



Human Resource  
Development Network

# ANNUAL REPORT 2021 - 2022

## **Disclaimer**

All rights are reserved. This report's data was thoroughly gathered and is thought to be accurate. However, such correctness cannot be guaranteed. Without the authors and publishers prior written authorization, no part of this document may be duplicated in any way, whether it be electronically or mechanically, by copying, recording, or using any other information storing or retrieval system.

# TABLE OF CONTENTS

VISION	4
THEMATIC AREAS	5
BOARD OF DIRECTORS	6
COMPANY INFORMATION	7
OUR FOOTPRINT	10
MESSAGE FROM THE CEO	11
PROJECTS	12
WOMEN VOICES AND LEADERSHIP (WVL) PAKISTAN - OXFAM	13
DISSEMINATION OF RESEARCH FINDINGS	16
RAPID LABOR FORCE AND MARKET APPRAISAL (RLMA)	17
TRAINING OF LOCAL ENTREPRENEURS ON SMALL ENTERPRISE DEVELOPMENT AND MARKETING APPROACHES FOR MENSTRUAL PRODUCTS	20
NETWORKING AND INTERNATIONAL EXPOSURE	22
ANNUAL TRAINERS RETREAT (ATR)	23
22 ALL MEMBER MEETING-2021	26
CAPACITY BUILDING	28
MEDIA MATTERS HYBRID TRAINING	29
TRAINING ON SUCCESS AND PERFORMANCE	31
ANTI-MONEY LAUNDERING & COMBATING FINANCING OF TERRORISM" TRAINING	32
INTERNSHIPS	33
MEMORANDUM OF UNDERSTANDING (MOU)	34
CLIMATE CHANGE & ENVIRONMENT	35
"PLANTS FOR PAKISTAN" PLANTATION DRIVE	35
INTERNATIONAL WOMEN DAY, 2022	36
KNOWLEDGE SHARING AND DISSEMINATION	37
WEBINARS	38
ILLUMES	42
GOVERNANCE-BOD MEETING	45
INTERNATIONAL EVENT COMMITTEE MEETINGS	47
FINANCIAL STATEMENTS	48

***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”

***“NETWORK, LEARN, SHARE AND GROW”***



## THEMATIC AREAS



**Education** - *Increasing access to quality primary education as a means of promoting peace and development.*



**Capacity Building** - *Determined to achieve gender equality and empower women and girls*



**Humanitarian Assistance-** *Increasing access to quality primary education as a means of promoting peace and development.*



**WASH-** Efficacy, sustainability, and integration of hygiene and sanitation interventions into communities and institutions



**Youth Development-** Inculcate critical thinking and creative actions by harnessing and empowering YOUTH as Change Agents- the Future Leaders.



**Climate Change-** Implement projects regarding community development

## BOARD OF DIRECTORS



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



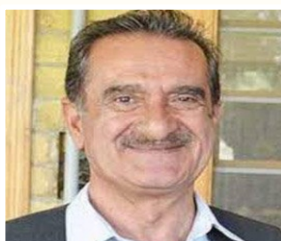
*Mr. Abdur Rashid  
Director HRDN - Professor  
Arid University*



*Dr. Sono Khangarani  
Director HRDN - CEO  
TMF*



*Dr. Noor Fatima  
Director HRDN - HOD  
IR - Pol. Sc. IIUI*



*Mr. Anwar Saleem Qasi  
Director HRDN -  
Chairperson BRSP*



*Ms. Myra Azam  
Director HRDN - President  
APP*



*Robeela Bangash  
CEO HRDN*

## COMPANY INFORMATION

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.

### Board of Directors

Dr. Roomi S. Hayat

Mr. Abdur Rashid

Dr. Sono Khangarani

Dr. Noor Fatima

Mr. Anwar Saleem Qasi

Ms. Myra Azam

Robeela Bangash

### Audit Committee

Mr. Abdur Rashid

Ms. Myra Azam

Ms. Sumaira Sadaf

### Finance Committee

Dr. Noor Fatima

Mr. Agha Zafar

Mr. Bilal Azhar

## HRDN Secretariat Committees

### Membership Acceptance Committee (MAC)

Waqar Awan

Arshad Mahmood Akif

Grace T. Sheikh

Ayesha Fazual Rehman

### City Chapter Committees (CCC)

Ansar Nawaz Chattha

Hassan Tayyab Tirmizi

Anis Danish

Sahibzada Jawad Alfarezi

Nausheen Azam

### International Event Committee (IEC)

Sharif Khan

Malik Fateh Khan

Fouzia Bilqis

Shahnawaz Khan

### Procurement Committee

Ali Akbar

Humaira Malik

Grace T. Sheikh

Anwar Ul Haq



## Program Team

Robeela Bangash

Dr. Nasira Malik

Bilal Azhar

Sumaira Sadaf

Tasneem Fatima

Zahra Tul Fatima

Saima Khatoon

## Legal Advisors

Naeem Law Associates

Tax Attorney in Rawalpindi

Rawalpindi

A collage of logos for various organizations, including UNICEF, WHO, UNHCR, and others, arranged in a grid-like fashion. The logos are colorful and represent different international and local entities.



## MESSAGE FROM THE CEO

---

***“Together We Achieve More”***

Promoting sustainable development, strengthening individual and institutional capacities and improving governance in Pakistan is a collective effort and I would like to take the opportunity to acknowledge all the individuals, organizations, team members and volunteers for their incredible support. 2022 was another transformative year for HRDN. It was a year in which we further developed the company, expanding our ranks by welcoming new employees and launching significant projects that will assist to ensure our future success. A successful team is a group of many hands and one mind. I would like to thank my team members for being such a dedicated and valuable members. Despite the obstacles, our teamwork allowed us to make good progress towards our strategic objectives. We all have a significant part to play in the work that lies ahead, and I have faith that when we work as a team, we will accomplish great things.

## A hand in a dark suit jacket points towards a central blue hexagon containing the text "PROJECT MANAGEMENT". The background is a blurred image of a person in a suit. Overlaid on the background is a grid of white-outlined hexagons. Several of these hexagons contain white icons: a handshake, a target with an arrow, a stack of money, a calendar, a checklist with a bar chart, a flowchart, a group of people, a checkmark, and a circular arrow with 'x' marks.



## WOMEN VOICES AND LEADERSHIP (WVL) PAKISTAN - OXFAM

-Supported by Global Affairs Canada (GAC)

Women's Voice and Leadership is a five-year initiative (2019-2023) that aims to improve the fulfillment of human rights by women and children and promote gender equity in Pakistan. In order to contribute to this goal, Oxfam suggested collaborating with 10 to 12 varied Women's Rights Organizations (WRO). These organizations benefited from Oxfam's organizational capacity building, core, and flexible programming, and knowledge-based support because they will be better able to achieve the change they value and their vision of gender justice. The project seeks to empower this group effort and involvement of WROs to promote gender-sensitive policy change and execution and to improve WROs' ability to produce knowledge based on empirical data to have an impact on women's rights policy and practice.

