



# **First Annual Report**

Human Resource Development Network

2001

Upto February 28, 2002

HRD NETWORK 2001

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# **First Annual Report**

## **Human Resource Development Network**

Human Resource Development Network (HRDN), registered under the Societies Act of 1860, is the platform for non-government and government organizations and professionals from Pakistan, Nepal, Bhutan, Bangladesh, Sri Lanka, Afghanistan, Philippines, Uganda, and Germany with the objective to pool resources, expertise and share experiences in the development arena.

The aim is to empower individuals to participate fully within their workplaces and communities so that they are able to contribute to society as responsible citizens. This is a forum which was founded after a series of six workshops held from 1997 to 1999. The focus of these workshops was 'Networking for Sharing Training Resources'. The workshops were sponsored by NRSP, ESMA, AKRSP and IUCN, respectively.

Currently the membership is spread over 40 organizations and 80 professionals from Pakistan and several other countries. HRDN objectives are simple: to provide efficient linkages and services to organizations and individuals within the Network so that their focus can be sharpened and enhanced.



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## Acronyms and Abbreviations

AAPK	Action Aid Pakistan
AKFP	Aga Khan Foundation Pakistan
AKRSP	Aga Khan Rural Support Programme
CBO	Community Based Organizations
ERNP	Environment Rehabilitation in NWFP
EC	Executive Committee
ESMA-AJK	Extension Services Management Academy, Azad Jammu and Kashmir
GB	General Body
GO	Government Organizations
HRD	Human Resource Development
HRDN	Human Resource Development Network
IUCN	International Union for the Conservation of Nature
JBIC	Japan Bank for International Cooperation
LFA	Logical Framework Analyses
NDP	National Drainage Programme
NRSP-IRM	National Rural Support Programme- Institute of Rural Management
NGO	Non- Governmental Organization
NWFP	North West Frontier Province
OFWM	On-Farm Water Management
SDNPK	Sustainable Development Network, Pakistan
WUAs	Water Users' Associations



## Preface

HRDN was a labor of love for the Executive Committee; we all worked in various development organizations and met regularly to share our ideas and latest developments on the work we were doing. When taken together these ideas amount in the end to an almost shared theoretical perspective. One thing of which I am certain is that through a process of discussion and reviews, documentation of ideas, and research oriented projects solutions can be found to the problems facing us. Though some of my earlier colleagues are no longer members of the Executive Committee, it is through their efforts that all this has been possible.

I am sure that I echo the sentiments of my colleagues when I say that I am very happy that our association with the HRDN has led to a grouping of 40 NGOs, GOs and over 70 individuals engaged in a wide range of development activities across Pakistan and other countries. They have come together to pool their resources, whether human or technical, so that they learn from each other and build on shared experiences. I am confident that this shared vision will lead to a more optimal delivery of services. I wish all the best to this Network and all its constituent organizations.

Roomi S. Hayat  
Chairperson

## Acknowledgment

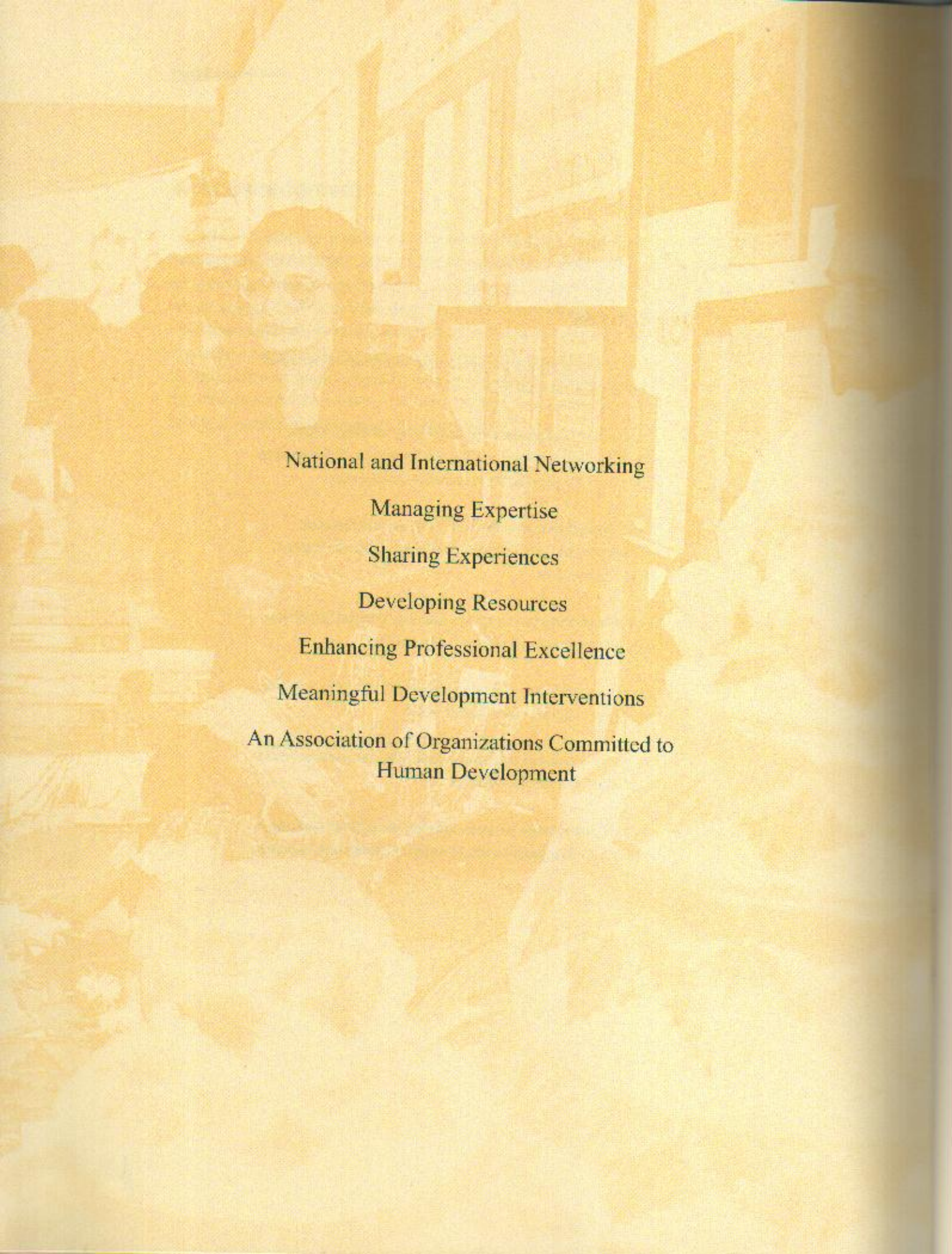
The HRDN would like to thank the National Rural Support Programme-Institute of Rural Management (NRSP-IRM), Action Aid Pakistan and the Aga Khan Foundation Pakistan for providing financial, administrative and consultative support for the HRDN Secretariat and the Annual All Member's Meetings. The HRDN would also like to thank all the Executive Committee members for their valuable ideas, enthusiasm, timely guidance, and energies, which have kept the HRDN spirit running. We would also like to thank all our members for their faith, encouragement and support in us and the Network. Much of what has gone into this project has been purely voluntary in nature by a number of individuals and the HRDN is grateful for their efforts and contribution.



## Objectives

- To provide a platform for promoting human development at national and regional level
- To facilitate organizations in improving training related research and improving training quality and capacity building endeavors for promoting sustainable development
- To strengthen partnerships with national and regional institutions and practitioners operating within the human development area
- To share training resources i.e. training material, facilities, equipment, premises, resource persons etc.
- To reduce duplication/overlapping of efforts, time, cost and energy at regional and national levels
- To organize national, regional and international training events; seminars, workshops, visits etc.
- To enhance synergy between training institutions working at national and regional levels, to improve quality and outreach.





National and International Networking

Managing Expertise

Sharing Experiences

Developing Resources

Enhancing Professional Excellence

Meaningful Development Interventions

An Association of Organizations Committed to  
Human Development



## Human Resource Development Network The HRDN Perspective

The most important indicator of socio-economic development are the provision and availability of services to a country's population. Ultimately this (Development index) is a combination of services pertaining to education, health and other such services to as wide a segment of the population as possible.

