

ANNUAL REPORT



YEARS

HRD
network

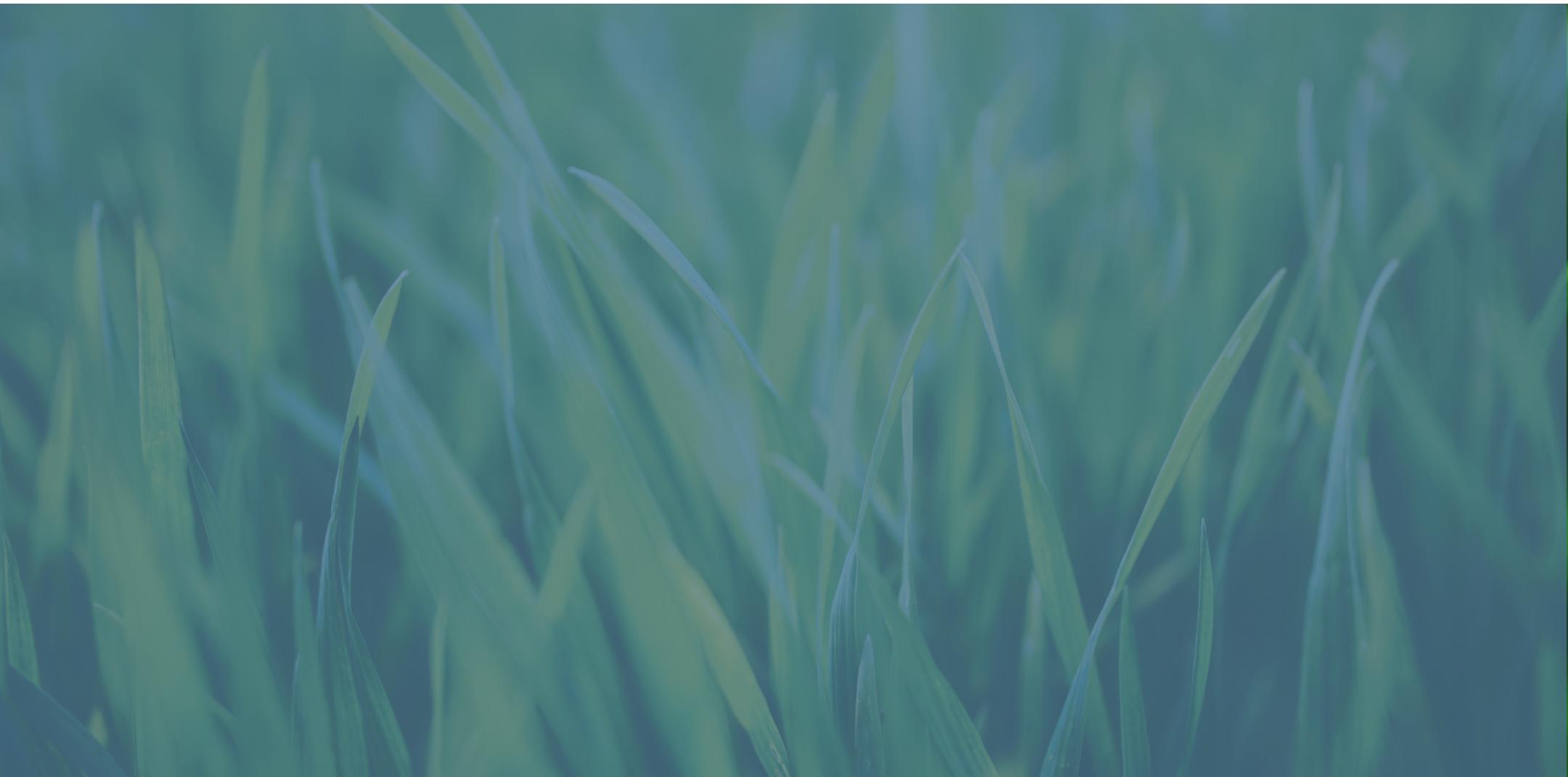
www.hrdn.net

NETWORK, LEARN, SHARE, GROW



DISCLAIMER

The contents of this Annual Report are provided for informational purposes only. While every effort has been made to ensure the accuracy and completeness of the information presented, the Human Resource Development Network (HRDN) makes no guarantees, warranties, or representations, express or implied, regarding the data contained herein. HRDN assumes no responsibility or liability for any errors, omissions, or inaccuracies in the report, or for any decisions made based on its content. This report may include forward-looking statements based on assumptions and expectations that involve risks and uncertainties. Actual results may differ from those projected. Readers are encouraged to independently verify any information and consult with appropriate professionals as necessary. HRDN reserves the right to update, modify, or amend the information in this report at any time without prior notice



DISCLAIMER

AKAHP	Aga Khan Agency for Habitat Pakistan
AKF	Aga Khan Foundation
AMM	All Members' Meeting
ATR	Annual Trainers' Retreat
BRI	Belt and Road Initiative
CBM	Christian Blind Mission
CEO	Chief Executive Officer
CHRS	Center for Human Resource Studies
COMSATS	Commission on Science and Technology for Sustainable Development in the South
CPEC	China–Pakistan Economic Corridor
CSR	Corporate Social Responsibility
CVE	Countering Violent Extremism
ECP	Election Commission of Pakistan
EU	European Union
FEM Consortia	Feminist Evidence-Based Monitoring Consortia
FJWU	Fatima Jinnah Women University
FPCCI	Federation of Pakistan Chambers of Commerce and Industry
GBRSP	Gilgit Baltistan Rural Support Programme
GBTI	Ghazi Barotha Taraqiyati Idara
GCC (NDMA)	Gender and Child Cell, National Disaster Management Authority
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German Development Agency)
HRDN	Human Resource Development Network
ICT	Islamabad Capital Territory
IIUI	International Islamic University Islamabad
ILO	International Labour Organization
IMCP	International Management Certification Programme
IRM	Institute of Rural Management
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
KPI	Key Performance Indicator
MAC	Membership Acceptance Committee
Mari Energies	Mari Petroleum Energy Division
MoU	Memorandum of Understanding
MoV	Means of Verification
NACTA	National Counter Terrorism Authority
NDMA	National Disaster Management Authority

NDU	National Defence University
NRSP	National Rural Support Programme
OnPoint	Partner organization for online earning and digital training
OXFAM	Oxford Committee for Famine Relief
PAKWIN	Pakistan Women Innovation Network
PEDRR	Partnership for Environment and Disaster Risk Reduction
PEPSICO	Philanthropic arm of PepsiCo Pakistan
Foundation	Punjab Information Technology Board
PITB	Pakistan Poverty Alleviation Fund
PPAF	Potato Research Institute, Dingxi City, China
PRI	Pakistan Telecommunication Company Limited
PTCL	Regional Conservation Forum (IUCN)
RCF	Rural Support Programme
RSP	Rural Support Programmes Network
RSPN	South Asia Foundation for Community Welfare
SAFCOW	She Wins Initiative (PITB project for women's digital literacy)
SHEWINS	Strengthening Participatory Organization
SPO	Sarhad Rural Support Programme
SRSP	The Asia Foundation
TAF	Terms of Reference
ToR	Thardeep Rural Development Programme
TRDP	United Arab Emirates
UAE	United Kingdom
UK	United Nations
UN	United Nations Entity for Gender Equality and the Empowerment of Women
UN Women	United Nations Development Programme
UNDP	United Nations Educational, Scientific and Cultural Organization
UNESCO	United Nations Population Fund

TABLE OF CONTENT

01	CEO Message	01
02	Core/Annual Activities	02
03	Projects Activities	13
04	International Training Courses	21
05	Advocacy & Awareness	27
06	Green Action	30
07	Knowledge Sharing & Networking	35
08	Resource Mobilization & Strategic Partnerships	46
09	About HRDN	50
10	Financial Overview	58



CEO MESSAGE

It is with profound pride and gratitude that I present the 25th Annual Report of the Human Resource Development Network (HRDN)—a landmark that celebrates 25 years of service, learning, and collective impact.

HRDN was born from a shared vision among a small group of committed development practitioners who believed in the transformative power of human potential. From those early conversations emerged a national platform that has grown steadily into a trusted force for capacity building, collaboration, and sustainable development across Pakistan. For a quarter century, HRDN has brought institutions, professionals, and communities together around a common purpose: investing in people to shape a better future.