Additionally, special consideration will be given to how the coalition represents the variety that exists within Pakistan. In order to design the Women's Voice and Leadership project in a participatory, context-driven and relevant manner, Oxfam carried out a vibrant series of consultations in with diverse, local stakeholders, taking special care to surface key insights from a broad cross section of WROs themselves. HRDN was considered for and awarded the 8-month contract to serve as national secretariats of the WVL project for all 4 alliances (August 2021–March 2022). In addition to this, the HRDN also carried out the national and provincial distribution of research which was conducted by many organizations within the research and grant area of Oxfam.



*Figure. WVL meeting held in Lahore*

Key Challenges faced by WRO's	Proposed Outcomes
<ul style="list-style-type: none"> <li>• Shrinking spaces for WROs to organize</li> <li>• Lack of capacity, resources and autonomy to drive their own change agendas</li> <li>• Lack of platforms for collaboration and collective action.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved management, programming, and sustainability of local WROs in Pakistan, particularly those representing vulnerable and marginalized women and girls</li> <li>• Enhanced delivery of advocacy and programming by women's rights organizations to advance gender equality in Pakistan</li> <li>• Increased effectiveness of national and sub-national</li> <li>• Women's rights platforms, networks and alliances to effect gender-sensitive policy change and implementation in Pakistan.</li> </ul>

## Key Strategies

Giving direct funding and professional assistance to regional WROs in Pakistan using feminist principles

Supporting local WROs in using the CAT to determine their own organizational capacity-strengthening requirements

Assisting regional WROs in creating financing plans for creative and efficient resource mobilization

Providing core, multi-year support to regional WROs for their initiatives to promote gender equity and the rights of women and girls in Pakistan

Educating female leaders from WROs in feminist methods to governance and leadership, such as joint frameworks, group peer learning, reflective practice, multigenerational involvement, and the development of young female leaders.

Applying feminist principles to provide technical, specialized, and programmatic capacity to local WROs in Pakistan, including resources

Strengthening capacity to develop, implement, and monitor advocacy plans with a feminist lens

Sharing good practice approaches to campaigning for attitude, norm, and behavior change related to unequal gender norms

Strengthening strategies to build collective action among women

Skills building in gender, power, and stakeholder analyses to support advocacy and campaigning on women and girls' human rights, including strategies for engaging key stakeholders, politicians, and institutions

Rapid response funding to respond to key women and girls' human rights issues

Sharing best practices and documenting learning from funded WROs through a feminist lens

Facilitating spaces for diverse WROs to come together in joint meetings and activities to identify policy priorities, set change agendas, and share learnings, among other objectives

Facilitating peer-to-peer knowledge sharing and mentorship models, where stronger organizations can support and mentor younger and/or smaller organizations to develop their capacities and amplify their voices

Linking and mentoring between WROs, alliances, academia, and researchers to bridge knowledge, programming, and policy gaps

Strengthening capacity in identification and use of knowledge, knowledge translation, and dissemination of research for different audiences, especially to enact policy change



## Dissemination of Research findings

Under the Women Voices and Leader programme of Oxfam, three research were conducted by different organization and consultants under short grants head. The findings of the research were shared with academia's, researchers, public and private organization through a mega event. The event was organized at Ramada Hotel Islamabad where the research findings through a knowledge sharing event were shared on:



- Goal five Gender Equality Action Plan, Addressing Legislative, Policy and Institutional Gaps By Peace and Justice Network
- Policy Analysis of Domestic Violence Legislation in Sindh and Punjab By Advocate Khadija Ali
- Women Specific Budgeting in Pakistan by Mahar Consultants

The event was chaired by Ms. Shandana Gulzar the Parliament Secretary for Commerce and Chair Person of Common Wealth Women Parliamentarians. She apprised the audience what government is currently planning and doing for the women and girls to raise their status, empowerment and end the violence against women. She offered the audience and civil society representatives to visit the parliament and share their experiences and findings from field with other parliamentarians.





## RAPID LABOR FORCE AND MARKET APPRAISAL (RLMA)

The labor market in Gilgit Baltistan and Chiral (GBC) has been facing multiple challenges, particularly in the labor market, which are exacerbated by gender, and regional and geographic variations. The COVID-19 pandemic served to further intensify these challenges of the GBC region emanating from economic and social marginalization. With almost two-thirds of the population under 25 years of age, the youth face numerous challenges while entering the labor market.

The project titled “Rapid Labor Force and Market Appraisal” provides insights to understand the labor market issues of the GBC region. The purpose of this study is to understand the impact of COVID-19 on the labor market of the GBC region. This includes an assessment of the labor demand in the region and the emerging changes in the demand for a specific type of labor in the rapidly changing labor market.

The study employed a mixed method approach for the quantitative and qualitative data collection on dimensions related to socio-economic, employment, demographic, training of labor force, employers’ level of satisfaction with the skilled workforce produced through various learning pathways, and the government’s current and future policies regarding employment opportunities, education, and training. The project included one district (Lower Chitral) of Chitral and five districts (Nagar, Gilgit, Astore, Skardu, and Shigar) of Gilgit-Baltistan (GB). The economic stability of small and medium-sized businesses and farmer groups in six designated regions of GBC was one of the project's key pillars.



*Figure: Focused Group Discussion with members of Women's Agriculture Association, Sanikot, Nagar*

## Main Findings

Based on an in-depth analysis of the quantitative data of around 1,612 individuals in GBC, comprising 798 male & 817 females respondents supported by qualitative supportive information gathered from 24 LSOs, 22 representatives of the business community, and 8 training service providers apart from 6 government representatives, the findings and recommendations give a 360-degree view of the skilled workers' aspect of the canvas of GBC labor market.

Results from the quantitative survey indicate labor force participation of the sample population aged 18 – 60 years at 65.2 percent, across the six districts of GBC. There is a large gender disparity in labor force participation, with 85.7 percent of males being economically active compared to just 45.2 percent of their female counterparts. The labor participation rate for youth (18-35 years) in GBC is marginally lower than the overall LFPR for the region (64 percent). An important aspect highlighted in all districts as a challenge, was a general lack of interest of the youth toward adopting manual work as their career, be it in the agriculture sector or other technical areas.

An analysis of the employed labor force by employment status shows that the highest share of the employed workforce is engaged as paid employees (49 percent), followed by own-account workers in the non-agricultural sector (14 percent) and in agriculture (12 percent). The share of contributing family workers both in non-agricultural and agricultural activities is observed to be relatively low at 5.9 percent and 4.6 percent, respectively. The high unemployment rates (ranging from 32 percent in Gilgit district to 13 percent in Nagar.

Data on the intake of technical and vocational education and training revealed that over a fifth of the male respondents claimed to have registered in a Technical and Vocational Education and Training (TVET) course in the past, compared to 22% of the female respondents.

