



# ANNUAL REPORT 2020-2021



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# Message from CEO



Greetings to HRDN Members and Friends!

Year 2020-21 proved to be a significant year for HRDN during the COVID-19 Pandemic, which had virtually halted all the economic and commercial activities across the globe and things seemed to stand still for a period of 8-9 months. In this context, HRDN launched theme-based initiatives. In view of prolonged restrictions on physical mobility and emergence of need for online interactions, HRDN is opening new avenues and services for its members and organizations.

HRDN launched a nationwide "Series of Webinars" in 2020 in partnership with member organizations and friends to create awareness and impart knowledge to public as well as the organizations. This was a great success and will be continued in future.

During the year HRDN was also involved both in outreach efforts and regular activities. In partnership with Economic Affairs Division (EAD) and Charity Commission of Pakistan, HRDN bridged the gap between NGOs/Civil Society Organizations and EAD that was needed for registration as well as to address the shrinking spaces of Civil Societies due to new rules and regulations.

Theme for year 2020 All Members Meeting for HRDN was "Digitizing Skills and Human Resource

Management", where a number of individual and organizational members took keen interest and some have started follow-up actions to promote digital learning and HRM. The efforts on the subject are continued during the year 2021 as well. It has been a slow but 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, safety, and security in pandemics. HRDN had increased focus on developing new initiatives for its organizational members as well as individual members in different categories.

HRDN Board of Directors and management appreciates the continued support, ownership, and participation of members in strengthening this unique network of professionals and organizations.

# About HRDN

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 twenty-two 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 around 1,000 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  
across Pakistan

# 145

Organizational members  
in every dimension of HRDN

# 20

Country examples of  
development based on HRDN

# Key HRDN Partners for 2020-21



European Commission



Building a Prosperous Pakistan



Canadian Red Cross



# Women Empowerment

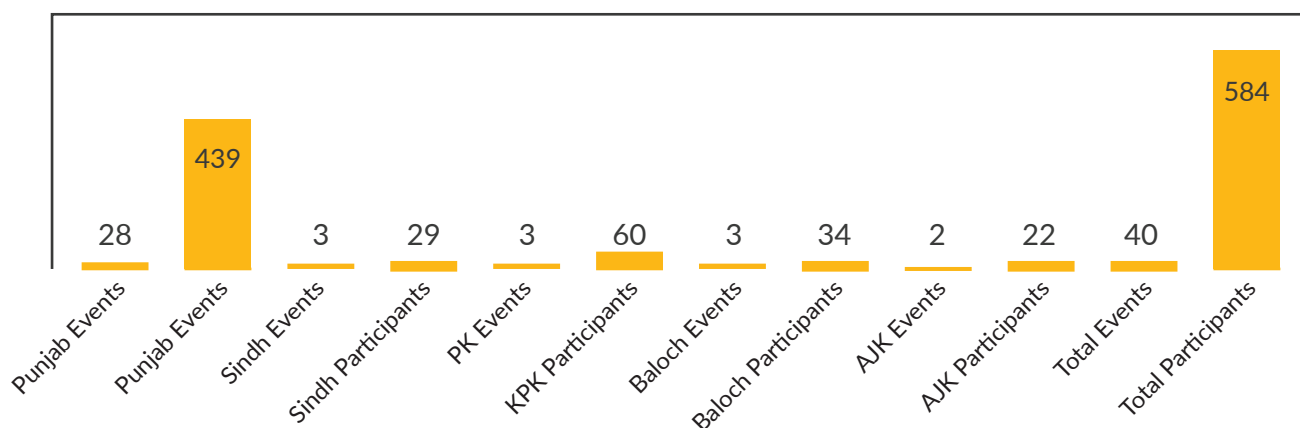
For supporting women and girls through knowledge and awareness for their rights and support their hygienic needs with dignity and privacy, HRDN implemented the WASH project by supporting the National Coordinator of WSSCC for policy dialogue for improved sanitation and hygiene for girls and women the project implemented is:

## Institutional Support for National Coordinator- Pakistan, UNOPS

HRDN supported the Sanitation Project, "Institutional support for national coordinator". The project was mainly to support the NC for strategic role to supervise the implementing partners for WASH activities for improved sanitation and hygiene programming and sector coordination, strengthening advocacy, access to funds, link to international campaigns or otherwise to use WSSCC international profile in Pakistan. Under this programme, the WSSCC role and performance in Pakistan was highlighted, country level sanitation and hygiene engagement of WSSCC was promoted through efficient grant management. The programme was initiated in august 2018 with yearly extension and ended in December 2020. HRDN ensured full support to NC for her activities to identify, leverage and mobilize national level partner resources for implementation of CEP- related activities as per TORs. The project was successfully completed by December 2020.



Provincial Events: Number of events and participants





# Covid-19: Knowledge & Awareness

HRDN organized across the country with media, schools, universities, communities and health facilities awareness raising campaign titled "LIVE AND LET LIVE" to avoid infection and how to keep safe during COVID- 19. These events also appreciated the media, organizations and others for their relentless efforts and contributions for keeping the spirits and motivation of people – particularly vulnerable segments of society – high, during this period. Over 600 participants were given awareness and hands-on training on keeping safe and healthy during the pandemic.



The member organization supported in awareness campaigns and training during Covid-19

**HRDN Human Resource Development Network**

## Tribute to Members on Social Media

HRDN network Pays tribute to its Organizational members for their support in COVID-19 Response

Mr. Sohail Akhter, Mr. Akhtar Hussain, Mr. Shikoor Sial, Mr. Irum Anees, Mr. Fahad, Mr. Kashif Siddique, Mr. Samina Ashraf, Mr. Ali Wahab

**IRM** Building a Prosperous Pakistan

**CPD** CENTRE FOR PEACE & DEVELOPMENT

**SAIBAAN** DEVELOPMENT ORGANIZATION

**Caritas Pakistan** Since 1965 Together We'll Prevail

WE ARE GRATEFUL TO OUR INDIVIDUAL AND ORGANIZATIONAL MEMBER FOR THEIR SUPPORT TO THE NETWORK DURING COVID-19

# Spirit of Partnership during COVID-19

During March-July 2020, life was at complete standstill in every walk of life due to COVID-19 pandemic all over the world. In Pakistan too, it affected businesses, public and private sectors, and most importantly, development sector.

HRDN always being on the forefront for taking initiatives for awareness, knowledge sharing, joining hands for the development of civil society organization, advocacy and training once again took lead in developing partnership between public and private sector through online sessions with Economic Affairs Division-EAD and Charity Commission for NGOs and civil society organization and even public sector through zoom.

## Partnership with Economic Affairs Division and NGO

For the last few years, due to new policies and regulation for Civil Society Organizations, the space for development has been affected the NGOs and civil society organizations are looking for ways to jointly advocate with Government for more space in development arena. In this context, HRDN keeping its mandate and innovation in sight, took a lead in bridging the gap between Government and development sector by initiating a web-based dialogue for EAD registration and how to use the E-portal by organizations for getting the EAD registration. Two sessions were organized where focused presentation on NGO Sector, Policy highlights, statistics, issues and suggestions were shared by senior management in Ministry of Economic Affairs. It also emphasized the collaborative efforts of both the Economic

Affairs Division and the NGO sector to encourage more and more foreign funding into the country and solve the discrepancies between the two sectors. This was highly appreciated by over 200 organizations and more than 2000 persons on facebook benefited from these sessions. It was an effort of HRDN to bridge the gap between NGOs/ organizations and to some extent bring the public and private sector closer in their working relation and enhance synergies. These events also helped in removing the mistrust among Government and civil society organizations to a larger extent. Government officials clarified their criteria and how the review the credentials of different civil society organizations. Participants shared their feedback and suggestions on the process and came to a common understanding of issues and way forward.