A defining moment of this milestone year was the All-Members' Meeting (AMM) held on December 23, 2024, marking HRDN's Silver Jubilee. This historic gathering honored our founding and lifetime members—whose foresight, dedication, and leadership laid the foundation of HRDN and continue to inspire its direction. Their recognition was not only a tribute to the past, but a reaffirmation of the values that guide us forward.

The Silver Jubilee year reflected both reflection and renewal. HRDN's progress has been shaped by the trust of its partners, the strength of its membership, and the unwavering commitment of its team. Throughout the year, HRDN advanced leadership development and institutional strengthening through training programs, exposure visits, knowledge exchange, and strategic partnerships. The Youth Engagement & Resilience Initiative (YERI) continued to empower young people as agents of peace and resilience, while initiatives such as the 16 Days of Activism, university internships, international training opportunities, and community-led environmental actions expanded HRDN's reach and relevance.

Each initiative reaffirmed a core belief that lasting development is achieved when people are equipped, connected, and empowered to lead change together.

As HRDN enters its next chapter, the development landscape continues to evolve, presenting complex challenges and new possibilities. HRDN remains resolute in its commitment to innovation and impact. Our future priorities—climate resilience, gender equality, digital transformation, and youth empowerment—will shape our work as we continue to serve as a catalyst for inclusive and sustainable development.

I extend my deepest appreciation to our Board of Directors, members, partners, HRDN team, and friends who have walked with us over these 25 years. Your trust, collaboration, and belief in our mission are the foundation of HRDN's strength.

Together, we honor the journey behind us and step confidently into the future ahead.

Robeela Bangash
Chief Executive Officer
Human Resource Development Network (HRDN)

CORE/ANNUAL ACTIVITIES

25 Years of Legacy & Action – Engaging Youth, Communities & Change

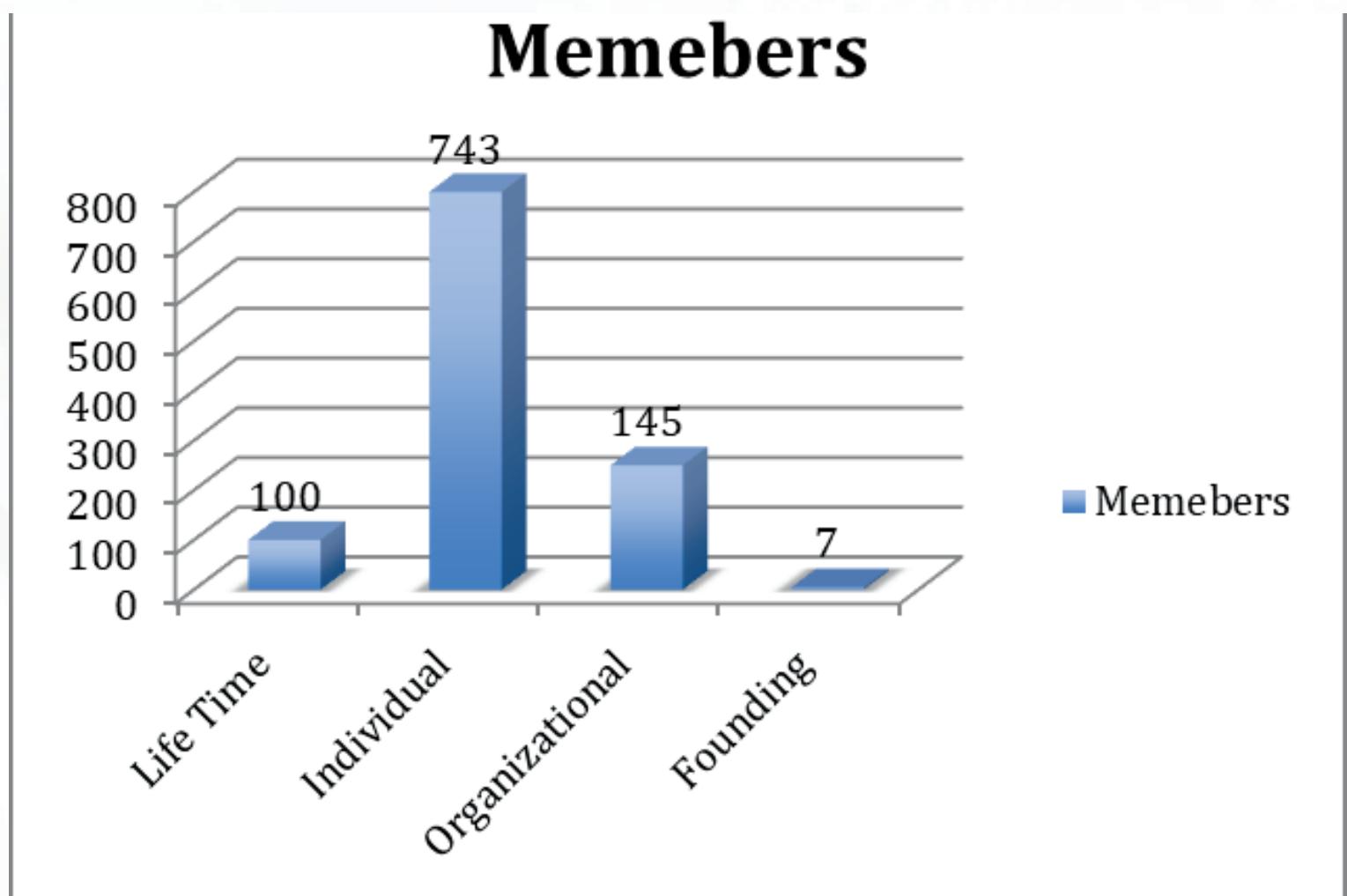
In 2024-25, HRDN celebrated 25 years of dedicated service, collaboration and impact. This milestone year marked not only HRDN's legacy, but also a year of vibrant action across training, youth-engagement, community activism and global exposure. As we look forward into the next year, we build on this foundation scaling up youth leadership, deepening partnerships, broadening our geographic outreach, and integrating innovation into our work. The years ahead invite us to convert the momentum of our 25th anniversary into sustained impact and reach.

This report captures both HRDN's legacy and our action. It honors where we've come from, showcases what we accomplished in 2024-25, and outlines the trajectory we now embark upon for the coming year.

HRDN's work is guided by its motto "Network, Learn, Share, and Grow," which shapes the wide range of activities it conducts throughout the year. Since its establishment, HRDN has consistently organized key events such as the Annual Members' Meeting, the Annual Trainers' Retreat, seminars, webinars, customized training programs, networking sessions, exposure visits, conferences, and publications, each designed to strengthen professional linkages and promote continuous learning.

HRDN's projects and initiatives are structured to support a broad spectrum of Sustainable Development Goals (SDGs), with some goals being more frequently reflected across its programming. Through its sustained efforts in networking, coordination, and outreach, HRDN actively promotes the national sustainable development agenda and ensures that civil society perspectives remain central to policy dialogue and decision-making.





MEMBERSHIP

The HRDN Membership Drive is a key annual activity through which both individual and organizational members renew their commitment to a shared mission. It reflects HRDN's belief in empowering people, inspiring action, and fostering sustainable development across communities. Becoming an HRDN member is not just affiliation, it is aligning with a collective vision for meaningful and lasting change.

Potential members apply to the HRDN Secretariat, after which the Membership Acceptance Committee (MAC) reviews applications on a quarterly basis. This three-member committee, comprising HRDN volunteers and life members, ensures a fair and transparent selection process. Membership forms are available online, and membership is offered in two categories:

1. Organizational Members
2. Individual Members

- a) Professional Member
- b) General Member
- c) Lifetime Member
- d) Student Member

Membership connects individuals and institutions to a vibrant community of development professionals, creating opportunities for continuous learning, collaboration, and growth. Through HRDN, members engage in thematic discussions, networking events, and expert-led gatherings that encourage both personal and professional development. Members also benefit from exposure to significant national and international platforms such as the International ATR Conference, Certificate Training Courses and various international exposure visits, providing avenues for recognition, leadership, and cross-learning.