Sector	Employed Workforce Share (%)
<b>Agriculture</b>	<b>21%</b>
<b>Wholesale and retail trade</b>	<b>15%</b>
<b>Education</b>	<b>12%</b>
<b>Public Administration</b>	<b>10.6</b>
<b>Construction</b>	<b>8.6</b>
<b>Manufacturing</b>	<b>6.8</b>



Figure. Key Informant Interview with the President, Chamber of Commerce and Industry, Gilgit

Both men and women who were currently enrolled in technical or vocational training programs made up around 1% of the population. A private training provider (46–47 percent) received the biggest proportion of both males and females in GBC's training, followed by a public/government training school (29 percent vs. 44 percent). The informal mechanism was identified as the third most prevalent kind of provider, with a significantly greater number of males having received instruction through an informal training arrangement than their female counterparts (9%). The results of the demand side study of skills, which involved meetings with employers' organizations and chambers, revealed that, on the whole, employers and enterprises in the area were not pleased with the level of skills that skilled people possessed.

To improve coordination and improve skill development in the GBC, local community groups must work together with elected officials. It is urgently necessary to transform the educational system towards a skill-based education. An appealing alternative for developing a skilled labor force with digital abilities is the introduction of IT skill training at the school level. All districts with access to internet services can benefit from the use of low-cost approved online courses from internationally renowned universities that are available through digital platforms in order to address the scarcity of employable skill development requirements.



## TRAINING OF LOCAL ENTREPRENEURS ON SMALL ENTERPRISE DEVELOPMENT AND MARKETING APPROACHES FOR MENSTRUAL PRODUCTS

Creating, setting up, and managing a new business in order to make money is what is known as entrepreneurship. Entrepreneurship is a major topic among academics and politicians since it has a significant impact on a country's socioeconomic growth. Within the entrepreneurial ecosystem, women entrepreneurs are viewed as a fresh growth force for socioeconomic advancement. Poor menstrual hygiene and health have a negative impact on the education, health, safety, and human development of generations of girls and women through increasing social and economic inequality. To improve menstrual health and cleanliness, more women need to have access to cheap, sustainable menstrual hygiene products, such as reusable pads, disposable pads, menstrual cups, and tampons. However, in underdeveloped nations, only a small percentage of women and girls utilize sanitary items when they are menstruating.



In the rural tehsil of Mirpur Sakro in the district of Thatta, in the province of Sindh, this project of NRSP, which is centered on menstrual hygiene management, was carried out in collaboration with ASK Development which is an ISO-certified organization that provides project management, capacity development, HR sourcing, research, management consulting, and other services with the goal of "maximizing human potential through maximizing Attitude, Skill, and Knowledge" (ASK). The project's goal is to address the economic and social marginalization that MHM faces. Based on a market research done in the Thatta district that includes a demand and supply evaluation using quantitative and qualitative analysis, in-depth interviews, and focused group talks. In terms of MHM practices and acceptance, it was discovered that community members struggle with price



exploitation owing to a lack of price control systems and little awareness of menstrual hygiene products. Based on these conclusions, a top-notch training programme was developed and delivered on the district of Thatta's current supply chains for menstruation products, which connect to those at the district and provincial levels. 35 local women entrepreneurs were given training by HRDN and ASK on how to improve their abilities, deal with obstacles, and build their businesses in Taluka Mirpur Sakro. A strategy was created for rural women entrepreneurs to identify gaps in the processes already in place. Furthermore, standard operating procedures (SOPs) were developed along with 35 business plans. The project initiated in October 2021 and was finished in March 2022. HRDN and ASK Development provided 35 local women business owners with training on how to improve their skills, overcome challenges, and expand their enterprises in Taluka Mirpur Sakro. 35 business ideas were produced, a strategy for rural women entrepreneurs was developed, holes in the current processes were found, and standard operating procedures (SOPs) were constructed. The project started in October 2021, and it was completed in March 2022.



## NETWORKING & INTERNATIONAL EXPOSURE





The process of connecting and establishing relationships is known as networking. These relationships may be able to provide contacts and career guidance, which will aid in decision-making. International Exposure on the other hand can be defined as exposure to different cultures and groups with diverse skills and knowledge that will increase experience in terms of new skills, language, cultural sensitivity, and outstanding learning opportunities. This helps to broaden the global reach of the organization.

## Annual Trainers' Retreat (ATR)

**The main goal of the Annual Trainers' Retreat is to provide trainers a chance to get together once a year, learn about recent developments and emerging ideas in the field of human resource development, and expand their skills and knowledge via the sharing of ideas and viewpoints. Because the meeting offers a relaxed environment away from their regular routines, it also enables them to rest & refresh. The event is primarily intended to serve as a retreat. Trainers must create seminars, conferences, training sessions, and workshops throughout the year; they frequently work under stress and time constraints.**

Azerbaijan's capital city of Baku hosted the 21st International ATR Conference beginning on May 25, 2022. This year's conference's primary goal was to recognize Youth International Day and highlight the importance of young people serving as ambassadors for world peace and cultural diversity. 32 attendees travelled this year from the Organizational, Professional, and General membership categories to ensure the meeting was a success. The primary goal of the 21 ATR conference was to:

Provide Network members' professionals from all across Pakistan with a venue to come together for mutual learning through experience-sharing and idea-cross-fertilization.

Youth may function as a bridge between cultures and serve as essential agents in fostering peace and intercultural understanding.

To promote indigenous models of development worldwide and learn from foreign best practices for replication in Pakistan.



Ms. Tarana Suleymanli, Director of the Azerbaijan Democratic Students and Youth Organization (ADSAYO), spoke at the conference as a special guest, and Mr. Muhammad Mobeen Yaqub, a Pakistani professional employed by the FINCA Bank in Azerbaijan, also spoke.



*Conference on Youth as Ambassador for Cultural Diversity and Peace” at Baku-Azerbaijan*





## Sight-Seeing

The ultimate sightseeing destinations of two cities of Azerbaijan (Baku and Gabala) were the part and parcel of 21 ATR 2022.

### Captivating “Baku”

A few visits were planned to explore and experience the medieval palaces, contemporary architecture and illuminated monuments, the rich culture and heritage, local food, and a perfect blend of historical and modern look of Baku City.

### Thrilling “Shamakhi and Gabala”

To get close to nature, culture, and history, and explore the forested valleys of the North-Eastern Region of Azerbaijan, a full day trip to Shamakhi-Gabala was organized by HRDN Secretariat. Travel into the Azerbaijan Mountains made the tour special.



*Figure. Nohur Lake*

## 22 ALL MEMBER MEETING-2021

All Member's Meeting (AMM) is the tradition of HRDN for the last 22 years, which attracts participation from top of the line esteemed institutes and professionals from diverse backgrounds. The event provides opportunities for interacting, learning and knowledge sharing among HRD professionals, donors and government sector. The theme of this year's AMM was carefully selected in the vein of empowering youth to keep pace with a fast changing world of work.

