

Annual Report 2011



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Human Resource Development Network

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Acronyms

AFGA	Afghan Family Guidance Association
AJK	Azad Jammu & Kashmir
AMM	All Members' Meeting
ATR	Annual Trainers' Retreat
BoD	Board of Directors
CBO	Community Based Organization
CBSI	Capacity Building Support Initiative
CFS	Child Friendly Schools
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
CRSC	Chapter is Civil Society Resource Center
HRD	Human Resource Development
HRDN	Human Resource Development Network
JAM	Just A Moment
MAC	Membership Acceptance Committee
NGO	Non-governmental Organization
FGD	Focus Group Discussions
NRSP	National Rural Support Programme
PSDP	Public Sector Development Programme
RSPN	Rural Support Programs Network
UNDP	United Nations Development Programme
AMM	All Members Meeting
ATR	Annual Trainer's Retreat
CBLRP	Community Based Livelihood Recovery Programme
MAJU	Muhammad Ali Jinnah University
IRM	Institute of Rural Management
AKFP	Agha Khan Foundation Programme
NGORC	NGO Resource Center
UNDP	United Nations Development Programme
ILO	International Labor Organization
MAC	Membership Acceptance Committee
OAKCD	Omar Asghar Khan Centre for Development
PCM	Project Cycle Management
UNEP	United Nations Environmental Programme
IOE	International Employers organization
ITUC	International Trade Union Confederation
CSRC	Civil Society Resource Center
USAID	United States Agency for International Development
MOU	Memorandum of understanding
SIP	Summer Internship Programme

Chairperson's Message

The year 2011 proved to be a significant year, as new board members of HRDN were elected through transparent process of elections in 12th All Members Meeting. Therefore With new BoDs we are hoping to have network which not only proves to be effective for professional growth of members but at the same time a continuous source to strengthen their capacity of the society through various innovative programmes.

Human Resource Development Network (HRDN) have been involved with both the outreach efforts and regular activities, HRDN being the implementing partner of UNICEF served in 05 districts of South Punjab through the project (Resuming Education for children in flood affected areas.

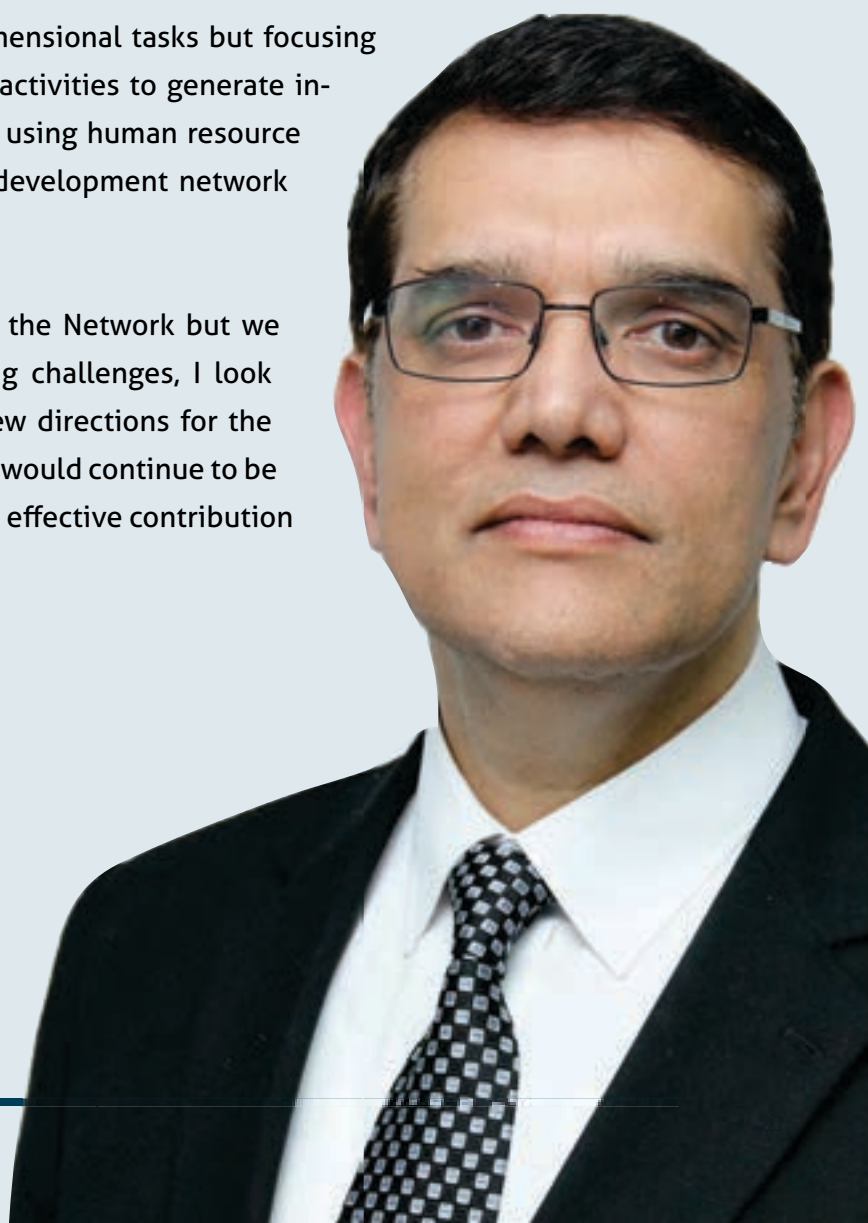
It is worth mentioning that HRDN has initiated another new idea of international exposure visit as JAM (Just a moment) which is a trainer's jamboree. HRDN went to Thailand and Malaysia from 13th to 20th July 2011, the core theme of this year's JAM was traditional learning techniques.

Although HRDN is involved in multi-dimensional tasks but focusing specifically on quality human resource activities to generate intellect, wisdom and broad vision hence using human resource to build a productive and responsible development network for all.

Last year has been very productive for the Network but we need to do better to cope with coming challenges, I look forward to the new board to give us new directions for the growth of the network. I hope this forum would continue to be dynamic, translucent and resourceful for effective contribution towards human resource development.



Roem S. Hayat
Chairperson





Beyond Border Exposure

13th Annual Trainer's Retreat (ATR)

1st Just A Moment (JAM)

All Members Meeting (AMM)



13th Annual Trainer's Retreat (ATR) 2011

HRDN launched its 13th Annual Trainer's Retreat (ATR) from April 27th- 4th May, 2011 in Malaysia and Singapore, with a view to build and strengthen the capacities of its members. The Agenda of this ATR was **"Building Human Resources for Sustainable Development."**

The success of the 13th Annual Trainers Retreat 2011 can be assessed by the fact that it was attended by 150 members from all over the country who are actively engaged in various fields of the development sector. **Dr. R. Palan, Ms Uma Narayanan, Mr. Roomi Saeed Hayat and Ms. Fauzia Malik**, were the speakers of the conference. Exposure visit provided unprecedented opportunities to the participants to grasp new ideas & better world view.

The specific objectives of holding Annual Trainers' Retreat are:

- » To Provide an opportunity to HRD professionals from across Pakistan to come together for mutual learning through experience sharing and cross fertilization of ideas
- » To Share and distilling best practices in HRD
- » To Help in building the HRD fraternity in a fun filled and relaxed environment

Proceedings of Conference (Inaugural Session)

Ms. Fauzia Malik, Executive Director HRDN was invited first on the stage to formally welcome all the 12th ATR participants and to share the objectives of the event.

Ms. Malik added that this ATR has been organized with the following objectives,

- » To Promote the culture of Trainer-meet- trainer for improving the quality of efforts in developing human resources
- » To Develop broader understanding on thematic issues relating to Human resource development and capacity building sharing best practices
- » To Provide learning experience to trainers in a productive and joyful manner



Mr. Roomi Saeed Hayat, Chairperson HRDN, also welcomed the participants and shared the theme and objectives behind conducting this mega event. During his dialogue with the members, he narrated that this Network organizes such events to build the capacity of its members and shared his deep excitement that foreign tour carries immense charisma for the youth in particular, and this ATR provides an opportunity to broaden the view through international exposure in general. He anticipated that this mega event will be a thorough source



of learning that will unfold many cultural aspects in such conducive environment along with many social entrepreneurs and practitioners.

