

*Girls With Dreams Become Women With Vision*

2 APRIL 2019

AT AIWAN-I-SADR, ISLAMABAD



# ANNUAL REPORT 2018-2019



**Human Resource  
Development Network (HRDN)**

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## MESSAGE FROM CEO

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Through these lines I would like to acknowledge and highlight the zealousness and dedication of my team at HRDN. Credit is also due to our donors both individual and institutional, who have contributed generously to our cause, as well as to our partner agencies and volunteers.

It hasn't been an easy ride. We've had to adjust our processes and make hard decisions. We've asked more from our supporters than ever before. But the results of all that effort are undeniable. Thank you for making 2018 yet another remarkable year for HRDN.

This year marked over two decades of service by HRDN. Our dedicated staff has done an incredible job at expanding programmatic outreach while simultaneously strengthening the quality of services. Now the question before us is, where do we go from here? Our Board has spent the better part of 2018 laying out a new strategic plan in order to answer that question. And according to them it is now time to move from addressing immediate issues towards tackling the root causes of the diverse challenges we are facing at national level. This will involve a shift in thinking and we are ready for that. As a matter of fact our current high-impact,

cost-effective programs in the areas of health, education, empowerment and economic well-being already resonate with this shift in priorities.

At HRDN, our on-going goal is to keep our overheads low while increasing programmatic outreach, and I feel happy in acknowledging that this is because of our members who truly make it possible. The national impact of HRDN is a testament to the effectiveness of our Professional, General and Organizational members working across Pakistan. Despite challenging odds, their unselfish commitment to excellence is an inspiration.

Development is a process of positive change, both qualitative & quantitative, which inspires a society in ways that enhances its ability to mobilize and manage resources sustainably, resultantly empowering the nation and enabling all people to fulfil their ambitions. This is the vision that we at HRDN have always pursued. That's why development is at the heart of Human Resource Development Network (HRDN).

HRDN is stronger than ever due to our continually expanding network of well-wishers and supporters who come together to donate time, resources, and talent in support of our mission.

*We know that this vision is attainable - if we work together. Are you with us?*

**Robeela Bangash**  
Chief Executive Officer

## ABOUT HRDN

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Human Resource Development Network (HRDN) was established in 1999 to facilitate networking and knowledge sharing by professionals involved in the development of Human Resource in Pakistan. Over the years, the network has emerged as a leading platform in the not-for-profit sector of Pakistan. A unique Network of its kind and nature, HRDN has been working diligently for around two decades to bring together a large group of 850 individuals and 145 organizations engaged in different dimensions of Human Resource Development. Since its inception, the Network has established chapters in all major cities of Pakistan and has undertaken hundreds of capacity building interventions – both in Pakistan as well as in more than 20 countries – where Pakistani HRD professionals and organizations are exposed to the development models adopted by these countries.

### Our Members

Over the last nineteen years, HRDN has emerged as a think tank and leading Network in the Development Sector. It represents individuals as well as national and international NGOs, educational institutions and public and private sector organizations working for human resource development of Pakistan.

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

The Network has piloted and rolled out many innovative models of development, and successfully completed completing projects both independently as well as in partnership with its member organizations, in the areas of Education, Health, Youth Development, Women Leadership, Governance, Climate Change, WASH, and Humanitarian Assistance.

**800**

Individual members all over Pakistan

**145**

Organizational members in every dimension of HRD

**20**

Country examples for development based on HRD



## PROMOTING HRD

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Human Resource is the strength of the economy, and individuals can convert their dreams into reality if their abilities are harnessed and their inspirations are realized. However, aptitude and skill advancement has been the most ignored area in Pakistan. Here professional and occupational abilities are enhanced at a moderate pace while innovative, psychological, individual and social abilities are not given any consideration at all. Majority of the population is illiterate and works in the informal sector. Even then, skill development for informal workers is completely lacking. There is a need to focus on training of human resource in the informal sector in their existing and applicable skills in a more organized and logical basis.

In this backdrop, the 19<sup>th</sup> All Members' Meeting (AMM) of HRDN in October 2018 organized a special Panel Discussion on the topic of 'State of HRD in Pakistan' where eminent speakers and experts discussed this matter in detail and expressed the need to regularly review the ground realities for HRD in Pakistan and make appropriate policy recommendations for government to take affirmative actions.