The All Member's Meeting (AMM), a 22-year HRDN tradition, draws participants from prestigious organizations and individuals with a range of educational backgrounds. Professionals in HRD, funders, and the government sector may interact, learn, and share expertise at the event. This year's AMM's topic was carefully chosen with the intention of encouraging adolescents to stay up with a rapidly evolving labor market. The 22nd Hybrid All Members' Meeting in 2021, with the theme "Quality Apprenticeships: The Way Forward in Pakistan" and the focus on using apprenticeships as a tool to recover job losses due to COVID-19, was organized primarily with the goal of assessing the current state of Pakistan's apprenticeship system and identifying strategies that the government, development sector, and civil society should use to use apprenticeship as a tool to recover job losses due to COVID-19. The International Labor Organization (ILO) and the Institute of Rural Management worked together to arrange the meeting (IRM). The panelists provided insight into the subject, including Mr. Nazar Ali, CEO SDC, Mr. Hafeez Abbasi, DG NAVTTC, Mr. Saad Gillani, Senior Programme Officer ILO, and Ms. Robeela Bangash, CEO HRDN.

The panel discussion and question-and-answer session at the conclusion, in which everyone took part quite actively, left all of the participants speechless. The HRDN members were informed about the network's performance during the previous year, and their opinions and recommendations were requested in order to improve the network going forward.

### AMM Summit Highlights:

The topic's relevance, given that the government and funders are now focusing on it. The development of a better-trained force is credited to apprenticeships on a worldwide scale.

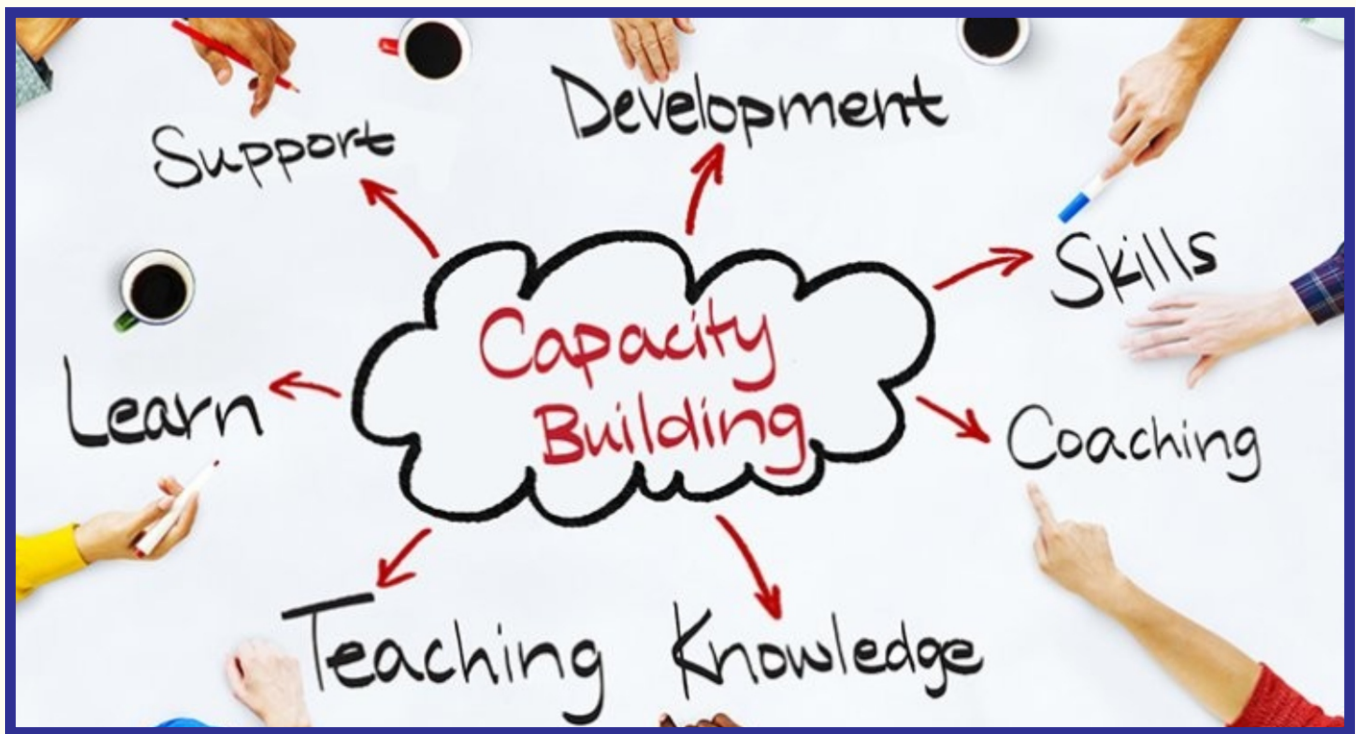
The government's function in Pakistani apprenticeship promotion. The government is working to encourage apprenticeship, but the sector's response is not what is needed. The industry has to be made aware of the value of apprenticeship.



Although there are laws and institutions in place to encourage youth employment through apprenticeship, there are still a number of governance issues that must be addressed before these laws can be fully implemented to benefit our young people and women. These issues involve the government, business, and other relevant stakeholders, and they can only be resolved through advocacy and the kind of quality discussion that is currently required.



## CAPACITY BUILDING





## MEDIA MATTERS Hybrid Training

*Training is the essence of transformation*

**Voice is the most important tool for effective communication specially for contemporary non-profits and civil society organizations not only in attracting volunteers and donations but also in encouraging civic engagement, creating public trust and reaching out potential institutional partners**



Personality development trains us how to interact with others and present ourselves as compassionate. By assisting participants in building their confidence, being forceful, and presenting a good image, personality development coaches assist participants in molding their personalities. It is a wonderful idea to include personality development workshops in such events with a trainer who suits the mood and general aim of the event because people are now so conscious of the significance of personality development.

### Training Highlights

On October 4 and 5, 2021, HRDN's internal meeting space hosted a two-day hybrid training course named "Media Matters training" to help participants get an understanding of the media. The training was conducted for development sector professionals to enhance the acquaintance about media and communications plan for effective development of press-releases, develop strong coordination mechanism with media personnel and monitor these activities to achieve desired organizational objectives. Participants from all provinces took part in the training. Those who could not physically attend the training due to COVID related travel restrictions joined virtually through Zoom. The training was organized by HRDN with an aim to strengthen the media campaigns of civil society organizations and their resource persons by developing such material which is relevant to media industry standards making them aware of communication models helping them understand the dynamics of media, develop their understanding on basic components of a communication plan, how to develop a strong

relationship with key media actors and how to monitor these campaigns to align them with organizational objectives. HRDN hired highly trained resource persons from the media industry to train this civil society personnel based on their extensive knowledge and proficiency developed through many years of professional in-house and field experience. Both



trainers also made sure that the participants who joined virtually are equally engaged throughout the course of training. The training covered all the important aspects i.e., presentation on each topic, continuous discussion and feedback from participants, multiple group exercises, and template sharing. The training helped participants to understand innovative and creative ideas for developing their organization's presence on social media platforms. Trainers explained about importance of each platform and advised the trainees to select appropriate medium according to their requirements. They were asked to create (if not already created) organizational pages on multiple platforms i.e., Facebook, Twitter, Instagram and LinkedIn to promote their work among local and global audience. They should regularly create and upload content through these mediums so that audience get to know more about their work and approach. Session closed-out with trainers asking about presence of each individual's organization on social media.