While emphasizing upon the importance of the network he said that the point to ponder is that HRDN is not a political network, it is just an effective platform for learning from each other, therefore every body of us should own it and make it comfortable for themselves and for others respectively.

Learning Session (I – Guest Speaker)



Dr. R. Palan is an international author, speaker and consultant he was invited to moderate the learning session on topic **Role of Human Resource Development in the Progress of Malaysia**. In his crisp deliberation he said that proper utilization of human resource demands proper management which ultimately be profitable for the organization. He further mentioned that Members are the basic unit of any network, every person is accountable for himself in any network. But one thing that is crucial

to make any network durable is proper leadership pertinent with constructive approach. He wrapped up his session with emphasis on cross cultural exposures that "Talent migration is very important to exchange the ideas at multi-cultural level because cross fertilization of ideas is mandatory for excellence."

Learning Session (II – Guest Speaker)

Ms Uma Narayanan from HRD – Church World Service, took the session further and delivered quick deliberation on **Human Resources Development during Disasters for Sustainable Development**.

In her concise account she laid stress on effectiveness of the capacity building of the people and on what set patterns capacity of human resource can be enhanced. Disasters raise hurly burly situation and does not allow survivors to prepare which provokes the dire need to build capacity of the people prior to any hazard to reduce vulnerability, therefore Capacity building directly links to foresightedness.



Remarks by the Chief Guest (Dr. Imtiaz A Kazi)

At the end of learning sessions Chief Guest of the conference Dr. Imtiaz Qazi Deputy Head of Mission, Pakistan High Commission in Malaysia delivered his honorary remarks. He shared his experiences that **"Malaysians have learned the technique of adaptation**, being a multi-ethnic country (Chinese, Mala, Indians) they know how to tolerate each other and be sincere



with the nation from the heart" He highly appreciated the network for providing an exclusive set-up to the people from diverse sectors.

Closing Session (Vote of thanks)

Mr. Mahmood Akhter Cheema a professional member of HRDN paid vote of thanks to all the ATR participants and Guest speakers on behalf of HRDN.

Certificates and shields Distribution

In the closing session, certificates and Shields were distributed amongst the ATR participants, volunteers, HRDN members & staff who took part in making this event a success.



Refreshing Moments

One of the objectives of holding Annual Trainers Retreat is to provide an opportunity to the participants to have cultural exposure through sightseeing and get-togethers.

» Dinner and Cultural Evening

Dinner and Cultural evening was organized on April 28th at Saloma Theatre Restaurant, it was a great occasion to get acquainted with Malaysian culture and traditions.

» Visiting attractions

It was a great pleasure for the participants to enjoy the environment of the Malaysia; more importantly sight-seeing visits were arranged in different places to have more cultural exposure.





Petronas Towers



Putrajaya



Batu Caves



Genting Highlands

Singapore Saga

On May 2, 2011, The Trip was made to Singapore via buses it took almost 6 hrs to reach the destination via road. Participants visited the **Universal Studio-Santos** where several attractions were explored.



1st “Just A Moment” (Trainer’s Jamboree) JAM 2011

“(JAM) Just A Moment” is a new initiative of HRDN to provide a prolific experience for trainers to fuel their imagination and dreams, awaken a sense of self renewal, lightness and delight. This new and exquisite programme is specially designed for the valued members of HRDN to explore and learn from the cultural diversity that exists in Southeast Asia.



The event was planned from July 13th - 20th for the HRDN members all across the membership. A series of events were organized during the visit to Malaysia and Thailand to enable the participants to grasp the es-

sence of these multi-ethnic, multicultural, and multilingual societies.

This event aimed to provide:

- » Exposure to the culture of both the countries (Malaysia and Thailand)
- » Exposure to one of the fastest growing economy
- » Experience new perspectives
- » Experience the positioning of the personality in multicultural place
- » Formal presentation and sharing on the history and culture

Learning sessions:

Learning part of the occasion was set off on July 16th, in the form of formal session commenced by Ms. Fauzia Malik (executive Director, HRDN), She briefed the idea behind organizing the 1st JAM Trainer’s Jamboree “WHAT YOU CAN LEARN FROM JUST A MOMENT THROUGH INFORMAL LEARNING”- LEARNING BY SEEING AS SEEING IS BELEIVING i.e. by providing the participants with the opportunity to learn about Malaysia, A peace Symbol where different religions are living together with peace and harmony.



Later on, Mr. Iang (Local Guide) enlightened the participants about the Cultural Diversity of Malaysia. His presentation had following sections:

History of Malaysia

1. Measure towards peaceful country
2. Education system ~ Equal opportunity for all languages

Ceremony ended with a vote of thanks from

Salient Features

- » 13 States , 3 Federal Territory Country
- » Penang 3rd smallest state of Malaysia
- » Penang famous for food
- » UNESCO Heritage site declared in 2009

Ms. Fauzia Malik, Prizes were distributed among the eminent participants, later the entire group gathered for a group photo.

Refreshing moments:

An informal visit to the famous Penang was arranged after the session. Penang architecture presents a mix of British rule buildings, immigrants as well as natives and modern skyscrapers. Malaysia is a country where one can see Mosques, Churches and Temples all in one street.



Thailand Venture

July 18th, 2011 troop reached Bangkok, Thailand, where it stayed in luxurious four star hotel Le Finx, evening was free for the participants, at night a beautiful dinner with cultural performance was arranged for the participants.

Official dinner with cultural performance ~ Siam niramit show



Official dinner was combined with a world-class stage show depicting Thailand's historical and spiritual heritage.

Floating market

One of the eminent features of Thailand is its floating market for tourists. The JAM convoy was also taken to the main site through boats.

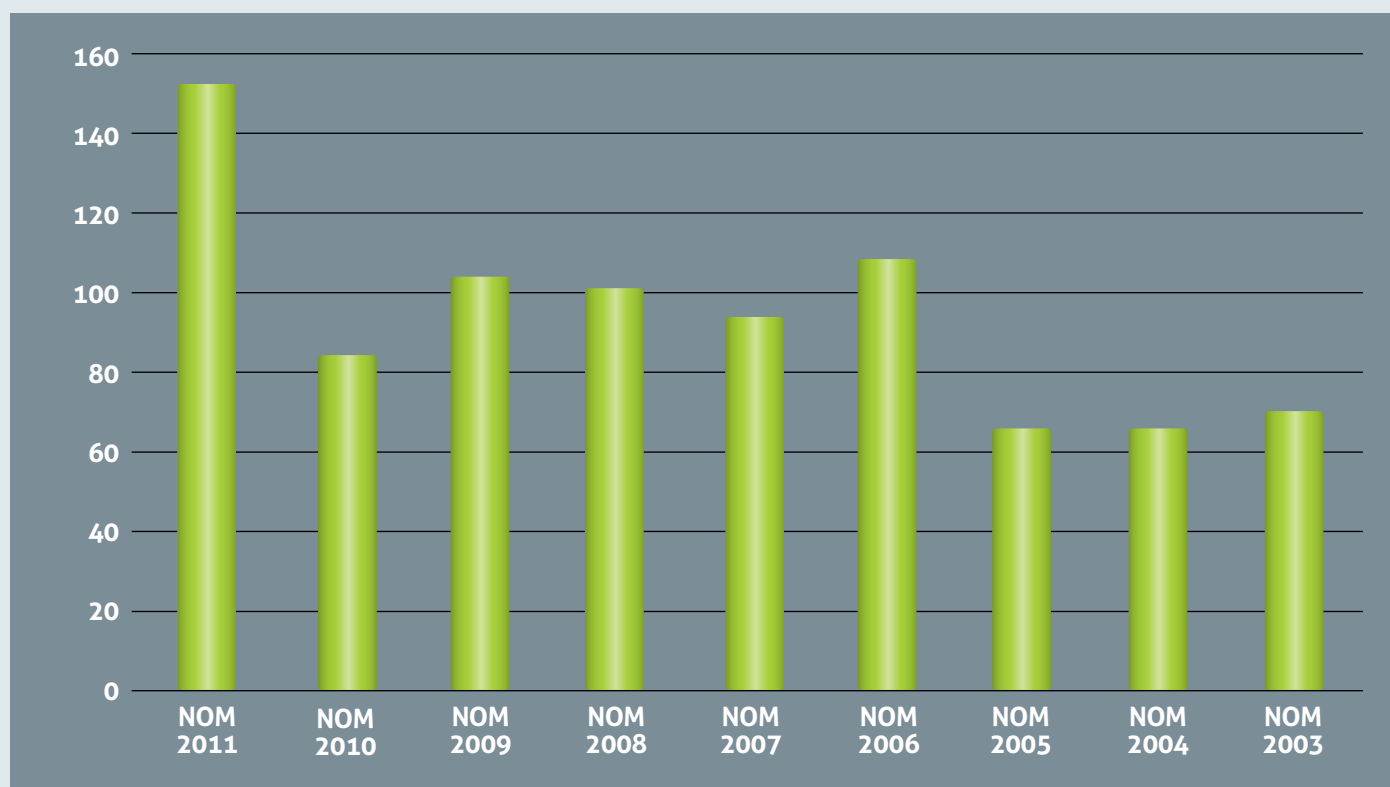
This one week journey opened new horizons of learning through culture exposure and experience new perspectives for the positioning of the personality in multicultural place were discovered.



