

ANNUAL REPORT 2017-18

HRD NETWORK IRM Complex- HRDN Head Office # 7 Sunrise Avenue Main Park Road Near Comsats University Islamabad

ABOUT US

The Human Resource Development Network (HRDN) was established in 1999 and it was officially registered in 2002 under Societies Registration Act XXI of 1860, however since 2017 Human Resource Development Network is registered as HRD Network under Companies Ordinance 1984. It was conceived by Human Resource Development (HRD) professionals as a platform to strengthen individual and institutional capacities to promote sustainable development, enable cross learning, share best practices through networking, piloting innovative models and evidence based policy advocacy.

Over the last eighteen years, the HRDN has emerged as think tank and a leading Network for the Development Sector and represents 850 professionals and more than 200 National and International NGOs, Educational Institutions and Public and Private Sector Organizations working for development of Pakistan.

HRDN has an extensive footprint across Pakistan through its member organizations, which contribute to the various thematic areas. The network also has a rich resource pool of more than 300 experts from diverse backgrounds, which provides capacity-building support to organizations and individuals.

The Network piloted and rolled out many innovative models of development by successfully completing projects independently and in consortium with its member organizations, in the areas of Youth Workforce Development, Children Education, Governance, Transparency & Accountability, Capacity Building of Public Sector Organizations, Peace Advocacy, Women & Labor Rights, Economic Empowerment, WASH, Community Based Disaster Resilience & Risk Management, Emergency and Relief activities in collaboration and partnership with USAID, UNDP, UNICEF, UNESCO, UNOPS and other bilateral donors. The ideology that defines and promotes HRDN includes:

Vision:

"Competent human resource to achieve professional excellence towards sustainable development"

Mission:

"To enhance the individual and institutional competencies by facilitating capacity development and evidence based policy advocacy"

Objectives:-

- To provide platform for exchanging ideas and experiences with a view towards promoting human development;
- To influence policy by evidence based advocacy towards sustainable development;

- To support individuals & organizations in improving training related research methodologies, improving training quality and capacity building endeavors;
- To establish and strengthen partnerships with national and international institutions and practitioners operating within the human development sphere.
- To set and regularly review quality and self-regulatory standards for development sector in light
 of best practices around the world;
- To organize national & international events in order to enhance synergies between development partners and promote learning and knowledge sharing through networking.

MEMBERSHIP

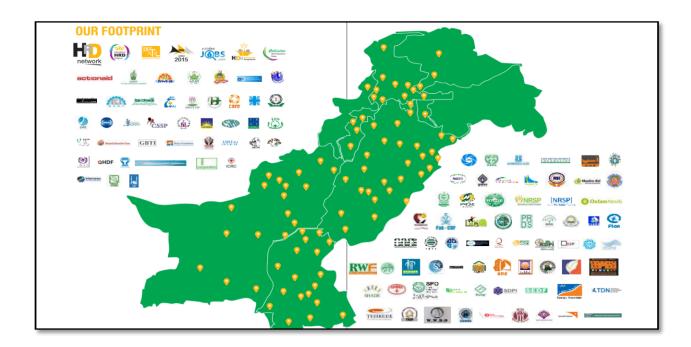
HRDN is a national level network that is working exclusively for its members while providing them networking and learning opportunities at national and international level. The membership has increased since last year due to the productive and progressive work being done by the Network for its members. The five major categories of HRDN membership are:

- Founder Members
- General Members
- Professionals Members
- Organizational Members
- Student Members

The membership has increased over past few years and the category wise break up is given below:

Category	Total Membership (Year 2017- 18)
Founder	8
Lifetime	51
Professional	274
General	517
Organizational	200
Total	1050

OUR Organizational Members



NETWORKING, LEARNING & SHARING

20th Annual Trainer Retreat (ATR) and International Conference 2018

EXECUTIVE SUMMARY

The 20th International ATR Conference was organized in Melbourne & Sydney, Australia from April 21st to 28th, 2018. The purpose of this year's conference was to deliberate on Indigenous Culture and Models of Development, promote rich culture of Pakistan in Australia and ensure an exchange of knowledge and ideas.