For this region with a large population, the number of such professionals is limited. Hence it becomes imperative to multiply and to increase manifold the outreach of such professionals. This is where sharing of human resources, instruments and tools which bring about such change become critically important.

The HRDN has been established with just this aim in view. There are many NGOs in the public and the private sector which are working hard to bring about a major change in not only the contents of development but the way it can be most effectively implemented, i.e. participation and motivation at the grass roots level. In addition to sharing this vision they possess some extremely valuable resources which could be either in the form of professionals or other instruments of change. HRDN aims to maximize the utilization and subsequent impact of these human resources and the (bank of) good practices they have generated and developed over the years.

While the availability of funds is a necessary input, it is not sufficient if it is not accompanied by the key resource input of professional manpower. Therefore, ultimately the Human resource can make up for a lack of funds; it can generate a new paradigm of deliverables, productivity and the quality of life.

HRDN aims to pool this expertise to make it available quickly where it is needed most. It further promotes the development and enhancement of these experts by arranging workshops and training programmes which focus on making available the latest techniques for capacity building and training.







## CHAPTER 1

## Introducing the Network

In January 1997, the National Rural Support Programme (NRSP) initiated the process of bringing various organizations together in a workshop on **“Networking for Sharing of Training Resources”**. Subsequently, NRSP, Extension Services Management Academy Azad Jammu and Kashmir (ESMA-AJK), Aga Khan Rural Support Programme (AKRSP) and the Environmental Rehabilitation in NWFP and Punjab (ERNP) and IUCN-The World Conservation Union, successively hosted six workshops.

The workshop, organized by IUCN - The World Conservation Union, in August 1999, was attended by a large number of HRD professionals from all over the country and resulted in the formation of the Human Resource Development Network (HRDN). An ambitious initiative was undertaken by a group of like-minded professionals, engaged in human resource development, to bring together professionals and institutions engaged in training and capacity development from across Asia on a common forum. The Human Resource Development Network (HRD Network) was therefore formed to serve as a facilitating platform, a cooperative of a number of national and international organizations to share training resources, experiences, and to provide its members with high level of expertise in the field of HRD.

### Development Issues and Concerns

Training is the tool used most frequently for human development and capacity building at the very basic local level. Many organizations also provide services in capacity building and promoting professionalism in the development sector, focusing on management training. Training quality, relevance and effectiveness is, however, questioned by trainers and training institutions themselves. Numerous isolated efforts have been made by the trainers to meet the challenges, but they have not had many opportunities to share concerns and benefits with each other.

Most training programs still do not focus on the need for linking poverty, environment and sustainable livelihoods. Training programs/modules are not gender sensitive. This has resulted in limiting the impact of training on the lives of men, women, children and the disadvantaged sector of the country.

Training organizations mostly depend on materials, manuals, and case studies developed by foreign sources. In-depth studies on issues related to training effectiveness, training quality and particularly the impact of training are generally overlooked. The essential link



between organizational development and an individual's career development is also missing. In the absence of HRD policies/strategies, heavy investments are made by different organizations/project to build the capacity of their staff and the communities in isolation without collaborating with other organizations. Training, which is not gender sensitized leads to a duplication of efforts and an inefficient use of available resources. Furthermore, there are no databases in terms of technical areas of training as well as expertise of available trainers in the country.



Group discussion at the Second All Members Meeting



## CHAPTER 2

### Governance

The Network operates in a participatory and process oriented manner. The HRDN also promotes transparency in all its undertakings, in the decision making process and their implementation, monitoring and evaluation. The General Body (GB) is the supreme decision making body of the Network while the Executive Committee (EC) proposes plans and implements programs and activities. Sub-committees further assist the EC while the Secretariat manages the day-to-day Network activities planned and approved by the EC.

#### The General Body

The General Body of the Human Resource Development Network comprises all its members; the founding members, the EC, Organizational and Individual members. The founding members, who were instrumental in conceptualizing the HRDN, belong to development organizations working in the region. The GB serves as the main decision making body of the Network and meets once a year to review progress and approve future plans.

#### The Executive Committee

The EC serves as the Network's steering arm, and is responsible for operationalizing the HRDN objectives and assists the Secretariat in executing various activities. The General Body elects the EC members which are composed of twelve members drawn from founding, professional, organizational and general members, thereby adhering to the representation duly approved by the General Body during the First All Members Meeting.

The EC is led by a chairperson and is a voluntary body that does not draw any financial benefits from the Network. They meet bi-monthly to review and monitor progress and to plan different activities for the HRD Network.

Founding Members	4
Organizational Members	3
Professional Members	4
General Members	1
Total	12



## Working Committees

These are small groups formed by the EC and General Body members to assist in the overall execution of various tasks at the Network. Since its inception, the Executive Body has established the following working committees:

1. **Membership Acceptance Committee**  
The Membership acceptance committee consists of 2 members of the EC and is responsible for the assessment, endorsement and/or rejection of membership applications.
2. **Procurement Committee**  
This three-member team drawn from the EC and general body members is responsible for accepting bids and purchase of office equipment. This committee may coopt a representative of a specific Donor agency.
3. **Recruitment and Hiring Committee**  
The committee reviews, assesses and short-lists job applicants, conducts interviews and hires staff. The EC Chairperson heads this committee and awards the employee contract to the successful candidate. This committee also comprises EC members while the Donor has the option of sending representatives for this purpose.
4. **Database and Website Development Committee**  
Members of this committee are also drawn from the EC to oversee the maintenance of the HRDN Website. They are responsible in contacting and contracting the Website development experts and look into the content while ensuring that the website is interactive and has a truly global outlook. This committee also looks into the content of the HRDN database and ensures it is updated periodically.
5. **Programme Development Committee**  
Drawn from the EC and general body members, this cohort is responsible for planning HRDN quarterly activities and presenting it to the EC for approval.



### The HRD Network Secretariat

The HRD Network Secretariat was established in March 2000 at NRSP-Institute of Rural Management (IRM) Islamabad, Pakistan. This was based on the premise that it would be hosted on rotation by its organizational members based on their expression of interest and on the approval of the EC. The main concern at this time had been the scarcity of financial resources. At the Second All Members Meeting held in September 2001, the General Body expressed serious concerns on this issue and decided to keep up the Secretariat, making it more responsive to the needs of all members.