Capacity building lies at the heart of HRDN's mission. Members gain access to specialized training programs, expert trainers, and national-level learning resources designed to enhance skills and promote best practices. Training is offered at subsidized rates, and organizations can engage HRDN's expert trainers at discounted prices. The HRDN Digital Resource Centre and National Trainers' Database serve as valuable knowledge hubs supporting continuous improvement.

Since its inception, HRDN has strengthened its members' ability to meet emerging challenges, innovate, and contribute to sustainable development. Support from donors and partners — including ActionAid, Aga Khan Foundation (AKF), Oxfam, GIZ, the International Labour Organization (ILO), the United Nations Development Programme (UNDP), UNICEF, UNOPS, UNODC, USAID, and the U.S. Embassy Pakistan, Bilateral donors, I/NGOS — has enabled HRDN to broaden its reach and deepen its impact.

The collective efforts of members, donors, and partners position HRDN as a driving force for meaningful progress. We take pride in our community of committed individuals and organizations working to improve lives across Pakistan. As HRDN continues to grow, the dedication of its members remains central to building a just, inclusive, and equitable society.



ANNUAL GENERAL MEETING

HRDN Annual General Meeting (AGM) held on October 28, 2024, where the audited accounts for the 2023–2024 financial year were reviewed and approved, ensuring financial transparency and accountability. Additionally, the Finance Committee Meeting on December 12, 2024, focused on reviewing HRDN's financial health, discussing budgeting, fundraising strategies, and sustainability, and making strategic decisions on investments and cost-saving measures for the next quarter.



ALL MEMBERS' MEETING

The 25th AMM marked a pivotal milestone in the history of HRDN, celebrating not only the accomplishments of the past year but also recognizing the significant achievements of the past 25 years. The AMM served as an important platform for engaging with HRDN's core stakeholders, its members ensuring transparency in governance and reinforcing the network's vision for the future. It was during this gathering that the Secretariat shared the year's progress and sought valuable feedback, insights, and guidance for HRDN's continued growth and innovation.



The 25th AMM celebrated HRDN's long-standing impact while offering a forward-looking perspective for future collaboration. The event provided an opportunity to acknowledge the contributions of HRDN's diverse membership and laid the foundation for strengthened strategic planning. It honored the dedication of individuals and organizations that collectively shaped HRDN's legacy and set the stage for continued influence in the years ahead. The proceedings showcased major milestones, heartfelt testimonials, and shared achievements that continued to position HRDN as a transformative force in the development sector.

The 25th AMM commenced with a soulful recitation from the Holy Quran, followed by a powerful rendition of the national anthem, setting a dignified and inspiring tone for the milestone occasion. After the anthem, a captivating video was presented, taking attendees through HRDN's remarkable 25-year journey. This 25-minute video, which captured key milestones and transformative moments, was highly appreciated for its engaging storytelling and its ability to translate HRDN's journey into a memorable visual narrative.



Ms. Robeela Bangash, CEO of HRDN, followed with a compelling account of HRDN's evolution. With passion and clarity, she traced the organization's growth from its humble beginnings to its position as a leading network for human and institutional development. She highlighted key milestones and acknowledged the collective contributions of HRDN's members, partners, and stakeholders. Her address concluded with a bold, forward-looking perspective, emphasizing innovation, collaboration, and inclusivity as guiding principles for HRDN's continued growth.



Dr. Roomi S. Hayat, Chairperson of HRDN, delivered a stirring welcome address that deeply resonated with all attendees. His words eloquently encapsulated HRDN's extraordinary journey, celebrating the unwavering spirit and dedication that shaped its 25-year legacy. Reflecting on the collective efforts of HRDN's founding members, supporters, and the broader network, he highlighted how this united commitment propelled HRDN to its current stature. Dr. Roomi emphasized the vital importance of collaboration, innovation, and resilience in achieving HRDN's success. His address painted a compelling vision for the future one built on shared purpose and unity and left the audience inspired and energized.





Following her address, the video titled “Voices of Resilience: HRDN’s 25-Year Journey of Advocacy and Impact” was screened. It featured heartfelt testimonials from members across the globe, reflecting on HRDN’s transformative role in advocacy, knowledge sharing, and capacity building even amid challenges such as shrinking civic spaces, funding constraints, and evolving policy environments. These voices highlighted HRDN’s unique ability to connect diverse stakeholders—from public institutions and the private sector to development partners and UN agencies—fostering collaboration on critical issues such as women’s empowerment, sustainable development, and human resource development. Additional member testimonials further illustrated HRDN’s immense value and lasting contributions across sectors.



As HRDN marked this 25-year milestone, the Board of Directors and the Secretariat proudly recognized and honored the organizations and professionals whose faith, trust, and dedication had long sustained the network. With unwavering belief in HRDN’s mission, these individuals and institutions contributed their time, expertise, and volunteer spirit to ensure that HRDN not only endured but thrived. To honor their contributions, participating members were presented with the Acknowledgment Award for Excellence a tribute to their commitment, partnership, and impact. This moment served as a powerful affirmation of HRDN’s collective strength and shared purpose.

As part of the grand celebration, the event brought together a remarkable blend of experience and aspiration. Youth from leading universities, including alumni of HRDN’s Internship Program, participated not just as observers but as heirs to HRDN’s legacy. This engagement offered a transformative exchange between today’s leaders and tomorrow’s change-makers. Their interactions were meaningful and inspiring, merging experience with enthusiasm and strengthening the bridge between generations. A defining highlight was the strong participation of women students, reflecting HRDN’s unwavering commitment to women’s empowerment and leadership. Their presence symbolized a hopeful and inclusive future, where young women are equipped with the knowledge, skills, and vision to lead confidently.

To conclude the momentous celebration, guests gathered for a delightful networking lunch on the rooftop garden. Laughter, conversations, and renewed connections filled the space as members reflected on shared memories and strengthened professional ties. This final gathering served as a warm reminder of HRDN’s vibrant community and the enduring relationships that form the heart of the network.

TESTIMONIALS



Mr. Muhammad Zubair Qureshi, Lifetime Member: "I have been associated with HRDN since 1999, and it introduced the world to a new concept of developing human resources.

It laid the foundation for many others to follow."



Mr. Fahim Siddique Ex VP UBL- Lifetime Member: "HRDN evolved from a thought to a vision and eventually became a reality, making a tangible impact on the development sector.



Mr. Usman Qazi Expert DRR- Lifetime Member: "HRDN has become a cornerstone for community development, providing the tools, training, and networks needed to catalyze change on the ground."



Mr. Farhan Mehmood CEO Beyond Paradigm - Lifetime Member: "Over the 20 years of my membership, HRDN has been an instrumental part of my career development, offering me numerous opportunities for personal and professional growth."



Mr. Sajjad Ismail HANDS Lifetime Member: "HRDN has consistently provided an excellent platform for professionals to network and collaborate, bringing people together on one forum for mutual learning."



Abid Channa, CEO of Sukaar Foundation, Lifetime Member: "HRDN offered a solid foundation for trainers, providing a unique platform for sharing knowledge and advancing development practices."



Ms. Samina Ashraf Director UNFPA-Lifetime Member: "HRDN's ATRs have been a source of immense learning for me, and I am thankful for the opportunity to grow through them."



Ms. Javeria, Professional Member: "HRDN significantly helped me develop my networking skills, expanding my connections with like-minded professionals."



Mr. Amjad Rasheed, CEO of Taraqee Foundation: "HRDN has been instrumental in developing and enhancing the capacity of individuals within the development sector, contributing to the overall betterment of the community."



Mr. Jeram Das Professor Jamshoro University Lifetime Member: "HRDN has made a tremendous contribution to the social service sector, driving positive change and fostering greater collaboration."



Mr. Mukhtar Javed- Chairperson FAFEN - Professional Member: "HRDN has successfully brought together the corporate and development sectors, fostering collaboration and driving meaningful change."



Mr. Amjad Gulzar-CEO Caritas Pakistan ,Organizational Member: "HRDN is a valuable network that has had a lasting impact on the development sector in Pakistan, creating meaningful connections and partnerships."

SUMMER INTERNSHIP PROGRAM

HRDN's Summer Internship Program reflects the organization's long-standing commitment to nurturing young talent and supporting youth as they transition from academic life into the professional world. The program offers practical, hands-on exposure, guided mentorship from experienced professionals, and meaningful opportunities for interns to contribute to HRDN's ongoing development work, helping them build confidence, skills, and a clearer understanding of the development sector.

