikram Sahay, Director, Ministry of Human Resource Development, New Delhi, India

Shri Pramod Tiwari, Director, Ministry of Human Resource Development, New Delhi, India

Sh. B. Sinha, Principal Secretary, Government of Tripura, Agartala, India

Prof. Jandhyala Tilak, Head, National University of Education, New Delhi, India

Ms. Aishath Tbanath, Sr. Councilor Ministry of Health, Male, Maldives

Mr. Ahmed Naseer Yousuf, Deputy Principle, Villa International High School, Male, Maldives

Ms. Zeenaz Adnan, Centre for Continuing Education, Male, Maldives

Ms. Shuhndha Rizwan, Centre for Continuing Education, Male, Maldives

Ms. Fazna Shakir, Assistant Executive Director, Society for Health Education, Male, Maldives

Ms. F. Zeena Ali, Education Development Officer, Education Development Centre, Male, Maldives

Ms. Maryam Laiza, Development Officer, Education Development Centre, Male, Maldives

Ms. Maryam Shifneeza, Society for Health Education, Male, Maldives

Mr. Aminath Eman, Sr. Service Social Officer, Ministry of Health, Male, Maldives

Mr. Ahmed Nizam, Teacher Educator, Centre for Continuing Education, Male, Maldives

Mr. Hussain Majid, Teacher Educator, Centre for Continuing Education, Male, Maldives

Mr. Mohamed Adly, Education Development Officer, Education Development Centre, Male, Maldives

Ms. Mariyam Nashida, Teacher Educator, Centre for Continuing Education, Male, Maldives

Prof. Dr. Prem Narayan Aryal, Chairperson, Institute of Open Learning, Kathmandu, Nepal

Mr. Roomi S. Hayat, Chief Executive Officer, NRSP-Institute of Rural Management, Islamabad, Pakistan

Mr. M. Aasim Reza, Senior Programme Officer, NRSP-Institute of Rural Management Islamabad, Pakistan

Mr. Ghulam Mujtaba Kayani, Director General, Higher Education Commission, Islamabad, Pakistan

Ms. M. A. A. S. Dias, Director, National Institute of Education, Magaragama, Sri Lanka

Dr. Nisshankage Shantha Abeysinghe, Head, The Open University of Sri Lanka, Nugegoda, Sri Lanka

Mr. W. A. Jayawicrama, Senior Assistant Secretary, Ministry of Youth Affairs & Skills Development, Colombo, Sri Lanka

Dr. Nisshankage Shantha Abeysinghe, Head, The Open University of Sri Lanka, Nugegoda, Sri Lanka

Mr. W. A. Jayawicrama, Senior Assistant Secretary, Ministry of Youth Affairs & Skills Development, Colombo, Sri Lanka

## Annex – III

## SHRDC Trainings, Islamabad - Pakistan

1.	Poverty Alleviation through Human Resource Development, Islamabad, Pakistan, October 6-19, 2003.
2.	Gender and Development, Islamabad, Pakistan, September 15-28, 2003.
3.	Vocational and Technical Education and Training: A means of HRD, Islamabad, Pakistan, December 9-22, 2003.
4.	Environment Population & Development, Islamabad, Pakistan, March 29-April 11, 2004.
5.	Good Governance, Islamabad, Pakistan, August 30 - September 12, 2004.
6.	Labor and Employment, Islamabad, Pakistan, September 27 - October 10, 2004.
7.	Role of Human Resource Development in Achieving MDGs, Islamabad, Pakistan, May 30 - June 19, 2005.
8.	Rural Development through Human Resource Development, Islamabad, Pakistan, August 8 - 28, 2005.
9.	Techniques of Poverty Analysis "SAARC-UNDP Partnership Programme", Islamabad, Pakistan, September 19-30, 2005.
10.	Labor Intensive Youth Employment Programme, Islamabad, Pakistan, April, 10-30, 2006.
11.	Strengthening SAARC Capacity to Facilitate the Implementation of the Agreement on South Asian Free Trade Area (SAFTA) "SAARC-UNDP Partnership Programme", Islamabad, Pakistan, May 22-26, 2006.
12.	Management of Rural Poverty Alleviation Programs, Islamabad, Pakistan, July 3-16, 2006.
13.	Best Practices in Prevention of HIV / AIDS, Islamabad, Pakistan, December 18-31, 2006.
14.	Skills Development and Vocational Training, Islamabad, Pakistan, May 26-June 14, 2008.
15.	People Centered Development: Experience of SAARC Countries, Islamabad, Pakistan, August 11-31, 2008.
16.	SAARC Development Goals: Initiatives for Poverty Reduction in South Asia, Islamabad, Pakistan, November 24 -December 14, 2008.
17.	Role of Human Resource Development in Improving Governance in SAARC Region, Islamabad, Pakistan, October 04-16, 2010.

## Workshops conducted in the SAARC countries

1.	Livelihood Opportunities for Eradication of Hunger Poverty from South Asia in collaboration with Planning and Development Division, Government of Pakistan, Islamabad, December 12-13, 2008.
2.	Strengthening the Education System in the SAARC Region to Integrate with the Global Education System, Islamabad, Pakistan, August 10-11, 2009.
3.	Assessing the Needs of Vocational Education and Skill Development, Islamabad, Pakistan, October 5-6, 2009.
4.	Promoting Open and Distance Learning as a means for Non-Formal Education in collaboration with National Institute of Education Colombo, Sri Lanka, July 26-28, 2010.
5.	Vocational Education and Training Policies in the SAARC Region: Future Needs in collaboration with Directorate of Technical Education , Dhaka, Bangladesh, November 10-12, 2010.
6.	Financing Education for Achieving EFA Goals, in collaboration with Centre for Continuing Education, Male, Maldives, December 27-29, 2010.