# Orientation Session for Charity Commission by Punjab, KP, Balochistan, Sindh and AJK Region by Provincial Experts

HRDN successfully organized a series of webinars on the orientation to Charity Commissions in collaboration with its institutional member, 'Beyond Paradigm'. Key Presenters from different provinces included:

Mr. Muhammad Ahsan, Secretary Social Welfare, Industry and Labor from Azad Jammu and Kashmir

Mr. Abubakar Ahmed Madani, Additional Secretary Social Welfare Department from Sindh

Mr. Syed Muhammad Nauman, Director General Baluchistan Charities Registration and Regulation Authority

Mr. Abdul Rauf Baloch, Secretary Social Welfare Department from Baluchistan

Mr. Munawar Malik, Director Punjab Charity Commission

Mr. M. Imran Khan, Deputy Director Punjab Charity Commission

Mr. Manzoor Ahmed, Khyber Pakhtunkhwa Secretary Social Welfare, Special Education and Women Empowerment Department

 **HRD network**

## Orientation to Charity Commission Sindh

Friday - JANUARY 1st - 2021 @ 3:00 PM

**SPIRIT OF PARTNERSHIP**

**LIVE ON zoom** **LIVE**

  
**ABU BAKAR AHMED MADANI**  
 ADDITIONAL SECRETARY  
 Social Welfare Department  
 Sindh

  
**ROBEELA BANGASH**  
 CEO  
 Human Resource Development  
 Network

**Beyond Paradigm**

Live - Webinar  
 Webinar facilitated by: [www.beyondparadigm.com](http://www.beyondparadigm.com)

 **HRD network**

## Orientation to Charity Commission Punjab

Thursday - MARCH 18th - 2021 @ 3:00 PM

**SPIRIT OF PARTNERSHIP**

**LIVE ON zoom** **LIVE**

  
**MUNAWAR MALIK**  
 DIRECTOR  
 Punjab Charity Commission

  
**MIMIRAN KHAN**  
 DEPUTY DIRECTOR  
 Punjab Charity Commission

  
**ROBEELA BANGASH**  
 CEO  
 Human Resource Development  
 Network

**Beyond Paradigm**

Live - Webinar  
 Webinar facilitated by: [www.beyondparadigm.com](http://www.beyondparadigm.com)

 **HRD network**

## Orientation to Charity Commission Balochistan

Wednesday - JANUARY 13th - 2021 @ 3:00 PM

**SPIRIT OF PARTNERSHIP**

**LIVE ON zoom** **LIVE**

  
**SYED MUHAMMAD NAUMAN**  
 DIRECTOR GENERAL  
 Balochistan Charities Registration &  
 Regulatory Authority

  
**ABDUL RAZIQ BALOCH**  
 SECRETARY  
 Social Welfare Department  
 Balochistan

  
**ROBEELA BANGASH**  
 CEO  
 Human Resource Development  
 Network

**Beyond Paradigm**

Live - Webinar  
 Webinar facilitated by: [www.beyondparadigm.com](http://www.beyondparadigm.com)

 **HRD network**

## Orientation to Charity Commission Azad Jammu and Kashmir

Friday - JANUARY 22nd - 2021 @ 3:00 PM

**SPIRIT OF PARTNERSHIP**

**LIVE ON zoom** **LIVE**

  
**MUHAMMAD AHSAN**  
 SECRETARY  
 Social Welfare, Industry & Labour

  
**ROBEELA BANGASH**  
 CEO  
 Human Resource Development  
 Network

**Beyond Paradigm**

Live - Webinar  
 Webinar facilitated by: [www.beyondparadigm.com](http://www.beyondparadigm.com)

 **HRD network**

## Orientation to Charity Commission Khyber Pakhtunkhwa

Friday - JANUARY 29th - 2021 @ 3:00 PM

**SPIRIT OF PARTNERSHIP**

**LIVE ON zoom** **LIVE**

  
**MR. MANZOOR AHMAD**  
 SECRETARY  
 Social Welfare, Special Education &  
 Women Empowerment Department

  
**ROBEELA BANGASH**  
 CEO  
 Human Resource Development  
 Network

**Beyond Paradigm**

Live - Webinar  
 Webinar facilitated by: [www.beyondparadigm.com](http://www.beyondparadigm.com)

# Learning Sharing and Networking:

### Who Are We

HRD Network (HRDN) is a membership-based network, and think tank on HRD established in 1999. Membership base of the network includes more than 145 National and International Organizations (Universities, Think tanks, Civil Society Organizations, and HR Consulting Firms) and around 850 Individual professionals from diverse professional backgrounds including middle and senior management professionals from Academia, World Bank, UN Agencies, Embassies, International Donor agencies, Ministries, National NGOs and in development projects.