Based on these recommendations, the HRD Network decided to adopt a regular feature of publishing Annual Reports on 'State of HRD in Pakistan' by collecting data from all Districts of Pakistan.

### **Kick-Off Process:**

For the purpose, HRDN has formulated a Technical Working Group (TWG) of experts on HRD. The Group comprises of the following members:

1. Mr. Shahid Naeem, Chief (SDG Unit) at Ministry of Planning, Development & Reform, GoP.
2. Mr. Roomi S. Hayat, CEO-IRM.
3. Mr. Saad Gillani, ILO.
4. Ms. Lubna Shahnaz, Economic Analyst/Consultant& CEO-PRIDE.
5. Mr. Muhammad Arshid Akif, CEO-Ask Development.
6. Ms. Noor Fatima, Dean, Islamic International University.
7. Dr. Uzma Abdullah, Economic Analyst/Head of UMAAH Consultancy.
8. Ms. Robeela Bangash, CEO-HRDN.
9. Ms. Nasreen Samad, Program Manager-HRDN.
10. Ms. Maria Qibtia, PO (Communication)-HRDN.

Till June 2019, several meetings of the TWG have been held in which indicators to assess the State of HRD in districts have been finalized and a process for data-collection and piloting of first study has been chalked out. The indicators include the following:

- a. Demographic changes
- b. Access to Nutrition
- c. Access to Health
- d. Access to Education
- e. Access to Play / Sports activities
- f. Promoting Values and Civic Competencies
- g. Skills Development
- h. Business and Enterprise Development Support
- i. Career Counselling and Professional Development
- j. Access to Social Security

## Way Forward

HRDN is planning to conduct pilot study in 6 Districts of Pakistan (one from each province - including Gilgit-Baltistan and AJK) for identifying key HRD challenges. HRDN intends to engage its member organizations to be part of this activity by nominating volunteer enumerators to collect data from the selected districts. The services of these member organizations will be acknowledged in the final 'State of HRD' report.



## LEADING THRU INNOVATION

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Along with its standard networking operations, HRD Network continued using innovative ways to improve socio-economic growth in Pakistan. During 2018-19, the Network focused on Global Commitments for Pakistan – and identified innovative mechanism to achieve Sustainable Development Goals (SDGs) through District-Based Approach. In this reference, a major achievement of the year was ‘Young Women Leadership Conference’ which attracted highest level of attention in Pakistan and a number of commitments were received. Additionally, the Network continued work to promote Education, Health, and Environment – with especial focus on Youth and Refugees.





# YOUNG WOMEN LEADERSHIP CONFERENCE 2019

*Girls With Dreams Become Women With Vision*

## Young Women Leadership Conference

Young Women Leadership Conference (YWLC) held on April 1 & 2, 2019 was a hallmark event for HRDN as it put forth the challenges and opportunities faced by young women leaders directly before the highest government authorities. Young Women Leadership Conference was organized as a follow up to the International Women's Day that sought to build the capacity of the next generation of leaders who can contribute to the political, social and economic development of Pakistan. Young women leaders from 157 districts of Pakistan equipped with knowledge and practical wisdom to be better & successful leaders in coming years, participated in the event.

This two day conference was held in Islamabad at prestigious venues like the National Library and the Presidency respectively, around two separate agendas related to Young Women Leaders.

On April 01, 2019 the event was inaugurated by Her Excellency Ms. Samina Alvi, the First Lady of Pakistan.

On this day renowned women activists including

Ms. Maliha Lodhi (Pakistan's Permanent Representative at UN) and Women Parliamentarians including Ms. Saima Nadeem and Ms. Noreen Ibrahim talked about women leadership and emphasized the role of Pakistani women leaders in projecting a positive and constructive image of Pakistan around the world. HRDN engaged young women leaders from nearly all districts of Pakistan into various leadership related activities and breakout sessions.