Year wise statistics of ATR

Members in 2011	Members in 2010	Members in 2009	Members in 2008	Members in 2007	Members in 2006	Members in 2005	Members in 2004	Members in 2003
150	83	100	100	92	107	64	65	68

Number of Members = NOM



Year wise ATR Participants data

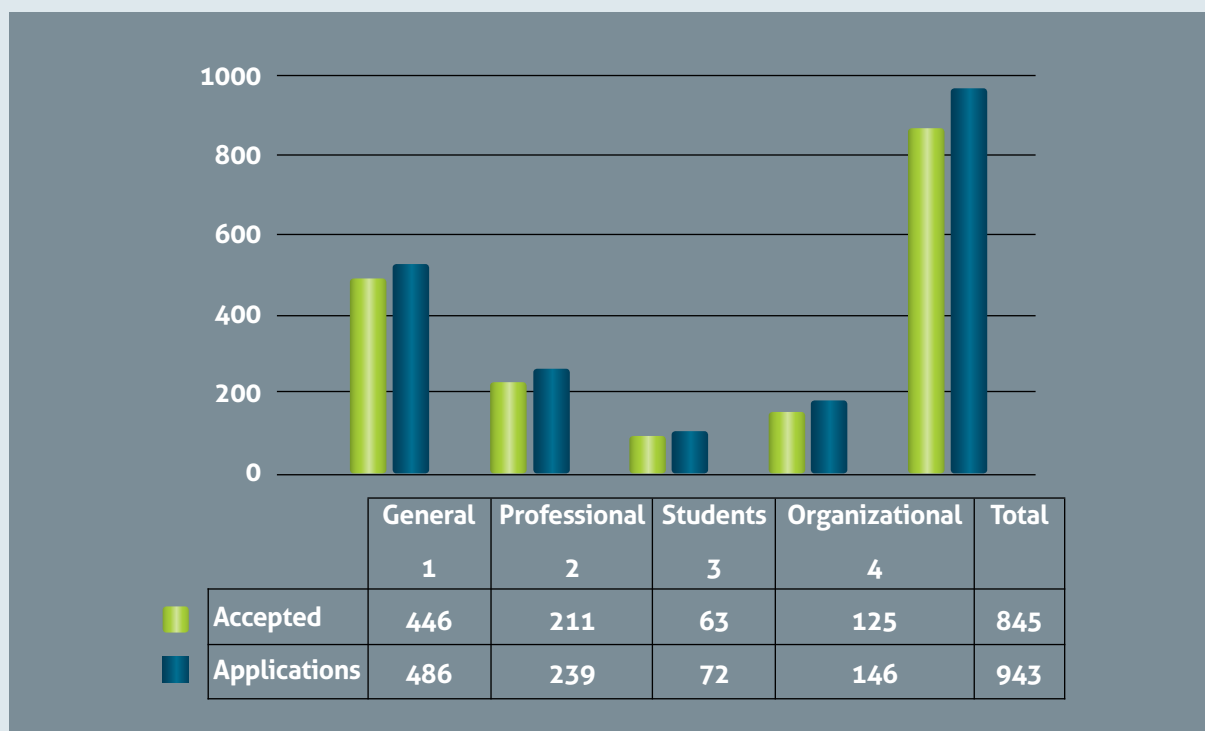
Membership and Networking

The HRDN membership fold continued to swell over the last year and there 1st an increased demand for membership. The membership has increased and the category wise break up is given below

Membership Data

Sr. No.	Category	Accepted	Applications
1	General	446	486
2	Professional	211	239
3	Students	63	72
4	Organizational	125	146
	Total:	845	943

To ensure the membership quality, HRDN tried to bring relevant individuals and organizations into its membership fold. Membership Acceptance Committee meetings have regularly streamlined the membership acceptance process.



12th All Members Meeting (AMM) 2011



12th AMM comprised upon two days November 18th-19th, 2011. Gala Dinner with Musical was arranged on day one, and Meeting with learning sessions and BoD elections on day two respectively.

Dinner and Musical Night

On November 18th 2011 informal session of the 12 AMM was held in NARC



which had a delicious gala dinner along with musical night. The candidates for BoD Elections were invited upon stage to share their respective agendas along with their previous contribution for HRDN and how they will be helpful in strategic, operational and structural development of HRDN in Future.

Day Two Moot (Inaugural Session)

In opening speech Mr. Roomi S. Hayat (chairperson HRDN) introduced the audience about inception of this prestigious network of professionals. He said that 11 years back 08 like-minded HRD Professionals started human resource development network, which later was joined by other professionals. He also said that wanted democratic and transparent organization that's why we conduct



Board of directors' elections every three years to select new governing body for the network.

He further mentioned that today are be the elections of Board of the directors, and he requested the participants to elect those who you feel would represent you the way you would like to be represented, it's for development and professional motivational growth of the network of which we all are stakeholders.

HRDN Year Roundup 2010-11

Ms Fauzia Bilqis Malik (Executive Director HRDN) presented an overview of the Network's performance over the last year. She said that the Network is consistently growing both in terms of membership as well in programmes. HRDN is not only pursuing its core objectives in proactive manner, but is also vigilant about the sustain ability of its programme. She shared HRDN's core competency is capacity building, thus multiple in-house, customized and collaborative Training has been organized from the platform of HRDN in year 2011.



Ms Malik also mentioned about few projects that has been successfully done by HRDN in year 2011.

She ended up her presentation with a hope that HRDN's member will surely elect those Board of Directors who will give their time and effort to the network for its growth therefore Network may growth in prosperous manner.

Remarks by Chief Guest of Honor

Thomas Miller, a career member of the Senior Foreign Service, is a Director of Strategic Communications, U.S. Embassy Islamabad. He was most recently Deputy Chief of Mission at the U.S. Embassy in Athens as well as Chairman of the Full bright Board, briefly addressed and expressed her delight on being invited and on given the opportunity of being a part of this

network. In his crisp deliberation he stressed upon the power of communication.



"Communication is center of all development; communication has the same root as community, therefore without communication we can't have developed community as it is associated with people and not with things".

He enlightened audience about the

Theory of Development and how the ideas are used to be spread, this theory has three components:

- 1: Power of contacts,
- 2: stickiness of pattern (some ideas sticks better than others)
- 3: law of the few

Learning session

The tradition of organizing capacity building activities in All Members Meeting was continued in 12th AMM, where consecutive Learning session and panel discussion were conducted.

E-Library USA- Access to online Databases for Professionals- Mr. Umar Farooq, US Embassy

Mr. Umer Farooq from the US Embassy gave a thorough presentation to the audience and shared his views on how to access **USA E-Library**. His presentation comprised upon the introduction of the Databases, Scope of multiple subjects, quick facts about the databases and how to access the **E-Library databases**.