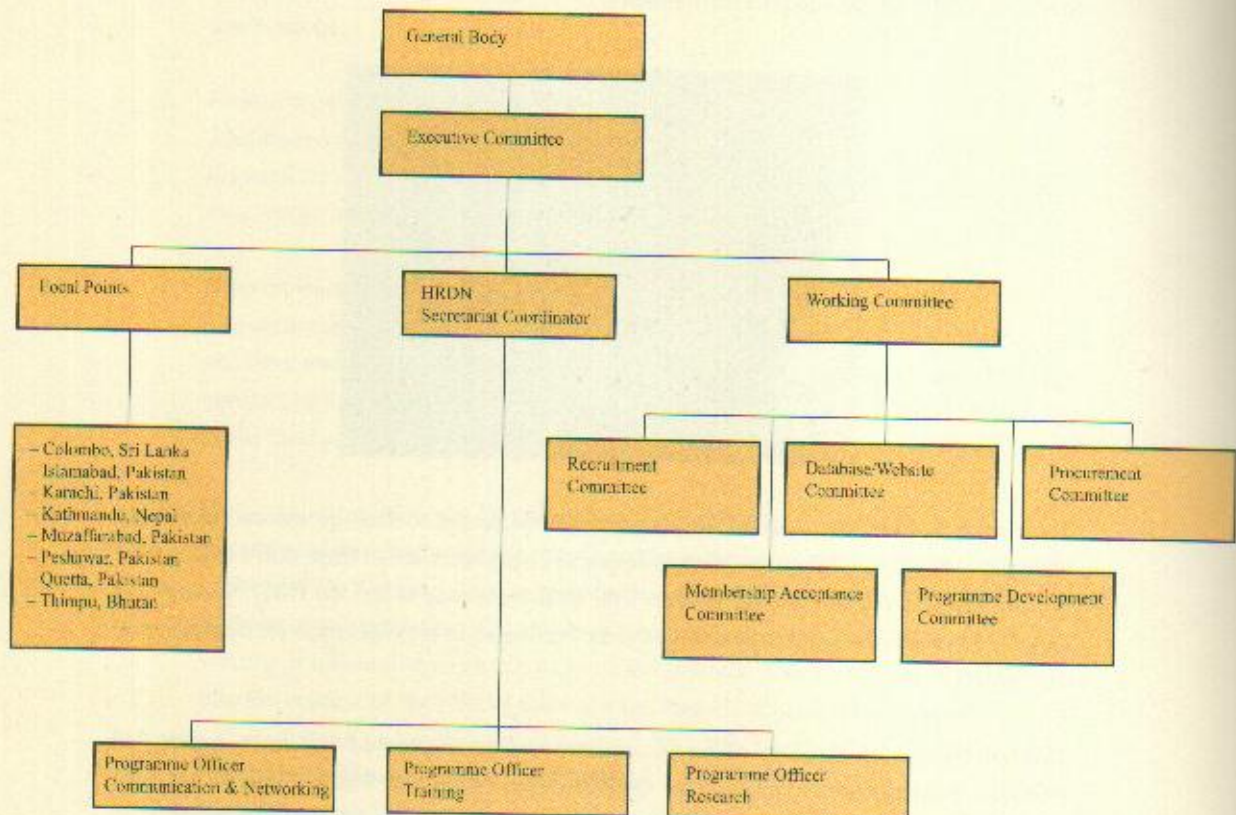


The Founding Members, and the EC, enlisted a focal person to manage and coordinate the Network's day to day functions. Due to financial constraints, a full time staff could not be inducted; hence, the services of one part time staff were used to run the HRD Network. It took the Network another year or so to convince the donors to provide grants for strengthening the Network.

Through the concerted efforts of the EC, institutional development funds from Action Aid Pakistan, were accessed to provide for the Network's Secretariat which serves as the main coordination office, for hiring essential staff and for other operational and institutional activities until June 30, 2004. The HRDN Organizational chart gives a clear picture of the Networks' administrative setup in the future once funds from the Aga Khan Foundation are made available.



## Organizational Structure of HRDN





## The HRD Network Secretariat

There are two types of Membership:

1. Individual
2. Organizational

In addition to founding members, individual members are further divided into 3 categories which are professional, general and student members. These members comprise the HRD Network's General Body. HRDN Professionals, general and/or student members total 82 so far.

1. **Professional members:** are HRD practitioners or those individuals directly involved in coordinating, designing and conducting training programs, training experiences of at least two years (criteria given below).
2. **General members:** include graduates who are directly or indirectly involved in training related activities.
3. **Student members:** while those who intend to pursue a professional career in human resources development may apply for student membership.

### Criteria for Professional membership

- Graduate
- Directly involved in coordinating, designing and conducting training
- HRD practitioner with a minimum of two years of relevant experience
- Must be recommended by one founding member and one professional member

### Criteria for General membership

- Graduate
- Involved in HRD related activities directly or indirectly
- Preferably HRD practitioner
- Recommended by one founding member and one professional member

### Criteria for Student membership

- Student of BA/BSc/post graduate studies
- Interested in HRD related activities
- Recommended by one founding member and one professional member



## Organizational membership

Development organizations with HRD components, which are involved in training and capacity building initiatives, are eligible to apply for organizational membership. Civil society organizations, government institutions and donor organizations can also apply as organizational members. Until February 2002, the HRDN organizational members numbered 37 members.

## Criteria for organizational membership

- Should be a non profit, apolitical participatory development organization
- For any donor organization facilitating and sponsoring participatory development initiatives/ programmes or projects either local or provincial
- NGO's/CBO's, national or international NGO's/ Rural support programmes having training and capacity building as one key component
- Organizations can nominate one member as contact person with another individual as backup for the membership of the HRD network

## Benefits for members

Through membership of the HRD Network the following benefits can be availed:

- Opportunities to interact with professionals at different levels, disciplines and different organizations dealing with human resource development and capacity building
- Gain wider recognition within the development arena
- Gain access to information on national and international training programmes, including free courses
- Participate in training at subsidized rates on courses offered by HRDN member org.
- Opportunities to attend seminars/training abroad
- Enhance overall professional competence and skills through exchange of information, experiences, best practices and resources (human and material)
- Receive information regarding job opportunities
- Obtain peer and professional support and encouragement
- Participate in constructive policy dialogue, seminars and workshops
- Invitations for annual training retreats
- Receive HRDN newsletters and access the HRDN Website
- Opportunities to attend the Annual HRD meetings
- Inclusion in the HRDN Resource Persons Directory



### Life time Membership

The Network also provides lifetime memberships to its members by a payment of Rs. 10,000. Organizations can also receive lifetime membership with a payment of Rs. 50,000.

### Projected growth of membership

An estimated 500 individuals are directly involved in IIRD/Capacity building activities in Pakistan. Of these, more than 70 have already joined the Network as individual, professional, and general members. If current trends continue, another 225 professionals can be expected to enlist for membership in the next couple of years.

In organizational membership category, 37 organizations/ institutions have already become members of the Network. By March 2004, a fully functional Secretariat along with active chapters is expected to attract another 20 organizations, from hundreds working in Pakistan.



### Local Chapters

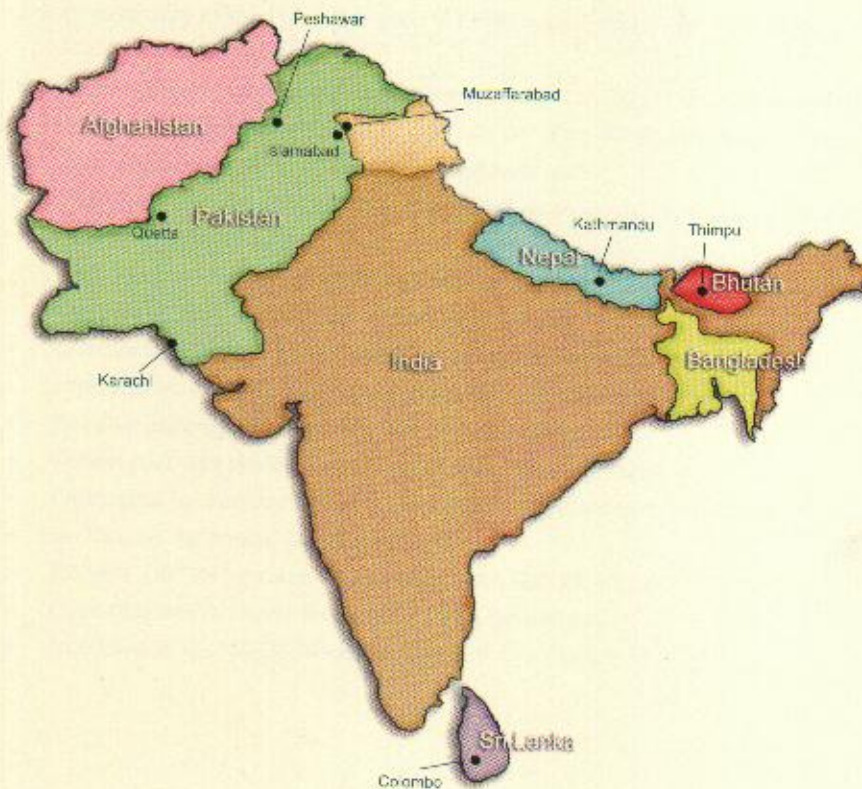
The idea for the creation of local chapters was conceived at the First All Members Meeting, held in August 2000. The two local chapters were established at Karachi and Quetta. A recent addition to the list of local chapters is the Peshawar chapter, which was activated in November 2001. The Muzaffarabad chapter was also established and another one is planned for Lahore.

Local chapters are managed by Focal Points/persons who also serve as Conveners within the chapter. The role and terms of reference of Focal Points/individuals are given on the following page.

### International Chapters

An overseas chapter and focal point was established in Nepal in early 2000. The Sri Lankan and Bhutanese chapters followed suit in early 2001. Members from Africa, the Philippines and Germany are expected to establish their own chapters when the expansion commences.