The second day was scheduled in the Presidency (Aiwan e Sadr) at Islamabad and was attended by parliamentarians, donors, senior representatives from CSO's, RSP's, members of HRDN and most notably young women leaders from 157 districts of Pakistan. As part of the conference, the high performing young women leaders constituted a panel where they presented their success stories before the prestigious gathering. HRDN also launched its song for the "Young Women Leadership Conference" which was thoroughly enjoyed and received thunderous applause from the audience including the President of Pakistan. The same day, young women leaders also got an opportunity to see the functioning of parliament through a visit to the National Assembly at Islamabad. The session at the parliament was chaired by Mr. Qasim Souri, the Deputy Speaker of National Assembly and was also attended by women parliamentarians i.e. Ms. Noreen Ibrahim, Ms. Saima Nadeem, Ms. Munawarra Bibi, Ms. Nosheen Hamid, Ms. Zille Huma and Senator Seemi Ezdi. Young women leaders raised the issues of their respective districts with the parliamentarians which led to a very fruitful discussion. The participants were privileged to visit the National Assembly hall which made the closing moments really memorable.

### Snapshots of Young Women Leadership Conference



## Leaving No One Behind – Supporting Afghan Refugees

Afghan refugees in Pakistan are one of the largest refugee populations in the world. Currently, Pakistan is hosting 1.5 million registered Afghan refugees and an almost equal number of unregistered ones. The German Federal Foreign Office has been supporting and facilitating Refugees management support program in Pakistan. The objective of the program is to enhance the capacity of Ministry of States and Frontier Region (SAFRONS) to manage Afghan refugees in Pakistan. Through this program, the tension between refugees and refugees-hosting communities in Pakistan's border regions with Afghanistan are reduced.



GIZ-Pakistan in collaboration with United Nations High Commissioner for Refugees (UNHCR) is implementing DAFI (The Albert Einstein German Academic Refugee initiative), program which is strengthening the livelihoods of Afghan refugees in Pakistan by providing them scholarships and rehabilitation support in the form of skill based entrepreneurial engagement, job placements and on-job-trainings in the public and private sector.

Major activities performed by HRDN in implementing DAFI Programme included:

- Hiring of recruiters in Karachi, Islamabad, Peshawar and Quetta
- Orientation Training for DAFI scholars
- Placement of DAFI scholars in Islamabad (48), Peshawar (42), Quetta (33) and Karachi (2)
- Monitoring and Evaluation
- Establishment of DAFI plus Facebook and Whatsapp group
- Social evenings with DAFI scholars

It is a matter of great satisfaction for HRDN that the project was brought to a successful conclusion within the specified project term ensuring that the objectives with regard to the successful placement of DAFI Scholars were achieved. It was also a matter of satisfaction that there were no drop outs during the period and that all of them participated in the project with utmost zeal and interest thereby contributing to their professional enhancement.





## Lincoln Corner Programming Support Project

HRDN is implementing a project under a cooperative agreement with the US Embassy and 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’s role is to provide programming support to the Lincoln Corners (LCs) and establish a quality programming system for knowledge and information sharing. This is to ensure inclusiveness of broad segments of society into programming activities and running of smooth administrative affairs with well-defined internal controls.

In the past year HRDN supported the organization of workshops on Time Management, Team Building, Leadership skills, Writing Effective Programs, Event Management etc. were held in different districts at Lincoln Corners on monthly basis with the express purpose of ensuring that the Lincoln Corner program successfully reached out to the intended target audiences. Students from various universities and colleges participated in these workshops. The following districts were earmarked for the workshop activity: Karachi, Lahore and Islamabad.

## HRDN Internship Program

HRDN has dedicated 2018-19 for empowering youth. Summer Internship Program is one of the regular features of HRDN and is designed to give students a field experience with an opportunity to share their insights, explore the links between students' academic preparation and their field work, and to assist them in developing and carrying out the major research project which serves to culminate their internship experience.



To enhance the skills of interns through learning by doing and to prepare them for job market, various projects are assigned to them to get hands on experience of development sector practices. In 2018, 5 interns were attached with HRDN's Program, Operations, HR and Finance departments.

## Universal Health Coverage Day

December 12 is observed worldwide as Universal Health Coverage Day. In 2018 HRDN with Voluntary Organization for the Improvement of education and health (VOICEH) organized an event to "Commemorate the Universal Health Coverage" at Islamabad Club.