24 participants from Organizational, Professional and General Membership categories were part of the innovative and successful conference.

The conference was moderated by a renowned communication specialist and organizational member of HRDN Mr. Tauseeq Haider, Managing Director of Black Box Sounds. Guest Speakers of the conference included:

1. Dr. Syed Kaleem Imam, Inspector General Motorway Police and National High Way Authority Pakistan

- 2. Mr. Nadeem Malik, Senior Professor, Melbourne University, Australia
- 3. Ms. Humaira Farooq, Managing Director- NICS, Pakistan
- 4. Ms. Sameen Iqbal, Chief Executive Officer, We are One (WAO) Pakistani Radio Channel-Melbourne Australia

WELCOME NOTE – Chairman HRD NETWORK

Mr. Roomi Saeed Hayat, Chairman HRDN, welcomed all participants to the 20th ATR at Melbourne, Australia by mentioning that the ATR was a flagship event of HRD Network's for the last 19 years and lauded the organizations effort by continuing to provide a great learning and sharing platform for its members and organizing such international events on a regular basis. Furthermore, he stated that exposure to different countries and in different cultures helps



development practitioners work with people from diverse backgrounds and learn new skills; hence, exchange opportunities like the ATR helps improve people-to-people contact between various sectors and cultures as well as promotes tolerance and pluralism in addition to learning and best practices.

While highlighting the current year's ATR theme of Indigenous Culture and Models of Development, Mr. Hayat asked everyone to acknowledge and appreciate the rich and beautiful culture of each country and promote and present the positive image of Pakistan to the hosts in Australia. He introduced the member's well designed thematic documentaries and also formally opened up the productive discussion forum on each participant's presentation.

CONFERENCE OPENINIG – Syed Tauseeq Haider

Syed Tauseeq Haider, Managing Director Black Box Sounds and Organizational Member of HRDN, formally opened the 20th International ATR Conference and stated that everyone looked forward to share positive insights on the rich and diversified culture of Pakistan with honorable guests from Australia. The aim was also to project the policies of Pakistan that were contributing positively in promoting peace and tolerance in the region.

He reiterated that a beautiful documentary has been produced on the

culture and values of Pakistan. This documentary depicts the vibrant cultures and diversity of the Pakistani society in promoting the colors of love, peace, harmony and tolerance.

After the documentary was presented, the guest speakers had an insightful exchange of ideas and culture and discussed the theme through interactive sessions with all participants.

Interfaith Harmony by Dr. Syed Kaleem Imam- IG National Highway and Motorway Police

A productive session on "Interfaith Harmony" was delivered by Dr. Syed Kaleem Imam. "Odero Lal", a documentary produced by Black Box sounds was also played during the session. Dr. Kaleem further shed light on Pakistan's diversity and respect for different religions and cultures. The documentary's message was that all religions promote tolerance and peace.

Explaining the interfaith harmony, the speaker touched upon the teachings of Prophet of Islam, Muhammad (s.a.w.w) followed those principles in his life.



The Prophet initiated his mission in 610 A.D. with his ideology based on monotheism in the times when Arabs believed in polytheism. So naturally his mission became subject to bilateral negotiations. Allah says in the verse 125 of Sura Noah that:

"Invite to the way of your Lord with wisdom and good instruction, and argue with them in a way that is best. Indeed, your Lord is most knowing of who has strayed from His way, and He is most knowing of who is [rightly] guided".

While quoting the verses from the Holy Quran he mentioned that Islam advocates an atmosphere of peace, tolerance, and harmony forms the basis of any society.