**21st All Members' Meeting**  
**December 3rd, 2020**

**Digitizing Skills & HR Management - Focusing on 'New Normal' in post-COVID-19 Pandemic situation**

ROBEELA BANGASH  
robeela@hrdn.net  
facebook/HRDN.net  
www.hrdn.net

**REGISTER NOW!**  
VIRTUAL EVENT

### Focus Areas for AMM

- Impact of COVID19 on Skills Training and Human Resource Management
- Digital Solutions to address challenges on Skills Development
- Digital Skills and HRM a New Normal for Pakistan



### GUEST SPEAKERS

  
**SYED JAVED HASSAN**  
CHAIRMAN - NAVTC

  
**SHOAIB AHMAD SIDDIQUI**  
DEPUTY SECRETARY GENERAL  
TECHNOLOGY & TELECOM

  
**SABAHAT BOKHARI**  
DEPUTY SECRETARY GENERAL  
BRITISH COUNCIL

  
**SHEHRYAR HYORI**  
MANAGING DIRECTOR  
HUMAN RESOURCE CONSULTANT

### ORGANIZERS

  
**DR. ROOM HAYAT**  
CHIEF EXECUTIVE OFFICER  
KARACHI POLYTECHNIC

  
**ROBEELA BANGASH**  
EXECUTIVE DIRECTOR  
HRDN

  
**FARHAN MAHMOOD**  
EXECUTIVE DIRECTOR  
BEYOND PARADIGM



HRDN 21st AMM would be virtual in collaboration with Beyond Paradigm



**MEETING ID: 441 308 5258**

**PASSWORD: 000000**



## All Member Meeting-2020

For over two decades, HRDN has continued the tradition of holding All Members Meeting (AMM) for both, discussing HRDN performance as a network, and at the same time raising an innovative area of Human Resource Development for discussion and future interventions. 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, funding agencies, Government, and Academic & Research Institutions. This event provides opportunity of networking, learning and knowledge sharing to development professional and members of HRDN. For the year 2020 the theme for AMM was ***"Digitizing Skills Development & HR Management- 'A New Normal' in post-COVID-19 situation"***.

The main reason for choosing this theme was that COVID-19 pandemic has changed the face of earth. It has forced to change all human norms and practices, be it social norms, economic practices, religious practices or professional

norms. In order to prevent the viral transmission of this deadly infectious disease, every institution has adopted new work modalities as part of their 'business continuity plans'. Digitization is one common strategy adopted by many institutions. Most of the institutions turned towards 'work-from-home' modalities and started using digital platforms as primary source of their business practices. Governments are considering to transform their skills development interventions into Digital Skills Development and companies are moving towards Digitized HR Management to ensure better productivity and competences while working away from offices.

It is quite heartening to see that a number of HRDN members and civil society organizations have initiated follow-up discussions on ways and means to effectively manage their human resources and to get optimum results for their programmes and businesses during COVID-19 – using digital technologies.



# Virtual Café & E-Learning

Further innovating ways to provide more meeting opportunities for HRDN members during COVID-19 restrictions, HRDN launched the Virtual Café during and conducted 19 webinars on different topics in collaboration with 'Beyond Paradigm'.

More than 1,100 people attended these webinars held on various topics such as nutrition, health

and immunity, managing stress during COVID-19, mental health awareness, on policy advocacy and much more. These webinars are also available on Facebook. In each webinar, over 100 participants from all walks of life participated and viewed on Facebook. Through these webinars HRDN is providing knowledge, awareness and sharing of technical experiences of Gurus in their respective fields.