HRDN and VOICEH raised the importance of the day by calling policy makers, health experts, civil society members, and representatives from agencies of United Nations and media at one place. The event contained specific sessions by experts on mental health and heart diseases, challenges of health coverage, importance of mental well-being at workplace, and government plans to cope with health issues in Pakistan.

Approximately 95 members from various public and private sector organizations participated in the event. While Ms. Nosheen Hamid, Parliamentary Secretary, Ministry of Health graced the occasion as Chief Guest.



## Seminar on Climate Change

HRD Network in collaboration with BRAC Pakistan organized a seminar on “Climate Change, a global Emerging Issue and its Implications for Pakistan” at AQS Gallery on Thursday, 9th August, 2018. In total 56 participants, from civil society, academia, national and international NGOs and media took part in the session.

Mr. Muhammad Saeed, Program Manager BRAC; Ms. Ayesha Khan, CEO Hashoo Foundation; Mr. Zabardast Khan Bangash, Expert Trainer in Climate Change; were the speakers. Climate Change issues in Pakistan were discussed in the seminar. Comparisons were made between different geographic



locations and pre and post drought and flood situation. This led to a detailed discussion on the vulnerable areas in Pakistan and current drought condition. The session concluded on a discussion on way forward for Pakistan in which efforts in multiple areas i.e. governance, education, awareness and advocacy, scientific innovation, policy change, adaptation and mitigation, were proposed.

## Seminar on Safe Drinking Water

HANDS (A non-profit organization) in collaboration with HRDN organized a seminar on August 31, 2018 in Marriot, Karachi, to bring together Network members of Karachi Chapter and other stakeholders for discussing policies and programs implemented by the Government of Sindh and non-government organizations for the provision of potable and clean drinking water. The prevalence of different diseases due to unsafe drinking water and the cost incurred on the treatment of water related diseases was also touched upon in the seminar. The panel examined the current status of private sector in the provision of clean drinking water, and discussed the possibility of public-private partnership in the provision/delivery of clean drinking water to the marginalized communities of Karachi.



## Tree Plantation Campaign

On August 17<sup>th</sup> 2018, Human Resource Development Network (HRDN), in collaboration with Forest Department Pakistan took a great initiative to organize a tree plantation campaign with the theme “HRDN is for Green”.

The tree plantation activity was carried out at schools in a poor neighborhood of Islamabad. Students took part in the activity with great enthusiasm. In total, around 20 students of different age groups along with their teachers planted 100 trees. Responsibility for future care of the plants was also accepted by them.



## SACOSAN Side Event

HRDN has a strong track record of working with Water Supply and Sanitation Collaborative Council (WSSCC) and has also previously assisted WSSCC by supporting the organization's presence at events. HRDN played a key role in organizing a side event in 2018 SACOSAN-VII (The South Asian Conference on Sanitation) supported by WSSCC on Menstrual Hygiene Management, one of WSSCC's key areas of work.

The side event supported by HRDN was a large undertaking and involved support through logistic arrangements. The Fair was attended by civil society organizations, private sector, government officials, media representatives, people with disability, women groups, entrepreneurs, and community based organizations from different parts of Pakistan as well as from other countries in South Asia.



## Interactive Talk on Air Quality and Human Health

Climate change, a global issue with regional and national impact, has emerged as a significant challenge. Due to climate change and pollution, we are surrounded by bad air quality. Bad air takes years from people's lives. CO<sub>2</sub> emissions from vehicles cause 10% of global asthma related deaths. Most importantly poor air quality decreases cognitive functions.



Comprehending the importance of air quality on human health, HRD Network on April 24<sup>th</sup> 2019, in collaboration with American Institute of Pakistan Studies (AIPS), organized an interactive talk on the said topic. Dr. Gabriel M. Filippelli, Director, Center for Urban Health, Indiana University-Purdue University Indianapolis (IUPUI), Indiana, US served as lead speaker. The interactive talk was attended by development practitioners working directly or indirectly on projects related to combating climate change in Pakistan.

## Sustainable Development Goals – A Shared Responsibility

In 2015, the global community adopted 17 Sustainable Development Goals (SDGs) under its Agenda-2030 and identified more than 163 targets to be achieved by year 2030. This is a gigantic task and requires all kinds of resources –human, financial, knowledge and material. For the goals to be reached, everyone needs to do their part: government, private sector, civil society and people.