Top of Form



HRDN ensured the internship was not limited to classroom learning: interns were placed directly into ongoing projects, gaining firsthand exposure to development sector dynamics. A key highlight was their active participation in the Plantation Drive, where they applied their learning to an environmental initiative closely aligned with HRDN's mission. This experience enabled them to understand how youth engagement directly contributes to sustainability and community development.



FIRST INTERNSHIP CYCLE

From July 11 to September 11, 2024, HRDN hosted its first batch of 20 interns from Fatima Jinnah Women University and COMSATS University under the theme "Bridging the Gap: University to Workforce." This two-month program equipped interns with practical skills in project management, research, communication, and organizational operations through a structured blend of training sessions and real-time project involvement.



As the program concluded, interns showcased their learning journeys through presentations evaluated by senior professionals. Their work was acknowledged and celebrated, reflecting the growth, confidence, and leadership potential they developed over the course of the internship. By the end of this cycle, HRDN empowered 20 university students, preparing them as future leaders and change-makers capable of contributing meaningfully to Pakistan's development landscape.



SECOND INTERNSHIP CYCLE

Later in the year, under HRDN's Workforce Development portfolio, a Second internship cycle (February to July 2025) was organized with the participation of three students from Pir Mehr Ali Shah Arid Agriculture University, Rawalpindi, and one student from National Defense University, Islamabad. The internship was designed as a structured, outcome-based learning experience aimed at strengthening students' understanding of organizational systems while enhancing their professional, technical, and workplace competencies.



The interns also supported coordination with resource persons, HRDN members, and partner organizations, providing them with practical exposure to inter-organizational collaboration and development-sector work environments. Their performance was monitored throughout the internship, and they were formally graded by the HRDN team in line with the requirements of their respective universities. Through this hands-on, results-oriented approach, the interns acquired practical, employable skills, strengthened their professional readiness, and gained meaningful insight into institutional operations and development practice.



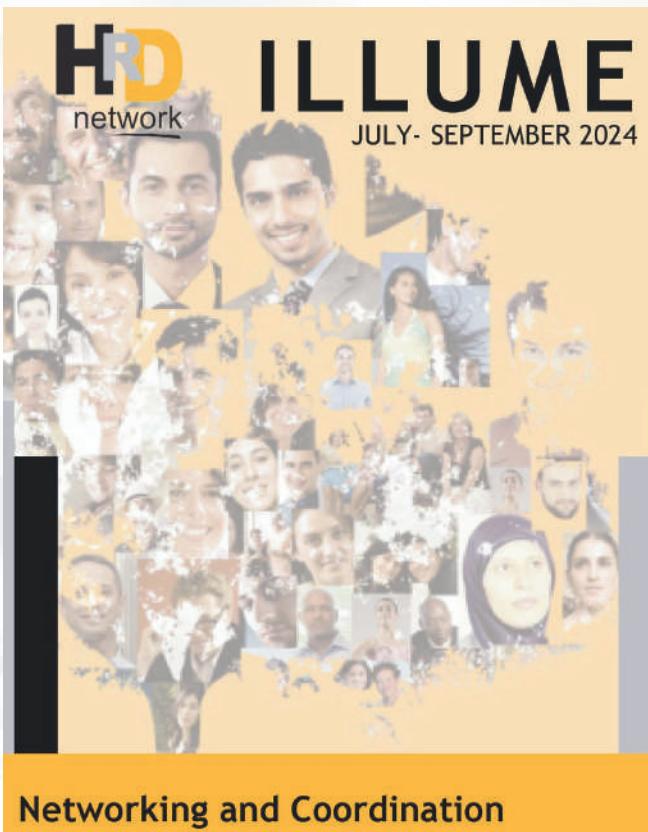
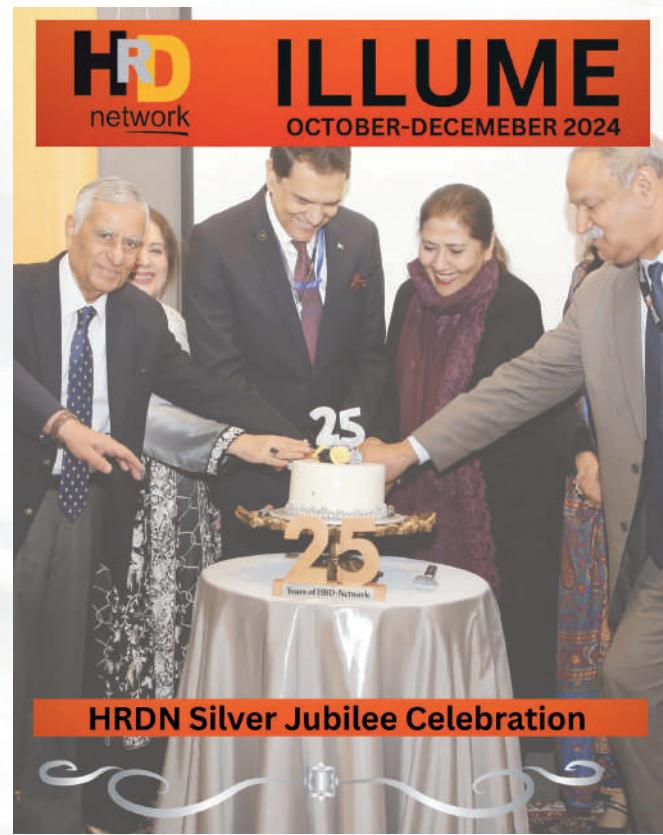
Interns were actively engaged in a wide range of institutional functions, including event management for seminars and training activities, programme delivery support, documentation and reporting, financial handling exposure, and assistance with media and visibility initiatives. Particular emphasis was placed on familiarizing interns with office culture and professional norms, such as attendance management, timely submission of assignments, leave application procedures, personal grooming, dress code, and adherence to HR policies and practices.



ILLUME

HRDN publishes a quarterly newsletter, ILLUME, which features important news, events, activities, and key updates from both HRDN and its member organizations. The newsletter provides a platform to showcase achievements, share best practices, and encourage collaboration across the network.

ILLUME is available online, making it easily accessible to readers everywhere. Through its updates, articles, and success stories, the newsletter helps keep stakeholders informed and connected to HRDN's work and the wider development efforts it supports.



Networking and Coordination



Youth Engagement and Resilience Initiative (YERI)

PROJECTS

YOUTH ENGAGEMENT AND RESILIENCE INITIATIVE



Soon after the agreement was signed on October 8, 2024, HRDN engaged project staff in accordance with its HR policy. Following staff deployment, an orientation session was held at the HRDN Secretariat to ensure team alignment and clarity on the project's strategic direction. The session acquainted the newly inducted team with project goals, planned interventions, and the operational framework. Detailed briefings by project consultants and the CEO of HRDN covered the implementation strategy, core activities, and Means of Verification (MoVs). The project work plan was reviewed and adjusted, and comprehensive guidance on YERI's e-learning modules, including structure, intended use, and integrated monitoring tools, was provided. Key performance indicators (KPIs) for tracking progress and engagement metrics for the digital platform were also introduced and discussed.

The Youth Engagement and Resilience Initiative (YERI) was funded by the European Union and executed by the United Nations Office on Drugs and Crime, in close collaboration with Pakistan's National Counter Terrorism Authority, and implemented by the Human Resource Development Network. The project aimed to strengthen youth resilience by empowering young people as proactive leaders in preventing and countering violent extremism (PCVE), through structured education, civic engagement, and the responsible use of digital tools and innovation.

Through inclusive, youth-led and locally implemented pilot interventions, YERI enhanced youth leadership, digital literacy, ethical reporting, and social cohesion across four priority districts of Pakistan — Bahawalpur, Swat, Mirpur Khas, and Turbat. Youth Councils were established in these districts, ensuring 50% representation of women and minorities while equipping young individuals with leadership skills, digital literacy, and tools to recognize and report extremist content.

A key component of the project was the launch of a digital platform featuring interactive e-learning modules and a reporting mechanism to promote ethical online behavior and counter-narratives. Cultural and sports events, along with targeted social media campaigns, further strengthened community cohesion, interfaith harmony, and collective action against extremist ideologies.