Panel Discussion

Topic of Panel discussion was **"Role of Donors and INGOs in re-shaping the role of local Civil Society Organizations"** where renowned experts, having in-depth understanding and knowledge on the subject were invited to deliver their fruitful thoughts. Among the speakers were:



- | | |
|------------------------|--|
| » Ms. Khalida Ahmed | – Education Specialist, UNICEF |
| » Mr. Gareth Aicken | – Representative, The Asia Foundation |
| » Mr. Asghar Ali Dahar | – Regional Operation Manager, SAFWCO (NGO) |
| » Dr. Shahnawaz Khan | – Manager HRD and Social Mobilization, BRSP (NGO) |
| » Mr. Agha Ali Javad | – General Manager, NRSP (NGO) |
| » Ms. Shakeela Ellahi | – Program Manager Good Governance, Khewndo Kor (NGO) |

Mr. Khalid Hassan Khan – Country Director, Winrock International Pakistan facilitated the discussion as moderator. Each speaker was given 10 minutes to present his/her point on the subject followed by a detailed Q/A session.

HRDN new office bearers elected

BoD elections were followed by Learning sessions. After the transparent process of voting, results were announced by Mr. Umer Kiyani, Chief Election Commissioner of the new BoDs for the year 2011-2013, Oath taking ceremony was held at the event. Annex 1 gives details on new BoD.

At the end of this two days moot, Mr. Roomi Hayat presented the out-going BoD members with shields, for serving from the year 2009-2011, a term of 3 years. Later he gave out shields to the honorable Guests and certificates to volunteer members and non-members who supported HRDN secretariat in various ways during the year 2011.



HRDN new office bearers elected

• DATELINE REPORT

ISLAMABAD — The Human Resource Development Network (HRDN) held its annual meeting besides election of the Board of Governors (BoD) at NARC.

The meeting served as a learning and interacting opportunity for the members of the HRDN.

The highlights of the two-day meeting were a dinner gala along with musical performance and the BoD elections.

Manizeb Bano, Chief Election Commissioner chaired the two sessions. Fauzia Malik, Executive Director of the HRDN updated the members about the yearly progress of the network. Thomas Miller-Minister Counselor from the Public Affairs, US embassy also made a crisp debate upon 'Role of Community in Development'.

Francesco D Ovidio Country Director, ILO and Nyghat Siddique – Advisor Gender and Child Cell were among the distinguished guests.

Khalid Hassan Khan highlighted the NDMA role and relevance of the international and the national non-profit organizations (NGOs).

Representatives of the respective organizations discussed various aspects of the donor and implementing partner organizations, while Umer Farooq delivered the comprehensive discussion upon the 'Access to Online Databases for Professionals'.

During the day-long deliberations, several hundred professionals and organizational members of the HRDN pledged to advance the mission to accelerate development through human resource management policies, systems and practices.

The event concluded with the oath taking ceremony of the elected BoD members.



HRDN Projects



Focus Group Discussions (FGD)

HRDN conducted a research study through Focused Group Discussions! To assess the water and sanitation situation and systems in the Jacobabad, total 26 FGDs were conducted including 06 pilot FGDs in order to test and ensure the flexibility and strength of the manual and questionnaire.



List below are the name and number of Union Councils and number of participant actively involved in each FGD,

Name of UC	UC number	Number of Participants		Number of FGD
		Male	Female	Total (male + female)
Family Line	4	9+8	7+8	2+2=4
Shah Ghazi Mohalla	3	9+12	12+10	2+2=4
Dastageer Mohalla	8	12	7	1+1=2
Lashari Mohalla	2	7	7	1+1=2
Phool Bagh Mohalla	5	12	8	1+1=2
Jaffarabad	7	12	10	1+1=2
Channa Mohalla	6	8	7	1+1=2
Ahmed Miyan Soomro	1	9	10	1+1=2
				20

Training of the FGD Teams

A full day training of FGD teams consisting of two males and two females was conducted in which the teams were orientated about the background and purpose of the study, introduction to FGD manual, questionnaire and checklists.

Outcomes of the study

The result of the FGD study were presented according to the theme mentioned in the questionnaire, by that way topic under discussion was explored in detail both descriptively and statistically.

The FGDs were conducted under the themes listed below,

- » Water Supply
- » Disposal of used water and drainage
- » Hygiene Practices and awareness
- » Solid Waste Management

Findings

In the light of the findings of the study based on 20 Focus Group Discussions in all the eight urban Union Councils of Jacobabad, regarding the water supply and sanitation system, it was found that people of Jacobabad are not satisfied with the water supply and sanitation facilities.



ties provided to them by the authorities. Looking towards the past performance and recent new water supply system's failure a big trust deficit about the concerned departments has developed which needs to be mended and that is only possible through practical concrete steps taken by authorities.

Capacity Building Support Initiative (CBSI)

March 15, 2011- July 31, 2011

It is very conventional in social development sector to conduct training or provide theoretical ideas to the staff of NGOs but it is very rare to provide opportunities of training with mentoring and follow up field based sessions.



The purpose of the Capacity Building Support Initiative (CBSI) project was to provide capacity building and mentoring support to the staff of Implementing Partners of CARE so they could provide timely and quality response in emergency and early recovery and preparedness response.

It was planned that three main types of capacity building support would be extended to CARE partners which would include capacity building in:

- a) Formal trainings of partner staff in core management and emergency technical areas, particularly at field level,
- b) Dedicated on-the-job support that turn these trainings into real capacity as partners implement their activities,
- c) Institutional development support to maintain and build their institutional capacities for continuity of response through the transitional phase.

Human Resource Development Network (HRDN) joined the project as a consultant organization and drew the strategy for the whole project; HRDN was responsible for the capacity building of 13 IPs on Project Cycle Management and Technical Core Competencies in Sindh and Baluchistan. According to the plan the project was divided into four phases.

Project phases:

The Capacity Building Support Initiative (CBSI) was divided into four phases. The following activities were done during different phases.

1st Phase

- » PALs were finalized and issued
- » Orientation of selected organizations was conducted

2nd Phase

- » Organizational and individual capacity assessment tools were developed and implemented
- » Partner organizational and training needs assessments were conducted
- » Assessment results were consolidated, analyzed and presented
- » Revised budget and final deliverables for incorporation into agreement was Finalized
- » Assessment report ,work-plan, revised budget and M&E plan was submitted to CARE

3rd Phase

- » Capacity building resource materials was developed
- » Individual trainings, and organizational capacity building was conducted
- » CBO and CARE conducted monitoring and evaluation of training and capacity building events
- » Interim report was submitted

4th Phase

- CARE, CBHA and CBO reviewed CBSI achievements
- Project completion report was prepared and submitted

Key Activities:

- a) Conducted assessments (organizational OA, and training needs assessments TNA) with each IP to extract priorities across the 4 capacity building (CB) thematic areas to meet priority CARE and CBHA program needs
- b) Presented, review and prioritize CB initiatives with CARE, CBHA members and partners to ensure:
 - » agreement on priorities which are responsive to both partners' and CARE/CBHA priority needs
 - » consolidates joint trainings amongst several organizations with similar needs wherever possible
 - » ensure trainings have sufficient OJT to solidify learning and are linked with systems improvement to increase sustainability
 - » agreement on an M&E plan with engagement from CARE and the partners
- c) CARE and CBO agreed on contractual deliverables for incorporation in agreement.
- d) Conducted trainings (on the job trainings, follow-ups, systems) over the 4 month period with partner organizations, complementing CARE and CBHA members own capacity building initiatives, and building internal capacity to replicate and continue capacity building within partners' organizations.
- e) Conducted ongoing follow-up and evaluations of the capacity building initiatives and to measure progress through such mechanisms as pre and post training assessments, performance based tools, and the organization's adoption of the assessments and plans.

Goals & Objectives

The ultimate goal was to increase the awareness of targeted Civil Society Organizations' and capacity in core management and emergency technical areas.