Pakistan has already missed the opportunity to achieve Millennium Development Goals (MDGs) during 2000-2015. One of the major reasons for this failure was lack of focus on developing adequate human resource capacities and ensuring broader engagement of people and institutions in the achievement of MDGs.

Considering this, HRDN has developed a 'District-Based Approach (DBA)' for broader engagement of local institutions and building capacities of their human resource in achievement of SDGs at Districts level. Each District will be encouraged to adopt locally contextualized strategies for achieving SDGs. Currently; HRDN is approaching different development partners and the Government of Pakistan to adopt this approach.

## NETWORKING EVENTS

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In 2018-19, HRDN continued its standard networking events to bring its members closer to each other and to take up innovative thematic discussions related to human resource. The major events for 2018-19 included 19<sup>th</sup> All Members Meeting (AMM) in Islamabad and Join-A-Movement (JAM) in Morocco. Alongside, the Network continued bilateral networking meetings with senior Government representatives, Ministers, Diplomatic Officials and development partners. HRDN also cemented its relationships with its development partners through a number of Memoranda of Understanding (MoUs) on different thematic areas related to HRD.



# 19TH ALL MEMBERS MEETING **State of Human Resource Development in Pak**

## **All Members Meeting 2018**

All Members Meeting (AMM) is a tradition of last 19 years aimed at updating HRDN members about network's performance in the previous year and at the same time inviting their feedback for further enhancing the effectiveness and relevance of network's activities. AMM is one of the most sought out events of Pakistan's social sector and attracts participation from top of the line prestigious national and international NGOs, agencies of United Nations, Government, donor agencies and universities. This event provides an opportunity of networking, learning and knowledge sharing to development professionals and members of HRDN.

For HRDN's development it is pivotal to review and understand emerging trends in the field of Human Resources and plan things accordingly. The 19th All Members' Meeting was organized on October 13<sup>th</sup>, 2018 at Marriott Hotel, Islamabad with the objective of gathering evidence on the state of Human Resource Development, identifying new trends and recommending strategies for addressing the different needs of Pakistani society. Approximately 130 members from various public and private organizations, development sector, UN agencies, media etc. participated in the 19th AMM. Mr. Shahryar Khan Afridi, Minister of State for Interior, was the chief guest for the occasion.

In the event, sessions on different aspects of Human Resource Development were held. Talks delivered by guest speakers included "Role of Human Resource Development for Sustainability Policies and Perspectives in Pakistan" by Mr. Shafqat Munir, Associate Research Fellow Resilient Development, SDPI; "Importance of investing in human resource for peaceful Pakistan" by Mr. Syed Kaleem Imam IG Sindh Police, Karachi; "The changing paradigms of Human Resource in Economic Development of Pakistan and Successful Model from Public Sector" by Mr. Ali Kemal, Economic Policy Advisors Support Unit Planning Commission, Government of Pakistan; "Human Resource Development in Pakistan:



Analysis of the Challenges and Opportunities” by Mr. Shakeel Ahmad Assistant Country Director SDG Unit-UNDP; and “Introduction to Your Passport to Grow (YP2G)” by Mr. Ali Jafferri, President-Knowledge Now.











## Join A Movement – Morocco

“(JAM) Join A Movement” is an initiative of HRDN to provide an experience to professionals that will fuel their imagination and dreams and awaken a sense of self renewal, lightness and delight. This program is specially designed for the valued members of HRDN so as to enable them to explore and learn from the cultural diversity that exists in the world.

HRDN organized JAM-2018 to visit four imperial and cultural cities of Morocco i.e. Casablanca, Marrakesh, Rabat and Fes from November 01 – 09, 2018. The plan was tailored for 5 days and included visits and conference on ‘Climate Change- A Global Emerging Issue’.

JAM focuses on traditional learning by having an exposure to rich cultural places and their historical linkages. This learning is done through the cultural trance technique where the participants are involved in cultural presentations and group activities to collectively brainstorm in a traditional manner and connect it to the fast paced modern methods. Same concept was followed during the visit to Morocco where participants were invited to share their learning as well as general experience.