CAPACITY BUILDING OF YOUTH

Four-day youth training programs were conducted in Swat (June 2–5, 2025), Mirpur Khas (June 13–16, 2025), Bahawalpur (June 14–17, 2025), and Turbat (June 17–20, 2025), focusing on empowering young individuals to counter violent extremism and promote peace.

The first two days focused on understanding the causes, impacts, and prevention strategies of violent extremism through interactive discussions, role-plays, and scenario-based exercises. Participants worked in groups on thematic charts about radicalization, misinformation, and community resilience, presenting their findings to foster peer learning

and confidence.



The training blended critical thinking, peace education, and digital empowerment, enabling continued learning through the app. Participants expressed commitment to becoming peacebuilders and digital ambassadors.

A total of 200 participants from universities and civil society, including women and minorities, took part. Over four days, sessions covered CVE concepts, radicalization drivers, Youth Council formation, counter-narrative development, ethical reporting, and monitoring harmful content. Interactive exercises strengthened skills in identifying extremist narratives, creating positive messaging, and using digital tools responsibly. The workshop concluded with community-based CVE action plans, reflecting participants' dedication to fostering peace and resilience.



The remaining days enhanced digital literacy and responsible Internet behavior using the YERI e-learning platform. Participants learned about online safety, identifying and reporting hate speech, verifying misinformation, and promoting inclusion and interfaith harmony. The technical facilitator guided participants in using the YERI mobile app—covering registration, module completion, progress tracking, certificate downloads, and reporting issues.



DIGITAL LEARNING AND REPORTING PLATFORM

The project launched a digital platform with six e-learning modules and an integrated reporting tool. Comprehensive Terms of Reference (ToRs) were developed for its design and development

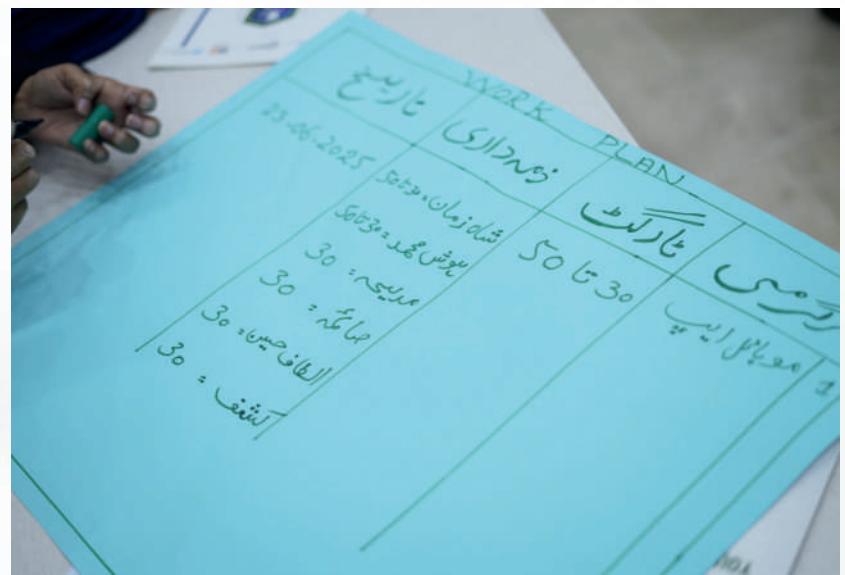


A kick-off meeting with the app development firm finalized project scope, deliverables, and timelines. The proposed modules were structured to cover critical themes, ensuring an engaging and comprehensive learning experience.



In alignment with this goal, HRDN successfully designed and launched an English and Urdu-based e-learning mobile application with interactive modules on digital literacy, countering radicalization, leadership, and community engagement. The initiative emphasized equitable participation of women, minorities, and persons with special abilities, aligning with HRDN's broader mission of inclusive development.

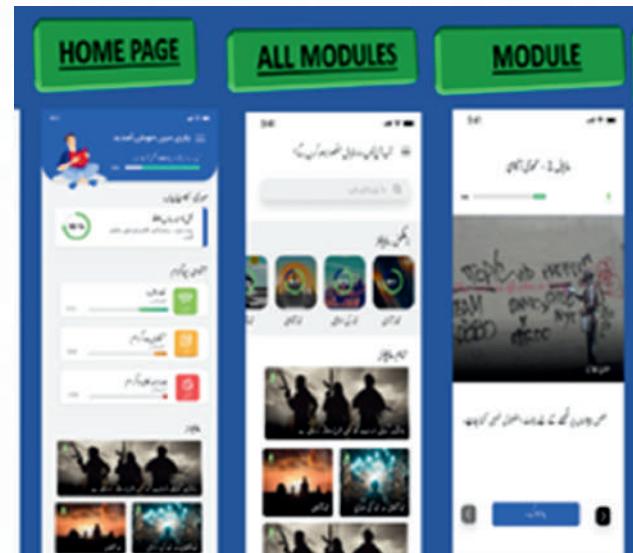




DEVELOPMENT OF E-LEARNING CURRICULUM

HRDN developed a self-paced e-learning curriculum with interactive modules focusing on recognizing online radicalization, promoting digital literacy, encouraging ethical reporting, and verifying information. The curriculum adopted a learner-centered approach with multimedia components—videos, quizzes, and discussion forums—to enhance engagement. It was scheduled for completion and delivery by May 15, 2025

THE E-LEARNING CURRICULUM COMPRISED SIX MODULES:



SOCIAL MEDIA CAMPAIGNS

To promote counter-narratives and CVE awareness, HRDN conducted multi-district social media campaigns featuring infographics, testimonials, awareness videos, and influencer messages. These campaigns reached over 115,500 individuals across platforms.



CULTURAL AND SPORTS EVENTS FOR INTERFAITH HARMONY

To promote social cohesion and interfaith harmony, the project organized a series of four cultural and sports-based community engagement events across the selected districts, reaching over 420 community members. These events leveraged culture, tradition, and sports as inclusive platforms to encourage dialogue, mutual respect, and peaceful coexistence among diverse communities.



Swat: "Unity: Spirit Survival in the Digital Era" (17 February 2025) emphasized the preservation of cultural and ethical values in the face of rapid digital transformation.

Turbat: "Reviving Cultural Spirit through Traditional Games" (19 February 2025) celebrated indigenous sports as a means of strengthening community identity and intergenerational bonds.

Mirpur Khas: "Harmony through Cultural Awareness" (26 February 2025) highlighted the role of cultural diversity and inclusion in fostering social cohesion.

Bahawalpur: "Sufism - A Path to Peace and Harmony" (25 February 2025) explored Sufi traditions as a foundation for promoting tolerance, compassion, and interfaith understanding.

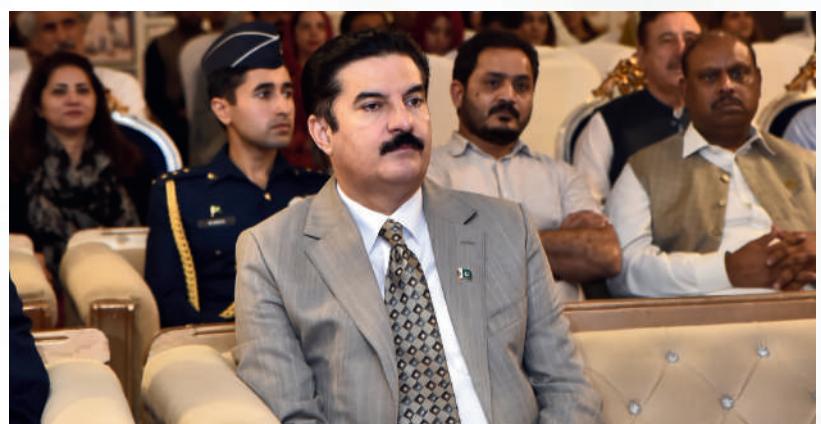


Collectively, these events served as vibrant platforms for cultural expression and grassroots peacebuilding, strengthening unity and interfaith dialogue.



YERI PROJECT SHOWCASE - CLOSING EVENT

HRDN developed a self-paced e-learning curriculum with interactive modules focusing on recognizing online radicalization, promoting digital literacy, encouraging ethical reporting, and verifying information. The curriculum adopted a learner-centered approach with multimedia components—videos, quizzes, and discussion forums—to enhance engagement. It was scheduled for completion and delivery by May 15, 2025



The event was honoured by the presence of Faisal Karim Kundi, Governor of Khyber Pakhtunkhwa as a Chief Guest, and the Ambassador of Ethiopia as key note speaker, and was attended by representatives of UN agencies, the United Nations Office on Drugs and Crime, government institutions, the corporate sector including the Federation of Pakistan Chambers of Commerce and Industry, bilateral donors, I/NGOs, and HRDN members.