Specific Objectives were to:

1. Increased capacity (knowledge and skill) of targeted partner organization staff in priority core management and thematic areas to implement emergency and early recovery programs in CARE and CBHA programs.
2. Increased awareness by organizational management staff of organizational requirements (policies, systems, procedures) to more effectively support emergency and early recovery and preparedness response.

Last But not least...

Capacity Building Support Initiative (CBSI) is one of the project which offered an integrated model of learning to the targeted partners. After providing two five days residential trainings on Project Cycle Management and Core technical competencies participants were given opportunity of online mentoring and field based follow up sessions. In this way participants could relate their learning with their field practically.

It is said that projects are time-bound but if they are executed effectively, their impacts can be seen even after their completion. The way CBSI has been executed its impact could be multipliable and replicable in targeted organizations.

Resuming Education for Children in Flood Affected Areas



The mega project by UNICEF (Resuming Education in Flood Affected Areas) was started after the flood in October 2010. This project recently covered flood affected areas of south Punjab for educational interventions. This project was designed to improve the local educational system and rescue the children from the trauma of devastated flood through resuming education and recreational activities.



Human Resource Development Network (HRDN) started operating under the umbrella of UNICEF as an Implementing partner in five effected districts of South Punjab (Multan, Muzzafargarh, Layyah, Bhakar and Mianwali) but in the last phase from

August to Dec 2011 HRDN worked only in two districts of South Punjab (Layyah and Mianwali) as an implementing partner.

Project Details

Teachers are the main source for bridging the huge gaps in education; therefore different training were also conducted for teachers as mentioned below:

- » Child friendly schools
- » Child rights convention
- » First Aid
- » DRR

These training helped teachers to bring out and rescue the children from the flood trauma,

also helped the teachers to understand the importance of child friendly school with the much required information on child rights.



Key Interventions

» ECE Centres

20 ECE centres were maintained during this phase of the project.

» Visibility Material for Youth Group Members were distributed.



Street Theatres on Importance of Education and Child Rights

HRDN organized 8 street theatres in different location of 2 districts. This activity was organized to enhance the importance of education in children's, teachers, parents and community. Street theatre played a major role to understand the importance of education and child rights in the local community.



» Celebration of Global Hand Washing Day

HRDN celebrated global hand washing day in all of the 74 adopted schools.

» Celebration of Universal Children's Day

20th November is celebrated as Universal Children's Day, HRDN celebrated Children's Day in all 74 adopted schools through sports competition, drawing com-



petition and by conducting street theaters and puppet show. Students, teachers, parents and community participated heavily.

» Refresher Training on CFS and CRC for Teachers

Punjab government shared a vision to develop all the schools as Child Friendly Schools and for this vision they issued an official orders to not to beat any children in the school and have spread a slogan as; "MAAR NAHI PYAAR"





» Teachers Training on First Aid

HRDN delivered First Aid training to the teachers and youth group members. This training equipped the teachers and youth group members with techniques to save human life in time of emergency

Target beneficiaries

Table 1: Summary of Targeted Beneficiaries

Sr.	Title	Male	Female	Total
1	Number of Schools	48	26	74
2	Number of Children	7600	2764	10364
3	Number of ECE Children	888	767	1655
4	Number of Teacher	128	61	189
5	Number of Caregivers	0	20	20

Table 1 takes the bird eye view of the target beneficiaries, HRDN had 74 schools in total, there are total 10364 children enrolled out of which 1655 are in ECE and are taught by total 189 teachers and 20 care givers respectively.

Case Study 2: (GMS Maricity, Mianwali)

Head Teacher: Hafiz Zia ud din

Caregiver: Zawar Bibi

The South Punjab region of Pakistan is a culturally rich city which has its deep rooted values and customs, they conduct their folk ways to rescue themselves out of most of the situations, when HRDN being the implementing partner started working in Mari city (Mianwali) schools, it faced a wave of cultural barriers standing in between the establishment of ECE centers and community customs, Initially the Head Teacher (of **GMC Mari City**) was also not providing full coordination and support toward the caregiver, in the 2nd phase of the project HRDN's Social Organizer focused on this serious concern and started making efforts to dilute the dry attitude by sensitizing the head teacher, different trainings also helped the cause where it was addressed that the ECE center and UNICEF educational activities will



only support the respective school and community. It was also cleared in different sessions that the increase in enrollment will only benefit the community and respective schools and it has no vested interests.

Due to all the efforts commenced by the respective Social Organizer and quality trainings, the head teacher started helping the care giver, attendant and youth group members, and by celebrating Global Hand Washing day and Universal Children's Day he proved to be a massive support in terms of participating positively and actively.

He is now the active agent for this positive change and wants to continue the respective ECE center by his own efforts even if the project ends, he promised that he will also donate some amount to caregiver in order to make sure the continuity of the ECE center and education.

Key challenges

- » No or little access to Electricity and Water for Children
- » Extreme weather
- » Shortage of Teachers
- » No or damaged Boundary Walls in Girls Schools
- » No Wash Facilities



HRDN Training



Building Capacities:

Building capacities and making human resource conversant to the new emerging challenges of the prevailing competent atmosphere has been a salient feature of the HRDN mission. For attaining this goal the organization regularly arrange training in different areas and subjects.

Training Calendar

Training title	Date	Participants	Days
Proposal writing	September 13-15, 2011	14	3 days
ISO features& Audit	October 27-28, 2011	11	2 days
Monitoring & Evaluation	Oct 31 – Nov 2 nd , 2011	15	3 Days
Meet Your self	December 31, 2012	15	1 day

Customized Training

Training Title	Date	Participants	Days
Facilitation skills	July 7-9, 2012	16	3 days
Effective proposal writing	October 4-8, 2012	22	5

Training on Project Management (January 24th - 28th, 2011 by HRDN Islamabad)

HRDN organized the training on **Project Management**. The core objective of the training was to strengthen the capacity of the participants in order to plan and implement projects in the context of Project Management Body of Knowledge (PMBOK) framework. Mr. Omer Shaheen Khan an expert in project management was the resource person of the training.



Objectives:

- » To strengthen capacity of the participants to plan and implement projects in the context of PMBOK framework.

Training Workshop on Stress Management (February 10th, 2011)

Stress is becoming an international dilemma in today's world. Keeping this picture in view HRDN secretariat organized the training on the **Stress Management**. The aim of the workshop was to develop the ability to identify the signs of stress and empower the trainees to identify and cope with their stress.



Dr. Khadija Tahir was resource person of this training.

Objectives:

The aim of the workshop was to develop the ability to identify the signs of stress and empower the trainees to identify and cope with their stresses.

Training Workshop Project cycle management (March 7th to 9th, 2011)



HRDN conducted three days customized training on project cycle management and workplace efficiency enhancement tools for PDMA-PaRRSA staff in Peshawar.

Training on Facilitation Skills (July 7-9, 2011)

HRDN conducted three days customized training on "Training on Facilitation Skills" For I-NRM Project – Intercooperation from July 7-9, 2011 in Abbottabad.

Participants learned different facilitation techniques and approaches and it enabled participants:

- » to know about VAK learning styles and to assess their own learning style
- » to know how to deal with challenging situations during the sessions
- » to differentiate among presentation and Facilitation skills
- » Mr. Anjum Alam a dynamic facilitator and trainer conducted the training in a well organized way.



Training on "Proposal Writing" (September 13th to 15th 2011)

Keeping in view the dire need to get expertise in the art of proposal writing Training on "Proposal writing" was arranged at HRDN secretariat from 13th to 15th Septem-



ber 2011, participants from all over the Pakistan enthusiastically participated in this training Mr Waqar Haider Awan being resource person delivered his best to the participants.

Objectives:

- » To strengthen capacity of the participants how to write first-class proposal.
- » To make them artful enough to write an attractive proposal.



Training on Proposal Writing:

HRDN secretariat has organized a five days customized training on Proposal writing for the Inter-corporation (Sawat) in Islamabad from October 04 to October 08, 2011.



Training on Monitoring and Evaluation (October 31 to November 3, 2011)

HRDN in collaboration with Omar Asghar Khan Centre for Development (OAKCD) has organized 3 days training from October 31 to November 3, 2011 on Monitoring and Evaluation. This three days training was effective in multiple perspectives as it carried deep insight of whole process of Monitoring and about techniques which are involved to carry out appropriate Evaluation.