## Training on Success and Performance

A training was conducted only success and performance by HRDN where 21 participants from the Arena Institute of Graphics took part in the training session.





## Anti-Money Laundering & Combating Financing of Terrorism" Training

Money laundering and terrorist funding are both financial offences with economic consequences. It necessitates the commission of an underlying, main, profit making crime (such as corruption, drug trafficking, market manipulation, fraud, or tax evasion) and the intention to hide the proceeds of the crime or to further the criminal business. These activities result in financial movements that involve the redirection of resources away from economically and socially beneficial uses; these re directions may have detrimental effects on the financial system and the international security of member states. Additionally, they have a destructive, impact on society and the economy as a whole.



### Training Highlights

Anti-Money Laundering & Combating Financing of Terrorism" training was designed to provide the professional with an in-depth understanding of the latest amendments in the legal and regulatory framework for banks and other organizations in light of recent amendments in the AML/CFT Law in Pakistan to comply with FATF recommendations and standards. This AML/CFT training was in-line with SECP and SBP guidelines. The objective of the training was to provide basic money laundering information in a better, quicker, and more efficient way by making them familiar with many of the laws and regulations. Moreover, the training provided a holistic overview of money laundering standards and issues, including definitions, processes of money laundering, and the impact. The training provided a challenging and enriching experience that allows the participants to learn from one another in a dynamic environment that includes perspectives from diverse cultural situations while growing together and encouraging one another to achieve personal and professional goals.



## INTERNSHIPS

Internships can assist with developing soft skills like confidence, decorum, self-efficacy, and interpersonal abilities. Employers place a high value on interpersonal skills, and students are thought to need less socialization or instruction to adapt to the workplace.

Internships allow students to learn skills that are not taught in the classroom, while businesses gain access to low-cost labor and lower employment costs. Interns gain expertise in client service, decorum, teamwork, and interpersonal skills. Additionally, students' self-efficacy, confidence, and speaking skills increase. Experienced students are more likely to land employment and make more money. Although the possibility exists, there is little proof that apprenticeships can encourage the development of professional networks that aid in the sharing of knowledge.

HRDN provided a dynamic Summer Internship Programme that provides an excellent platform for training and learning for fresh university graduates from every part of Pakistan. As part of this program, interns spent six weeks working in a professional setting where they gained practical experience in the subject of development. Throughout the course of the program, this exceptional programme offers interns the chance to acquire both academic knowledge and actual field experience in doing research. To explore collaboration and partnership Opportunities meetings were conducted with VSO, Agha Khan Foundation, and Beaconhouse School Systems- BSS for youth development through internship opportunities.



## Memorandum of Understanding (MOU)



HRDN being a MOU signatory with COMSATS University organized a session at COMSATS University joint training programs for students and faculty, joint research on the projects of mutual interests, joint conferences, seminars, workshops etc., outstanding graduates for Internship at HRDN, and any other areas that were agreed upon by the parties. The MOU was signed for sharing of human resource for development and research as they will be needing the opportunities for their career development in the public and private sector.





## CLIMATE CHANGE & ENVIRONMENT

Nearly every person on the planet is already affected by climate change. Natural disasters, environmental degradation, and Bio diversity loss can devastate agriculture, cutting people off from nutritious foods and safe water. They can lead to dangerous environments and disease outbreaks, and destroy safe shelter, quality health care and education systems , that we need to thrive and survive

### “Plants for Pakistan” Plantation Drive

Human Resource Development Net (HRDN) conducted a plantation campaign as part of its "Green Initiative." During the months of August and September, 300 Fruit trees (Guava and Louqat) were planted at Shalimar Cricket Field Margala Road Islamabad as part of the government of Pakistan's commitment to create a clean and green Pakistan. 1000 trees were planted at several Beacon House School System locations in Islamabad and Rawalpindi (Sukh Chaine, Syupm, and Kachnar).



## International Women Day, 2022

IUCN Pakistan in collaboration with its Members and partner organizations Human Resource Development Network (HRDN), Health and Nutrition Society (HANDS) and National Rural Support Programme (NRSP) celebrated International Women's Day by planting mangroves at Tor Island, Port Qasim, and Karachi.





## KNOWLEDGE SHARING AND DISSEMINATION

### Seminar: “Academia - Industry Linkages –Challenges and Opportunities”

Collaboration between the industrial and educational sectors is increasingly important for a successful national innovation system. Examining university-industry collaboration in developed nations has a number of advantages since it enables researchers to learn more about the drivers of such relationships as well as the constraints that prevent them from forming. Yet, there are a number of difficulties with such alliances in emerging nations, which emphasize the need for a unique strategy to promote business and academic ties. The IAL is an essential moderator and mediator of knowledge uptake, entrepreneurial promotion, and skill development. Using the synergies and complementarities between scientific and technical skills also helps to increase R&D investment. In turn, this promotes labor mobility and commercialization in both the public and private sectors. As HRDN and COMSATS University have signed a memorandum of understanding, HRDN conducted a session there for bachelor-level students who would benefit from the chances for professional growth in the public and private sectors. The seminar was conducted by Mr. Arshad Akif, CEO of the ASK organization, to increase students' awareness and knowledge. More than 22 students attended the event, and the questions and answers part was managed superbly.



## WEBINARS

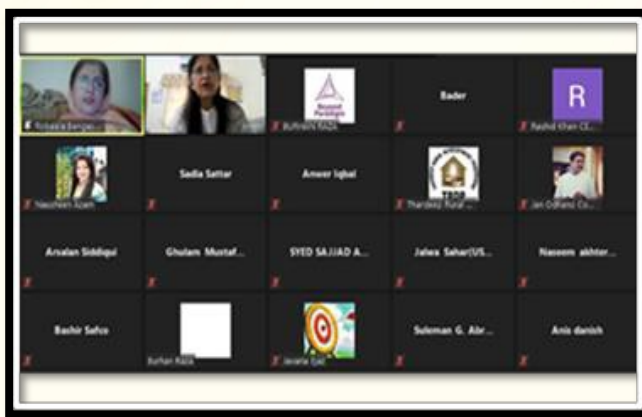
A webinar—the abbreviation for "web-based seminar"—is a demonstration, lesson, class, or seminar that is broadcast over the internet using video conferencing software. A webinar's purpose is to give people remote access to a thorough presentation that is concentrated on a particular subject or theme and demonstrates knowledge. When it comes to nurturing candidates who are in the center of the funnel, webinars are especially successful. Prospects will already have a solid grasp of their pain spots at this time. They will now be assessing possible answers and the providers of those solutions. Webinars are a great way to move these prospects further down the sales pipeline by not only teaching them about particular ways to solve their problems but also letting them get to know you better. It can be very effective to encourage prospects at this point to sign up for a live webinar or to obtain a previously recorded webinar that is pertinent to their requirements.