## Rediscovering Traditional Pakistani Cuisine

Pakistan is diverse in its culture and is also famous for its traditional cuisine. HRDN and IRM collaboratively came up with the idea of re-introducing traditional Pakistani Cuisine to HRDN members and other guests.

In pursuance of the same, HRDN in collaboration with IRM celebrated 'Pakistani Traditional Cuisine' in a flamboyant event on June 28<sup>th</sup>, 2019 at IRM Rooftop, IRM Complex, Islamabad.



HRDN introduced various scrumptious cuisines from different regions of Pakistan. Through these the diverse culture and colors of Pakistan were highlighted and the guests were able to reconnect, bond and network over delicious food. Traditional music like Sitar and Violin were also played during the event by renowned musicians like Mr. Raees Ahmed, Tamgha-e-Imtiaz and Mr. Wajeeh Nizami. Generous sponsors of the event were Hashoo Foundation and IRM. The beautiful arrangement at the rooftop was done by IRM team and was applauded by all guests. The distinguished guests included Mr. Iftikhar Durrani (Special Assistant to Prime Minister), Moroccan Ambassador, renowned parliamentarians, CEOs of various NGOs, senior serving and retired Army officers, HRDN members and BoD and staff of both IRM and HRDN.



## Growing Momentum by Joining Hands

HRD Network held a networking event for the members of Lahore and adjacent areas on 'Growing Momentum by Joining Hands' on June 29th, 2018 at Faletti's Hotel, Lahore in which around 20 members participated.



## Integrating Social Networking with Development Practices

HRD Network held their networking event at Gun & Country Club on Friday 20th July 2018. Over 37 members from Islamabad Chapter attended the meeting representing a good mix of individual and organizational members. Key speakers for the event were Mr. Roomi S Hayat, Chairperson HRDN and Mr. Jalaluddin, Program Manager Hashoo Foundation.





## Memorandum of Understanding

Apart from networking meetings, the Network has entered into formal MOUs with a number of organizations – as mentioned below.

### a. MoU with IRM International

The Institute of Rural Management (IRM) International and HRDN have undertaken to foster a symbiotic relationship in the areas of teaching, training, research, networking and Internship



### b. MoU with US Embassy

In view of the excellent performance of HRDN and its team for US Embassy's Lincoln Corner Project, the US embassy in September 2019 approved a 6-month long extension for the project and signed an MoU to the effect.



### c. MOU with GIZ on Labor Standard Program (LSP)

After detailed negotiations, HRDN has come to an understanding with GIZ to implement LSP Program as a partner whereby HRDN will ensure the dissemination of Dialogue for Compliance

methodology in private sector. Dialogue for Compliance is a GIZ methodology based on the philosophy of process consultancy used to improve the productivity, labour standards and environmental performance of the industrial sector. LSP has implemented "Dialogue for Compliance" successfully in 16 model companies. For its 2019-20 phase, LSP is looking for vibrant institutions (multipliers) to develop their capacity to institutionalize and scale up the methodology, "Dialogue for Compliance" in industrial sector.



### d. MOU with Hashoo Foundation

As per the MOU both partners will extend on ground support for mutually agreed initiatives, whereby both parties will share resources as appropriate to the nature of project / activities and availability therewith. The MoU signed on April 12, 2019 is binding for a term of one year and lays out that both organizations will reach out to donors for business development and will share the information of funding opportunities, seminars, events and any other opportunities relevant to mandate while promoting partnership collaboration at relevant forums.



## Reaching Out

A number of meetings were held by HRDN with high ranking political personalities, different government ministers, and members of diplomatic community in order to ensure that the Government and other relevant institutions are informed about the efforts that HRDN is making to alleviate the difficulties of the masses, a major chunk of which composes of youth especially young women. In this connection a string of meetings were held with Special Assistant to Prime Minister for Youth Affairs, Mr. Usman Dar as well as Mr. Shafqat Mehmood, Federal Minister for Education & Professional Training, with the expressed purpose to get these Ministers on board for future endeavors of HRDN in areas that overlap with the functional areas of their relevant ministries.