Meet yourself (December 31st, 2011)

HRDN has organized an interactive lectures. The lecture was delivered on December 31st, 2011 in which people from diverse backgrounds participated and gave positive feedback. This training includes the techniques of interactive sessions, intellectual exercises, creative observations and active participation.



HRDN Training Calendar 2012

Sr.	Training Title	Days	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Learn to Make Effective Presentation	2 days												
2	Meet Your Self	1 day												
3	Quality Event Management	2 days												
4	Tax laws applicable in Pakistan and its Filing													
5	Stress Management through Yoga	one week												
6	Learn Budgeting for Proposals	2 days												
7	The Art of Story Telling	1 day												
8	Social Entrepreneurship	3 days												
9	The Art of Winning Proposals	3 days												
10	Training of Trainers (International)	one week												
11	Training on Mobilizing Community & Leadership for Emergency Response	3 days												
12	Participatory Planning, Monitoring & Evaluation	3 days												
13	Making Trainings Fun (International)													
14	Budget Cycle Management	5 days												
15	Stress Management through Yoga	one week												
16	Writing Quality Proposals	3 days												
17	Assessing Training Needs Assessment	3 days												
18	Social Mobilization	2 days												
19	Basic Report Writing	2 days												
20	Learn to make best documents	2 days												
21	Gender Budgeting	2 days												

Building Opinions



Building Opinions

Human Resource Development Network (HRDN) organizes thematic forums on different topics on monthly and quarterly basis. These themes are selected keeping in view the interest of members as well as experts from the field.



Public Forum on "Future of Muslims " (April 12th, 2011)

HRDN in collaboration with AHKRC and N-IRM organized a successful Public Forum on "Future of Muslims: Negotiating between Perception and Reality" by Mr. Adnan Zulfiqar on April 12th at HRDN Secretariat. Mr. Zulfiqar is Law & Public Policy Fellow at Annenberg's Center for Global Communication Studies in Philadelphia,



PA. The Public forum event was a great success, it was a wonderful session very thought provoking and generated good discussion. Well participated by over 80 professionals and highly appreciated by the audience.



Public Forum on "Social Science Research in Pakistan universities prospects and challenges (May 17th 2011)

Human Resource Development Network (HRDN), Akhter Hameed Khan Resource Centre (AHKRC) and N-IRM hosted a won-

derful monthly Public Forum lecture on "Social Science Research in Pakistan universities prospects and challenges". A scholarly lecture was delivered by "Dr. Wolfgang-Peter Zingel" South Asia Institute of Heidelberg University,





Department of International Economics/National Institute of Pakistan Studies, Quaid-i-Azam University, Islamabad.



Public Forum on "Islamic Philanthropy" (June 14th, 2011)

Akhter Hameed Khan Resource Center (AH-KRC) in collaboration with N-IRM and HRDN had organized a Public Forum on **"Islamic Philanthropy"** on June 14, 2011. A special lecture by "Dr. Christopher Candland" Associate Professor, Department of Political Science and Director, South Asia In forum Mr. Candland has also given the introduction of his book named **"Khaidmat"**. Major

areas which have been covered in the book are:

- » Security challenges
- » Declining trust on Government
- » Persistence of colonial institution
- » National security issues that are facing by Pakistani people
- » Under investment in public education

Concept of Philanthropy in other religions and more important the clear distinction between the religion and secularism were also touched in the Forum.



Social Activities



Fun Photographic Picnic Activity

HRDN arranged an entreating Fun **Photographic Picnic Activity**, on April 17th, 2011 to enjoy the wonderful weather along with participants' family and friends.



Let's team

In house Training on Team Building

HRDN organized its own staff Training on team building in Murree on **July 15 – 17, 2010**. In this training all activities, learning sessions and games were planned in a way to emphasize upon improving one's communication and coordinating skills at multiple levels. Since at the end of three days, team HRDN explored different aspects of the personalities of co-workers, and set certain friendly and professional patterns for workplace.





Eid Milan Party at Lahore Chapter:

Lahore City Chapter of HRDN first time organized Eid Milan party and the participating members committed to organize regular activities at the chapter level.

Eid Milan Party in Islamabad

Evening of 15th September 2011 brought karma to HRDN's members to gather at one place and recall the



festivities of Eid with delicious food and joyful ambiance. Members came along with their families to enjoy this Eid get-together; it also provided an opportunity to socialize with the people of diverse fields. For members and invitees it was indeed an attractive occasion to get acquainted with each other and enlarge their social circle. HRDN nicely arranged the entire event.

Certificates



ISO certification:

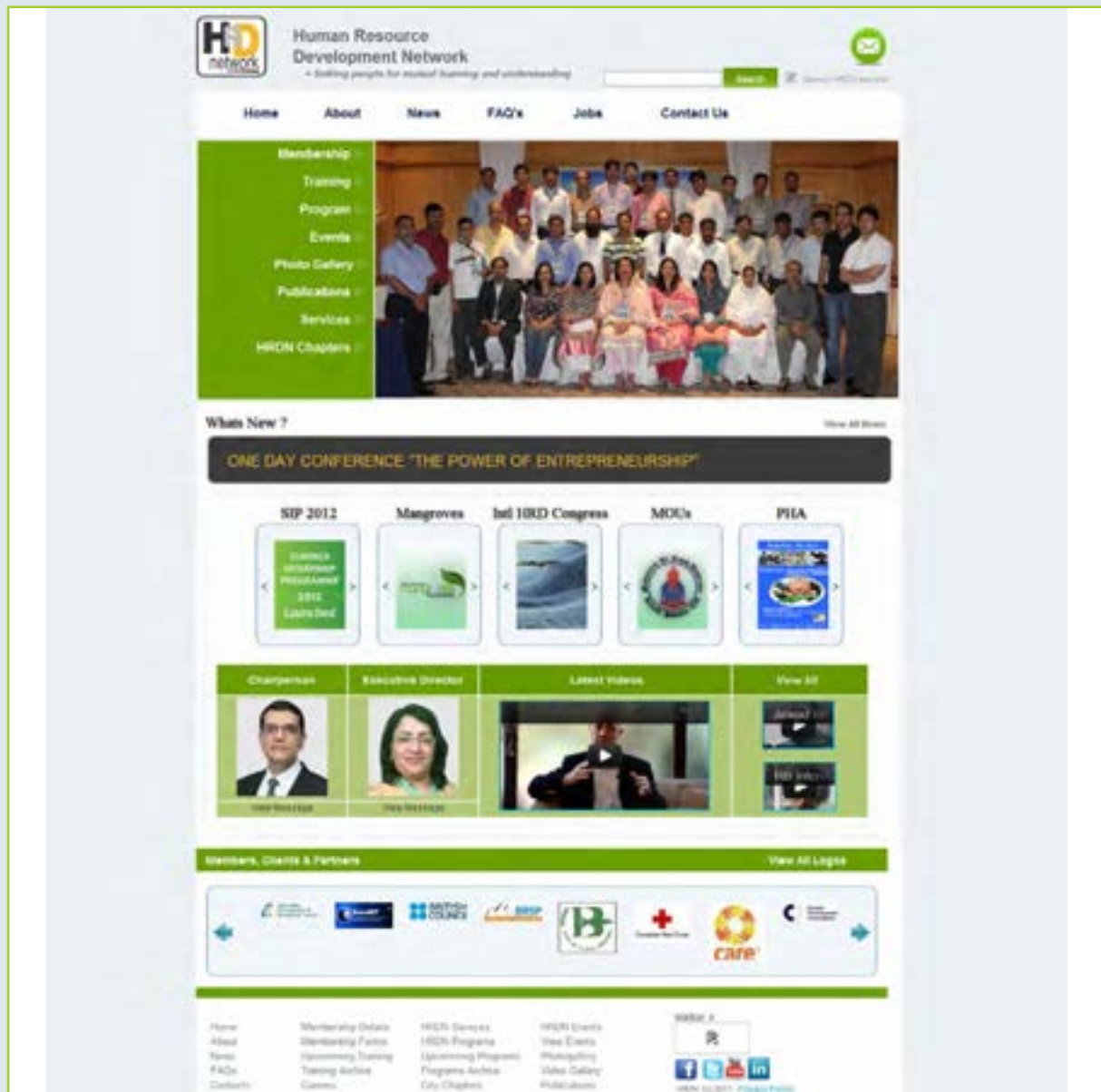
HRDN has been successfully certified and accredited for the next 3 years. It is a great achievement but also elevated the morale of HRDN secretariat which ensured the commitment and dedication to the quality of services and programmes offered.