### Webinars in collaboration with IUCN & Beyond Paradigm

Webinar Topics	Attendees
Sleep & sleep disorder	Over 80 participants on zoom and Facebook
Meri Pehchan Pakistan series on 74 <sup>th</sup> Independence day of Pakistan Celebrating Independence day with Zuberi's	Over 150 viewers and participants
Inclusiveness and diversity	Over 80 participants
Pakistan My Pride	Over 150 viewers and participants
The Untold and Unseen of Mr Jinnah	75+ viewers

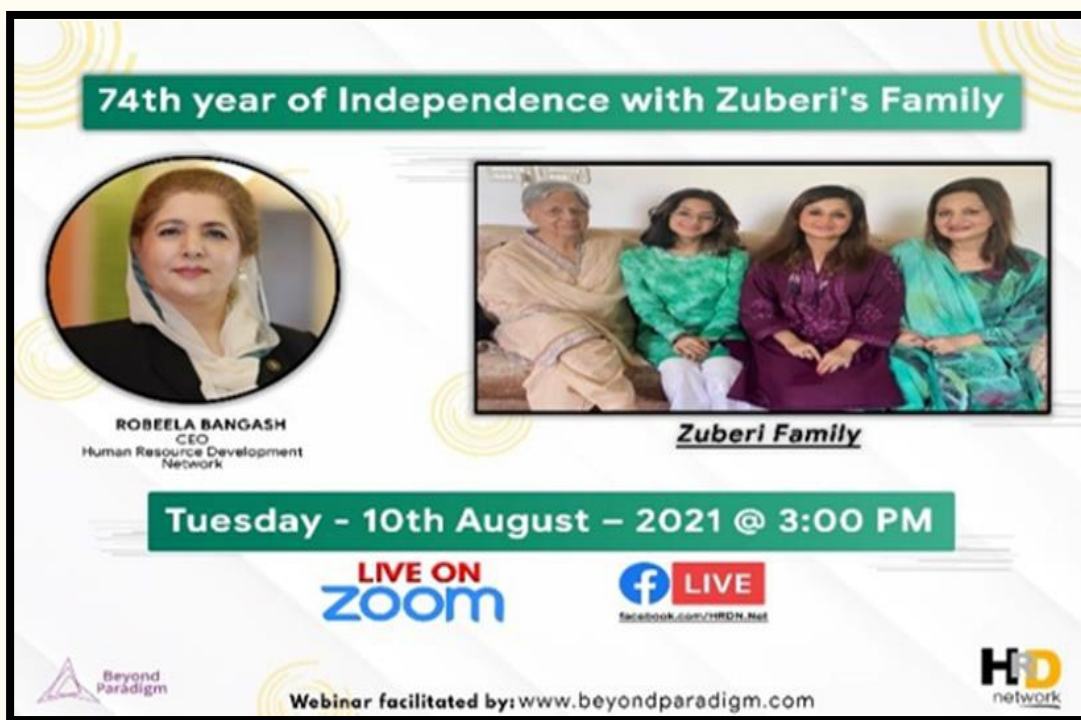
### Sleep and Sleep Disorders

A webinar on Sleep and Sleep Disorders was held on 16<sup>th</sup> July, 2021 in which Dr. Nasira Malik the Nutrition and Health expert discussed the need to sleep, sleep functions, various forms of sleep problems, causes of sleeplessness and remedies



### 74 Years of Independence with Zuberi's

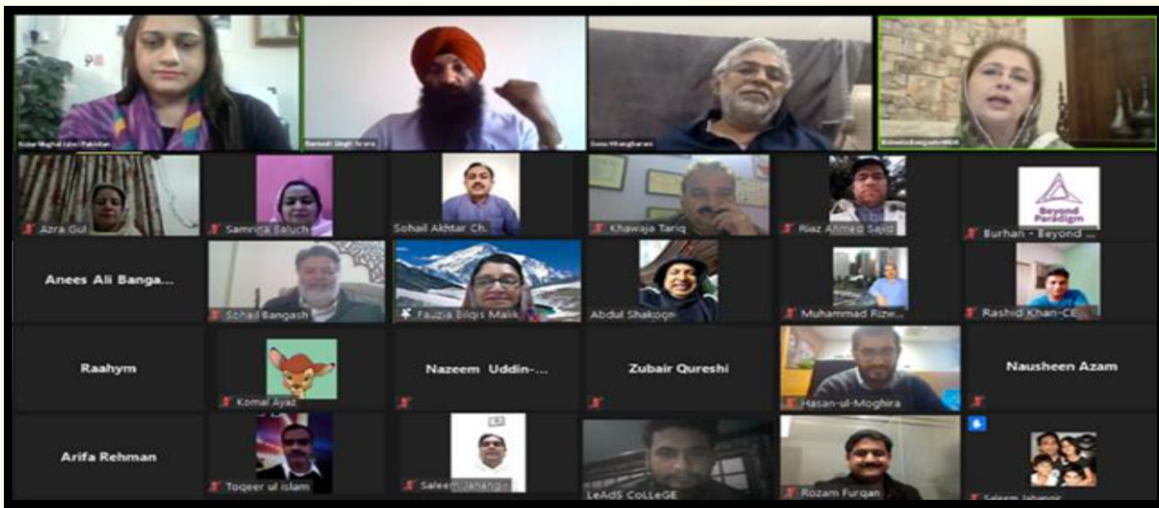
A webinar, facilitated by Beyond Paradigm was held on 10<sup>th</sup> August, 2021 in which four generations of Laila Zuberi family was invited as a guest speaker who talked on the topic “74 years of Independence”



### Inclusiveness & Diversity

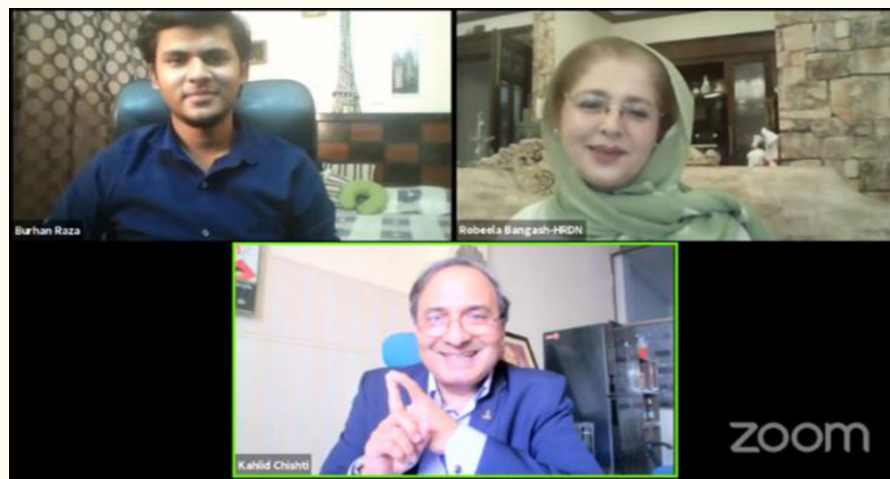
A webinar was arranged on 17<sup>th</sup> August, 2021 in which participants from different religion and ethnicity group united and talked about the importance of inclusiveness and diversity in Pakistan.