**Focal Points of HRD Network**



## Role of Chapters

- **Act as Focal Point** – Share information between the Secretariat and the Local chapter members.
- **To Network** – Organize and facilitate a network of NGOs working in the areas of HRD and identify appropriate means to link these organizations to support the network.
- **Schedule Meetings** – Organize regular meetings with members to discuss issues prevalent in HRD along with the preparation of minutes and sharing them with the Secretariat.
- **Maintenance of funds** – Identifying appropriate solutions for the sustainability of local chapters.
- **Creating Records/ Databases** – Prepare a database of the HRD professionals and organizations available in the area whether they are members or not.
- **Initiating Training Activities** – Organize short training events, such as seminars or other such events.
- **Providing Logistical Support** – Provide support to network members, and training events.
- **Arrange Study Visits** – Facilitate exchange visits of members from other chapters to lead to the sharing of experiences and resources by various members.
- **Creation of an Information** – Warehouse comprising of conferences/ jobs/training/other consultancy assignments for the members
- **Encourage Professionals** – Encourage professional to join the network as members (both organizational and individual) according to the criteria



### HRD Funding Sources / Donors

Activities and strengthening of the HRD Network has been made possible through the following sources of financial support, to wit:

1. Membership
2. NRSP-Institute of Rural Management
3. ActionAid Pakistan
4. Ghazi Barotha Taraqiati Idara
5. Consultancies/research studies
6. Aga Khan Foundation Pakistan

Keeping in view the set objectives and activities that need to be undertaken for achieving these objectives as well as for the further growth of HRDN, reasonable financial support for at least initial 3-4 years is required. Beyond this period HRD Network expects to generate its own resources by marketing its professional expertise and by expanding its membership base.

### Contribution by Donors

Donors	Contribution
Members	Fee, Donation
NRSP - IRM	Office Space, Equipment, Furniture
Action Aid Pakistan	Grant
Ghazi Barotha Taraqiati Idara	Printing, Donation
Consultancies/Research Studies	Fee, Donation
Aga Khan Foundation, Pakistan	Grant

## CHAPTER 3

### Achievements

#### Year 2000

##### **Establishment of the HRD Network in Islamabad**

Three years and six consultative workshops involving conceptualization and groundwork finally led to the establishment of the HRDN Secretariat in Islamabad. The Secretariat was based in the premises of the National Rural Support Programme - Institute for Rural Management (NRSP-IRM). To organize the Network's daily activities, the HRDN Founding Members managed the Network before the Executive Committee was elected (August 2000) and shared resources to hire the services of a focal person.

The following comprise the chronology of events, activities and achievements by the HRD Network following its establishment.

##### **First All Members Meeting (2000)**

###### *Charting the HRD Network's Future through the Member's Perspectives*

HRD Network convened its First All Members Meeting in Islamabad on the 28<sup>th</sup> and 29<sup>th</sup> of September 2000. This was attended by fifty registered members, including the Nepal focal point and many guests and observers. Functioning in a democratic and participatory framework, it led to the creation of a new standard of performance and high expectations for future events and activities in terms of output and organizational structure. ActionAid Pakistan (AAPk) generously provided monetary, administrative and moral support for the event. The First All Members Meeting was highlighted by an exhibition of training materials and community handicrafts. Participating members, both organizational and professional, displayed and sold handicrafts that had been prepared in their respective communities. These handicrafts ranged from hand woven cloth, embroidered stitched and unstitched clothing for ladies, grass wares, etc.

Information materials such as handouts and brochures were provided to all visitors, in an attempt to communicate and share the organizations' activities and achievements. The HRDN Secretariat also sold logo key chains to members and sought new members, accepting registration for membership.





First All Members Meeting (September 28-29, 2000)



The Chief Guest visiting different stalls







Guests of the First All Members Meeting



Mr. Omar Asghar Khan chatting with stall holders



Mr. Shoaib Sultan Khan, Chairman NRSP and  
Ms. Lenda Lindberg, Deputy Resident Representative  
UNDP, at the NRSP Stall



Mr. Roomi S. Hayat with the Chief Guest



The Chief Guest at the GBTI stall



A group at the meeting



### The Executive Committee and Election of Chairperson

In the same meeting, the General Body elected the members of the EC, established the Karachi and Quetta chapters, for Pakistan, and Nepal, while simultaneously electing/appointing their respective focal points. Moreover, the General body decided to restructure the earlier suggested composition of the EC (prior to the First All-Members Meeting) to the one highlighted below, which is still in place:

	Pre AMM-1	Post AMM-1
Founding Members	6	4
Organizational Members	3	3
Professional Members	2	4
General Members	1	1
Total	12	12

### Registration process of New Members

Membership information material was also distributed among potential members. To register, applicants were required to fill two types of forms and pay the required joining and membership fees.

### Internet based Information Clearing House

The Clearing House provides information relevant to job openings, scholarships, symposia, training courses and other useful information to all members. Information is regularly circulated to all the members, organizational and individuals, by electronic mail.

### Basic Website Hosted

A website was created through the Sustainable Development Network Pakistan (SDNPK). Its URL is [www.hrdnetwork.sdnk.org](http://www.hrdnetwork.sdnk.org)

## Year 2001

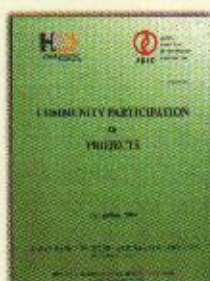
### Facilitated Ph.D. Student Research

Ms. Nuzhat Lotia, a Pakistani Ph.D. student at the University of Melbourne, who was writing her dissertation on NGO Networks in Pakistan, requested if she could include HRDN in her study. The Network provided her access to relevant information, allowed her to interview members, attend EC meetings and participate in the Second All Members Meeting in September 2001. Her feedback on the Network – a first from an outsider, was well received and considered important input for the improvement of the HRDN.

### Research Study for the Japan Bank for International Cooperation

The HRD Network conducted a study for the JBIC, entitled “**Community Participation to Projects**”. The study was awarded to the HRD Network due to the quality of its proposal. The study team donated 5% of their income to the HRD Network. Another reason was that the HRD network was a unique organization of its kind in Pakistan that could easily offer similar services as well as assist in generating funds to achieve the Network’s objectives.

The main purpose of the study was to evaluate the activities of farmer organizations i.e. Water Users’ Associations (WUAs) with regard to social mobilization WUA formation process and group dynamics under JBIC assisted On-Farm Water Management (OFWM) projects and suggest improvements to the concerned government departments and JBIC with regard to outside assistance to community participation under National Drainage Programme (NDP) and for future OFWM projects.



Summary



Report



Annexes



### **Website Activation and Update**

At the end of the year 2000, a basic website for the Network had been hosted by SDNPK, making the Network easily accessible on the Internet. The efforts to improve and update an interactive website are underway. The website will feature publications, researches and profiles of all the members while a restricted domain, which will be accessible to the members only, will focus on information relating to news events, jobs, trainings and sponsorship schemes and training workshops being offered or shared with members. Search engines will also be a part of the website. Information regarding membership can also be downloaded/ accessed online.

### **Membership Status**

The membership process began in March 2000. Despite the absence of formal membership invitation announcements, the association started to mushroom. Currently there are 80 individuals and 37 organizational members at the HRDN. (Annexes)

The HRD Network enjoys a nationwide reach in Pakistan and has successfully grown to achieve regional and a limited international reach. Most of the members of the network are from Pakistan. Other international chapters such as in Sri Lanka, Bhutan, the Philippines, Germany, Uganda, Afghanistan and Bangladesh have yet to report an increase in their current membership lists. Each membership request is carefully evaluated by the membership acceptance committee to ensure that all those finally selected comply with the membership criteria, as approved by the General Body.

### **Second All-Members Meeting (2001)**

The Network organized its Second All Members Meeting on the 25<sup>th</sup> and 26<sup>th</sup> of August 2001 in Islamabad. Once again, Action Aid Pakistan (AAPk) generously sponsored the event. In this meeting, several issues were discussed and efforts were made to share the HRDN Vision with the members of the General body. A technical discussion on Logical Framework Analysis (LFA) was also arranged to educate HRDN members about the importance of the LFAs in project development and management. This lecture was delivered by Mr. Kamran Akbar from the Pakistan Poverty Alleviation Fund (PPAF), Islamabad.