HRDN Publications, Website & Social Pages



Website launch



HRDN's new website has been launched offering more interactive features, advanced job portals, updated events and much more related to HRDN.

City Chapter Meeting

Meeting of HRDN's City Chapters was carried out on November 19, 2011 at NARC, ISB. Mr Anees Danish (Karachi Chapter), Mr Sheraz Aslam Mian (Faisal Abad Chapter), Mr Manzoor Awan (Hazara Chapter) and Mr. Shanawaz Khan (Quetta Chapter) attended the meeting. Various ideas were shared to keep city chapters dynamic and operational.

MoU between HRDN and Mohammad Ali Jinnah University

To develop academic and educational cooperation and to promote mutual understanding to support the vision and mission of both the institutions HRDN and MAJU have signed a mutual cooperation MoU with each other. This will help in way to promote collaborative activities in academic areas of mutual interest on a basis of equality and reciprocity.

Publications

Documentation department of HRDN produces the following publications on regular basis:



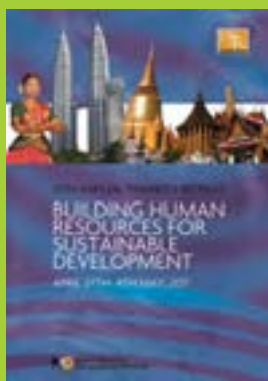
Annual Report

This Report is used to be compiled annually comprising upon all the happenings and progress in the previous year.



AMM Report

Report on the All Members' Meeting is maintained that carries the proceedings of the entire annual event.



ATR Report

This report is based on the Annual Trainer's Retreat, this report is full of pictorial glimpses with interesting facts and happenings about the place where ATR is organized.



JAM Report

This report carries the comprehensive draft about the Trainer's Jamboree known as JAM.



Monthly E-Newsletter

An insight of HRDN's monthly activities to its valuable members via attractive E-Newsletter.



Quarterly Newsletter ILLUME

Illume is the regular newsletter of HRDN that issues on quarterly basis.

Up-coming Activities:

Welcome to School Initiative (A Project in FATA):

HRDN has started an educational project **Welcome to School Initiative** as an implementing partner of UNICE in Mohmand Agency. The project aims to improve school conditions with necessary teaching- learning supplies and building the confidence of parents to send their children back to school.

14th ATR announcement:

HRDN's 14th ATR is planned to be held in April 2012 in South Africa (Cape Town).



2nd Trainers' Jamboree (JAM) 2012:

2nd JAM 2012 of HRDN is announced to be organized in Sri Lanka in July, 2012.



4th International Congress:

International congress is one of the major interventions of HRDN whereby we place the contemporary development issues for deliberation by top of the line policy makers, business leader and execu-



tives in nonprofit sector from Pakistan and other countries. First, second and third international HRDN congress organized in 2003, 2004 and in 2006 respectively. Attracted many delegates from Pakistan and abroad. This year International HRD Congress is planned to be held in 2012. Eminent national and international speakers are expected to present their papers in 4th Int'l Congress.

13th AMM (All Members Meeting):

Agenda of 13th AMM is under consideration.

Annual Salary Survey:

HRDN is conducting a comprehensive salary survey for the benefit of its member organizations in year 2012.

City Chapters:

The HRDN will focus on strengthening its City Chapters for achieving its visionary objectives in a much broader way. This requires members interest and enthusiasm, as much as efforts of the focal point and the secretariat.



SIP-Summer Internship Programme:

Human Resource Development Network is about to launch its Summer Internship Programme 2012 in collaboration "Institute of Rural Management".

It is expected to be launched all over the country in partnership with HRDN member organizations, who will host the interns for a period of 6 weeks. This would be a great learning experience for youth to enable their move to-words great careers.

Annexes



Annex 1: Governing Body (2011 - 2013)

Sr #	Name of BoD members	Category	Picture
1	Mr. Roomi Hayat CEO Institute of Rural Management (IRM) roomi@irm.edu.pk	Chairperson / Founder Member	
2	Ms. Robeela Bangash Freelance Consultant robeelabangash@gmail.com	Founder Member	
3	Mr. Abdur Rasheed Chaudhary C.E.O DOVE (Develop Our Valuable Earth) hdaarc@hotmail.com	Founder Member	
4	Mr. Chaudhary Haq Nawaz Khan Director General Extension Services Management Academy hmk_agri1@yahoo.com	Founder Member	
5	Mr. Amjad Iqbal Regional Programme Manager National Rural Support Programme amjadnrsp@hotmail.com	Professional Member	
6	Mr. Muhammad Fahim Community Development Specialist FATA Capacity Building Project, FATA Secretariat fahimswat@yahoo.com	Professional Member	
7	Ms Uzera Nishat Head of Human Resource Strengthening Participatory Organization (SPO) uzera@spok.org	Professional Member	
8	Ms Tanya Khan Social Development Advisor (Freelance) tkhan@dev.org.pk	Professional Member	

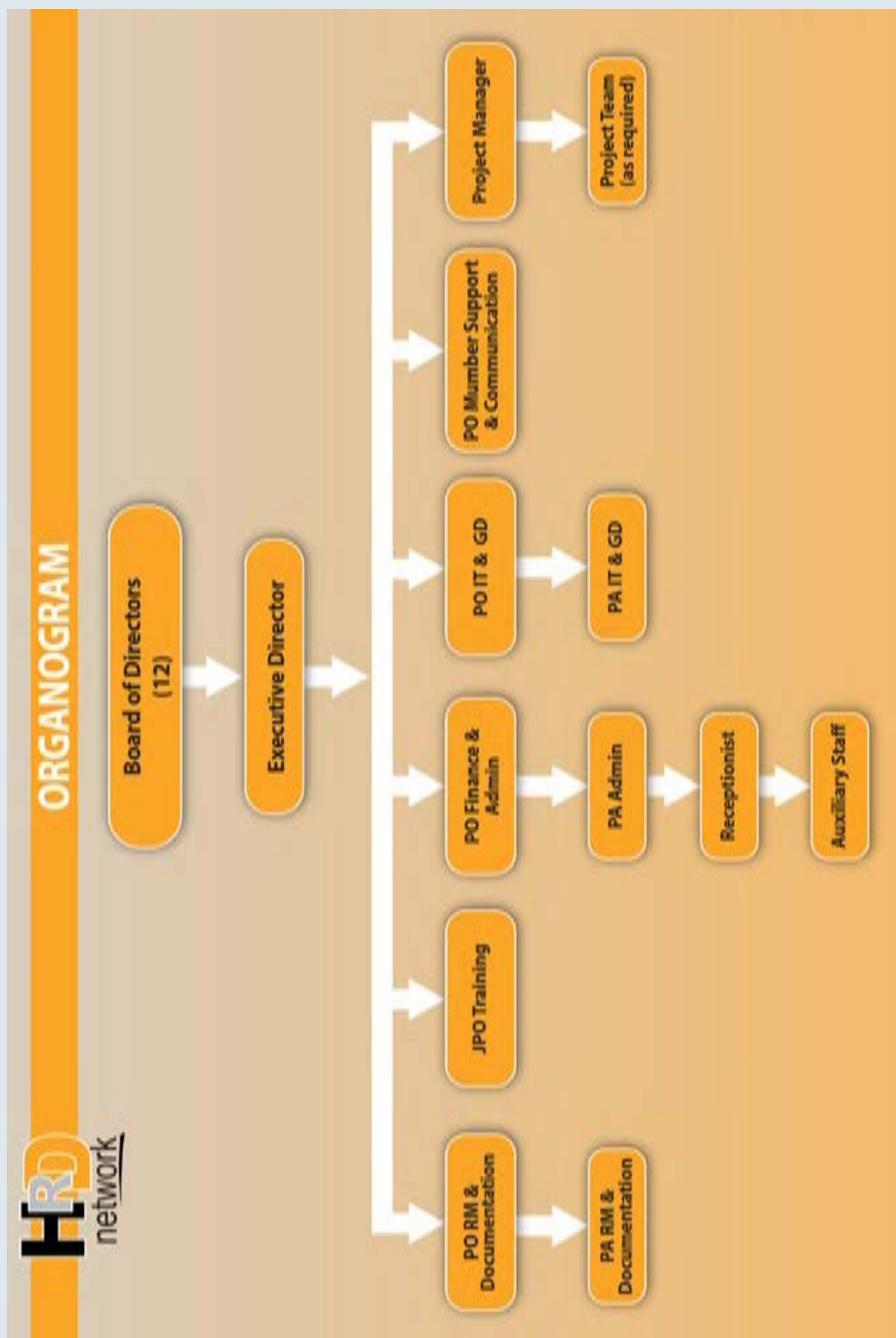
9	Mr. Yasir Iqbal Freelance Consultant yasiriqkhan@yahoo.com	General Member	
10	NRSP - Institute of Rural Management (N-IRM)	Organizational Member	
11	The Punjab Educational Endowment Fund (PEEF)	Organizational Member	
12	Saiban Development Organization	Organizational Member	