Dr. Imam gave brief Analysis of the Constitution of Pakistan on Minorities and Interfaith Harmony. He mentioned that Pakistan is the sixth most populous country of the world; nearly 95% of its population is Muslim. Amongst minorities people belong to various religions: namely, Christians, Hindus, Parsis, Zoroastrians, Bahais, Sikhs, Buddhists, and small portions of Kalasha, Kihals, and Jains. The number of minorities is low but the number does not make it any less significant. It is in this realm that the flag of the country is designed in such a way that the white part represents the minorities. The 1973 Constitution of Pakistan declares the country as an Islamic Republic, and Islam as the state religion protects rights of all

citizens without any discrimination of faith and religion. These minorities have been an important part of country's development process nearly in all spheres of life.

The speaker also explained the challenges faced by the Pakistani society. While the Constitution of Pakistan provides full protection and equal rights to all citizens, without any discrimination of color, creed, language or gender to freely profess and practice their religions and culture respectively, religious minorities and others still face discrimination and victimization by some dissident elements. This has adversely impacted the national development and international image of the country. The country has been fighting against terrorism with both internal and external actors, since decades.

The speaker shared some moving examples of Pakistan's diverse cultural heritage depicting interfaith harmony:

- Mithi, a town of Hindu Majority
- Dera Sahib Gurdwara (Lahore)
- St. Patrick's Cathedral Church
- Katas Raj Temple
- The Hinglaj Mata Mandir
- Nankana Sahib
- Shared Holy Shrines
- Eating together at the time of Iftar

The session concluded on a need to develop a multi-pronged advocacy strategy to counter all aspects of violence, discrimination and extremism.

Concluding Remarks

Mr. Malik Fateh Khan, Chief Executive Officer GBTI and professional Member of HRD Network, presented a vote of thanks to all conference participants from Australia and Pakistan. He appreciated the efforts of HRDN for holding its 20th ATR in Melbourne on a relevant theme needed to promote a better image of Pakistan.

Refreshing Moments

The rationale behind international ATR conference is to promote opportunities for sharing and creating platforms to engage various societies to promote interaction and explore channels of communications with different parts of the world. Conference's agenda also allowed the participants to explore Sydney and Melbourne and experience a diverse society of Australia through firsthand experience.

All Members Meeting (AMM)

The All Members Meeting (AMM) is a tradition of last 17 years, whose purpose is to update HRDN members about network's performance in the previous year and at the same time inviting feedback of members for further enhancing the effectiveness and relevance of the network's activities for future. AMM is one of the most sought out events of social sector and attracts participation from top of the line prestigious national and international NGOs, agencies of United Nations, World Bank, Government, donor agencies and Universities. This event provides opportunity of networking, learning and knowledge sharing to development professional and members of HRDN.

Proceeding of All Members' Meeting- 2017

The meeting started with recitation of Holy Quran followed by in chorus singing National Anthem by all participants. The first session was focused on progress of HRDN in previous year with questions answers and comments session by members. Second session was followed by Members suggestions and recommendation to make the network vibrant. The third session was equipped by guest speaker's talks and presentations. The AMM had participants from member organizations working nationwide and representatives of INGOs. Individual members ensured their presence to alive the spirit of network. The event was moderated by Ms. Kiran Aslam General Member HRD Network.

Welcome Address by Mr. Roomi S. Hayat

Mr. Roomi S. Hayat formally welcome all members on the 18th All Members' Meeting. Mr. Hayat said he is happy that we're maintaining our tradition of this annual gathering, which not only provide us an opportunity to look back to see what the Network has done in last one year, this also helps us to set our way forward.



Mr. Roomi shared that Network has seen many

good and bad days but with Allah's blessings we are surviving and we will with your support. Mr. Roomi said today I am happier to see many old friends here and I warmly welcome to our new members in the fold of Network. Second, in business hour session, Ms. Umm I Kalsoom Head of Office right now at HRDN will share progress of last one year and this will be followed by member's sessions to get their feedback, suggestions to set right directions once again and future plans. He concluded his remarks with this that your

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contributions in the shape of membership fee is very important so I urge all the members to please ensure

that your membership fee is paid and your membership status is updated.