KEY MILESTONES PRESENTED INCLUDED

Outreach/implementation across four priority districts (Swat, Bahawalpur, Turbat, and Mirpur Khas)

Development of the YERI Mobile Application

Launch of e-learning modules

Training of 100+ Youth Champions (50% female)

Integration of sustainability mechanisms and digital platforms

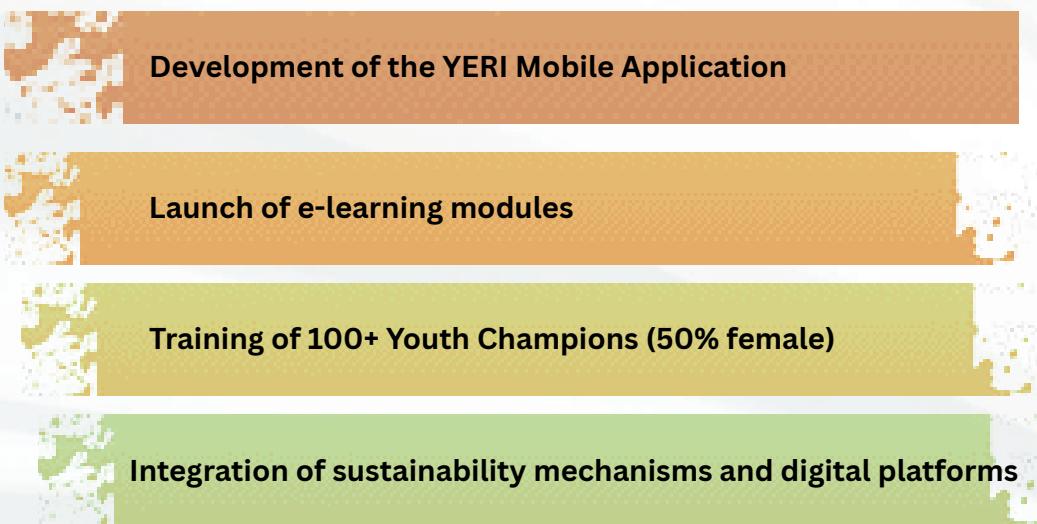


A documentary, "Voices of Change – A Cinematic Journey through YERI," captured stories of transformation from across the project districts.

Youth Champions **Fiaz Khan** and **Nadia Khan** (Swat), **Beerbal** and **Bushra** (Mirpur Khas), and **Akbar** and **Tayyaba** (Bahawalpur) shared first-hand accounts of their peer-led sessions and community initiatives, providing tangible evidence of youth impact at the local level. The programme also featured a Sufi dance performance by **Mr. Hammad** from Bahawalpur, symbolizing peace and unity.



THE PROJECT MANAGER PRESENTED KEY MILESTONES



A documentary titled “Voices of Change – A Cinematic Journey through YERI” captured inspiring transformation stories from participants.

Youth Champions, including Fiaz Khan and Nadia Khan (Swat), Beerbal and Bushra (Mirpur Khas), and Akbar and Tayyaba (Bahawalpur), shared personal impact stories, describing their peer sessions and community initiatives.

Mr. Hammad from Bahawalpur performed a Sufi dance symbolizing peace and unity. The event, graced by H.E. Mr. Faisal Karim Kundi, Governor of Khyber Pakhtunkhwa, concluded with commendation for HRDN’s sustained efforts in youth-led peacebuilding across vulnerable regions.

INTERNATIONAL TRAINING COURSES

TRAINING COURSE ON “ADVANCING WATER WISDOM”, TÜRKİYE

HRDN organized a training and exposure visit titled “Advancing Water Wisdom” from August 25 to September 1, 2024, under the Balochistan Integrated Water Resources Management and Development Project (BIWRMDP) funded by the World Bank. HRDN was selected for its extensive experience in facilitating international learning visits and its cost-effective approach.

The visit aimed to enhance the capacity of senior government officials from various departments of the Government of Baluchistan, focusing on integrated water management practices, micro-irrigation, high-efficiency irrigation systems, and dam water storage solutions. The delegation was led by the Minister of Irrigation, with participation from several Secretaries of the Baluchistan Government.

During the visit, the delegation called on the Consul General and Deputy Consul General of Pakistan in Istanbul on August 26, 2024, to discuss avenues of collaboration and knowledge exchange.



To conclude the visit, participants explored Istanbul’s cultural and historical landmarks, including the Grand Bazaar, an enduring symbol of the city’s commercial heritage, and the Topkapi Palace, which served as the administrative and royal residence of Ottoman emperors from 1460 until 1856, before the establishment of the Dolmabahçe Palace.

The delegation also visited a water filtration plant in Konya, gaining practical insights into Turkiye’s advanced water infrastructure and environmental sustainability models.

The delegation returned highly satisfied with the outcomes of the visit, gaining valuable insights into integrated water resource management, sustainable development, and cultural exchange that could inform Balochistan’s ongoing efforts toward water security and environmental resilience.



On August 27, 2024, the delegation visited Istanbul University Cerrahpaşa, where Mr. Hamit Ayberk, Vice Dean of the Department of Forestry, and Mr. İlker Esin, Lecturer from the same department, delivered a comprehensive presentation on the university’s innovative and sustainable water management practices. The session sparked rich discussions on how similar approaches could be adapted and applied within Baluchistan’s unique environmental and climatic context.

The following day, August 28, 2024, the officials explored the vital role of the Ömerli Dam in Istanbul’s water supply system. Nearly 97% of Istanbul’s drinking water is sourced from surface reservoirs, with the Ömerli-Darlık system on the Asian side playing a key role in ensuring a clean and sustainable supply. To protect this critical resource, a major sanitation project was launched in 1999 to prevent wastewater contamination. Built on the Riva Creek, the Ömerli Dam not only provides drinking water but also supports irrigation and reforestation, reflecting an integrated approach to water resource management.





CERTIFICATE TRAINING PROGRAMS AT LANZHOU UNIVERSITY-CHINA

HRDN and Lanzhou University, China, signed a Memorandum of Understanding (MoU) aimed at strengthening collaboration in human resource development. This partnership supports knowledge sharing, capacity-building opportunities, and other mutually beneficial initiatives. During the reporting period, the collaboration helped foster academic, cultural, and economic exchange, laying the foundation for deeper cooperation between the two institutions.



Two Certificate Training Programs were conducted under this partnership during the reporting period, with details as follows:



CERTIFICATE TRAINING COURSE GREEN REVOLUTION TRAINING

The Green Revolution Certificate Training Course held in China from April 21 to 29, 2025, to equip Pakistani professionals with practical experience in sustainable development, ecological research, and rural innovation in China.



The course aimed to promote learning between Chinese and Pakistani institutions, showcase successful examples of agricultural innovation and green energy, and explore opportunities under the Belt and Road Initiative (BRI) and the China-Pakistan Economic Corridor (CPEC).



Seventeen nonprofit sector professionals participated in the eight-day training, which featured field visits, institutional meetings, and thematic workshops aimed at building cross-border cooperation and enhancing ecological and rural development capacities.



Participants visited various locations including Dingxi City, where they explored agricultural value chains through engagements with local leaders and visits to research and production facilities. In Gannan Prefecture, they observed rural enterprise models and commercial livestock farming in Tibetan communities. In Lanzhou, they toured research centers focused on climate-resilient technology and ecological monitoring.





The experience also included cultural exposure, with tours of Lanzhou's historical sites such as the Gansu Provincial Museum and the Iron Bridge of the Yellow River, enhancing participants' understanding of regional heritage and eco-tourism.



Overall, the "Green Revolution" course fostered a meaningful exchange between Pakistani professionals and Chinese institutions. It built institutional ties, expanded awareness of sustainable practices, and set the stage for future cooperation in areas aligned with CPEC and broader global sustainability goals.



The training concluded with a full-day academic workshop at Lanzhou University. It featured sessions led by senior officials from both institutions, expert talks on the CPEC-BRI framework, and discussions on future collaboration in areas like rural finance, technology transfer, green agriculture, and gender-inclusive development. A visit to the university's History Museum and roundtable session further deepened the learning experience.