## Session on SDG-1 & SDG-2

To make people understand the importance of Sustainable Development Goals- SDGs, a virtual session on SDG-1, Eliminating Poverty, basic facilities and social protection and SDG-2: End Hunger, achieve food security and improved nutrition and promote sustainable agriculture were conducted by the HRDN and the speaker on it was none other than Mr. Ali Kemal, Guru of SDGs and a renowned Economist. He spoke about ways to ensure social protection for the poor and vulnerable, increase access to basic services and support people affected by the extreme climate events and other social and economic shocks. Inequalities in development as urban areas, such as in Punjab, continues to be the most developed while the rest are deprived of the same luxuries. Poverty is connected to many SDGs including the second goal of zero



hunger and to the third goal of good health and wellbeing. Poverty creates food insecurity which results in malnutrition. This deprives the individual of good health and the ability to improve their lives by working. Thus, it takes away the opportunity of jobs, of earning, and of improving one's living standard, leaving them at a lower welfare level. The reasons for food insecurity are numerous including agricultural crop yield, food price anomalies, lack of export subsidies, and discrepancies in producer-supply estimates.

## Mental Health & Managing Stress

Dr. Naima Hassan, a Senior and renowned Counsellor, conducted session on Mental Health Awareness among Masses and on Managing Stress and Anxiety during COVID-19. This webinar was delivered in three-parts for knowledge sharing for healthy stress-free living during and post covid.

**HD network**  
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.  
Thursday - 11<sup>th</sup> March, 2021 @ 6:00 PM

**2 ZERO HUNGER**  
Sustainable Development Goal 2  
Zero Hunger Goal seeks sustainable solutions to end hunger in all its forms by 2030 and to achieve food security. The aim is to ensure that everyone everywhere has enough good quality food to lead a healthy life.

**M ALI KEMAL**  
SDG Gurus  
ISLAMABAD BASED ECONOMIST

**VIRTUAL LEARNING SESSIONS ON SDG'S**  
Webinar facilitated by **Beyond Paradigm**  
www.hdn.net www.beyondparadigm.com

**HD network**  
Managing Stress & Anxiety in New Normalcy  
Thursday - JUNE 17th - 2021 @ 3:00 PM

**DR. NAIMA HASSAN**  
Mental Health Expert & Stress Counselor

**ROBEELA BANGASH**  
CEO  
Human Resource Development Network

**LIVE ON zoom**  
**f LIVE**  
**Beyond Paradigm**  
Live - Webinar  
Webinar facilitated by: www.beyondparadigm.com

## Nutrition, Health & Immunity

Focusing on women's health, HRDN held a seminar with Dr. Nasira Malik on Nutrition, Health, and Immunity. In a patriarchal society, women in Pakistan are treated in-equally and their health and well-being are neglected on all policy levels. Improving and focusing women's health will not only reduce the maternal mortality rate but also the child mortality rate, as an unwell mother cannot take care of her child's nutrition.

**HD network**  
Sleep and Sleep Disorder  
Friday - 16th July - 2021 @ 3:30 PM

**DR. NASIRA MALIK**  
Nutrition & Health Consultant

**ROBEELA BANGASH**  
CEO  
Human Resource Development Network

**LIVE ON zoom**  
**f LIVE**  
facebook.com/HRDN.Net  
**Beyond Paradigm**  
Live - Webinar  
Webinar facilitated by: www.beyondparadigm.com

## Road Safety Challenges & Prospects:

Every year 1.3 million people die globally due to traffic accidents and over a million are disabled due to serious injuries. To create awareness for road safety, the Inspector General of Motorway Police, Syed Kaleem Imam, addressed HRDN's webinar. He highlighted major challenges faced by Police in preventing road accidents.

**HD network**  
Road Safety Challenges and Prospects  
Wednesday - FEBRUARY 24th - 2021 @ 11:00 AM

**DR. SYED KALEEM IMAM**  
TI, QPM, PPM, UNPM, NSC  
INSPECTOR GENERAL  
National Highways & Motorways Police

**ROBEELA BANGASH**  
CEO  
Human Resource Development Network

**LIVE ON zoom**  
**f LIVE**  
**Beyond Paradigm**  
Live - Webinar  
Webinar facilitated by: www.beyondparadigm.com

# Climate Change & Restoration of ECO System

To have the ecofriendly and pure air free of pollution for this and coming generation and also for the prime ministers Pakistan slogan “Clean & Green Pakistan”, HRDN has been undertaking plantation drives in Islamabad and Rawalpindi since many years.