Members Session

Members session was chaired by Ms. Afshan Tehseen Founder and BoD Member of HRD Network. She

opened the forum with a very positive energy and an Urdu poem that themed around positivity,

encouragement and hope. She engaged members very actively and brief them that HRDN is now again

striving hard to be on its peak as it was in its starting years, for that we are in need of your support,

suggestions, feedback and encouragement.

She said it's an immense pleasure for HRDN to see old and pioneer members of HRDN today on this 18th

AMM, she said it will be our great pleasure if members will give us feedback and way forward as well.

Recommendations from Member:

It was suggested that active membership should be matter of concern for HRDN, because members

felt less benefits and attraction in it from past few years;

Professional members should be revived once again, and members should be encouraged to opt

lifetime membership;

HRDN is in need to organize capacity building trainings/events/seminars at national level;

• It was suggested that HRDN should focus on local donors;

• We should add value in our services and use of media to promote our network;

We should do networking for synergies with CSOs and private sector in current shift of dynamics

in development sector;

For improvement of Networking city chapters should be decentralized, regional level chapters like

Southern Punjab and Northern Punjab should be established

• HDN should focus on national event as it regularly organizes international

HRDN should properly communicate to the members about their forthcoming events and activities

like Internship Program or other events so members can be benefited from these events.

HRDN can be partner with its member organizations for proposal development/project

implementations especially in those thematic areas in which network has not direct expertise i.e.

renewable energy, foresting etc.

SDGs: Role of Microfinance Institutions

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The third session was based on presentations and talks by guests speakers on "SDGs: Role of Microfinance Institutions". Following were the guest speakers of the session:-

1. Dr. Syed Tahir Hijazi Economist- Former Member Planning Commission

2. Dr. Noor Fatima Assistant Professor International Islamic University Islamabad

3. Mr. Muhammad Murtaza CEO Rural Community Development Program

4. Mr. Sher Zaman Acting country Representative/CEO BRAC Pakistan



It was discussed by the guest speakers that the international community adopted Sustainable Development Goals (SDGs) in 2015 as a new global development agenda. that mentions access to finance seven times for achieving sustainable through food security, improve nutrition, promote sustainable agriculture. achieve gender equality, promote sustained, inclusive and

sustainable economic growth, provide decent work and foster innovation. Pakistan must create an additional two million jobs per annum in the next 38 years for its you th population. Women's labour force participation is one of the lowest in the world at 22pc. Meeting the goals requires international, national and local commitments, partnerships and innovative thinking, but it also requires money. For sustainable development. Giving money to people is not a sustainable strategy for economic empowerment, but giving them job and help to create their small businesses in order to optimize their share of production to the society.

Microfinance practices are not new in Pakistan but limited numbers of MFIs are working in Pakistan and there is comparatively limited outreach with compared poverty ratio in country. There is a huge demand and supply gap in the microfinance sector as penetration stands at almost four million active borrowers, whereas the estimated market size is 21m. In order for microfinance to realize its full potential and be valuable as a tool for expanding the economy and



bringing about poverty alleviation, it must have the potential to continue as a closed, self-generating system.

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It should be capable of expansion beyond the limitations imposed by a reliance on development assistance. Empowerment of poor people by microfinance and with combination of micro entrepreneurship has also proved to be very useful in other parts of the world, with equally challenging conditions as that of Pakistan.

Vote of Thanks and Souvenir Distribution

At the end of the daylong session of AMM, Ms. Robeela Bangash Founder and Board Member HRDN thanked all members on behalf of BoD, Founder Members and secretariat to honorable members and guests. It was said by her that we are in need of your support and energetic response to make this network once again THE BEST Network at national level.





