



**HRD**  
network

**The Annual Report**  
**Human Resource**  
Development Network

**2012**

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# Annual Report 2012

Human Resource Development Network

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## Acronyms

<b>AFGA</b>	<b>Afghan Family Guidance Association</b>
<b>AJK</b>	<b>Azad Jammu &amp; Kashmir</b>
<b>AMM</b>	<b>All Members' Meeting</b>
<b>ATR</b>	<b>Annual Trainers' Retreat</b>
<b>AJKRSP</b>	<b>Azad Jammu Kashmir Rural Support Programme</b>
<b>BoD</b>	<b>Board of Directors</b>
<b>BRSP</b>	<b>Baluchistan Rural Support Programme</b>
<b>CFS</b>	<b>Child Friendly Schools</b>
<b>CSO</b>	<b>Civil Society Organization</b>
<b>HRD</b>	<b>Human Resource Development</b>
<b>HRDN</b>	<b>Human Resource Development Network</b>
<b>JAM</b>	<b>Just A Moment</b>
<b>NGO</b>	<b>Non-governmental Organization</b>
<b>NRSP</b>	<b>National Rural Support Programme</b>
<b>UNDP</b>	<b>United Nations Development Programme</b>
<b>AMM</b>	<b>All Members' Meeting</b>
<b>IRM</b>	<b>Institute of Rural Management</b>
<b>UNDP</b>	<b>United Nations Development Programme</b>
<b>ILO</b>	<b>International Labor Organization</b>
<b>ILAP</b>	<b>Interfaith League against poverty</b>
<b>MAC</b>	<b>Membership Acceptance Committee</b>
<b>MOU</b>	<b>Memorandum of understanding</b>
<b>SIP</b>	<b>Summer Internship Programme</b>

## Chairperson's Message

Greetings to HRDN Members and Friends!

Year 2012 proved to be a significant year for HRDN as the network launched theme based activities and a nationwide Summer Internship Programme as new Initiatives. Being the largest membership based network in Pakistan, HRDN is opening new avenues and services for its members. HRDN launched a nationwide initiative as "Summer Internship Programme" in 2012 in partnership with member organizations to support fresh graduates and undergraduates in their professional careers. This was a great success and will be continued every year.

During the year HRDN has been involved both in outreach efforts and regular activities. HRDN in partnership with UNICEF is working in Mohmand Agency (FATA) to resume educational activities by introducing formal education and extra-curricular interventions. HRDN has earned a strong presence in sensitive regions as FATA with the focus on socio-cultural aspect to bring outstanding results for local communities.

Annual Theme for year 2012 for HRDN was selected as Climate Change Adaptability, where number of Public forums, social activities and a National Conference on Mangroves Ecosystem was organized. The efforts on the subject are continued during the year 2013 as well.

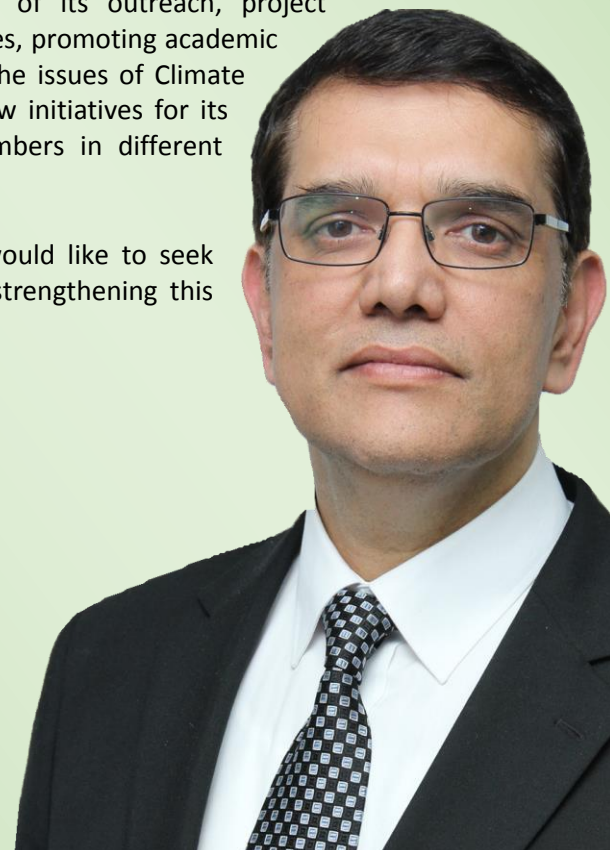
HRDN has also developed the strategic framework for Year 2013-17 with the input of its members during 13<sup>th</sup> Annual All Members Meeting 2012. The focus in coming 5 years will be on enhanced involvement of professionals and organizations in the network initiatives; knowledge and skills will be another area of focus; access and use of members to the state of the art capacity building initiatives and HR practices; and various services provided to the members for their association and commitment with HRDN.

It has been a very creative year for the network in terms of its outreach, project implementation, designing and implementation of new programmes, promoting academic research and sensitizing different tiers of the society regarding the issues of Climate Change in Pakistan. HRDN had increased focus on developing new initiatives for its organizational members in particular as well as individual members in different categories.

During Year 2013, HRDN Board of Directors and management would like to seek continued support, ownership and participation of members in strengthening this unique network of professionals and organizations.



Roomi Saeed Hayat  
Chairperson





## 1. HRDN Membership:

Human Resource development Network is undoubtedly a rapid growing professional network of members, since 2002 HRDN membership is on an increasing trend in its different categories. The network started with a hand full of founding members and now achieving another milestone of touching the mark of reaching 1000 members including over 160 organizational members. The year 2012 has been extremely significant where the membership increased over 05% in individuals and outstandingly raised its organizational membership up to nearly 14%. During the year 2012, total 22 organizations took HRDN's membership. HRDN is in process of signing MoUs with different member organizations in order to create a healthy partnership for upcoming programmes and projects; it has helped both network and organizations to focus on the areas where they can work together hand in hand for a greater cause and sustainable development

HRDN's Membership Status				
Years	Individual	% of Increase	Organizational	% of Increase
2002	105	-	50	-
2003	206	96%	63	26%
2004	335	63%	78	24%
2005 <sup>1</sup>	275	- 18%	65	- 17%
2006	366	33%	73	11%
2007	458	25%	80	10%
2008	546	19%	110	38%
2009	693	21.21%	119	7.56%
2010	716	3.21%	125	4.8%
2011	782	8.44%	140	10.71%
2012	826	5.32%	162	13.58%

## 2. HRDN City Chapters:

Human Resource Development Network has its city chapters all around Pakistan with focal member organizations. HRDN has seven City Chapters including 1 in Kabul and 6 in major cities of Pakistan; Karachi, Quetta, Lahore, Faisalabad, Hazara and Peshawar. All of the chapters are actively involved in the scope and mission of HRDN. City chapter meeting(s) are regularly organized where the focal person(s)/CEOs participate to discuss and debate to promote professional networking and sharing a two way process to design, develop and implement regular and new initiative, programmes and projects.

HRDN has developed its strategic framework 2013-2017 where a number of initiatives and activities are going to be delivered through national and international chapters. HRDN is also actively involved in signing MoUs with Member organizations as focal of the respective city to maintain professional liaison and nationwide outreach.

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, Sri Lanka and many more. All the chapters are 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 members in formal and informal manner.