*Meeting with Mr. Arif Alvi, President of Pakistan, to discuss about Young Women Leadership Conference.*



*Meeting with Mr. Shahrayar Afridi, Minister of Interior.*



*Meeting with Mr. Usman Dar, Special Advisor to PM on Youth Affairs.*



*Meeting with Mr. Shafqat Mehmood, Federal Minister for Federal Education & Professional Training.*





*Meeting with Mr. Zulfi Bukhari, Minister Overseas Pakistani and Human Resource (OPHR).*



*Meeting with Ms. Zubaida Jalal, Federal Minister for Defence Production.*



*Meeting with Mr. Khizar Hayat, Secretary, Ministry of Climate Change*





*Meeting with H.E. Mr. Mohamed Karmune, Ambassador of Morocco to Pakistan*



*Meeting with Head of the Mission, Embassy of Czech Republic for Annual Trainers' Retreat.*



*Meeting with UNDP Team to discuss future initiatives regarding Youth Empowerment.*



*Meeting with Mr. Ishrat Hussain, Advisor to PM on Institutional Reforms*



*Meeting with British Council Team to explore future collaborative opportunities.*



*Meeting with European Union Team to explore future collaborative opportunities.*

## MEDIA

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HRD Network recognizes media as the fourth pillar of State and has always engaged with it to facilitate knowledge-sharing and dissemination of its interventions. Through media, HRD Network ensures adequate visibility of its activities along with highlighting contribution of major donors and development partners. Apart from that, the Network also continues to publish its quarterly Newsletter 'Illume' in which each edition is based on a distinct thematic subject related to HRD.





## Networking Session with Media Persons

### Networking Session with Media Persons

HRD Network has always tried to strengthen its relations with diverse media platforms for promotion of mega events and activities. To further upgrade the media networking and coordination, HRD Network organized a session with media persons to broadly disseminate information about the working of network on all media levels.

This session with media persons has conclusively opened new entry-points for HRD Network in mainstream and social media. The formal gathering with news writers, correspondents, reporters and news agencies was held on 16, January 2019 at HRD Network Secretariat, Islamabad. 15 representatives from print and electronic media joined the session to gain knowledge about the workings of HRD Network, and shared their thoughts on the role that media can play to strengthen the face of HRD Network by highlighting case studies, event reporting and much more.



*Representation of HRDN at Radio Pakistan regarding Young Women leadership Conference*



# CITYNEWS

INTERNATIONAL THE NEWS Wednesday April 3, 2019 Islamabad/Rawalpindi Edition



ISLAMABAD: President Dr. Arif Alvi giving away memento to a woman during Young Women's Leadership Conference at the Sher-e-Kashmir Hotel. — AFP

## President for increasing women role in country's development

Islamabad: President Dr. Arif Alvi has urged women to ensure maximum participation in diverse fields to contribute to country's development.

Addressing Young Women's Leadership Conference here on Tuesday, the president said opportunities were being created for women in various sectors. He said women could become domestic or economic burden by joining professional fields.

He said that providing equal opportunities to women was a national goal.

He further said state must provide right status and security to women.

The president, while referring to an older Supreme Court verdict for increasing female-led administration to colleges, said women leaders of getting adolescents in educational institutions had reached to 70 per cent.

However, he noted that despite such an encouraging confidence and Christian women were mostly concentrated towards rural and underprivileged areas.

He urged the audience to be "not first to cry for rights, but first to work for them".

The president while wishing the women to focus on national development, said women had become civil servants in society, from social workers to police officers, he said.

He noted by adopting modern technology, women could be engaged in various fields at home.

He stated that the audience that 30 per cent men were now represented in that of 50 per cent women, according to a survey.