Annex 2: HRDN Staff

Picture	Name	Designation
	Ms Fauzia Malik	Executive Director
	Mr Khalid Rasheed	Programme Officer IT & Graphics
	Mr Shaheer Ellahi	Programme Officer Resource Mobilization and Documentation
	Ms Sadia Ijaz	Junior Programme Officer Training
	Mr Kashif Zaheer	Programme Assistant Information Technology
	Ms Maryam Mehsud Khan	Programme Assistant Networking and Communication
	Ms Sameeha Khaliq	Programme Assistant Resource Mobilization & Documentation
	Ms Naveen Sheikh	Programme Assistant Finance & Administration

	Mr Muhammad Ismail	Front Desk Officer
	Mr Hashim Shinwari	Programme Intern
	Ms Sobia Zameer	Programme Intern

Annex 3



Annex 4: HRDN Chapters

To connect HRDN members at regional and local level, HRDN has 6 City Chapters in Pakistan. These Chapters include Karachi, Quetta, Peshawar, Lahore, Faisalabad and Hazara. Among the international Chapter Afghanistan is active, whereas the developing and emerging international chapters are UK, Nepal, Philippines and Sri Lanka. All the chapters are run by Focal Point Organizations, who are members of HRDN. Focal Point Organization has one nominated one Senior Staff to manage the City Chapter. City Chapters organize various learning events and connect with local members through various activities.



Karachi Chapter

Focal Point for Karachi Chapter is Civil Society Resource Center (CRSC) that was previously called NGORC, and is part of Agha Khan Foundation. Mr. Anis Danish is the senior designated staff, who organize various events in the Karachi Chapter. To contact Mr. Anis Danish, kindly email on anis.danish@csrc.org.pk



Quetta Chapter

Focal Point for Quetta Chapter is Balochistan Rural Support Programme (BRSP), one of the leading development sector organizations in Balochistan. Dr. Shahnawaz Khan is the senior manager at BRSP, who is given the responsibility of managing the Quetta city chapter activities. To contact Dr. Shahnawaz Khan kindly email on shahnawaz@brsp.org.pk



Peshawar Chapter

Focal Point for Peshawar Chapter is Institute of Management Sciences (IM Sciences) that is the largest institute of management sciences in Peshawar. Mr. Azam Farooq is the officer responsible for the City Chapter. To Contact Mr. Azam Farooq, kindly email on azamfaruk@yahoo.com



Faisalabad Chapter

Focal Point Institution for Faisalabad Chapter is AIMs Institute that is lead by Mr. Sheeraz Aslam Mian who is leading the Faisalabad City Chapter. To contact mr. Sheeraz Aslam Mian kindly email on sheeraz.aslam@gmail.com



Lahore Chapter

Focal Point for Lahore Chapter is DOVE (Develop Our Valuable Earth) by Abdur Rasheed Chaudhry (Founder Member), who is the CEO of DOVE. To contact Abdur Rasheed Chaudhry kindly email on: hdaarc@hotmail.com.



Hazara Chapter

Focal Point for Hazara Chapter is Saiban Development Organization that is based in Hazara. This chapter covers the Hazara division including Mansehra, Abbottabad, Haripur and other areas. Sahibzada Jawad Alfaizi is leading the organization as well as the Hazara City Chapter. To contact Sahibzada Jawad Alfaizi, kindly email on jawad.sahbizada@saibaan.org.pk



Kabul Chapter

Focal Point for Kabul Chapter is Afghan Family Guidance Association (AFGA) that is lead by Dr. Naimatullah Akbari, who is also leading the chapter. To contact Dr. Naimatullah Akbari, kindly email on nakbari@afga.org.af

Annex 5: Financial Statement for 2011

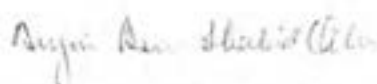
**HUMAN RESOURCE DEVELOPMENT NETWORK
BALANCE SHEET
AS AT DECEMBER 31, 2011**

	NOTE	2011 ------(Rupees)-----	2010
ASSETS			
NON-CURRENT ASSETS			
Property, plant and equipment	4	2,069,875	2,559,012
CURRENT ASSETS			
Short term investments		3,981	
Advances, deposits, prepayments and other receivables	5	1,378,336	1,501,510
Cash and bank balances	6	5,858,962	9,678,868
		7,241,279	11,180,378
		<u>9,311,154</u>	<u>13,739,390</u>
FUND AND LIABILITIES			
FUND			
Accumulated fund	7	8,128,273	12,786,295
NON-CURRENT LIABILITIES			
Provident fund		563,603	534,200
Deferred grant	8	79,475	99,343
		<u>643,078</u>	<u>633,543</u>
CURRENT LIABILITIES			
Accrued and other liabilities	9	531,841	304,072
Provision for taxation		18,650	15,480
		<u>550,491</u>	<u>319,552</u>
		<u>9,321,842</u>	<u>13,739,390</u>

AUDITORS' REPORT ANNEXED:

The annexed notes form an integral part of these financial statements.


CHAIRPERSON


Anjum Asim Shahid Rahman
Nadeem T
Partner

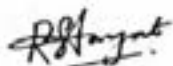

EXECUTIVE DIRECTOR



**HUMAN RESOURCE DEVELOPMENT NETWORK
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED DECEMBER 31, 2011**

	NOTE	2011 ------(Rupees)-----	2010
INCOME			
Service fee	10	850,000	25,875,026
Training and membership fee	11	15,783,108	8,833,972
Other income	12	375,541	2,569,773
		17,008,649	37,278,771
EXPENDITURE			
Program expenses	13	(13,895,435)	(18,838,934)
Administrative expenses	14	(2,641,725)	(9,785,402)
Other expenses	15	(5,095,096)	(8,262,282)
Finance cost		(34,414)	(82,549)
		(21,666,670)	(36,969,167)
Surplus / (deficit) before taxation		(4,658,021)	309,604
Taxation expense			(15,480)
Surplus / (deficit) after taxation		(4,658,021)	294,124

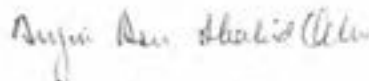
The annexed notes form an integral part of these financial statements.



CHAIRPERSON



EXECUTIVE DIRECTOR



Anjum Asim Shahid Rahman
Nadeem T
Partner





HRD network

Human Resource Development Network

House No. 41, Street No. 56, Sector F-6/4, Islamabad, Pakistan
 Tel: (+92-51) 2828259, 2821767 Fax: (+92-51) 2826540
 Email: info@hrdn.net Website: www.hrdn.net