## **2.1 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](mailto:anis.danish@csrc.org.pk)

## **2.2 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](mailto:shahnawaz@brsp.org.pk)

## **2.3 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](mailto:azamfaruk@yahoo.com)

## **2.4 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](mailto:sheeraz.aslam@gmail.com)

## **2.5 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](mailto:jawad.sahbizada@saibaan.org.pk)

## **2.6 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 in Kabul Afghanistan. To contact Dr. Naimatullah Akbari, kindly email on [nakbari@afga.org.af](mailto:nakbari@afga.org.af)

## **2.7 Cape Town Chapter**

It is a new emerging international chapter of HRDN in Cape Town, South Africa. Mr. Hoosen Rasool is the focal person who was working with management institute named “MANCOSA” and is now in the process to set up his own institution.

## 2.8 Colombo Chapter

This is a new international chapter in Colombo, Sri Lanka with a number of members. The focal point is Mr. Soosaipillai Karunakaran who works with Care International.

## 3 HRDN Annual Events:

HRDN being membership based network of professionals and organizations organize annual networking events, both nationally and internationally. The events are planned over the year in different months, keeping in view the agenda of networking, capacity building, learning and sharing. Among the key events include Annual Trainers’ Retreat (ATR), Annual Trainers’ Jamboree (JAM), Annual Summit of Member Organizations (ASMO) and Annual All Members’ Meeting (AMM). International HRD Congress is a flagship event of HRDN regarding the learning, sharing advocacy on high level. Thematic Learning Forum provides opportunity for members to both share their research and learning, as well as receive knowledge from others. Prominent Pakistani and international speakers are invited to speak at these forums. Social events are organized to provide members with an opportunity to meet informally.

### 3.1. 14th Annual Trainers Retreat (ATR) 2012:

14<sup>th</sup> Annual Trainers Retreat was held from April 15-19, 2012 in Cape Town, South Africa. Number of professionals and HRDN members participated in the ATR and conference on Climate Change. The topic of Climate change - a point of concern was discussed both by global and National perspectives. Leading professionals and experts shared their knowledge and experiences regarding climate change and its concerns.

Three learning sessions were conducted in which the guest speakers including Mr. Christian Friedrich Gerhardt - Senior Environmental Manager NCC Environmental Services, Mr. Salliem Samodien - Director of Samotech Project Quality Consultants and Professor Hoosen Rasool - Managing Director, Management College of Southern Africa (MANCOSA) shared their experience and expertise with the participants.

The specific objectives of holding Annual Trainers’ Retreat are;

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





## Conference on “Climate Change - a Point of Concern” April 16, 2012

### Inaugural Session:

Ms. Fauzia Malik, Executive Director HRDN was invited first on the stage to formally welcome all the 14<sup>th</sup> ATR participants and to share the objectives of the event. She delivered a thorough presentation on what HRDN is doing currently; Ms. Malik added that this ATR has been organized with the following objectives, kept in mind;

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

She ended up her account with the sound hope to have an appropriate coordination from the participants to make the conference and retreat a full time learning opportunity.

### Keynote Address by Roomi Hayat – Chairperson, HRDN:

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 Network organizes such events to build the capacity of its members and enriches their learning by providing them opportunities conducive for cross fertilization of ideas.



Concluding his address, he highlighted that HRDN believes that ATR is not only a learning opportunity for its members but it is also a source of having an international exposure which enables them to promote tolerance by respecting diversity, it helps them broaden their worldview in every aspect, it exposes them to different cultures where different people are living in perfect harmony.

### Learning Session- I: Environmental Management in Industry: A South African Perspective:

Mr. Christian Friedrich Gerhardt - Senior Environmental Manager NCC Environmental Services was invited to conduct this session. He started with the history of Environmental Management in South Africa. Pre 1980 Environmental Management in South Africa can be described as Conservation. Conservation before that was described as preservation. The challenges identified by him are as followed:



#### Challenges:

- *The Act are amended at a fast pace*
- *The Environmental Legislation Framework is too complex*
- *Is legislation practical?*
- *Enforcement and Follow Through.*
- *Money not channelled to all three tiers that make up the Sustainable Management Mode.*

### Learning Session- II: Inclusion of Public Opinion on the effects of Climate Change on infrastructure delivery projects by Mr. Salliem Samodien - Director of Samotech Project Quality Consultants

He explained that over the coming decades, Climate Change is likely to place greater pressures on communities and its infrastructure. Increased in climate variability, extreme weather events, and

warmer temperatures are likely to pose a potential risk to all stakeholders of public infrastructure. Inclusion of public opinion on the effects of climate change on infrastructure delivery projects can assist in considering climate change and its impacts during the planning, development, renewal, maintenance and management of public infrastructure.

## **Learning Session- III: Green Jobs and the Labour Markets:**

Professor Hoosen Rasool - Managing Director, Management College of Southern Africa (MANCOSA)

He started his session with a motivating presentation based on a knowledgeable content and interactive images which not only represented **Impact of climate change on labour markets** under the wide umbrella of Green jobs but also highlighted the reasons that cause Structural Shifts in Labour Markets as well;

- *Dramatic changes in structure and functioning of labour markets*
- *Labour demand for high skills intensities*
- *Sectoral shifts in employment patterns*
- *Occupational growth and declines*
- *Green products and services*
- *Well-trained and environmentally aware workforce*
- *Human Migration*
- *New green job creation*
- *Some countries gain significantly, others incur substantial losses*

## **Questions & Answers Session**

At the end of first session, a question & answers session was held in which participants got the chance not only to clear their ambiguities and concerns but also shared their point of views.

### **• Remarks by Guest of Honor - Dr. Rashid Bajwa**

At the end of learning sessions Guest of Honor of the conference **Dr. Rashid Bajwa** - CEO, National Rural Support Programme (NRSP) delivered his honorary remarks, and gave a quick view of the National Rural Support Program. NRSP's mandate is to alleviate poverty by harnessing people's potential and undertake development activities in Pakistan. NRSP is actively involved in disaster response activities. It is key player in providing relief and rehabilitation support to the communities affected by:

- Earthquake
- Cyclones
- Floods
- IDPs crises

In the end He highly appreciated the network for providing an exclusive set-up to the people from diverse sectors, and paid his heartily wishes that network would be prosperous in coming days more than twice now.

### **• Address by the Chief Guest - Dr. Moin ud Din Wani**

At the end Dr. Moin ud Din Ahmad Wani - Commercial Secretary, Trade Commission of Pakistan, Pakistan High Commission, South Africa delivered his speech:

"I was genuinely pleased and honored to be part of the conference on topic of such crucial importance which lies quite close to my heart".

The conference was organized in a very professional way, with good selection of speakers. Each speaker who was from a diverse background dealt with topic with variety of dimensions and establishing inextricably links of Climate change with labour market, poverty, population growth etc.

## Closing Session:

### ➤ 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, tradition of group photo was kept alive.

### ➤ Vote of Thanks

Malik Fateh Khan, National Rural Support Programme (NRSP) on behalf of HRDN paid vote of thanks to all the ATR participants and Guest speakers. He highlighted the core purpose of conducting ATR “This trend of ATR had embedded agenda of **cultural communication** through the international exposure.”

## Gala Dinner at Golf Club

Gala dinner was held Golf Club on April 18, 2012. All ATR members enjoyed the dinner. In this Ms. Fauzia Malik, Executive Director gave presentation on Polio Eradication in Pakistan. The event was organized with the support of Rotarians and was a wonderful sharing and networking activity, where Rotarians exchanged flags. A number of notables also participated in the event.