Mr. Ghalib Nishtar, President, *Khushkhal Bank* speaking at the inaugural session



Participants of the Second All Members Meeting



Mr. Roomi S. Hayat, Mr. Ghalib Nishtar, Mr. Fayyaz Baqir and Mr. Agha Ali Jawad at the meeting



Group photo of Second All Members Meeting



### **Institutional Establishment Supported by ActionAid Pakistan (Aug 2001)**

At its third meeting in April 2001, the HRDN EC decided to submit a proposal to Action Aid Pakistan for Strengthening the HRD Network. The proposal was approved and the Network was provided funds in August 2001. The timeframe of the project was three years and subsequently led to the recruitment of 2 staff members, purchase of office equipment and other items. Program activities comprise facilitating / improving research for training quality and capacity building endeavors, networking, sharing of training resources, maintaining the information clearing house, database development of HRD professionals nationwide, maintain the HRDN website and for bridging government and civil society policy dialogues.

## **Year 2002**

### **Registration of the Network**

The Network's registration process under the Societies Registration Act in Islamabad began in early 2001 and was completed in February 2002. The HRDN has become a *bona fide* non-profit organization registered under the Societies Registration Act 1860.

### **Recruitment of Regular Staff**

In December 2001, the HRDN EC began the recruitment process of the HRDN staff. In February 2002, the HRDN successfully recruited 2 of the first Secretariat staff, under the Action Aid funding. To strengthen the Network, the EC realized the need for more support in terms of staff to carry out important tasks and to help in acquiring funds other planned activities. For this reason, the EC prepared and submitted a project proposal to the AKFPk to strengthen the Network, which was subsequently approved. The recruitment of additional staff at HRDN will commence once additional funds are available from the AKFP.

### **Institutional Support by Aga Khan Foundation, Pakistan**

During the first Islamabad based HRDN members meeting, it was discussed that potential new donors, who would be willing to fund the HRD and capacity building initiatives, should be identified. It was resolved that the EC would prepare a proposal for the Aga Khan Foundation, Pakistan. A series of deliberations between the HRDN and AKFPk is currently going on to negotiate a two and a half year grant worth Rs. 10.4 million. The project grant would be for two and a half years commencing in April 2002 and ending in June 30, 2004 and aims to strengthen the HRDN.

### **Gender Training**

Two professional members of the HRDN were nominated for a gender sensitization training organized by AKFP in early 2002. These members received training in Karachi.





# Second All Members Meeting SOURCE DEVELOPMENT

AUGUST 27, 2001

Alma Al-Sayid





## CHAPTER 4

## The Future

Achieving the HRD Networks' vision and mission through strategically planned activities remains its central driving force for advancement. The past two years have been an acid test of the Network's resolve to pursue its motives. Today, this experience provides a springboard to advance further. The trust of cooperating donors, sponsors, and interest groups in the present scenario only means great encouragement.

- **The Optimum Achievement** - HRD Network objective is premised on good Research on training, capacity building initiatives. Initially, the support could be obtained from existing research institutions within the country, but due to lack of resources organizations are unable to provide the updated substantive support on their own. Therefore, the Network must avoidably invest in accessing the existing information to undertake additional studies which are to be designed on high quality and effective training programs. To enhance this, efforts HRDN develop linkages with relevant institutions and organizations at national, regional and international levels.
- **Strengthening Information Clearing House** members do not have rapid access to information related to training, scholarships, courses and seminars at present. By strengthening Information Clearing House, we will enhance members access to information related to training opportunities, scholarships, and jobs. This is especially important keeping in view the feedback, which has been received, from members who were able to avail exposure at international conferences and seminars.
- **Information and Communication Technologies** play an important role for dissemination of information. As mentioned earlier it has been planned that an interactive website would be set up. However, the knowledge databases with companion search engines for this website which would feature training institutes, resource persons are at the conceptual stage.
- **Maintaining and Updating the Website** of the HRD Network website will be maintained for hosting the profile of members and posting of information on upcoming events at the website has also been planned. Implementation of other planned activities had been hampered due to paucity of the available funds. This task will be finished by the end of the year.
- **Developing a National and Regional Database of HRD** professionals and institutions in order to serve the needs of the members and to build a depository



of information on HRD related activities at national and regional level is therefore an important task for the HRDN Information Clearing House.

- **Newsletter** - Once the team of 7 HRDN staff are in place, a quarterly newsletter would be published describing the Network's activities. The newsletter which will keep members informed of HRD issues will also cover important issues in the development sector.
- **Designing, Delivering Programs and Services** to organizations and individuals through training and capacity building endeavors, will be carried out usually in partnership with others. The aim is to make these affordable and of high quality. Once the relevant staff joins the Network, seminars and workshops will be arranged at national and regional level to create knowledge on a wide variety of contemporary issues and topics pertaining to Human Resource Development. Thematic topics include role of civil society, effect of information technology and globalization on human development, gender issues, devolution and development organizations.
- **Policy Dialogues** It is imperative that the civil society should play a formative role in impressing upon the government and donors about the strategic perspective and vision, and bring home the idea of participation in decision making, especially in the area of human capacity enhancement and development. HRD Network will arrange and facilitate such policy dialogues.
- **Linkages at all Levels** - The roles played by NGOs and the government needs to be looked at in this context. The importance of collaboration and coordination between the two cannot be over emphasized. The NGOs have a catalytic and advocacy role. Therefore, linkages at all levels will be part of our approach in the future, as these would generate the most impact. Considering the role of the government in the country, the synergies and the impact between the two should be strengthened.
- **Documentation and Dissemination of best development practices** - After years of developmental activities in developing countries, a lot of information has been achieved. From which little data is documented which can be shared with other organizations to gain benefit from it. It has been observed that many development organizations conduct similar projects in isolation without consulting each other, which in turn leads to overlapping of activities, unsynchronized development approaches, and a gargantuan waste of resources. If we put together our efforts in documenting data then, these practices whether in gender and development