CERTIFICATE TRAINING COURSE ON THE CHINA GROWTH MODEL

International Training Certificate program on the China Growth model held from October 13–19, 2024. This program attracted 15 participants from esteemed organizations such as PPAF, IRM, SAFCOW, and others, offering them valuable insights into sustainable growth practices. The training covered advanced topics, including modern agricultural techniques, cutting-edge livestock management, sustainable farming innovations, infrastructure development, cultural heritage, and educational advancements in China.



On October 15, training participants visited a cutting-edge beef farm, diving into the world of sustainable agriculture. This farm, specializing in UK-origin Black Angus and European brown cattle, combines innovation with eco-conscious practices for top-tier beef production. The use of manure as a natural soil base, where cattle roam freely, creating a cooling environment for the animals and enriching the land with organic fertilizer, a seamless blend of animal care and environmental sustainability.



On October 15, 2024, HRDN members attended onsite training at the renowned Potato Research Institute (PRI) in Dingxi City, active for 36 years and producing an impressive 10,000 tons of potatoes annually. Members were fascinated by the institute's innovative techniques from the tissue culture process, which nurtures potato tissues in just 25 days, to the cutting-edge vertical seed growth method that clusters potatoes in high-yield formations. Dingxi's unique approach includes using coconut grass for cultivation, replacing traditional soil and enhancing crop quality across 26 specialized potato varieties. Professor Li and his team at PRI were keen for collaborations at Pakistan that could expand potato export and drive technological exchange.



HRDN members also explored the Livestock Breeding & Grass Processing Farm, a well-organized facility managing a herd of 2000 sheep primarily for breeding. Each sheep is tagged, allowing for precise tracking of health and breeding cycles, and the farm is thoughtfully divided into 10 specialized sheds housing categories like mothers with babies and pregnant sheep.



HRDN's training participants embarked on a unique journey to Gansu Hualing Yak Dairy Group in Hezuo City, 230 km from Lanzhou and Anduo Group – A Yak-Inspired Experience Xiahe City.

This pioneering company, with over 52 years of expertise, is a key player in China's yak agriculture, managing an impressive 1.2 million yaks and an annual production of 10,000. The Hualing Group's forward-thinking strategy, which extends through 2050, ensures sustainable growth and innovation within the yak industry. This visit provided a profound understanding of sustainable livestock practices and Hualing's pivotal role in advancing China's agricultural and dairy sectors.



HRDN members were also treated to an authentic feast of local Dingxi cuisine, adding a memorable culinary experience to their journey. The lunch featured a range of traditional dishes, allowing members to savor unique flavors and ingredients that define the region's rich food culture. This delightful meal offered not just a taste of Dingxi but a deeper connection to its heritage and hospitality.



On October 19, 2024, an impactful training session on the "China Growth Model" was held with Prof. Long and Prof. Li Deen, Lanzhou University delivering training sessions. Sohail Khan Bangash, Operations Lead PPAF-Pakistan, engaged in a dynamic exchange of innovative insights and best practices. HRDN's Chairperson, Dr. Roomi S. Hayat, inaugurated the workshop with a motivating address, applauding the initiative and underscoring the value of this collaborative venture. In her closing remarks, Ms. Robeela Bangash CEO-HRDN, extended heartfelt thanks to Prof. Long, Prof. Mi, the dedicated team, and the volunteer students, whose commitment ensured the seamless success of this landmark training.





ADVOCACY & AWARENESS

Advocacy and awareness remain central to HRDN's efforts to strengthen the development sector in Pakistan. Through dialogue sessions, public forums, campaigns, and collaborative initiatives, HRDN works to highlight critical social, gender, and climate change issues while promoting inclusive policies and informed decision-making. By engaging in civil society, government stakeholders, and development partners, HRDN ensures that important voices are heard and that key development challenges receive the attention they deserve. These efforts help create an environment where knowledge is shared, solutions are co-created, and sustainable change is encouraged.

16 DAYS OF ACTIVISM

During the reporting year, HRDN actively observed the 16 Days of Activism Against Gender-Based Violence through a comprehensive awareness and advocacy campaign aimed at combating violence against women and girls. Partnering with 120 students of leading universities including Rawalpindi Women University, Fatima Jinnah Women University, Bahria University and COMSATS. HRDN trained 25 youth ambassadors in legal awareness, referral pathways, community action planning, and advocacy skills.



These ambassadors led campus-based initiatives such as symbolic hand-painting activities, commitment pledges, and recorded messages promoting gender justice. HRDN further expanded outreach through sessions at Al-Buraq School and College Nilore to educate younger students on human rights and gender equality, 40 students participated in this activity. Member organizations enriched the campaign by documenting and sharing survivor stories on social media, amplifying voices and fostering community solidarity. Quarterly get-togethers ensured continued mentorship, advanced training, and future campaign planning for ambassadors. Through these multi-level efforts, the campaign strengthened legal awareness, mobilized youth leadership, enhanced access to support services, and established a sustained network of student advocates committed to ending gender-based violence.



BREAST CANCER AWARENESS CAMPAIGN

In 2024–2025, Human Resource Development Network (HRDN) conducted a nationwide Breast Cancer Awareness Campaign through sessions at universities in Islamabad, community engagements in collaboration with GBTI, and outreach across Pakistan through its organizational members. The campaign promoted early detection, addressed stigma, and strengthened awareness on breast health among women and youth, reinforcing the importance of preventive care and informed health choices



ISLAMABAD (WNAW REPORT): HRDN's powerful Breast Cancer Awareness Seminar and Walk at Bahria University, Islamabad, united healthcare experts, academics, and a vibrant student body in a bold stand for early detection and community support against breast cancer. With over 500 students in attendance, the event, themed "No One Faces Breast Cancer Alone," emphasized the urgency of collective action.



Keynote speaker Dr. Naseerah Ishaq, a leading advocate for breast cancer prevention, inspired attendees with crucial insights on early diagnosis, self-exams, and the essential role of psychosocial support. Bahria University's Dr. Saffira Arzak and Professor Dr. Sehar Shahid emphasized academia's vital role in promoting health awareness and community engagement.

The event concluded with an energetic Awareness Walk across the university campus, symbolizing unity and commitment to the cause. Maryam Khan, representing HRDN, thanked all participants and reaffirmed HRDN's mission to create resilient, empowered communities. This event delivered one powerful message: together, we're stronger in the fight against breast cancer!



GREEN ACTION

Green action is a vital part of HRDN's commitment to addressing climate change and promoting gender equality. By encouraging environmentally responsible practices, community participation, and women's leadership in climate initiatives, HRDN helps build resilience at both the household and community levels. These efforts not only reduce environmental risks but also ensure that women, who are often the most affected by climate impacts, are empowered as key agents of change. Through plantation drives, awareness campaigns, and sustainable development activities, HRDN continues to champion a greener, more equitable future for all.

PLANT FOR PAKISTAN





8TH REGIONAL CONSERVATION FORUM (RCF) OF IUCN

The CEO, HRDN participated in the IUCN's 8th RCF held in Bangkok, Thailand, from September 3 to 5, 2024, along with a 22-member delegation from Pakistan. HRDN's proactive participation in the sessions and proceedings of the RCF was highly appreciated. The forum, which brought together conservationists from across Asia, focused on the critical role of youth in environmental conservation. HRDN's involvement emphasized the importance of empowering the next generation in conservation efforts, fostering collaboration, and exploring innovative solutions to regional environmental challenges.



POST REGIONAL RCF MEETING OF IUCN

On September 19, 2024, IUCN Pakistan organized a hybrid "Post Regional Conservation Forum meeting in Islamabad. The meeting was held to discuss the outcomes and follow-up actions from the forum. Attendees participated both in-person and virtually, fostering an inclusive environment for collaboration. The meeting focused on planning for the upcoming IUCN's World Conservation Congress (WCC) to be held in Dubai, UAE in 2025. Participants shared insights gained from the RCF and brainstormed innovative ideas to implement in their respective communities.