Gala Dinner & Musical Night



Networking Event: "Growing Momentum by Joining Hands"

The networking event with title of "Growing Momentum by Joining Hands" was organized by HRDN at

City Chapter Lahore on June 29, 2018, in which around 20 members from Lahore and adjacent areas participated. Ms. Robeela Bangash, Chief Executive Officer of the HRDN in her welcome note reflected that networking is always enriching, thought provoking and investment in building and maintaining relationships. She emphasized that relationships just can't be build, rather they need to be maintained by regular follow-ups. Networking events on one hand helps connect people and pave



the way for professional success while on the other provides the opportunity for exchange of fresh ideas and new practices. It makes us more visible, opens doors for new opportunities to be tapped up by collaborative efforts and joint ventures and feel more protected by support network /mechanisms. She added that knowing and interacting with likeminded people is not only exciting but helps us in influencing things positively.

She has explained that Increasing role of civil society organizations in influencing policy making, and social



change require successful networks in order to enable civil society organizations amplify their voices and achieve greater impact in their work. In this relation, HRD Network since 1999 is playing its role as a platform of professionals working for human resource development in Pakistan, to learn, synchronize efforts and share knowledge and best practices.

Furthermore, Network members were briefed about the ongoing efforts made by the Secretariat to

strengthen and make Network more vibrant. CEO - HRDN mentioned that this event is the extension of the same efforts. The networking event emphasize on the following:

- Rejoice and network in a festive environment.
- Meet like-minded individuals and support each other in professional/organizational development.
- Tap up emerging opportunities with more collaborative and integrated efforts

CEO-HRDN expressed that Secretariat has the earnest believe of accelerating the momentum of the network that can only possible with the support of its prestige

individual members and member organizations.

She acknowledged and extended her highest gratitude and appreciation for the support provided by FFOSP in facilitating old and new friends to meet, greet and proceed with zeal and vigor. Focal Point Lahore City Chapter and last but not the least the valuable members were also appreciated for taking time out from their busy schedules and making the event a memorable and successful and a step for way forward by joining hands for shared



vision of having a competent human resource to achieve professional excellence towards sustainable development.

. The members of City Chapter Lahore volunteered to help, support and organize different networking, theme based learning sessions in close coordination and under umbrella of HRD Network. They will make this chapter a professional forum where all professionals can discuss, share and learn from each other.

Ms. Robeela Bangash, CEO-HRDN announced that they are organizing 6th International Join a Movement in Czech Republic on theme of Climate Change and 19th All Members Meeting in Islamabad in the month of October and November 2018 respectively. She requested all members to participate and support the Network to make these events successful. It was decided in the session that HRDN will organize National Exposure Visits for its member and will provide learning opportunity to all its members to enhance cross cultural learning and understanding among members.

PROJECT IMPLEMENTATION UNIT

UNOPS

HRDN has successfully implemented a project funded directly by UNOPS Geneva under a grant support agreement focused to "Support the Government of Pakistan to develop a program for funding by the Global Sanitation Fund". Important achievements of the project include:

- National consultation and identification of program scope;
- Sub-national consultation and detailed global sanitation fund proposal development;
- Identification of partners.

Lincoln corner Programming Support Project- US Embassy-

HRDN is implementing a project under a cooperative agreement with US Embassy IRC under theme of "Lincoln Corner Programming Support Project" since September 2016.

The goals of the project are;

- To benefit from strengthened programming and administrative capacity of LCs that reinforces
 positive relations and achieves Public Diplomacy goal of people-to-people ties between United
 States and Pakistan
- To enhance the capacity of local partners to independently run Lincoln Corners beyond project life cycle

HRDN role is to provide programming support to the Lincoln Corners (LCs) and establish a quality programming system for knowledge and information sharing through implementation methodology. This is to ensure inclusiveness of broad segments of society into programming activities and running of smooth administrative affairs with well-defined internal controls.