## Sightseeing in Cape Town

Sightseeing day in cape town was a wonderful opportunity, especially because it was done through red bus tour, where all the participants had the choice to hop on and off the bus at the locations of their choice. All the participants started together but later became small groups.

Red bus tour included a city tour by stop over at key places like Table Mountain, Camps Bay, Museums, beach, markets and much more. It was a refreshing day.

All the participants took the opportunity of planning smaller group tours to visit places like Chapman’s Peak, Hout Bay & Seal Island, Ostrich Farm, two oceans aquarium, Kristenbosch National Botanical Garden, Cape Town Cricket Stadium, Simon’s Town, Penguins Colony, Cape Point and Cape of Good Hope. During these days some of the participants also went for Safari tours, while others tried the Helicopter tour of Cape Town. This beautiful city is full of places to see, spend time, relax and walk by the sea. The wonderful weather made it even more special for the participants who thought it was a lifetime experience.





### 3.2. 2<sup>nd</sup> Annual Trainers' Jamboree (Just A Moment-JAM) 2012:

HRDN arranged its 2<sup>nd</sup> annual JAM event to Sri Lanka from July 01 – 06th, 2012. A series of events were organized during the visit to Sri Lanka for participants to grasp the essence in the land embedded in rich culture, prehistoric remaining and spirituality with a special focus on Climate Change.



#### Conference on “Climate Change – a Point of Concern

A learning conference was held on July 3, 2012 - At Hotel Tourmaline, Kandy, Sri Lanka. The scope of the conference was ***Climate Change – a Point of Concern***. Hotel Tourmaline overlooks the sheer majesty of the Knuckles Mountain range, Hunas Giriya, Matale Hills and Bible Rock. Not only the JAM participants were in the conference but some respectable members from Sri Lanka also participated in the conference.



**Ms. Seema Illahi Baloch**, Chief Guest of the conference gave valuable views on global warming & climate change. She talked about the integration of building and landscape- Jeffry Baba architecture in Colombo. Some options that can be opted in order to minimize future impact of activities resulting in climate changes were also discussed. She also mentioned that the use of alternate energy can be adapted to reduce carbon emission. Moreover reuse and recycling should be adopted. She also said that the policy making by government and implementation by public is a collaborated work. After the brief views, a shield was presented to HE Ms. Seema Illahi Baloch.

**Learning session-I** covered the important topic of Tsunami and the coastal climate change, where the guest speaker, **Mr. Soosaipillai Karunakaran** – Development Professional on DRR highlighted the importance of combining both traditional and scientific knowledge to prepare for disaster. This can be done through not only by Community Consultation but putting learning into practice by following a community based home owner driven approach and through Capacity building and training programmes. It was focused by the speaker that: “DON'T WAIT FOR DISASTER.....DO SOMETHING ABOUT IT”.



**Learning session-II** was on Impact of Climate Change on culture and its evolution throughout the years. In this session the guest speaker **Mr. Hashan Haputhanthri** – Managing Director, Travis Associates elaborated that Sri Lanka is not what it was 10 years ago. According to 2006 statistics agriculture contribution to GDP has decreased. Due to change in climate and unpredictable rain fall farmers are unable to plan when to harvest and what to harvest. He also said that the climate change has affected the Power sector, Further it has a worst impact on Health sector, and the change in life style is also playing a major role. A research was shared in which climate change impact and vulnerable sectors were elaborated as mentioned below:

- Agriculture
- Coastal zone (including fisheries)
- Forestry
- Health
- Human settlement
- Power
- Transport
- Human Animal conflict

The session was formally closed by distributing certificates among the participants.

## Dinner and Cultural Performance

In the evening of conference day, the dinner was organized at the hotel with cultural performance and walk on fire. It was an amazing and colorful event with delicious Sri Lankan food. Participants enjoyed the lively cultural music and performances. The participants also sang Pakistani songs to make the event a regional sharing.

**Exploring SRI LANKA** During JAM, the participants stayed in Kandy and Colombo at different locations. Kandy is a nice hill station that is accessed by road and train both. This is not too far from Colombo but is famous for the green landscape, tea gardens and pleasant weather. Colombo is a big and busy city with lots of traffic. The city is divided into various administrative divisions.





- Expo Rail travel

On July 02, 2012 JAM participants set off to Colombo Fort railway station to take the “EXPO RAIL” (LUXURY TRAIN COMPARTMENT) to Kandy. It was a serene view of lush green mountains and a tunnel in the mountain.



- Kandy city tour

Kandy is a major city in Sri Lanka, located in the Central Province of Sri Lanka. City lies in the midst of hills in the Kandy plateau, which crosses an area of tropical plantations, mainly tea. Kandy is the home of The Temple of the Tooth Relic (Sri Dalada Maligawa), It is one of the world heritage sites.



- Geragama Tea Gardens

All participants travelled through bus and visited Geragama tea garden where information was given to them regarding different tea plants. Geragama is an estate which specializes in growing tea bushes.



- Hemachandras Kandy Limited

During stay at Kandy participants also visited Hemachandras Kandy Limited, it is a jewelry shop founded in 1942.

- Poya Religious Festival

During the stay at Kandy participants also got a chance to observe Buddhist religious march, their religious priest, monks' elephants etc. It is Buddhist religious festival celebrated on fullmoon.



- Elephant Orphanage

Another interesting place where the participants visited was "The Pinnewela Elephant Orphanage" is situated northwest of the town of Kegalle, halfway between the present capital Colombo and the ancient royal residence Kandy in the hills of central Sri Lanka, established in 1975. Elephants of different ages are kept here in an atmosphere that resembles the natural jungle.

- Paradinya University

On the way back to Colombo participants visited Paradinya University, situated in the Central Province of Sri Lanka, eight kilometers from the Kandy.

- Spice Garden

Spice Gardens is a famous feature in Sri Lanka. These gardens grow different spices and sell them in various forms for the herbal treatment and entertainment. This is a complete science and lot of people formally study this form of medicine. Ayurvedic is a famous form of treatment in this country and other neighboring countries.

### 3.3 13th Annual All Members' Meeting (AMM) 2012:

The 13<sup>th</sup> All Members Meeting (AMM) of HRDN was organized at the National Centre for Rural development on November 10th, 2012 in Islamabad. The Agenda for AMM this year encompassed the cross fertilization of the ideas for constructing the strategic frame work 2013 - 2017 of the network.

Chairperson and Founder of HRDN **Mr. Roomi Saeed Hayat**, CEO of Institute of Rural management chaired the daylong session whereas **Mr. Khalid Siddiq** (Joint Secretary) Ministry of Climate Change; was the Chief Guest of the event.



#### Chairperson's speech

Chairperson-HRDN, **Mr. Roomi Saeed Hayat**, welcomed all the members, representatives of the partner organizations and guests. He said that "We grew, because we responded to the changing needs. We grew because HRDN competed, collaborated and changed and evolved accordingly". That is why HRDN stayed and that is why you are all here! We wish to explore new avenues with same vigor for the members of HRDN in the coming years and expect the same vitality in your support and ownership.

#### HRDN Year Roundup 2011-12

**Ms. Fauzia Bilqis Malik**, Executive Director-HRDN, presented an overview of the Network's performance over the last one year where this year's theme was climate change and adaptation. 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 sustainability of its programme. She added that the Network was facing two interlinked challenges, one; to ensure that the

members' interests are adequately addressed and two; to bring more clarity in HRDN's mandate and sharpen HRDN's programmatic focus.