### Pakistan: My Pride

An Independence day special webinar titled 'Pakistan: My Pride.' was held on 13 August, 2021 in which Air Commodore (R) Khalid Chishti Sitare Imtiaz (Military), Sitare Bisalat was invited as a guest speaker to share some memorable experiences of our national heroes in the history of Pakistan and preparing youth for future challenges.



### The Untold & Unseen of Mr. Jinnah

A webinar titled “The Untold and Unseen story of Mr. Jinnah” was held on 16<sup>th</sup> September, 2021 in which Air Commodore (R) Khalid Chishti Sitare Imtiaz (Military), Sitare Bisalat was invited as a guest speaker who discussed the selfless devotion and untiring efforts of Muhammad Ali Jinnah for the development of Pakistan.

The poster is for a webinar titled "The Untold & Unseen of Mr. Jinnah". At the top, the HRD network logo is displayed. Below it, the title is in a green banner. The central focus is a large circular portrait of Muhammad Ali Jinnah. To the left is a circular portrait of Air Commodore (R) Khalid Chishti, with his name and rank below. To the right is a circular portrait of Robeela Bangash, with her name and title below. In the center, below Jinnah's portrait, are the "LIVE ON zoom" and "facebook LIVE" logos, along with the URL "facebook.com/HRDN.Net". At the bottom, a green banner shows the date and time: "Thursday - 16<sup>th</sup> September, 2021 @ 3PM", and a grey bar at the very bottom says "Live - Webinar".

**HRD network**

**The Untold & Unseen of Mr. Jinnah**

**AIR COMMODORE (R) KHALID CHISHTI**  
Sitare-i-Imtiaz (Military)  
Sitare-i-Basalat

**ROBEELA BANGASH**  
CEO  
Human Resource Development Network

**LIVE ON zoom**

**facebook LIVE**  
[facebook.com/HRDN.Net](https://facebook.com/HRDN.Net)

**Thursday - 16<sup>th</sup> September, 2021 @ 3PM**

**Live - Webinar**

## ILLUMES

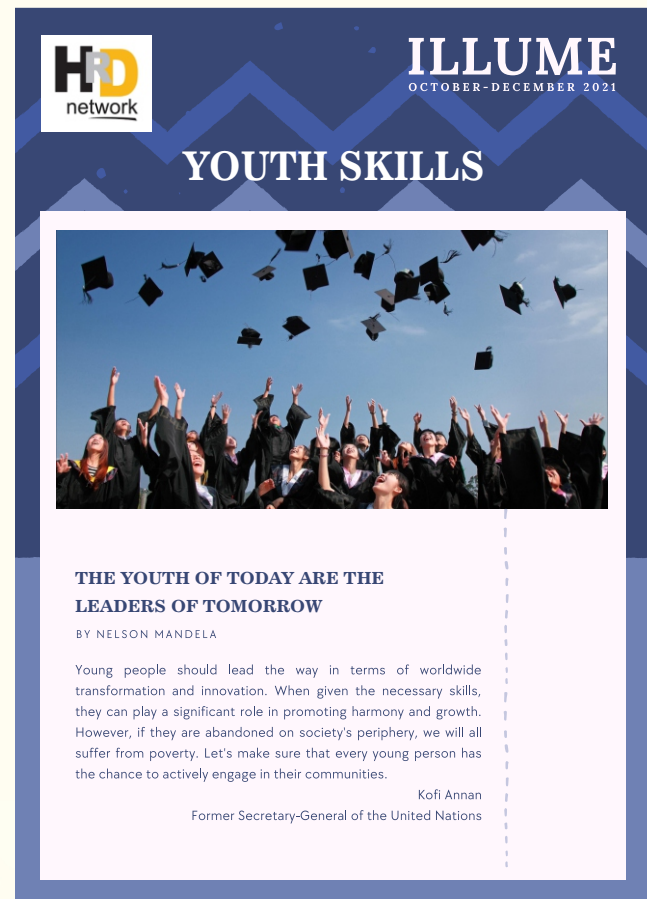
One of the most effective digital marketing tools you have at your disposal is a newsletter, which enables you to interact with prospects and customers in a personalized manner by delivering helpful content and pertinent promos right to their inboxes. The readers will be more entertained and educated by the newsletters than they will be by an advert.

The purpose of ILLUME is to introduce the topic of human resource development (HRD) and how it is currently being handled in Pakistan. It analyses and comments on the work done on human resource management (HRM) and HRD by us and our partner organizations. The problem is also discussed in articles, which offer a concise overview with an emphasis on an examination of the potential and difficulties associated with HRD, the function of HR managers in firms, etc.

### July - September 2021



### October - December 2021





January - March 2022



**ILLUME**  
JANUARY 22 - MARCH 22

# International Women's Day



April - June 2022



ILLUME  
April- June 2022



## Peace and Cultural Diversity



MAY PEACE PREVAIL ON EARTH

## GOVERNANCE BOD MEETINGS

**The word "governance" derives from the Greek verb "v" [kubernáo], which means "to direct." To operate, every institution — public, commercial, or nonprofit — needs administration. There are organized types of administration, with "government" being the most formalized.**

NGOs require excellent administration as well for efficient operation, expansion, and viability. As issues of accountability, transparency, responsibility, disclosure practices, and organizational relationships between the board and stakeholders have taken center stage in the case of NGOs, the principles of good governance still hold true in the dynamic environment that NGOs must operate in today.

Therefore, it is advised for NGOs to adhere to good governance practices, to strengthen its own internal structure, to prevent any crisis resulting from poor governance, and to establish the public reputation and credibility of the organization by demonstrating transparency, accountability, and responsibility. Although there is no "one size suits all" solution, NGOs can use this guide to integrate good governance concepts into their organizational structure and operations.

The accountability, openness, justice, and responsibility standards of governance must be followed by the board of directors in order to work in the best interests of stakeholders, shareholders, and the company as a whole.

Board meetings are conducted to discuss the growth strategy plan that the board of directors has created. The directors are expected to reach a consensus on the best course of action and the best way to carry it out. HRDN held board meetings which helped the board in decision-making. Meetings offered a venue and served a variety of other crucial purposes. The meetings allowed the board members to discuss their duties and responsibilities, pinpoint issues, and make strategic plans.