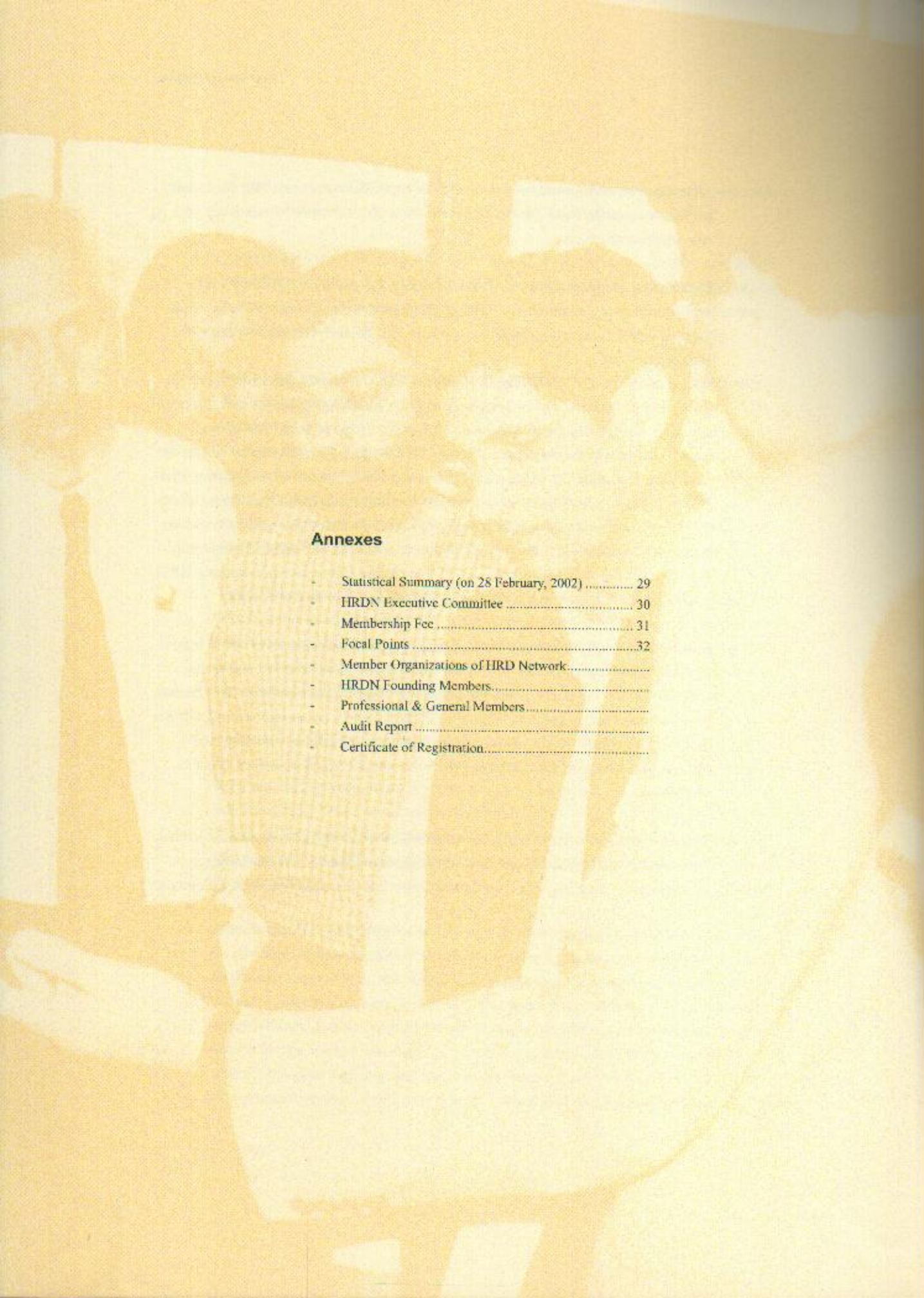


governance or environment issues, can easily be turned into an asset for the country. By this we can facilitate our developmental practitioners, policy advocacy and resource mobilization.

- **Facilitating Organizations on Joint Training Programs** - The HRDN will facilitate other organizations in training programmes on cost sharing basis. This is a new area of resource mobilization where HRDN and its members can offer training services.
- **Broadening the HRDN Members Vision** - HRD Network aims to broaden the vision and perspectives of its members with the best HRD precepts and practices currently in vogue globally. By including related issues at home and abroad, members can benefit by keeping abreast of HRD related contemporary issues, the emerging dilemmas, the proposed solutions and how these are when implemented. This will be made possible by bringing together experts: individuals and organizations, from both the developed and developing world to level-off and reach a common language concerning the HRD front. These interactions will create an enabling environment for strategic interchange of knowledge and experiences among HRD professionals that seek to narrow down the North-South divide in HRD.
- **Study Visits** - HRD Network works not only at the domestic level of the human resource development issues, but at the international level also. It will arrange study visits of its members across the country in organizations in the field of human development such as Lahore University of Management Sciences, Lahore (LUMS), the NGO Resource Center, Karachi and development training centers in the Philippines, Thailand, Nepal, Bangladesh and other countries such as Canada, Germany etc.

The year 2002 and the year after that are full of activities which have been planned in such a way that the HRDN will be able to set itself up as an organization actively engaged in networking for capacity building and contributing important researches to the development sector.





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**Statistical Summary**

As on February 28, 2002

Description	Year		
	2000	2001	March 2002
<b>1. Numbers of Members</b>			
1.1 General	-	2	3
1.2 Organizations	20	34	40
1.3 Professionals	40	52	78
1.4 Students	-	1	1
<b>2. Numbers of Chapters and Location</b>			
<b>2.1 Local</b>			
Islamabad	1	1	1
Karachi	1	1	1
Muzaffarabad	-	1	1
Peshawar	-	1	1
Quetta	1	1	1
<b>2.2 International</b>			
Bhutan	-	-	1
Nepal	1	1	1
Sri - Lanka	-	1	1



## HRDN Executive Committee Members

### Founding Members (4)

Khalid Masood Chaudhry	Chief Technical Adviser, UNDP Area Development Project, Azad Jammu and Kashmir
Mahmood Akhtar Cheema	Director, Resource Center, IUCN
Roomi Hayat	Director, NRSP Institute of Rural Management
Robeela Bangash	Free-lance Consultant

### Organizational Members (3)

Afshan Tehseen /Hidayat ullah Khan	ActionAid Pakistan
Aqeela Nadeem	NRSP - Institute of Rural Management
Noor Mohammad/ Ejaz Qasim	Strengthening Participatory Organizations

### Professional Members (4)

Ali Nazir Zaidi	Executive Office, PPAF
Grace T. Shaikh	Development Consultant
M. Azam Roomi	Associate Professor, LUMS, Lahore
Mubashir Nabi	Coordinator, UNDP,ADP, Mirpur, Azad Jammu and Kashmir

### General Members (1)

Waqar Haider Awan	Advocate, High Court
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## Membership Fees of HRD Network

	Joining Fee		Annual Fee	
	Pak Rs	US \$	Pak Rs	US \$
Professional Members	200	5	1,000	20
General Members	200	5	750	15
Student Members	100	2	500	10
<b>For Organizational Members</b>				
NGO's/RSP's/Donors/Projects/ Autonomous Organizations	500	10	3,000	60
Government and Semi-Government Organizations	200	5	600	15



## Focal Points

### Local Chapters

#### Islamabad

##### Ms Ayesha Shaukat

Programme Officer

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Programme Coordinator

HANDS

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#### Muzaffarabad

##### Mr. Khalid Iqbal Khatak

NJVCDP

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#### Peshawar

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Training Specialist

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### International Chapters

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#### Sri Lanka

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
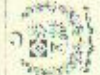



Tel. 9771523444 Fax. 9771523155

## Members Organizations of HRDNetwork









Logo	Code	Name	Address	Contact Person	Email Address	Telephone	Fax
	O-001	Bunyad Literacy Community Council (BLCC)	F-105/A-9, Gulshan Colony, New Super Town, Near Adil Rashid Hospital, Main Boulevard Defence, P.O. Box 6013, Lahore/Cantt,	Prof. Saad-ul-Rahman Executive Director	bunyad@brain.net.pk bunyad@nexlinx.net.pk sai@nexlinx.net.pk	42-6670887	42-6661817
	O-002	Sustainable Development Policy Institute (SDPI)	3 UN Boulevard, Diplomatic Enclave 1, G-5, P.O. Box	Arshad Aziz Programme Secretary,	aaaziz@sdpi.org	51-2278134 Ext: 205	51-2278135
	O-003	ActionAid Pakistan (AAPK)	House # 10, Street # 17,	Ms. Afshan Tehseen Programme Officer	afshan@actionaidpakistan.org	51-2264689, 2253880, 2282954	51-2260678
	O-004	Punjab Rural Support Programme (PRSP)	31/1-A, Model Town, Lahore, Pakistan	Mr. Farooq Haroon Chief Executive Officer	rsp@brain.net.pk prsp@hotmail.com	42-5869916	42-5860379
	O-005	Swiss Agency for Development	Embassy Of Switzerland, Street # 6, Diplomatic Enclave, Islamabad, Pakistan	Mr. Sohail Malik National Programme Officer	islamabad@sdc.net	51-2279280	51-2824872
	O-006	DACAAR	10-Gul Mohar lane, P.O. Box # 855, University Town, Peshawar, Pakistan	Mr. Assadullah Karimyar Head of HRD Section	dacaar@pes.comsats.net.pk	91-40731, 44237, 843078	91-840516
	O-007	Sarhad Rural Support Programme (SRSP)	129, defence Officers Colony, St.# 8, Peshawar, Pakistan	Masood-ul-Mulk Chief Executive Officer	srsc@brain.net.pk	92-91-273731, 274540, 278373	91-276734