## Remarks by Chief Guest

**Mr. Khalid Siddiq**, Joint Secretary, Ministry of Climate Change, Government of Pakistan and Chief Guest of the event, briefly addressed and expressed his delight on being invited and on given the opportunity of being a part of this network. He then chose to give a crisp deliberation upon the problems and issues that Pakistan is facing in the current scenario regarding climate change. He appreciated the efforts of the network and the yearlong theme dedicated to the important topic of Climate change.



## Recognition Awards

The Chief Guest of the event and the Chairperson of HRDN were invited to hand over shields to the partner organizations in the Summer Internship Programme (SIP) 2012 and volunteers who supported HRDN in different programmes and events throughout the year.

## Group Work for Strategic Frame work 2013-2017

After the group photo, Ms. Tanya Khan, Professional Board member HRDN who is leading the strategic planning of HRDN 2013-17. She presented an outline presentation for the participants to opt and join the group work related to their respective individual expertise and interest.

The group work was commenced under four major topic relevant to the networks growth and future strategy under the objective given below:

- To organize national and international training events, in order to enhance synergy between training providers, improving training quality and outreach.
- To influence policy by evidence based advocacy towards sustainable development.
- To provide a platform for exchanging ideas and experiences with a view towards promoting human development.
- To support individuals & organizations in improving training related research methodologies, improving training quality and capacity building endeavors to promote sustainable development.
- To establish and strengthen partnerships with national and international institutions and practitioners operating within the human development sphere.

- To pool and share training resources i.e. training materials, facilities, equipment, premises, resource persons etc.
- To set and regularly review quality standards in training in light of best practices around the world.

Four groups were formed lead by an expert moderator and a rappoteur, every group was allocated with a separate syndicate room to discuss and debate over the topic.

The details of the group topic(s), major outcome(s) and moderators are mentioned below:



- **Group A: Enhanced Involvement**

*More individuals and organizations become involve in HRD.*

- (Moderator: Mr. Usman Qazi/ Rappoteur: Mr. Shaheer Ellahi)

- **Group B: Knowledge & Skills**

*Member organizations and individuals working in the field of human resource development improve their knowledge and skills.*

- (Moderator: Mr. Amir Fida/ Rappoteur: Ms. Saadia Ejaz)

- **Group C: Access & Use**

*X number of professionals in the country gain access to the state of the art capacity building initiatives and HR practices.*

- (Moderator: Ms. Uzera Nishat & Ms.Shama Maqbool/ Rappoteur: Ms. Nausheen Azam)

- **Group D: Services**

*HRDN is adequately resourced to deliver services in line with HRDN mandate.*

- (Moderator: Mr. Waqar Haider Awan/ Rappoteur: Ms. Asma Usmani)

## **Concluding Session**

The last session was chaired by the Ms. Tanya Khan jointly with Ms. Fauzia Malik. Ms. Tanya Khan thanked all the participants in four groups for their active participation and contribution for strategic framework of HRDN. The moderators of four groups were invited on stage to present and share their suggestions regarding strategic framework of HRDN.

## **Vote of Thanks**



In the end, Ms. Afshan Tehseen, founder member HRDN presented vote of thanks. She appreciated the efforts of HRDN for organizing many successful events including ATR, JAM and AMM. She paid her highest gratitude to all distinguished members, honorable chief guest, and volunteer members of HRDN.

### **Musical Gala Dinner:**

The colourful evening in the premises of NCRD was started by a lively musical show which entertained all members of HRDN and their families. The musician was a famous classical singer “Sultan Fateh Ali Khan” from Patiala ‘ghrana’, a family which has produced several generations of renowned classical singers.





## 3.3 1st Annual Summit of Member Organizations 2012:

Human Resource Development Network held its first Summit of member organizations on Friday, June 15, 2012 at Iqra University, Islamabad. The Summit was participated both by individuals as well as organizational members from different areas of Pakistan.

The meeting was comprised of two parts, the first part was the meeting of CEOs and senior management in which the overall concerns related to HRD network membership were discussed in detail. The second part of the meeting was about the concerns of particular city chapters in which the focal persons and organizational heads discussed and updated the current scenario of HRDN City Chapters and suggested certain valuable recommendations.



The first session was commenced by reciting few verses from the Holy Quran followed by Ms. Robeela Bangash who gave a warm welcome note to the members of the meeting. She also gave a brief introduction and bird eye view of HRD network and the services provided and offered to the members and the community.

The Executive Director, Ms. Fauzia Malik gave a comprehensive presentation on HRDN working and its services. She shared that HRDN is one the largest membership based network in Pakistan with nearly 1000 members both from Pakistan and abroad. She also said that HRDN being a network of members has a rich resource pool of trainers and professionals which makes HRDN a kind of network that can provide services to multi-sectoral beneficiaries. A number of professionals from development sector, academia, government, media and corporate sector are benefiting from HRDN's diverse and dynamic Capacity Building Programmes. Detailed report of the event is available.



## 4 Summer Internship Programme (SIP) 2012:

The Summer Internship Programme (SIP) 2012 was mutually launched by Pakistan's largest membership based Network "Human Resource Development Network" (HRDN) and one of the Asia's leading capacity development organization "Institute of Rural Management" (IRM).

### SIP Mission

The Programmes mission statement is: **"Youth development service for a better Pakistan."**

### Scope

Over 300 Students from Colleges/Universities applied for Nationwide Summer Internship Programme and after being tested, approximately 100 candidates were selected for the Internship. The students eligible to apply for this programme were expected to possess interpersonal skills and computer literacy. This was an opportunity for young, fresh college/university students preferably studying in the area of social sciences below the age of 28.

The Summer Internship Program 2012 was held at different cities successfully which included:

- Quetta
- Peshawar
- Lahore
- Sukkur
- Jamshoro
- Bahawalpur
- Islamabad
- Muzzaffarabad
- Murree
- Karachi
- Hyderabad
- Rawalpindi



This Summer Internship Program (SIP) provided an opportunity for the youth of Pakistan to maximize their potential through training and learning sessions. It offered two kinds of internships, research based (Academic Internship) and Generic (office internship). Approximately "one million" youngsters have been trained in numerous types of Management, technical and professional training courses. This was a distinctive learning experience that allowed students to acquire both theoretical knowledge and practical field experience in research and other scholarly investigations.

The students were to choose from a variety of research topics to conduct their research, which included:

- Community Health
- Economics
- Environment and Natural Resource Management
- Financial Management
- Gender
- Human Resource Management

- Primary Education
- Rural Development
- Social Development and Sociology
- Impact Analysis of Trainings on Income and Lifestyle
- Training Need Assessment
- Problems of Working Women in IRM & NRSP
- Promotion strategies of Shop for a Cause
- Training Manual(s) for Gender and Development Department
- Project Cycle Management And Its Implementation
- Rural Development Livelihood Enhancement And Protection (LEP ) Project

## Objectives

The main objectives of the SIP were to provide the participants with:

- Hands on experience in the professional organizations and to help them learn about the organizational dynamics, culture and environment.
- It aimed to provide the young and talented students/graduates with the golden opportunity of working with top notch professionals.
- To develop the job related skills related to their Academic areas and to groom their professional personalities.