The Audit for the year 2020-2021 was successfully completed and the report shared by the RSM Avais Hyder Liaquat Nouman Chartered Accountant shared at AGM.



### Membership Acceptance Committee- (MAC) Meeting

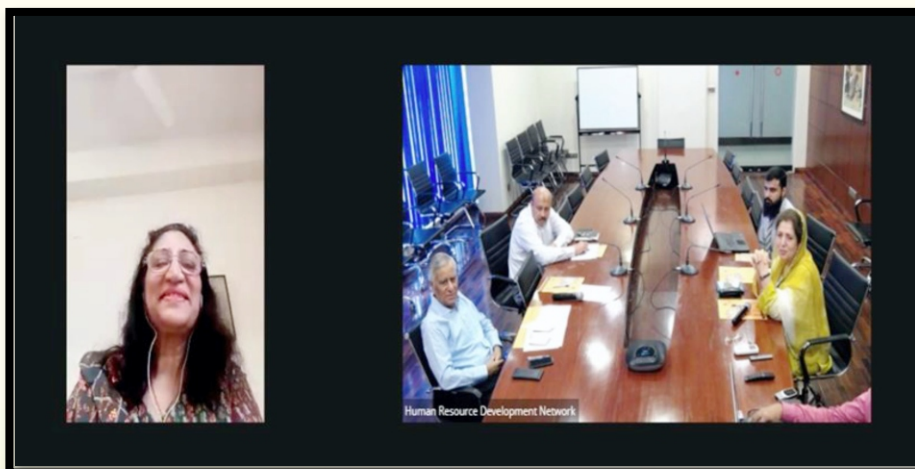
**Membership Acceptance Committee meeting** was held on June 02, 2022, at HRDN secretariat and chaired by Mr. Arshad Akif, Member MAC



### Finance Committee (FC) Meeting

**The Finance Committee meeting** was held on June 20, 2022.

The Finance committee meeting was held on June 20, 2022. The meeting was chaired by Mr. Faheem Siddique, all the members were present in the meeting. Mr. Bilal Azher- shared the budget for 2021-2022 for review and also presented the proposed budget for the year 2022-2023. The Finance committee approved the proposed budget and advised it to be put up to the upcoming BoD for approval by the HRDN Board of Directors.



### **International Event Committee (IEC) Meetings**

#### **03 Online International Event Committee (IEC) Meetings were held to discuss international Visits and finalize 21 ATR to Baku-Azerbaijan**

CEO-HRDN requested the Board to advice on planning the International Visit 2022. Chairperson recommended that the matter should be decided by the International Event Committee (IEC).

International Visit 2022 will be planned by the International Event Committee.

## FINANCIAL STATEMENTS





**HRD NETWORK**  
**(A COMPANY SET UP UNDER SECTION 42 OF THE COMPANIES ACT, 2017)**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT JUNE 30, 2022**

	Note	2022 (Rupees)	2021 (Rupees)
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property and equipment	4	721,069	299,340
		<b>721,069</b>	<b>299,340</b>
<b>Current assets</b>			
Advances, deposits and prepayments	6	2,132,470	4,007,470
Other receivables	7	272,000	598,000
Advance tax		1,626,758	1,033,204
Cash and bank balances	8	22,960,948	10,597,599
		26,992,176	16,236,273
<b>TOTAL ASSETS</b>		<b>27,713,245</b>	<b>16,535,613</b>
<b>FUND AND LIABILITIES</b>			
Member's fund		900,000	900,000
Deficit for the year		(5,743,394)	(1,779,372)
		(4,843,394)	(879,372)
<b>Non-current liabilities</b>			
Deferred capital grant	9	226,776	263,663
Provident fund payable	10	2,614,774	2,323,866
		<b>2,841,550</b>	<b>2,587,529</b>
<b>Current liabilities</b>			
Accrued and other liabilities	11	15,709,814	14,469,424
Restricted grant	12	14,005,275	358,032
		<b>29,715,089</b>	<b>14,827,456</b>
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>27,713,245</b>	<b>16,535,613</b>
<b>CONTINGENCIES AND COMMITMENTS</b>	13	-	

The annexed notes from 1 to 24 form an integral part of these financial statements.

  
 CHIEF EXECUTIVE OFFICER

  
 DIRECTOR

**HRD NETWORK**

(A COMPANY SET UP UNDER SECTION 42 OF THE COMPANIES ACT, 2017)

**STATEMENT OF INCOME AND EXPENDITURE****FOR THE YEAR ENDED JUNE 30, 2022**

FOR THE YEAR ENDED JUNE 30, 2022

		2022 (Rupees)			2021 (Rupees)		
	Note	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
<b>INCOME</b>							
Grant income	12	14,005,275	358,032	14,363,307	24,779,243	-	24,779,243
Transferred from restricted grant	12	-	7,997,937	7,997,937	-	2,477,924	2,477,924
Program income	14	-	5,402,500	5,402,500	-	1,422,946	1,422,946
Amortization of deferred capital grant		-	36,887	36,887	-	46,279	46,279
Other income	15	-	3,086,040	3,086,040	-	1,516,464	1,516,464
		<b>14,005,275</b>	<b>16,881,396</b>	<b>30,886,671</b>	<b>24,779,243</b>	<b>5,463,613</b>	<b>30,242,856</b>
<b>EXPENDITURE</b>							
Grant expenses	16	14,005,275	7,997,937	22,003,212	24,779,243	-	24,779,243
Program expenses	17	-	4,589,000	4,589,000	-	572,000	572,000
Administrative expenses	18	-	8,258,481	8,258,481	-	5,742,976	5,742,976
		<b>14,005,275</b>	<b>20,845,418</b>	<b>34,850,693</b>	<b>24,779,243</b>	<b>6,314,976</b>	<b>31,094,219</b>
<b>DEFICIT BEFORE TAXATION</b>		<b>-</b>	<b>(3,964,022)</b>	<b>(3,964,022)</b>	<b>-</b>	<b>(851,363)</b>	<b>(851,363)</b>
Taxation		-	-	-	-	-	-
<b>DEFICIT AFTER TAXATION</b>		<b>-</b>	<b>(3,964,022)</b>	<b>(3,964,022)</b>	<b>-</b>	<b>(851,363)</b>	<b>(851,363)</b>







The annexed notes from 1 to 24 form an integral part of these financial statements.

  
CHIEF EXECUTIVE OFFICER

  
DIRECTOR



Network  
Learn  
Share  
Grow

-  7, Sunrise Avenue, Park Road,  
Near COMSATS University, Islamabad
-  + 92 51 874 22 07-8
-  [www.hrdn.net](http://www.hrdn.net)
-  [info@hrdn.net](mailto:info@hrdn.net)
-  [hrdn.net](https://www.facebook.com/hrdn.net)
-  [HRDN\\_Pakistan](https://twitter.com/HRDN_Pakistan)