Logo	Code	Name	Address	Contact Person	Email Address	Telephone	Fax
	O-008	Ghazi Barotha Tarqaiati Idara (GBTI)	46, Agha Khan Rd., F-6/4, Islamabad, Pakistan	Mr. Zulqausin Abbas Jalari Programme Officer HRD	gmnrsp@ish.comsats.net.pk gbti@ish.paknet.com.pk	51-2822319 - 2822324	51-2822779
	O-009	National Rural Support Programme (NRSP)	46 Aga Khan Road, F-6/4, Islamabad, Pakistan	Dr. Rashid Bajwa General Manager, C.E.O.	gmnrsp@comsats.net.pk	92-51-822779	-
	O-010	Area Development Programme Baluchistan (ADPB)	ADPB, Opposite University of Baluchistan, Sariat Rd., Queta, Pakistan.	Dr. Muhammad Yousaf Ch. Programme Coordinator	pta@psuajk.sdnpk.undp.org	92-81-9211638	92-81-443621
	O-011	Thardeep Rural Development Programme	Near Dargah Hussain Sahab Sitan, Mitthi-69230, Distt: Therparaker, Sindh, Pakistan	Mr. Sono Khangharani Executive Director	thardeep2@yahoo.com thardeep@hrd.paknet.com.pk	2342-61462	2342-61379
	O-012	Organization for Rural Development & Research	Ziarat Shaikh Yousaf, P.O ARS (Ratta Kulachi) Dikhan, NWFP, Pakistan	Mr. Saifur Rehman Qurashi Programme Officer	ordrdn@epistemics.netm	961-740070	961-740070
	O-013	Pak-Swiss Small Scale Enterprises Promotion (SSEP)	203, Block B, City Towers, Jamrud Road, Peshawar, P.O Box 1465, Pakistan.	Mr. Fashi-uz-Zaman Project Manager	Ssep@pes.comsats.net.pk	91-840156, 840464	91-840178
	O-014	Idara-e- khidmat-e- Khalq	Majeed Lane, Darhan Road, Near Zakria Mosque Opp:Chah Pipal Wala, Dera Ismail Khan, Pakistan	Mr. Allaudin Khan Project Manager	ikkdn@hram.net.pk	0961-712275	0961-810337
	O-015	ESMA	Area Development Programme, UNDP Project, AJK, Garhi Dopatta, Muzaffarabad, AJK, Pakistan	Director General		058810-49300, Ext: 63 & 7	058810, 32306

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	O-018	COMMON	Community Organization Network, Haliana House, Paracha St, Near Mubarak Gate, Bahawalnagar, Pakistan	Humaira Maqsood	common@brain.net.pk	631-73948	-
	O-019	South Asian Partnership Pakistan	Hasech Memorial Trust Building, Nasirabad, 2kms, Raiwind Road, P.O Thakar Niaz Beg, Lahore 57300, Pakistan	Mr. Muhammad Tahseen Executive Director	sap-pk@syberwux.com	42-426470, 426472	42-411637
	O-020	National Aridland Development and Research Institute, Islamabad (NADRI)	RRI Building, (NARC), Chak Shalazad, Park Road Islamabad, Pakistan	Dr. Abdul Wahid Jasra Director	Oardh@isb.compol.com	51-9255068, 9255065	51-9255034
	O-021	RD/au/SOSRSP	25 club Road, Link Katchery Road, Kasur, Pakistan	Mrs. Riaz Ahmad	sospak@brain.net.pk	-	42-5852377
	O-022	Ibn Sina Public Health Programme	39 D/1, Syed Jamaludin Afghani Road, University Town, Peshawar, Pakistan	Dr. Mirza Jan Technical Manager	ibph@brain.net.pk	91-825442, 825489, 816380	091-8255516
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Logo	Code	Name	Address	Contact Person	Email Address	Telephone	Fax
	O-024	Village Shalabad Welfare Organization	Juhi Taluka Johi Distt, Dadu, Sindh, Pakistan	Mr. Akbar Lashari President		77131-568/498	
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	O-026	Norwegian Afghanistan Committee (NAC)	P.O. Box # 993, Peshawer, 25120, NWFP	Mr. Odd Magnus Bratie Director	norac@brain.net.pk	91-41346, 43717, 841876	840517
	O-027	Trust for Voluntary Organizations (TVO)	28-Embassy Road, Ataturk Avenue, G-6/4, P.O Box # 2802, Islamabad, Pakistan	Ms. Nighat Rafiq		51-9211399	51-2275803
	O-028	Institute of Media Communication & Training (IMCT)	Baitul Anan Housing Society # 690, Road 12, Adabor, Shyarnoli, Dhaka-1207, Bangladesh	Mr. Murtaza Ahmad	imct@bol-online.com	880-2-8115017	
	O-029	Aga Khan Rural Support Programme (AKRSP)	Sadpara Road, Skardu Baltistan, Pakistan	Mr. Ghulam Hussain Manager LSU		2867-2942	
	O-030	EIROP	House # 45, Street # 5, Defence Officers Colony, Khyber Road, Peshawer, Pakistan	Mohammad Mahmood	govern@rirop.org	91-9211166	91-9212864
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Logo	Code	Name	Address	Contact Person	Email Address	Telephone	Fax
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	O-034	SNV Nepal	PO Box. 1996, Katmandu, Nepal	Ms. Hima Bista	hbista@snv.org.np	5-977-1-523155	-
	O-035	Farar Education Society	Street # 4, Sector 14, Orangi Town, Karachi, Pakistan	Reaz Ahmed Secretary / CE	fesedu@eybr.net.pk	(Res): 6657725 (Mob): 0333-2137296	-
	O-036	INF Nepal	International Nepal Fellowship, P.O Box # 5, Simpani Pokhara, Nepal	Ram Raj K.C. Personal Manager	rrraje@inf.org.np	977(0)61 21 994	977(0) 61 20430
	O-037	Community Support Concern	319-4-D/1, New Township, Lahore, Pakistan	Mrs. Shaista K. Jan Director Mr. Muhammad Amjed Project Manager	escpk@brain.net.pk	42-5116343, 5120410	42-5116343
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	O-039	South Asia Social Mobilization Network ( SASMoN)	House # 7, Street # 49, F-6/3, Islamabad	Mr. GhiasM. Khan, Regional Coordinator	re-sasmon@rspn.org.pk	51-2822476	51-2829115
	O-040	NGO Resource Centre	D-114, Block V, Clifton, Karachi, Pakistan	Mr. Qadeer Baig Deputy Director	Qadeer_baig@ngorc.org.pk	21-5865501, 5865502	21-5865503



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Mr. Abdul Rasheed Chaudhry	Area Development Project, South AJK, UNDP, Alama Iqbal Road, Mirpur, Azad Jammu and Kashmir	rasheed_2002_pk@yahoo.com	058610,43508
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Mr. Khalid Masood Chaudhry	House # 671, Street # 76, Sector I-8/3, Islamabad	-	51-4449182
Mr. Mahmood Akhtar Cheema	IUCN House # 38, Street # 86, Sector G-6/3, Islamabad	mahmood.cheema@isb.iucn.org	51-2270686, 2270687
Mr. Roomi Saeed Hayat	NRSP - IRM House # 6, Street # 56, Sector F-6/4, Islamabad	pinhrd@apollo.net.pk	51-2822752, 2822792
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Arshad Waheed	2 - Ramna Guest House, G-8 Markaz, Islamabad, Pakistan	wahed@rocketmail.com	0303-7770568
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Dr. Shamsi Khan	Palosi Rd., Amanabad, Opp. Pakistan Forest Institute, Peshawar, Pakistan	-	91-9212843, 9212592
Dupal Chiranjeeva Nanayakkara	251/2, Polhengoda Road, Colombo5, Colombo, Sri Lanka	wde@sl.lk	094-01-811815
Ehsan Elahi Bajwa	Head of Food Technology, Principal Investigator, UNDP/ESMA G. Dep. UNDP Ayub Agriculture Research Institute, Faisalabad, Pakistan	-	0411-766493, 657281, 657290
Ehsan ul Haq	25 Club Road, Link Kachehry Road, Kasur, Pakistan	-	492-4747
Ejaz Ahmad	GHK International London U.K, Faisalabad Area up-grading Project, FDA Rest House, Gullistan Colony-2, Millat Road, Faisalabad, Pakistan	himark@brain.net.pk	41-785635, 760095
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Ikram Saeed	P & D Department, New Secretariat Complex, Muzaffarabad, Azad Jammu and Kashmir, Pakistan	ikramsaeeed5@yahoo.com	58810-32306
Iqbal A. Kidwai	Area Development Programme Baluchistan UNDP, 249, Samaghi Housing Scheme, Quetta, Pakistan	iqbal@kidwai.qia.sdnpk.undp.org	81-9201494
Jan Mohammad Khan	C/O Malik Medical Store, Dir Bazar, Dir, Pakistan	-	0934-881395, 881396
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Kamran Malik	Programme Officer-NRSP House # 26, Street # 56, F-6/4, Islamabad, Pakistan	kanranmalik7@hotmail.com kanran@irm.edu.pk	0303-7775157
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Malik Fateh Khan	NRSP, House # 45, Street # 56, F-6/4, Islamabad, Pakistan	mfk@irm.edu.pk	51-2822530
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Nina E. Mapili	Nina Mapili and Associates, Alpenstrasse 11, 88045, Friedrichshafen, Germany	nina@mapili.com nmapili@hotmail.com	49-7541-33773
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# WSP BALOC

Products from Community Org  
Turbat Gawadar  
Mekran Region



Audit Report



**M. HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

Correspondent firm of *Hussain* INTERNATIONAL

ESTABLISHED 1947

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**AUDITORS' REPORT**  
**OF**  
**HUMAN RESOURCE DEVELOPMENT NETWORK**

We have audited the annexed Balance Sheet of "HUMAN RESOURCE DEVELOPMENT NETWORK" as at February 28, 2002 and the related Income and Expenditure Account together with the notes to the accounts forming part thereof for the period from 01-01-2000 to 28-02-2002.