At the end of the 6 weeks, participants were successful in completing the internship (academic or generic), adhering to tasks and the rules and regulations of the programme, they were awarded with a certificate from HRDN.



## 5 HRDN Projects:

The details of HRDN major Projects in 2012 are given below where the title, donor and beneficiaries are placed in the tabular form.

Sr.	Title	Donor	Beneficiaries	Project Duration	Location
1	Welcome to School Initiative”	UNICEF	18,695 Children and 311 Teachers of 100 Schools in Mohmmmand Agency	December 2011 - December 2012	Mohmmmand Agency FATA
2	Training of Newly inducted S-TEVTA Staff	ILO	35 participants from S-TEVTA	November 2012 - December 2012	Karachi
3	Community Management Skills Training (CMST) and Manual Development for CMST	Doaba Foundation	Community of Doaba Foundation	September 2012 - November 2012	Multan
4	Operational Manual for CLTS-DRR	Doaba Foundation	Community of Doaba Foundation	September 2012 - October 2012	Multan
5	Technical Training for S-TEVTA & Labour Department Punjab	ILO	28 participants from S-TEVTA and Labour Department Punjab	November 2012 - December 2012	Karachi and Lahore

### 5.1. Welcome to School Initiative:

HRDN has launched “**Welcome to School Initiative**” project as an implementing partner of UNICEF in Mohmmand Agency (FATA). The scope of the initiative was to bring as many children of primary level to schools by providing them alternate learning spaces or by repairing schools where minor damages had occurred due to militancy, and by providing children a protective environment against exploitation, violation, discrimination and abuses.

The activities of the project started operating in Mohmmand Agency from 1st January 2012 to improve the literacy rate & enrollment in the five targeted Tehsils, with the substantial coordination of Education department and local Political Administration in three subdivisions of Mohmmand Agency.

HRDN has completed damage assessment and out of school children survey in five Tehsils (*Ambar, Khawaizai, Baizai, Pindiali, Haleemzai*) of Mohmmand Agency, it was observed and recorded that a lot of children were out of school because majority of the population migrated due to military operation. Most of the schools were demolished by militants and the educational institutions are still not functional.



#### Major Achievements

- Completed Out of School and The Damage Assessment Survey in **100** targeted schools.
- **3560** students were enrolled by Social mobilization.
- **12** alternative learning centers established.
- Mobility support provided to **114** non local teachers.
- Minor repair work done in **40** schools.
- Educational Supply (bags, students kits, Recreational kits, School In A Box, black board, Fire Extinguisher, First Aid Kits and Stretchers) distributed in **100** schools.
- **100** Taleemi Islahi Jirgas (TIJs) are formed.
- **400** Health and hygiene education sessions has been conducted in schools and community.
- **100** co-curricular activities conducted.



## 5.2. Manual Development:

- a. HRDN has designed and developed an Orientation Handbook for Sindh TEVTA staff in collaboration with ILO. This Handbook will be used to conduct training of Sindh TEVETA staff on the orientation of the Handbook.
- b. HRDN has designed and developed manual on Community Management Skills Training (CMST) for DOABA Foundation. HRDN also conducted series of training for the community on the said topic with a special focus on Social Mobilization for DOABA Foundation in Multan.
- c. HRDN has developed an Operational Manual on Community led total sanitation (CLTS) and Disaster Risk Reduction (DRR) for DOABA Foundation.

## 5.3. National Conference on Mangroves Ecosystem:

Pakistan once had the world's sixth largest mangrove forest in the Indus Delta, covering 345,000 hectares of land, but after a rapid reduction, its position dropped to 35th in the world. This rapid reduction has a variety of reasons associated with a range of stakeholders in the downstream as well as upstream. Based on these learning "Mangroves For Future" (MFF) programme was initiated by IUCN for conservation and rehabilitation of mangroves in various countries. Pakistan is one of these countries.

A national conference was organized to highlight the great value of Mangroves Forests, commonly known as coastal forests or swamp forests.

This conference was organized by Human Resource Development Network (HRDN) in collaboration with Mangroves for Future (MFF) Programme of IUCN.

The conference was expected to achieve the following outputs;

- Increased awareness among 100 key stakeholders in Pakistan about mangroves, their importance, conservation, restoration and sustainable management.
- At least 20% of the participating organizations incorporate environment as their cross cutting theme.





- **Field Trip for Mangroves Plantation**

On March 9, 80 members of the Human Resources Development Network (HRDN) along with the officials of Sindh forest department planted 300 mangrove saplings on a mud flat in Jhari creek about 1.5 nautical miles from the Korangi Fish Harbour. This activity was part of an awareness campaign undertaken by HRDN with the support Mangroves for the Future, a regional initiative for the conservation and rehabilitation of the coastal ecosystems.





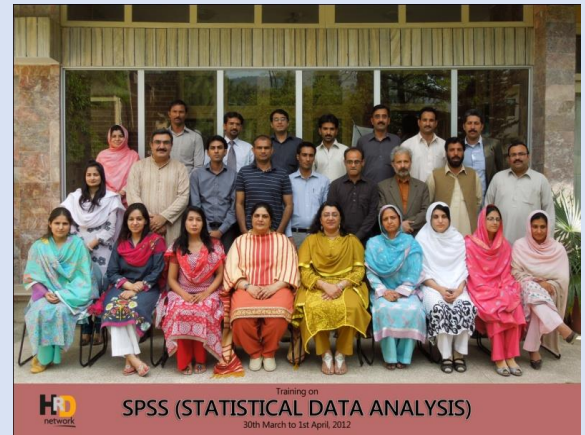
## 6 HRDN Training:

HRDN conducted number of in house training, and customized training for partner/member organizations. Details of the major training by HRDN are given below:

Training Title	Date	Days
Effective Presentation techniques	January ,2012	2 days
Negotiation to Win	February, 2012	2 days
Taxation	February, 2012	3 days
SPSS	March, 2012	3 days
Budgeting for Proposal Training	April, 2012	2 days
Training on Proposal Writing	July , 2012	3 Days
Gender sensitization in work place	January ,2012	4 days
Community and Social Mobilization	January ,2012	5 days
Team Building Training of ILO Staff	November, 2012	2 days



- HRDN has conducted a two days Team Building Retreat for the ILO Islamabad Staff at Pearl Continental Lahore dated 05-06, November 2012.
- HRDN conducted a series of training for the technical staff of Sindh TEVTA and Labour department Punjab in collaboration with ILO at Karachi and Lahore respectively with the support of HRDN's City Chapters.



## 7 Learning Events:

### 7.1. HRDN - Peshawar City Chapter Meeting

A city chapter meeting was held on July 23, 2012 at CRDO Peshawar regarding membership benefits and responsibilities. After the attendance and registration of members, meeting was formally started with the recitation of Holy Quran. A formal group photo was taken followed by the formal introduction of the participants. The Executive Director (Ms. Fauzia Malik) gave a welcome presentation to all the participants. Mr. Azam farooq (IM Sciences) provided the updates regarding HRDN Peshawar chapter. Dr. Manzoor Awan and Ms. Tanya Khan lead the session regarding Organizational Membership Benefits and Responsibilities which included an detailed interactive discussion on MoUs, International HRD Congress, Thematic Forum, Projects, Facebook page and Communication with Donors and INGOs. Same discussion of membership benefits and responsibilities was discussed in the next session regarding individual members which included different aspects of International HRD Congress, Thematic Forum, Trainers and Resource Persons.