The president further said that women were also found more in men. — AFP



## قوم بننے کیلئے انسانی وسائل کی ترقی ناگزیر ہے، شہر یار آفریدی

ہیومن ریسورس ڈویلپمنٹ کا سالانہ اجلاس، وزیر مملکت داخلہ، اعلیٰ حکام کی شرکت

اسلام آباد (نامہ نگار) وزیر مملکت برائے داخلہ شہر یار آفریدی نے کہا ہے کہ قوم بننے کیلئے انسانی وسائل کو ترقی دینا اور اپنے نوجوانوں پر سرمایہ کاری کرنا ناگزیر ہے۔ نوجوان ہی پاکستان کے اصل وارث اور قوم کا سرمایہ ہیں۔ پاکستان میں سسٹم کی بہتری کے لئے انسانی وسائل کو ترقی دینا لازمی ہے۔ ان خیالات کا اظہار انہوں نے گزشتہ روز مقامی ہونے والے انسانی وسائل کی ترقی کے حوالے سے ہیومن ریسورس ڈویلپمنٹ کے سالانہ اجلاس سے خطاب کرتے ہوئے کیا، سالانہ اجلاس میں 120 مندوبین شریک ہوئے جن میں بینجمنٹ پروفیشنل، اپنے شعبوں کے ماہرین، ڈونر ایجنسی کے نمائندے اور این جی او کے عہدیدار شامل تھے، تقریب کے مہمان خصوصی وزیر مملکت برائے داخلہ شہر یار آفریدی تھے، تقریب میں آئی جی سندھ حکیم امام، ایڈوائزر پلاننگ آف پاکستان علی کمال، یو این ڈی پی کے اسسٹنٹ کنٹری ڈائریکٹر شکیل احمد اور ایس ڈی پی آئی کے شفقت منیر و دیگر نے شرکت کی۔ چیئر مین ہیومن ریسورس ڈویلپمنٹ رومی ایس حیات نے مہمانوں کا خیر مقدم کیا۔



## Newsletters (ILLUME)

HRDN has always tried to keep abreast with people and development related matters in the country and has striven to keep different stakeholders like donors, partners, public and private sector figures, and the vast community of beneficiaries, well informed about its endeavors. For the purpose one of the avenues used is of its quarterly Newsletter ILLUME.

Four issues have been published so far which contain articles by HRDN Members and students, Interviews with Government and UN Dignitaries, HRDN Quarterly Progress and announcements of upcoming events. The themes for the four issues were:

1. Climate Change-A Global Emerging Issue
2. State of Human Resource Development in Pakistan
3. Youth Empowerment
4. Employment Creation



## OUR PARTNERS





## GOVERNING BODY

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**Mr. Roomi S. Hayat**  
Chairperson/  
Founder Member



**Mr. Ch. Haq Nawaz Khan**  
Board of Director/  
Founder Member



**Mr. Abdur Rashid Chaudhary**  
Board of Director/  
Founder Member



**Ms. Aqeela Tahir**  
Board of Director/  
Founder Member



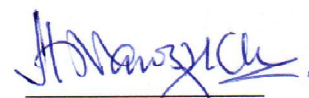
# FINANCIAL STATEMENT 2018-2019

**HRD NETWORK**  
(A COMPANY SET UP UNDER SECTION 42 OF THE COMPANIES ACT, 2017)  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT JUNE 30, 2019**

	Note	2019 ------(Rupees)-----	2018
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property and equipment	4	426,645	519,974
Intangible asset	5	117,000	188,000
		543,645	707,974
<b>Current assets</b>			
Receivable from donor	6	2,898,018	522,411
Advances, deposits and prepayments	7	2,818,120	125,000
Other receivables	8	236,186	810,350
Advance tax		350,289	113,273
Cash and bank balances	9	7,188,229	1,950,831
		13,490,842	3,521,865
<b>TOTAL ASSETS</b>		<b>14,034,487</b>	<b>4,229,839</b>
<b>FUND AND LIABILITIES</b>			
Member's fund		900,000	900,000
Accumulated (deficit) / surplus		(678,768)	1,133,789
		221,232	2,033,789
<b>Non-current liabilities</b>			
Employee's benefit payable	10	98,000	-
Deferred capital grant	11	369,166	446,506
		467,166	446,506
<b>Current liabilities</b>			
Accrued and other liabilities	12	4,116,893	783,246
Provident fund payable	13	1,305,690	966,298
Restricted grant	6	7,923,506	-
		13,346,089	1,749,544
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>14,034,487</b>	<b>4,229,839</b>
<b>CONTINGENCIES AND COMMITMENTS</b>			
	14	-	-

The annexed notes 1 to 26 form an integral part of these financial statements.

  
CHIEF EXECUTIVE OFFICER

  
DIRECTOR



## HRDN Annual Report 2018-2019

*The annexed notes 1 to 26 form an integral part of these financial statements.*

**DIRECTOR**



### **Human Resource Development Network (HRDN)**

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