It is the responsibility of the organization's management to prepare and present the above said financial statements. Our responsibility is to express an opinion on these statements based on our audit.

We conducted our audit in accordance with the auditing standards as applicable in Pakistan. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the above said statements are free of any material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the above said statements. An audit also includes assessing the accounting policies and significant estimates made by management, as well as, evaluating the overall presentation of the above said statements. We believe that our audit provides a reasonable basis for our opinion and after due verification we report that:

In our opinion and to the best of our information and according to the explanations given to us, we have found the same to be in order and in accordance with the books of accounts produced to us.

Place: Rawalpindi.  
Dated: 08 JUN 2002



**M. HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

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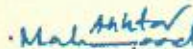
email: [mhc@ish-pol.com.pk](mailto:mhc@ish-pol.com.pk)

**HUMAN RESOURCE DEVELOPMENT NETWORK**  
**BALANCE SHEET AS AT FEBRUARY 28, 2002**

	NOTE	2002 Rupees
<b>FUNDS &amp; LIABILITIES</b>		
Accumulated fund		361,844
Surplus for the period		
<b>CURRENT LIABILITIES</b>		
Payable to NRSP-IRM		57,682
Accrued expenses	1	159,767
Income Tax payable	2	12,087
		229,536
		<u>591,380</u>
<b>FIXED ASSETS</b>		
(Schedule annexed)	3	104,321
<b>CURRENT ASSETS</b>		
Cash at Al-Khyber A/c # 1982-1		487,050
		<u>591,380</u>

NOTE: The annexed notes form an integral part of these accounts.

  
CHAIRMAN

  
MEMBER

AUDITORS' REPORT ANNEXED:

PLACE: RAWALPINDI  
DATED: 08 JUN 2002





**M. HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

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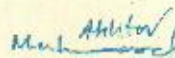
Pakistan.

email: [mhc@isp.pcl.com.pk](mailto:mhc@isp.pcl.com.pk)

**HUMAN RESOURCE DEVELOPMENT NETWORK**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE PERIOD FROM 01-01-2000 TO 28-02-2002**

INCOME	2002 Rupees
Membership	298,972
Grants	575,000
Profit on Bank account	14,900
	<hr/> 888,872
<b>LESS: EXPENDITURES</b>	
Salaries	40,863
Travelling and conveyance	27,904
Postage and telegram	6,285
Internet	1,200
Telephone and fax	3,889
Office supplies	1,719
Meeting and conference	157,329
Printing & Stationery	62,299
B: charges	10,573
Legal and professional	43,000
Advertisement	28,000
Audit fee	8,000
Annual Events	104,131
Depreciation	18,319
Misc. expenses	13,517
	<hr/> (527,028)
Surplus for the period	<hr/> 361,844

  
CHAIRMAN

  
MEMBER

PLACE: RAWALPINDI

DATED: 08 JUN 2002



**M. HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

**ESTABLISHED 1947**

CONTINUATION SHEET.....

Correspondent firm of *Horwath* INTERNATIONAL

**HUMAN RESOURCE DEVELOPMENT NETWORK**  
**NOTES TO THE ACCOUNTS**  
**FOR THE PERIOD FROM 01-01-2000 TO 28-02-2002**

**1 STATUS**

Human Resource Development Network is an association registered under Societies Act XXI of 1860. Income of association is applied towards its objectives and payment of dividend is prohibited.

**2 SIGNIFICANT ACCOUNTING POLICIES**

**2.1 STATEMENT OF COMPLIANCE**

These accounts have been prepared in accordance with the accounting standards issued by the International Accounting Standards Committee (IASC) and interpretations issued by Standing Interpretation Committee of the IASC, as adopted in Pakistan.

**2.2 ACCOUNTING CONVENTION**

These accounts have been prepared under the historical cost convention.

**2.3 FIXED ASSETS AND DEPRECIATION**

These are stated at cost less accumulated depreciation. Full year's depreciation is charge to the income of the year in which assets are purchased while depreciation is not charged in the year in which the assets are disposed off.

Depreciation is charged by applying the straight line method whereby the cost of the assets is written off over their estimated useful lives.  
the accounts.

Major improvements and repair are capitalized while normal repairs and maintenance is charged to income as and when incurred.

**2.4 REVENUE RECOGNITION**

Grants against specific projects are accounted for in accordance with the terms attached to the respective grants.

Profit on investments/deposits is accounted for on time apportionment basis.

**2.5 GENERAL**

Figures have been rounded off to the nearest rupee.



**HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

**ESTABLISHED 1947**

CONTINUATION SHEET.....

correspondent firm of *Pricewaterhouse* INTERNATIONAL

	2002 Rupees
<b>1 ACCRUED EXPENSES</b>	
Printing and stationery	55,698
Office equipment	45,269
Professional charges	43,000
Salaries	7,800
Audit fee	8,000
	<u>159,767</u>
<b>2 INCOME TAX PAYABLE</b>	
Dream Land Hotel	5,622
Panagraphic (printing)	887
Dream land motel	1,847
Advertisement	1,400
Cal Pak Technology (printer)	2,331
	<u>12,087</u>
<b>3 FIXED ASSETS</b>	
(Schedule annexed)	<u>104,321</u>

**M. HUSSAIN CHAUDHURY & CO.**  
**CHARTERED ACCOUNTANTS**

**ESTABLISHED 1947**

Correspondent Firm of *PRICEWATERHOUSECOOPERS* INTERNATIONAL

CHARTERED ACCOUNTANTS

**HUMAN RESOURCE DEVELOPMENT NETWORK**  
**SCHEDULE OF FIXED ASSETS**  
**AS AT FEBRUARY 28, 2002**

PARTICULARS	COST AS AT 01-01-00	ADDITION / (DELETION)	TOTAL AS AT 28-02-02	RATE %	DEPRECIATION FOR THE PERIOD	W.D.V AS AT 28-02-02
Furniture and fixture	-	1,540	1,540	10	154	1,386
Office equipments	-	121,100	121,100	15	18,165	102,935
<b>RUPEES 2001</b>	<b>-</b>	<b>122,640</b>	<b>122,640</b>		<b>18,319</b>	<b>104,321</b>



# Certificate of Registration of Societies

## Act XXI of 1860

No. RSUCT/373 of 2002

*I hereby certify that* HUMAN RESOURCE DEVELOPMENT

NETWORK', HOUSE NO.6, STREET NO.56, SECTOR F-6/4,  
ISLAMABAD.

*has this day been duly registered under the Societies*  
*Registration Act, XXI of 1860.*

*Given under my hand at Islamabad this*

29th day of January 2002

*Two*  
*(Two thousand nine hundred and Ninety*

*Fee : Rs. 200/- (Rupees two hundred only)*



*(Signature)*  
( TARIQ MUHAMMAD KHAN )  
Registrar  
Joint Stock Companies  
Islamabad Capital Territory,  
Islamabad.

## **Mission**

To enhance the member's Professional competencies through meaningful development interventions by facilitating research, training and capacity building activities, sharing information, resources and expertise at the national and international levels. The aim is to empower individuals to participate fully within their workplace and community so that they are able to contribute to society as responsible citizen.