



# Annual Report 2019-20

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## Getting to HRDN

HRDN is situated in Islamabad which attracts people from all over the world, it is one of the most beautiful capital city of the world, HRDN lies in the heart of the city within commuting distance from airport and places of interest

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## Robeela Bangash

CEO HRDN



The year 2019-20, proved to be a year of paradox, one hand we started innovative initiatives and signed new projects and on the other hand, we were confronted with a pandemic of global scale. HRDN, is the largest membership-based network in Pakistan, it functions as a think tank, a learning and knowledge-sharing platform for professional in Asia. During the first half of the year 2019-20 HRDN opened new avenues and opportunities for its members, however from February 2020 we were confronted with the outbreak of COVID-19, the pandemic unleashed a world of limited mobility, restricted human to human physical interact, and slowed down every activity. Keeping the current crisis in mind we took this as an opportunity and evolved by using new communication technologies to maximize

our impact, we also rolled out a multidimensional 'knowledge outreach campaign' for our esteemed members. Through our 'Digital Learning Solutions', we aimed to keep our members abreast of latest advancements in the development world. During this year, we have also been involved in outreach efforts, regular activities and revival of its chapters. Through our funding from Oxfam Pakistan, we implemented a pilot project by delivering enhanced capacity building sessions to university students on relevant Sustainable Development Goals (SDGs). We further established seventeen (17) Lincoln corners through our agreement with the support from US embassy Pakistan for an unorthodox bilateral academic educational cooperation. HRDN is also contributing at policy level by developing Country Engagement Plan (CEP) and by hosting and facilitating

meetings in line with the WSSCC integration process and implementation of the strategy and capacity building initiatives in WASH and MHM sectors under "Support to National Coordinator" UNOPS project.

Furthermore, the 20th Annual All Members Meeting 2019, was organized with a theme of "State of Youth in Pakistan focusing on NEET". The annual meeting reiterated the strong commitment towards including youth in our development projects. With this in perspective, we now look towards our future with the aim to support and strengthen our society through our various initiatives and projects. HRDN Board of Directors and management rely on your continued support, ownership and participation in strengthening this unique network of professionals and organizations that will serve as stimulus for our future work.



## About Us

Human Resource Development Network (HRDN) was established in 1999, with the aim to function as a think tank and facilitate networking and knowledge sharing by professionals involved in the development of Human Resource in the country. 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 over two decades to bring together professionals with diverse background and organizations. This large group of 850 accomplished

individual and 145 organizations of different dimensions of Human Resource Development such as NPO, Universities, Government training facilities, etc. Since its inception, the Network has established chapters in all major cities of Pakistan and has undertaken various strategic capacity-building interventions in Pakistan as well as in more than 20 other countries. Where professionals and organizations from Pakistan and Asian countries are exposed to the development models, and adopt best practices from all these countries.



## Our Members

Over the last twenty-one years, HRDN has emerged as a think tank, learning and knowledge-sharing network in the development sector. It represents individuals hailing from national and international NGOs, educational institutions and public and private sector organizations working for human resource development. HRDN has an extensive footprint across Pakistan through its member organizations. The network also has a rich resource pool of hundreds of experts from diverse back-

grounds, which provide capacity-building support to organizations and individuals. The network has piloted and rolled out many innovative models of development, and successfully completed 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.





## Leading through Innovation

### Sustainable Development Goals and the Youth of Pakistan Training (funded by OXFAM GB/Pakistan)

The niche of Human Resource Development (HRD) Network lies in Youth and EEE – Engagement Employment and Empowerment. To capitalize on the colossal potential of Pakistani Youth, and to harness their abilities to take up the future leadership role in national development, HRDN with the support of Oxfam Pakistan implemented a pilot project on capacity building of university students on the 05 selected SDGs. The training programme focused on developing in-depth understanding on the 05 SDGs aligned with Oxfam (Pakistan's) mandate in Pakistan to address the inequalities. These included: Goal 5 on Gender Equality, Goal 8 on Decent Work & Economic Growth, Goal 10 on Reduced Inequalities, Goal 13 on Climate Action, and Goal 16 on Peace, Justice & Strong Institutions. The duration of the project was from October 07, 2019 to March 31, 2020. The major project delivera-

bles included organizing 06 orientation events for selected university students on 05 selected SDGs, development of manuals & imparting training events.

For capacity development of universities' dynamic students, HRDN followed the three-pillar approach. This 'integrated approach' was purposely designed and followed to ensure that the three functions are mutually reinforcing and to facilitate the coherent implementation of innovative social actions programs at individual and communal levels. Altogether 178 young students (46 boys and 132 girls) were provided orientation training on the SDGs through 06 events. The students represented the leading universities including Quaid-e-Azam University, Bahria University, IIUC, COMSATS, Air University, RIPHAH, PIDE, UOL, AAU and HIT Taxila.