### 7.2. Thematic Forum on “Issues of youth, gender and sexual reproductive health” Special lecture by “Dr. Rakhshinda Parveen”

A special lecture by “Dr. Rakhshinda Parveen” was organized by HRDN on February 21, 2012. The interactive session covered the areas of Youth, Sexual Reproductive Health & Gender and the linkages, challenges and opportunities in the Islamic Republic of Pakistan. Number of members and guests participated in the special lecture.

The context of the forum was the present youth cohort of 1.3 Billion which is the largest in human history. Its importance is fully recognized at international level in ensuring a better tomorrow. The three themes of the International Youth Year 25th anniversary were: Participation, Development, and Peace led to 15 areas of action. They include education, employment, hunger and poverty, health, environment, drug abuse, juvenile delinquency, leisure, girls and young women, full and effective

participation of youth in the life of society and in decision making, globalization, information and communication technologies, HIV/AIDS, armed conflict, and intergenerational issues.

### 7.3. Thematic Forum on Green Jobs and Decent Work

In association with ILO, HRDN successfully conducted a thematic forum to create awareness among members of society on the concept of “Green Jobs and Decent Work” on Wednesday, July 18, 2012. A precise lecture was delivered by Mr. Saifullah Chaudary, Senior Program Officer in ILO. The guest speaker commenced his lecture with the environmental challenges which are faced by human beings globally. The concept of green jobs says ***“green jobs are position in agriculture, manufacturing, construction, installation and maintenance as well as scientific and technical, administrative and service related activities that contribute substantially to preserve and restore environmental qualities by meeting the requirements of decent work”***. Decent work sum-up the aspiration of people for opportunities, income, right, voice and recognition, family stability and personal development along with the fairness and gender equality.

There are certain characteristics of Green jobs:

- ❖ Reduction in consumption of energy and raw material.
- ❖ Avoid greenhouse gases emission.
- ❖ Protection and restoring of ecosystem and environment.

### 7.4. Thematic Forum "Inconvenient Truth"

HRDN successfully conducted a thematic forum to create awareness among members of society on the concept of “Inconvenient Truth” on Tuesday, October 25th, 2012. A precise lecture and presentation by Al-Gore was delivered by Mr. Asif Iqbal, Project coordination officer at World Vision International.

The guest speaker commenced his presentation which was made by Al-Gore to show truths of climate change. The presentations included photos of climate change from all over the world and especially from USA. Moreover, it also included the reality based photos on climate related disasters, water shortage, environmental refuges, displacement of floods, food shortage and malnutrition and pollution. He also explained the droughts and the rapid ratio of Climate change around the globe.

The statistics of the data from all over the world was presented to the audience which was showing the trend of extreme climate change and its adverse impact in form of droughts and floods in different regions of the world including South Asia America and other regions of the world.

### 7.5. Climate Change Concerns and Pakistan



In association with IUCN, HRDN planned and successfully conducted an awareness program targeted as a public forum on “climate change concerns and Pakistan”, on **Friday, June 08, 2012**. Basically it was an event planned to create buildup towards International Congress to be held in September on the same topic. A concise lecture was delivered by **Mr. Saadullah Ayaz**, Coordinator Climate Change at IUCN, with a high response rate.

Mr. Saadullah Ayaz started his lecture with explanation and interpretation of Climate Change phenomenon that is “**Significant and lasting change in statistical distribution of weather patterns over a period ranging from decades to millions of years.**”

Mr. Saadullah Ayaz further elaborated the wide range of impact of climate change i.e.

- **Reduction in water reservoirs**
- **Weather pattern:** longer summer, shorter winters, early springs
- **Environmental deterioration:** desertification, deforestation, species extinction
- **Economic activities:** low production level, agriculture, forestry
- **Health and tourism sector**
- **Disturbing ecosystem:** land and aquatic

## 8. Social Events 2012:

### 8.1. Eid Milan Party 2012

HRDN organizes Eid Milan party after every Eid-ul-Fitar on 31<sup>st</sup> of August, 2012 where members and guests gather to recall the festivities of Eid with delicious food, Members come along with their families. This event provides opportunity for every participating member to socialize with people and scholars of diverse fields and school of thought. Hence the event provides a unique experience of enjoying quality time with friends, families and colleagues.

## 9. Initiatives during Year 2012:

HRDN introduced number of new initiatives including Summer Internship Programme for fresh and undergraduates, Monthly E-Newsletter for sharing and circulation of information of members and HRDN, Annual summit of member organization to interact and bridge the gaps by discovering common ways to achieve sustainable development with a special focus on Human Resource Development.

### 9.1. Summer Internship Programme (SIP)

SIP is an exciting nationwide programme launched in collaboration with Institute of Rural management. This Summer Internship Program (SIP) provides an opportunity for the youth of Pakistan to maximize

their potential through training and learning sessions. It offers two kinds of internship(s), research based (Academic Internship) and Generic (office internship). This is a distinctive learning experience that allowed students to acquire both theoretical knowledge and practical field experience in research and other scholarly investigations. Students were placed in number of member/partner organizations of HRDN all over Pakistan.

## **9.2. Monthly E-Newsletter**

The monthly electronic newsletter has been launched to share and circulate both HRDN's and Members' monthly updates and news. The newsletter is circulated through e-mail to all the members, on the other hand at the end of every month all the members are invited to provide any news, updates or information about their respective upcoming events, programmes or projects to be designed and circulated among members.

## **9.3. Annual Summit of Member organizations**

HRDN designed this new initiative where the member organizations are invited to participate, discuss and debate on the number of issue related to Human Resource Development, networking, outreach, membership support etc. This summit also provides an annual platform to join together the brains, intellect, experiences and expectations.

## **10.HRDN Theme of Year 2012:**

### **“Climate Change Adaptation”**

Since the inception of HRDN (1999), HRDN has organized a number of activities, training workshops, seminars and mega events at national and international level with participation of policy makers, civil society, public and private sector stakeholders, developmental specialists and business leaders. Another such mega event “International HRD Congress on Climate Change Adaptation” is organized jointly by HRDN and Ministry of Climate Change, Government of Pakistan in December 2012. Climate Change Adaptability is the theme of year 2012 for HRD Network. This mega event is in continuation of the other events during the year including “National Conference on Mangroves Ecosystem in Pakistan” in March 2012.

Pakistan has been placed among the ‘high risk’ countries and among the top 20 most vulnerable countries that are worst affected by the climate change. Recent climate related disasters are some of its un-palatable consequences. We are already witnessing changing weather patterns impacting food production, human security, water scarcity, poverty situation and climatic disasters. Furthermore, floods have increasingly threatened our coastal communities and directly impact hundreds of thousands of people each year.

It is high time for Pakistan that all the stakeholders join hands to combat the issue and take adaptability in concern. Considering the national and global value of the subject, this congress is organized at a particular time. The “National Climate Change Policy” of Pakistan will be launched at this important event.

The Congress aims at exploring the challenges of climate change governance, review in particular the role of different stakeholders, policies, action plans and measures to promote mitigation and adaptation to human induced climate change. The objectives of the event are following;

To identify key issues and challenges such as governance and it's roles and over all responsibilities of stakeholders on climate change adaptability.

To serve as a forum for informed discussion and dialogue on key substantive and policy issues regarding climate change adaptability.

Identify options for effective mitigation and adaptation strategies in the places most sensitive to the impacts of climate change.