Some of the activities supported by HRDN are as follows;

District Workshop Lahore

Lincoln Corners Coordinators Workshop was held in January 10-11, 2018 at U.S. Consulate General Lahore. The objective of the workshop was;

- To raise awareness of program priorities for Lincoln Corners in Pakistan
- To explore tools and resources for program planning, budgeting, reporting and promotion
- To create priority-based program plans for 2018
- To identify target audiences and methods to reach them
- To strengthen the collaborative network of Lincoln Corners in Punjab

Administrative support for district level training workshops in Lahore was provided. All necessary preparations for District Workshop Punjab were made to conduct it successfully. This included; logistic arrangements, reservations, food and travel allowance for the participants. a) Preparation of list of participants, issuance of invitations, confirmations for participation and printing of their certificates was done. b) Hotel Reservation was twice changed as per eleventh hour requests & confirmation by IRC was challenge which was smoothly resolved by HRDN. c) Logistics and administrative arrangements for workshop including event, reservations, food and travel allowance for the participants d) Mobility to different venues and security access facilitation.

TechCamp Karachi

The theme of the TechCamp was "DESIGNING SOCIAL MEDIA CAMPAIGNS" Advocacy for Persons

with Disabilities through Technology held from January 20 – 21, 2018 at Lincoln Corner, Liaquat Memorial Library, Karachi. At the beginning of the camp, participants were grouped together depends on the themes that they would like to advocate on. Participants learned newer tools during the camp, and developed advanced skills of the ones they already do use, they were required to implement those tools to design their chosen campaign during the camp. At the end of the two-day workshop, participants had designed a Campaign, in form or photos, videos,



graphics, catch lines, texts and a plan, almost ready for execution.

HRDN administratively supported the Tech Camp Karachi for person with disabilities. The purpose of this workshop was for "Designing Social Media Campaign", it was an advocacy campaign for person with disabilities. All necessary preparations for Tech Camp Karachi were made to conduct it successfully. This included; logistic arrangements,

branding of the event, technological support, food and travel allowance for the participants. a) Branding and designing for the Tech Camp Karachi and printing of their certificates was done. b) Stage, Ramp and other related venue arrangements were made. c) Logistics and administrative arrangements for workshop including event, reservations, food and travel allowance for the participants d) All the technological support was provided.

Support capacity building initiatives for Coordinators at National Level

Lincoln Corners National Conference was held from May 7-10, 2018. HRDN's role in the national workshop was to develop logistical and administrative support plans and implement it timely.

Program Associate developed participant's itinerary for each event and also for timely boarding and lodging arrangements. Finance Manger made timely payments to external speakers and other vendors. Project Manager observed sessions on day one and day three of the conference. The conference allowed all the coordinators to grow not only professionally but personally as well. All the sessions were planned in a very balanced way, as it covered technology (training on the use of mail chimp), leadership skills, networking and headhunting etc.



Renovation and modernization of selected Lincoln Corners

HRDN supports the US embassy in space management of all the 'Lincoln Corners' to increase the efficiency and effectiveness of the LCs by equipping and furnishing the Corners by giving the Lincoln Corners a modern outlook. Renovation plan has been designed for LC at Fatima Jinnah University, Lincoln Corner Hyderabad and Lincoln Corner Islamabad by the American Centre. Tasks to renovate the corners has been divided among HRDN, Embassy and the host institution. Renovation of LC at Fatima Jinnah University is near to completion while renovation of LC Islamabad at International Islamic University and LC Hyderabad is in process.



ANNEXURES ANNEXURE-1, Governing Body

Mr. Roomi S. Hayat Chairperson/Founder Member



Ms. Afshan Tehseen BoD/Founder Member



Mr. Abdur Rashid
Chaudhary
BoD/Founder
Member



Ms. Aqeela TahirBoD/Founder
Member



Mr. Ch. Haq Nawaz Khan BoD/Founder Member



Ms. Robeela
Bangash
BoD/Founder
Member



ANNEXURE-2, Team HRDN



Ms. Afshan Tehseen CEO -HRD Network

Ms. Umm-i-Kalsoom HoO/Manager Program -HRD Network



Mr. Muhammad Faheem Manager Finance & Operations

Hina Sajid Ali Program Officer **Aamir Habib Khattak** Program Officer Osama Javed Program Assistant

ANNEXURE-3: FINANCIAL STATEMENT 2017-18