**Lincoln Corner**

HRD Network implemented a project “Strengthening ties through knowledge and information at Lincoln Corner” under cooperative agreement with Public Affairs Section (PAS), US Embassy. The award was made on September 30, 2016 and project was successfully closed on March 31, 2020. The 17 Lincoln Corners, housed in universities, public libraries, and cultural centers across Pakistan, have been contributing massively in bridging the widening gap between Pakistani youth and a range of learning opportunities that they can access – from improving their English language skills to increase their knowledge about the United States of America and other western countries, and from seeking information about various scholarship & fellowship opportunities in the United States of America to benefitting from the cultural exchange programs for career development. The LCs, therefore, contributed to a broader objective of normalizing relationship between countries like Pakistan, parts of which have been under the influence of radical elements, and the West which could only be achieved by such an unorthodox bilateral academic educational cooperation. The goal of the project was to hold events and activities on different themes at Lincoln Corners established in Pakistan, achieve public diplomacy goal of people-to-people ties between United States and Pakistan, enhance the capacity of local partners to independently run Lincoln Corners beyond project life cycle and organize Tech Camps/District workshops for staff and disabled people and build their capacity in techno-based initiatives. The number of beneficiaries under the capacity building component included 44 Lincoln Corner Staff 28,617 University Students.



**Institutional Support for UNOPS project, Pakistan**

With support from UNOPS Geneva, HRDN is implementing policy work and capacity building initiatives regarding Water, immunization, sanitation, hygiene and menstrual hygiene management (soft component). The objectives of the project are to lead consultations with WSSCC (Water Supply & Sanitation Collaboration Council) stakeholders, develop country engagement plan and facilitate coordination meetings in line with the WSSCC integration process. The project was initiated in 2016 and is closing in December 2020. The major role of HRDN was to provide funds management and logistic support.

### HRDN Initiatives:

Supporting the Sustainable Development Goals in Pakistan With the growing importance of the sound awareness and implementation of the Sustainable Development Goals (SDGs) in the country, HRDN is also contributing towards the achievement of these goals across different districts through its different projects and interventions. HRDN has proposed that in the coming years it will adopt a new approach by reaching out to the District Governments all across Pakistan in order to re-establish the awareness on the significance of SDGs among the Government, civil society, academia and other important stakeholders (youth, media, clergy etc.) and develop District Plans to achieve these goals through effective partnerships, collaboration and joint interventions. To launch this initiative, HRDN proposed the piloting of this approach in a few Districts including in AJK and Gilgit-Baltistan.

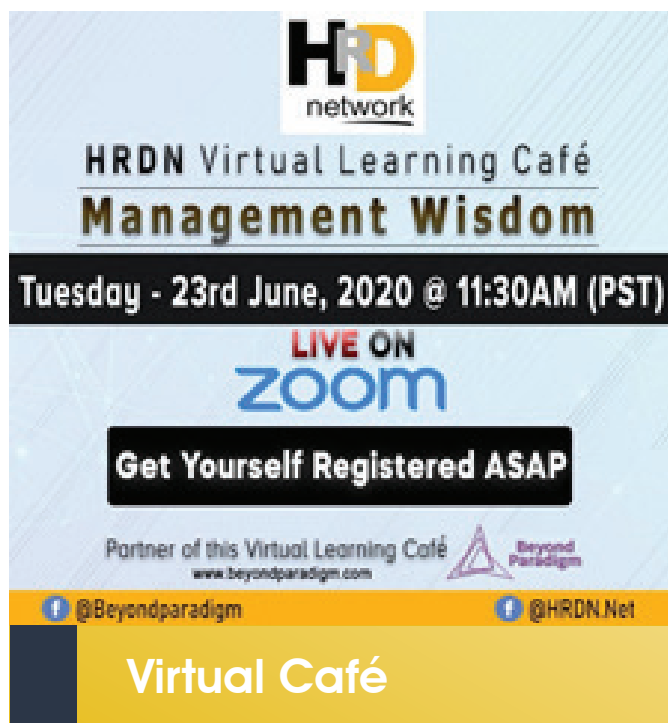
The Government institutions, civil society, academia, young women and men, media and other stakeholders would be actively engaged HRDN's 'District-Based Approach for SDGs (DBA-SDG)'. Furthermore, the creation of a National Web-portal to highlight the successes made in each pilot District along each SDG Goal is also proposed as part of this initiative for social accountability.