Explore the avenues that are helpful for climate change mitigation and adaptation strategies which are economical, effective, equitable and transparent.

## **11. HRDN Publications during 2012:**

Beside annual report and other IEC material, HRDN publishes quarterly newsletter ILLUME on various themes. Different topics regarding Human and Institutional development are covered through interviews and articles of scholars and experts.

- ILLUME (Quarterly Newsletter)
- Monthly E-Newsletter

## **12. HRDN Website:**

HRDN web portal has been a very effective communication tool in the development sector. According to a survey, HRDN website was found to be the most visited website amongst its members. The web portal contains features which are of great interest for the professionals. HRDN has launched an excitingly new website with a number of new features to share quality and timely information with its members and audience. HRDN is also present on Facebook, Linkedin and Twitter for the updates and communication to its members.

## **13. HRDN Services:**

HRDN is one of the Pakistan's largest human resource advisory organizations. The multi-disciplinary approach allows HRDN to advice on all aspects of people management, helping the clients to create value for their businesses through people. Various services that HRDN offers with quality assurance are following;

- HR Services (recruitments of staff & consultants, panelists, staff orientation & trainings)
- Comprehensive trainings package for staff trainings
- Team Building Workshops for staff of an organization
- Comprehensive trainings package for implementing partners of donors
- Documentation through write shop (an efficient way of compiling comprehensive and complicated yet important publications particularly long term achievements of projects and organizations in the short time)
- Dynamic Website Development
- Creative Designing of Publications and much more.

## **13.1. Services to Individual Members**

### **a. Become Part of Resource Pool:**

- Proposal Development, EOI, Concept Note Development Services to Organizations
- Trainers on a range of themes to Organizations
- Projects Assessments, Mid-term Review and Evaluations
- Documentation of Annual Reports, Research Reports, Project Reports for Organizations
- Training and TOT Manuals Development for Organizations
- Organizational Brochure, Profile, IEC and Promotional Material Development

### **b. HR Services:**

- CV's Pool of Candidates for Job
- Become Part of the Interview Panel
- Internship Opportunity for Student Members and Young Professionals
- Become a Volunteer at HRDN to gain experience

### **c. Monthly e-newsletter of HRDN:**

- Major HRDN and Members Organizations Events
- Training Opportunities
- Scholarship announcements
- Vacancy announcements
- Consultancy announcements

### **d. HRDN Website and Facebook Offers:**

- Vacancy announcements
- Consultancy announcement
- Major HRDN and Member Organizations Events
- Training Opportunities
- Scholarship announcements
- Internship Opportunities

### **e. Capacity Building:**



- Project Cycle Management Training
- Photo Monitoring Training
- Proposal Writing Training
- Report Writing Training
- Change Management Training
- Discount on HRDN Training
- Discount on Other Organization Training as HRDN Members

**f. Special Services:**

- HRDN Guest House on Subsidized Rate for Members
- Discount Offers on Training and Conferences Registration
- Membership Card Benefits – Discount at selected Medical Facilities, Labs, Hospitals, Restaurants and Hotels

## **13.2. Services to Organizational Members**

**a. Resource Pool of Experienced Professionals:**

- Project Proposals, EOIs, Concept Note Development
- Mid-term Review of Projects
- Assessment and Evaluations

**b. Institutional Strengthening:**

- Staff Capacity Assessment
- Training Needs Assessment
- Participatory Organizational Assessment
- Institutional Development Training
- Organizational Policies and Procedures Manual Development
- Staff Capacity Building Plan
- Partners Capacity Building plan
- Photo Monitoring Training
- Team Building Retreat

**c. Documentation Services:**

- Resource Pool of Experienced Professionals
- Annual Reports
- Research Reports
- Project Completion Reports
- Manuals Development
- Organizational Brochure
- Organization Profile
- IEC Material Development
- Anniversary Reports
- Special Organizational Reports through Writeshop
- Theme Based Materials
- Promotional Material

**d. Email Circulation - Monthly e-newsletter of HRDN**

- Organizational updates & achievements
- Major Events news
- Launch of Training
- Scholarship announcements
- Vacancy announcements

- Consultancy announcements
- Project announcements

**e. Posting on HRDN Website:**

- Vacancy announcements
- Consultancy announcement
- Project announcements
- Major Events
- Training
- Scholarship announcements
- Organizational Logo with website link

**f. Graphic Designing Services:**

- Annual Reports
- Research Reports
- Project Completion Reports
- Manuals Development
- Organizational Brochure
- Organization Profile
- IEC Material
- Special Celebration Material
- Theme Based Materials
- Promotional Material

**g. HR Services:**

- Facilitate Recruitment Process
- Provision of Interview Panel
- CV's Pool of Candidates at HRDN
- Staff Orientation Sessions

**h. Special Services:**

- Photo Monitoring
- Documentary Development
- Website Development
- MoUs with Member Organizations
- Partnership for Projects and Programmes
- Consortium for Joint Projects
- Liaison Office for Member Organizations
- HRDN Guest House on subsidized rates
- Project Completion Report
- Special Organization Report
- Discount Offers

## 14. HRDN Theme for the Year 2013:

“Education – the Key to Development”

HRDN has engaged itself in different activities, programmes and projects which lead to strengthen the different dimensions of education in Pakistan. HRDN has worked in collaboration with different national and international donors to support the education as it is central to improving lives and spurring

sustained, broad-based development. According to a study cited in the World Bank's "Education Strategy 2020," an increase of one standard deviation in student scores on international assessments of literacy and mathematics is associated with a 2 percent increase in annual GDP per capita growth.<sup>2</sup>

Another source highlights that a country's performance on international learning assessments accounts for 64 percent of the variation in economic growth trends over a decade.<sup>2</sup> There are additional benefits to countries with large numbers of educated women, including improved family planning and healthier children.<sup>3</sup> Lack of schools, and poor conditions of existing school structures are a widely-cited as key challenges in improving the access to and status of the public education system. However, the quality of learning is hardly raised as a critical issue in developing analytical skills among students.

Students' ability to read is a key indicator of school quality. Reading is the gateway to the lifelong learning that is required for success in today's world. Children who do not learn to read in the first few grades of school will struggle to keep up with classroom assignments in later grades and have difficulty becoming self-guided learners as they become mature adults.

Globally studies have shown that learning outcomes have a direct correlation to a country's economic growth. Key to learning is the ability to read. A ten percent increase in the number of students achieving basic literacy translates into a 0.3 percentage point increase in the annual growth rate for that country. Other research has shown that early grade reading competencies are critical for continued retention and success in future grades.

HRDN will be publishing its quarterly newsletters on different issues in Education In Pakistan starting from Primary Education, HRDN will also focus on organizing different forums and conferences and seminars on the said topic during the year long regular activities.

## 15. Upcoming Events and Initiatives in 2013:

### 15.1. 4<sup>th</sup> International HRD Congress

Considering the adverse effects of the climate change, HRD network is organising an "**International HRD Congress**" in March, 2013 on the theme of "**Climate Change Adaptation**". The Congress aims at exploring the challenges of climate change governance, examining in particular the role of the government in strengthening institutions, policies, action plans and measures to promote mitigation and adaptation to human induced climate change.

This Conference will bring together experts, eminent scholars, practitioners, business and civil society leaders, policymakers, senior government officials and representatives of donor agencies from Pakistan and abroad in particular from country, developing countries, involving private and public sector institutions, environmental NGO's, academe and international agencies.