## “Plants for Pakistan” Plantation Drive

This year, HRD formally launched its ‘Green Initiative’ tree plantation campaign on 18th August 2020. Purpose of the tree plantation campaign is to support government of Pakistan in its initiative of clean and green Pakistan.

District Forest Officer South Region Rawalpindi, Mr Yasir Masood along with other officials from Rawalpindi Forest Division, representatives of local Union council, local community members, representatives of Deputy Commissioner Rawalpindi, young HRDN volunteers and volunteers of tiger force were present to witness the ceremony. Ms. Bangash said NGOs should realize their responsibility and participate in tree plantation drives so that they plant as many trees as they can. She underscored the dire need for measures to control environmental pollution and protect human lives, adding that trees play an important role in eliminating environmental pollution.





# Publications

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

In 2020, four issues of ILLUME were published which contain articles by HRDN Members and students, Interviews, HRDN Quarterly Progress and announcements of upcoming events. The themes for the four issues were:

1. Learning online, (E Learning)
2. International Volunteers Day
3. Women Health
4. Sustainable Development



## HRD Network

### Budget Review (Jul-2020 to Jun-2021) & Proposed Budget for 2021-2022

Particulars	Approved Budget 2020-2021	%	Actual for Jul 01, 2020 to May 31, 2021	Projected for June 2021	Total 2020-21 (Jul 01, 2020 to Jun 30, 2021)	Variance (Rs.)	Variance (%)	Proposed Budget 2021-2022	%	Variance Proposed Budget 2021-2022 Vs Actual 2020-2021	%
	A	B	C	D	E	F = E - A	G = F/A	H	I	J = H - E	K = J/E
Income/Grant (Annex-A)											
Program Activities	7,875,000	11.1%	1,807,575	-	1,807,575	(6,067,425)	-77%	7,700,000	62.7%	5,892,425	326.0%
Projects	62,988,606	88.8%	36,972,513	-	36,972,513	(25,994,093)	-41%	-	0.0%	(36,972,513)	-100.0%
Other Income	100,000	0.1%	578,616	75,000	653,616	553,616	554%	150,000	1.2%	(503,616)	-77.1%
Total Income	70,941,606	100.0%	39,358,704	75,000	39,433,704	(31,507,902)	-44%	7,850,000	63.9%	(31,583,704)	-80.1%
Expenditure											
Program Expenditure (Annex-B)	7,554,875	12.1%	572,075	15,000	587,075	(6,967,800)	-82%	5,928,500	48.3%	5,341,425	909.8%
Projects (Annex-C)	54,889,945	87.9%	34,053,526	-	34,053,526	(20,836,419)	-38%	-	0.0%	(34,053,526)	-100.0%
Sub-total of Program Expenses	62,424,820	100.0%	34,625,601	15,000	34,640,601	(27,784,219)	-45%	5,928,500	48.3%	(28,712,101)	-82.9%
Operating Expenses											
Salary, Wage & Benefits (Annex-B)	6,921,545	82.1%	4,915,250	466,170	5,381,420	(1,540,125)	-22%	5,594,045	46.5%	212,625	4.0%
Operating Overheads (Annex-E)	1,511,329	17.9%	516,870	198,169	715,039	(796,290)	-53%	763,329	6.2%	48,290	6.8%
Sub-total of Operating Expenses	8,432,874	100%	5,432,119	664,340	6,096,459	(2,336,415)	-28%	6,357,374	51.7%	260,915	4.3%
Grand Total Expense s	70,857,694		40,057,720	679,340	40,737,060	(30,120,634)	-43%	12,285,874	100.0%	(28,451,186)	-69.8%
Net Surplus / (Deficit)	83,912		(699,017)	(604,340)	(1,303,357)	(1,387,268)	-1653%	(4,435,874)	-56.5%	(3,132,518)	-240.3%



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IRM Complex

#7, Sunrise Avenue, Park Road near COMSATS University, Islamabad Pakistan.