## HRD Status Report (HSR)

Based on the last AMM decisions, HRDN established a 'Technical Working Group (TWG)' comprising of senior HRDN members, economists and social sector experts to develop a mechanism and scientific methods to work out Human Resource Development Status in Pakistan. - An Assessment tool comprising of indicators to measure HRD performance in each District looking at the facilities provided by the Government and any gaps therein was developed by the experts

Following this, the TWG undertook its first demonstration of 'HRD Status Report' with data-collection from six Districts, including one each from Punjab, Sindh, Khyber Pakhtunkhwa (KP), Balochistan, Azad Jammu & Kashmir (AJK) and Gilgit-Baltistan (GB).

As its on-going efforts in the achievement of this initiative, the HRDN Secretariat intends to engage with its members and assign them to collect data from the District Authorities and send it to the Secretariat for compilation as a report.



The poster features the HRD network logo at the top. Below it, the text reads 'HRDN Virtual Learning Café Management Wisdom'. A black banner indicates the date and time: 'Tuesday - 23rd June, 2020 @ 11:30AM (PST)'. Below this, it says 'LIVE ON zoom'. A black box with white text says 'Get Yourself Registered ASAP'. At the bottom, it mentions 'Partner of this Virtual Learning Café' with logos for Beyond Paradigm and HRDN.Net, and the website 'www.beyondparadigm.com'. Social media handles '@Beyondparadigm' and '@HRDN.Net' are also listed. The bottom section is a yellow bar with the text 'Virtual Café'.

In the midst of challenging times of COVID-19 with limited mobility and options to interact, explore & learn, the HRD Network rolled out a multidimensional 'knowledge

outreach campaign' through digital learning solutions to keep the members abreast of latest situations and "developments in the Development World". We believe life will never be the same as it used to be before this pandemic, therefore, another key objective of initiating such brainstorming interactions is to be ready to embrace challenges in the post-COVID 19 era. In this quest, HRDN launched "HRDN Virtual Learning Café" in collaboration with its partner Beyond Paradigm(pvt) LTD, for its members as well as other interested professionals, organizations and wider communities. It offered a user-friendly and cost-effective learning opportunity with the flexibility & convenience as built-in features. The virtual learning sessions or webinars were held twice a month where HRDN engaged Subject Matter Experts (SME) from HRDN member organizations as well as from the market to deliver interactive sessions on a wide range of issues relevant with current situation and the state of affairs of the civil society at large.



## Awareness Raising Sessions on COVID 19



After the spread of COVID-19 in Pakistan, local communities were the most deprived segment of the society as they lacked basic awareness and knowledge at that time. Human Resource Development Network, as a part of its community engagement component, organized 40 sessions in collaboration with its organizational and individual members for communities from all provinces of Pakistan to create an awareness about COVID-19 to avoid its spread. The initiative was acknowledged linked with Health Department COVID 19 Awareness raising Campaign and got successful coverage in print and social media.

## Training on Media Anchoring



A dynamic workshop on Media Anchoring and Public Relations was held at IRM Complex on July 25th, 2019 as part of youth engagement initiative for the interns of HRDN and IRM. The renowned media trainer, Mr. Ahmed Sagheer led the training workshop. The workshop focused on imparting the necessary skill set to participants. Considering the important role of media and information in today's world, the training allowed the participants to understand the dynamics of asking the right questions, investigative journalism and how to frame arguments in order to extract the maximum information while hosting a news program.

These participants are now part of the HRDN network. As a network that is constantly striving to push the boundaries and impart new knowledge and ideas, HRDN coordinated and organized a series of seminars on burning topics and thematic areas throughout the year. Further trainings will be organized that will focus on access to information, fake news and digital media literacy skills.



## Networking Events

### 20th ALL Members Meeting (AMM)

HRDN has continued the tradition of holding its All-Members Meeting (AMM), for both updating HRDN members about network's performance in the previous year, and inviting their feedback for enhancing the effectiveness and relevance of network's activities in the future. The main aim of organizing the 20th All Members' Meeting 2019, on State of Youth in Pakistan focusing on NEET, was to assess the State of NEET youth in Pakistan and what strategies have been adapted by the government, development sector and civil society to meet the target of reducing NEET rate in Pakistan till 2020.