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<sup>2</sup>The World Bank Group. (2011). Learning for All: Investing in People's Knowledge and Skills to Promote Development. Washington DC: The World Bank Group; The Role of Cognitive Skills in Economic Development. (n.d.). Journal of Economic Literature 24 (3), 1141 - 77.

The thematic areas/topics will cover the entire gamut of climate change adaptability. The Conference would serve as a forum for dialogue among all relevant stakeholders and an effective platform for policy makers i.e. governmental, non-governmental and corporate sectors to structure and adopt a holistic approach to confront the issues at the interface of climate change and adaptability. Key themes are:

1. Climate Change and Governance
2. Climate Change and Food Security
3. Climate Change and Water Security
4. Climate Change and Energy Security
5. Climate Change and Human Security

### **Key Objectives of the Conference**

The Conference will focus on the following objectives:

1. To identify key issues and challenges such as governance and its roles and over all responsibilities of stakeholders on climate change adaptability.
2. To serve as a forum for informed discussion and dialogue on key substantive and policy issues regarding climate change adaptability.
3. Identify options for effective mitigation and adaptation strategies in the places most sensitive to the impacts of climate change.
4. Explore the avenues that are helpful for climate change mitigation and adaptation strategies which are economical, effective, equitable and transparent.

The International Congress will have national and international scholars as panelists and discussants. It will be a **two days** event with thematic focus on governance, gender, mitigation, response and adaptability, vulnerability and poverty, human resource development. An expo will also be arranged to provide a platform for the stakeholders to showcase their successful initiatives.



## 15.2. 15<sup>th</sup> ATR & 3rd JAM

HRDN has planned its 15<sup>th</sup> Annual Trainers' Retreat in Uzbekistan in April 2013. The ATR will visit four major cities of magnificent Uzbekistan including the historical Tashkent, Bukhara, Samarkand and Khiva.

HRDN has also planned its 3<sup>rd</sup> JAM visit to Turkey in July 2012. The JAM will encompass the miraculous cultural and spiritual avenues within Turkey.

## 15.3. 2<sup>nd</sup> Annual Summit of Member Organizations

HRDN successfully launched its first Annual conference in June 2012. The 2<sup>nd</sup> Annual Summit is planned in June 2013 where the CEOs and senior management of member organizations will be invited to participate and discuss over the issues of HRD and Network's growth. The Summit will be attached with a Donors Conference where the agenda of active involvement of HRD component in the funding will be shared and discussed.

## 15.4. Team Building and Change Management Workshop

Our society is undoubtedly combating at different dimensions to construct a healthy development progress towards peace, harmony and bright future. The components of Team building and Change Management are extremely vital to achieve sustainable development; therefore HRDN has planned to organize an international workshop for CEOs in September 2013 where Mr. Roomi S. Hayat (Chairperson HRDN, CEO IRM) will lead the workshop.

## 15.5. 14<sup>th</sup> Annual All Members Meeting 2013

HRDN organizes Gala Dinner and AMM annually to share the HRDN's progress and review with the general body. Every year number of Individual and Organizational Members and partners actively participate in the meeting. HRDN has so far organized 13 meetings and the 14<sup>th</sup> AMM is planned in November 2013.



**HRDN** Human Resource Development Network

**GET READY**  
HRDN Members for  
**15TH ATR & 3RD JAM**  
**2013**

Submit your nomination now for  
the trip of your choice

**15th ATR 2013**  
One week trip to four cities of UZBEKISTAN:  
Tashkent, Bukhara, Samarkand & Khiva in  
April 2013

**3rd JAM 2013**  
One week trip to TURKEY: Istanbul in July  
2013

**Mark Your Calendars**

For details please contact:  
ismail@hrdn.net  
Ph: 051-2828259  
051-2821767  
www.hrdn.net


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Email: info@hrdn.net Website: www.hrdn.net



To catch all the latest news  
Visit www.hrdn.net & HRDN Social Media Pages

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### 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	<b>Ms.Robeela Bangash</b> Freelance Consultant robeelabangash@gmail.com	Founder Member	
3	<b>Mr. Abdur Rasheed Chaudhary</b> C.E.O DOVE (Develop Our Valuable Earth) hdaarc@hotmail.com	Founder Member	
4	<b>Mr. Chaudhary Haq Nawaz Khan</b> Director General Extension Services Management Academy hnk_agri1@yahoo.com	Founder Member	
5	<b>Mr. Amjad Iqbal</b> Regional Programme Manager National Rural Support Programme amjadnrsp@hotmail.com	Professional Member	
6	<b>Mr. Muhammad Fahim</b> Community Development Specialist FATA Capacity Building Project, FATA Secretariat fahimswat@yahoo.com	Professional Member	
7	<b>Ms Uzera Nishat</b> Head of Human Resource Strengthening Participatory Organization (SPO) uzera@spopk.org	Professional Member	
8	<b>Ms Tanya Khan</b> Social Development Advisor (Freelance) tkhan@dev.org.pk	Professional Member	
9	<b>Mr. Yasir Iqbal</b> Freelance Consultant yasiriqkhan@yahoo.com	General Member	
10	<b>NRSP - Institute of Rural Management (N-IRM)</b>	Organizational Member	

11	The Punjab Educational Endowment Fund (PEEF)	Organizational Member		
12	Saiban Development Organization	Organizational Member		

## Annex 2: HRDN Staff

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

# FINANCIAL STATEMENT

## HUMAN RESOURCE DEVELOPMENT NETWORK BALANCE SHEET AS AT JUNE 30, 2012

	NOTE	2012 ------(Rupees)-----	2011
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and equipment	4	2,927,240	2,550,167
<b>CURRENT ASSETS</b>			
Advances, prepayments and other receivables	5	530,738	1,805,136
Short term deposits		100,000	76,000
Cash and bank balances	6	7,041,082	10,264,700
		7,671,820	12,145,836
		<u>10,599,059</u>	<u>14,696,002</u>
<b>FUND AND LIABILITIES</b>			
<b>FUND</b>			
Accumulated fund	7	8,278,891	13,490,595
<b>NON-CURRENT LIABILITIES</b>			
Provident fund	8	916,271	608,344
Deferred grant		-	89,409
		916,271	697,753
<b>CURRENT LIABILITIES</b>			
Accrued and other liabilities	9	1,403,897	507,654
		<u>10,599,059</u>	<u>14,696,002</u>

The annexed notes 1 to 17 form an integral part of these financial statements.

  
CHAIRPERSON

  
EXECUTIVE DIRECTOR

**HUMAN RESOURCE DEVELOPMENT NETWORK  
INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED JUNE 30, 2012**

	NOTE	2012 ------(Rupees)-----	2011
<b>INCOME</b>			
Service fee/Grant	10	18,622,109	10,039,037
Training and membership fee	11	27,554,210	18,106,522
Other income	12	2,026,874	802,695
		48,203,193	28,948,253
<b>EXPENDITURE</b>			
Program expenses	13	16,628,360	8,129,261
Administrative expenses	14	11,320,324	4,940,265
Other expenses	15	25,367,636	15,106,071
Finance cost		98,577	68,356
		(53,414,897)	28,243,953
(Deficit)/Surplus		<u>(5,211,704)</u>	<u>704,300</u>

The annexed notes 1 to 17 form an integral part of these financial statements.

  
CHAIRPERSON

  
EXECUTIVE DIRECTOR



Human Resource  
Development Network



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