The event was organized on - November 28, 2019 at Hotel Marriot, Islamabad. Approximately 150 members from various public and private organizations, development sector, UN agencies, Media etc. participated in the meeting. Mr. Usman Dar, Special Assistant to Prime Minister on Youth Affairs was the chief guest of the AMM. In his keynote address, Mr. Dar appreciated HRDN's efforts in highlighting such an important issue and shared the government's vision to empower youth and salient features of "Kamyab Jawan Programme". Main speakers during the panel discussions included Ms. Ingrid Christensen, Country Director International Labour Organization (ILO), Ms. Laura Sheridan (UNDP - program specialist), Dr. Lubna Shahnez, CEO Pride and the government representative, and Mr. Shahid Naeem, Head of SDG unit. All the speakers on the panel shed light on investing in youth as a major component of economic development in the country. The speeches focused on engaging youth to

promote peace and tolerance in the country and also remarked on the various government led strategies to include youth in the economic development of the country. It was also mentioned that as youth forms an integral part of the sustainable development process and 60 percent of Pakistan's population is youth, it is vital to include them in the social and economic development of the country.

The Panel discussion aimed at identifying the strategic measures that need to be taken by the public and private sector for reducing NEET rate in Pakistan by adopting appropriate measures and initiatives. The emphasis was laid on the importance of good governance for streamlining youth related affairs. The inclusive, equitable and incentivized distribution of resources to promote the status of youth, in particular NEET youth, in Pakistan was the take-away of the session.

HRDN acknowledged the long term strategic support of its partners especially ILO, UNDP, JWS, AKRP, OXFAM, IRM and Mojaz Support Program.



Annual Trainers Retreat



ATR 20 Melbourn



ATR 18 Baku



ATR 14 2012 Cape Town



ATR 13 Kuala Lumpur





**ATR 12 2010 Beijing**



**ATR 11, Istanbul**



**ATR10-Cairo**



**ATR 9 2007 Dubai**





## Join A Movement- Uzbekistan

"Join A Movement" is an initiative of HRDN to provide a prolific experience for professionals to fuel their imagination and dreams, awaken a sense of self-renewal, lightness and delight. This exquisite program especially designed for the valued members of HRDN to explore and learn from the cultural diversity that exists in the world. During this year, three imperial and cultural cities of Uzbekistan including Tashkent, Bukhara & Samarkand were part of the visit which lasted from the 14th till the 21st of September, 2019. The plan was perfectly tailored for - the group, with focus on local exposure visits and a conference on 'New Dimensions of Leadership & Millennials' to provide an engaging international platform for our members.



## Youth Engagement and Participation in Leadership

As the revival of city chapter, to have face to face interaction with members and to ponder upon the need of engaging youth for their full participation in leadership roles the event HRDN in collaboration with its Organizational Member CARITAS organized a seminar at City Chapter Lahore with a title, "Youth Engagement and Participation in Leadership". The initiative was much appreciated by the participating individual and organizational members based at Lahore and even by the potential members of the Network. The revival strategy was devised and to Organizational members opted to host such events on rotational basis

## Seminar Senior Citizens Assets to millennials

HRDN Peshawar Chapter organized a seminar on "Senior Citizens assets to Millennials". The seminar covered a wide range of themes. The seminar helped the young generation to relate to the challenges and opportunities of the senior citizens. While the senior citizens touched upon the challenges faced by them in today's world. The participants in the seminar agreed that while mostly the problems remain the same, in present times there are various opportunities and avenues that can help today's generation to overcome those challenges. The dialogue also led to the participants to discuss and shed light on the current problems faced by Pakistan as a society. The participants agreed that senior citizens can play a vital role in transferring the old wisdom to the younger generation.

The seminar also focused on revitalizing the cultural and social life of Peshawar city. Peshawar is one the historic places in the subcontinent. With its expansive history, the senior citizens encouraged the millennials to promote the lively and hospitable culture of the Peshawar.

This seminar was an effort by the HRDN to bridge the gap between the two mindsets existing in the country. As times have changed, and with the incorporation of the digital technology and internet, the divergent views of different age groups can help bring in diverse opinions. This can promote an environment of inclusiveness and diversity in the country.



### Awareness Session on COVID-19

Keeping the disastrous wave of Corona virus pandemic, Human Resource Development Network, in collaboration with National Humanitarian Network Pakistan organized Awareness Session on Corona Virus at City Chapter Peshawar in March 2020. Dr. Muhammad Abbas (Assistant Professor, Peshawar Medical College) was Guest Speaker. The session covered Corona Virus history, medium of transmission and prevention. The efforts to work on prevention side to stop COVID-19 in Pakistan was much highlighted and agreed upon agenda of the event. The session was attended by various individual and organizational members and non-members. The participants fully appreciated the efforts of the Network on always leading and taking upon attention to the emerging and sensitive areas and issues for discussions with experts. The event got the attention of electronic and print media as well as social media as one of indicator of success.

### Tree Plantation Drive 2019

The billion-tree tsunami is a green growth vision, which ensures that Pakistan's development is deeply tied with sustainable development. This also ensures generating green jobs, climate change awareness and gender empowerment. Acknowledging the efforts of the current government's initiative, HRDN's also supports PM's "Green Pakistan Vision". To do so, HRDN mobilized its members to initiate a tree plantation drive in Rawalpindi and Islamabad. As a result of this HRDN members identified various locations in the twin cities. At the end of the tree plantation drive, HRDN contributed a total of 480 saplings to the billion-tree tsunami project. These tree saplings have been planted at multiple locations in the twin cities.

The tree plantation drive also contributes to minimize the impacts of climate change in the country. Trees are considered to be a source of oxygen. Furthermore, they are also able to mitigate the impact of natural disasters occurring due to climate change for instance, flooding and land sliding etc.







**Dr. Roomi S. Hayat**

Chairperson



**Mr. Haq Nawaz Khan**

Director HRDN



**Dr. Sonu Khangarani**

Director HRDN



**Ms. Robeela Bangash**

CEO HRDN



**Ms. Myra Azam**

Director HRDN



**Mr. Nadir Gul**

Director HRDN

# Board of Directors

## Financial Statement

### HRD NETWORK

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

### STATEMENT OF FINANCIAL POSITION

AS AT JUNE 30, 2020

	Note	2020 (Rupees)	2019 (Rupees)
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property and equipment	4	355,127	426,645
Intangible asset	5	46,000	117,000
		<u>401,127</u>	<u>543,645</u>
<b>Current assets</b>			
Receivable from donor	6	-	2,898,018
Advances, deposits and prepayments	7	577,150	2,818,120
Other receivables	8	653,869	236,186
Advance tax		884,924	350,289
Cash and bank balances	9	18,762,247	7,188,229
		<u>20,878,190</u>	<u>13,490,842</u>
<b>TOTAL ASSETS</b>		<u><b>21,279,317</b></u>	<u><b>14,034,487</b></u>
<b>FUND AND LIABILITIES</b>			
Member's fund		900,000	900,000
Accumulated deficit		(928,009)	(678,768)
		<u>(28,009)</u>	<u>221,232</u>
<b>Non-current liabilities</b>			
Employee's benefit payable	10	-	98,000
Deferred capital grant	11	309,942	369,166
		<u>309,942</u>	<u>467,166</u>
<b>Current liabilities</b>			
Accrued and other liabilities	12	7,803,557	4,116,893
Provident fund payable	13	1,814,778	1,305,690
Restricted grant	6	11,379,049	7,923,506
		<u>20,997,384</u>	<u>13,346,089</u>
<b>TOTAL FUNDS AND LIABILITIES</b>		<u><b>21,279,317</b></u>	<u><b>14,034,487</b></u>
<b>CONTINGENCIES AND COMMITMENTS</b>	14	-	-

The annexed notes from 1 to 25 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)**  
**INCOME AND EXPENDITURE STATEMENT**  
**FOR THE YEAR ENDED JUNE 30, 2020**

		2020 (Rupees)		2019 (Rupees)			
Note		Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
INCOME							
6	Grant income	24,812,324	-	24,812,324	33,683,171	-	33,683,171
6	Transferred from restricted grant		2,481,232	2,481,232	-	1,908,189	1,908,189
15	Program income		9,567,379	9,567,379	-	5,383,470	5,383,470
	Amortization of deferred capital grant		59,224	59,224	-	77,340	77,340
16	Other income		283,943	283,943	-	465,520	465,520
		24,812,324	12,391,778	37,204,102	33,683,171	7,834,519	41,517,690
EXPENDITURE							
17	Grant expenses	24,812,324		24,812,324	33,683,171	-	33,683,171
18	Program expenses		4,757,161	4,757,161	-	5,074,964	5,074,964
19	Administrative expenses		7,883,858	7,883,858	-	4,572,112	4,572,112
		24,812,324	12,641,019	37,453,343	33,683,171	9,647,076	43,330,247
DEFICIT BEFORE TAXATION				(249,241)	-	(1,812,557)	(1,812,557)
Taxation				-	-	-	-
DEFICIT FOR THE YEAR				(249,241)	(249,241)	(1,812,557)	(1,812,557)

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The annexed notes from 1 to 25 form an integral part of these financial statements.

  
**CHIEF EXECUTIVE OFFICER**

  
**DIRECTOR**





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#7, Sunrise Avenue, Park Road near  
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