GLACIER PRESERVATION: PROTECTING OUR FROZEN RESERVOIRS

World Water Day was commemorated through a knowledge-focused seminar titled “Glacier Preservation: Protecting Our Frozen Reservoirs,” organized by HRDN on March 18, 2025, in collaboration with Pir Mehr Ali Shah Arid Agriculture University. The seminar was part of HRDN’s continued efforts to promote climate awareness, evidence-based dialogue, and collective action on pressing environmental challenges.

The event brought together 56 participants, including students, academicians, development practitioners, and environmental enthusiasts, creating a vibrant platform for learning and exchange. The discussions highlighted the critical role of glaciers as natural freshwater reservoirs and examined the accelerating impacts of climate change on glacial melt, water security, ecosystems, and downstream livelihoods—particularly in climate-vulnerable regions such as Pakistan.

Expert speakers and facilitators underscored the urgency of glacier preservation through policy interventions, scientific research, community engagement, and sustainable resource management practices. The seminar also emphasized the need for integrating climate adaptation and mitigation strategies into national development planning, with a strong focus on youth engagement and institutional collaboration.



Through this seminar, HRDN reinforced its commitment to advancing climate action, environmental sustainability, and informed public discourse. The initiative aligned with HRDN’s broader mandate to strengthen human and institutional capacities while fostering partnerships that contribute to long-term resilience and responsible stewardship of natural resources.



WORLD ENVIRONMENT DAY-POSTER MODEL COMPETITION

World Environment Day was observed through an awareness-focused event organized by HRDN on May 28, 2025, at Fatima Jinnah Women's University. The initiative was designed to promote environmental consciousness, sustainability values, and youth-led climate action, in line with HRDN's commitment to inclusive and people-centered development.



By placing students at the center of the observance, the event celebrated youth innovation and reinforced the importance of nurturing environmentally responsible attitudes among future leaders. The activities encouraged critical thinking, dialogue, and reflection on practical actions that can contribute to environmental resilience at community and institutional levels.

This World Environment Day observance reflected HRDN's broader mandate to foster awareness, inspire civic engagement, and strengthen partnerships with academic institutions to advance environmental sustainability and climate-responsive development.



The event provided a vibrant platform for students to showcase their creativity, ideas, and perspectives on environmental protection and sustainable living. Through various creative expressions and interactive engagements, participants highlighted key environmental challenges while emphasizing the role of individual and collective responsibility in safeguarding natural resources.



WOMEN'S LEADERSHIP FOR CLIMATE RESILIENCE & GENDER EQUALITY

National Level Consultation on Transforming Communities through Women's Leadership for Climate Resilience & Gender Equality, held on January 14-15, 2025, Ms. Robeela Bangash, CEO, HRDN, actively participated in the event. Her presence reinforced HRDN's commitment to advancing gender-responsive policies and climate resilience strategies. The consultation brought together key stakeholders from government agencies, international organizations, and development partners to discuss gender-inclusive approaches in disaster resilience, financial security, and education in emergencies. Ms. Bangash's engagement in these discussions underscored HRDN's role in fostering sustainable and community-led development solutions



KNOWLEDGE SHARING & NETWORKING

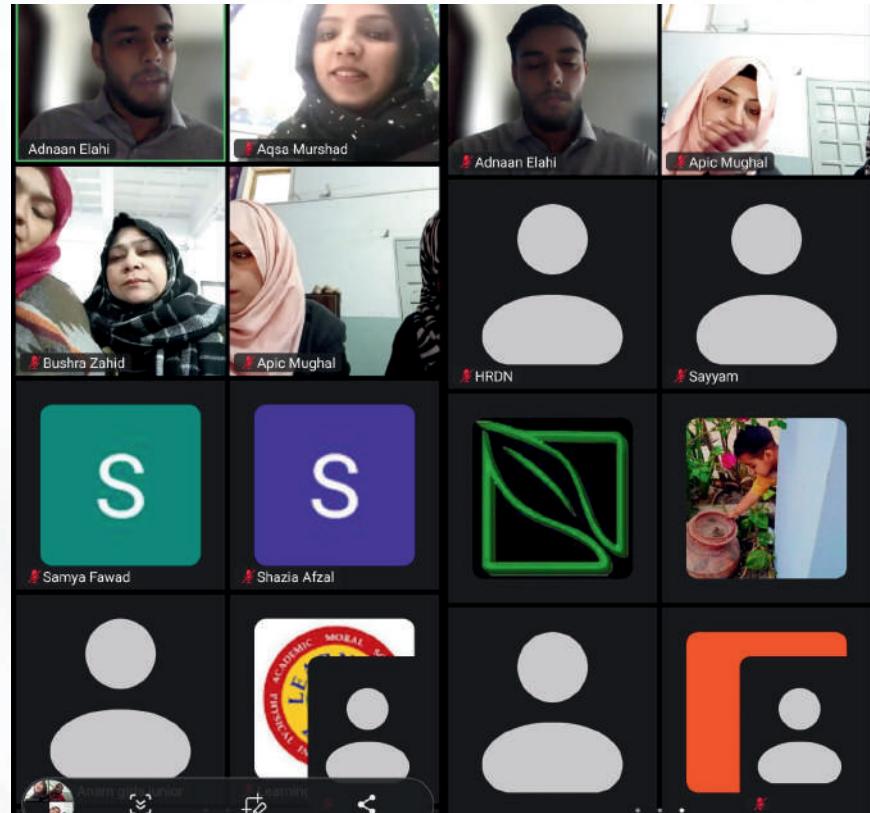
Seminars, dialogues, and meetings remain key platforms through which HRDN fosters knowledge sharing and strengthens networking across the development sector. These activities bring together practitioners, academics, policymakers, and civil society representatives to exchange ideas, discuss emerging challenges, and explore collaborative solutions. By facilitating open and informed conversations, HRDN helps build a culture of continuous learning and collective action. These engagements not only enhance professional capacities but also create valuable connections that support innovation, partnership, and sustainable development across the network.

INTERGENERATIONAL DIALOGUE ON BRIDGING THE DIVIDE

A webinar titled "Bridging the Intergenerational Divide" on January 11, 2025, in collaboration with the Learning School System, Sialkot, fostering meaningful discussions on bridging gaps between different age groups in society. The session provided an insightful platform where experiences, challenges, and opportunities were explored to create a more inclusive and understanding society.

Facilitated by Adnan Elahi a student from the United States, who shared valuable perspectives on intergenerational challenges from both local and global viewpoints. His engaging discussion emphasized the importance of mutual understanding, knowledge-sharing, and collaboration between younger and older generations to foster societal progress.

The dialogue witnessed an overwhelming response, with over 100 participants (parents and faculty members) actively engaging in discussions, sharing experiences, and contributing to the conversation. This initiative aligns with HRDN's ongoing commitment to social cohesion, youth empowerment, and knowledge exchange for sustainable community development.



TRAINING SESSION TO EARN MONEY ONLINE

On January 29, 2025, HRDN, in collaboration with OnPoint, successfully conducted the "Training Session to Earn Money Online" at Pir Mehr Ali Shah Arid Agriculture University. 52 enthusiastic participants joined the session, led by online earning HRDN expert, to unlock the potential of freelancing, passive income, and online business development.



A DIALOGUE ON SYNERGIZING CORPORATES & THE DEVELOPMENT SECTOR FOR IMPACTFUL PARTNERSHIPS

HRDN organized a high level dialogue on Feb 4, 2025 at IRM complex to explore ways to strengthen collaboration between the corporate and Civil Society Organizations (CSOs) in order to foster impactful partnerships. The objective of this discussion was to identify synergies, share best practices, and develop sustainable approaches for maximizing the collective impact of both sectors.

Representatives from thirty CSOs and corporate sector organizations actively participated in this dialogue. Notable organizations included NRSP, TRDP, SRSP, GBTI, IRM, RSPN, PPAF, GBRSP, AKAHP, Sahil, SPO, Mari Energies, JAZZ, PepsiCo Foundation, Reenergia, Rayn, among others. These organizations contributed valuable insights, shared their experiences, and explored opportunities for collaboration to enhance social and economic development. It was unanimously agreed by the participants that there is a significant gap in dialogue among various stakeholders. These cross-sectorial discussions must continue and expand to include more participants, as the first dialogue serves merely as an icebreaker. Progress will come through a series of meaningful exchanges. The key takeaway was that continuous dialogue among stakeholders is essential. More participants should engage in cross-sectorial discussions to exchange insights and best practices.





MULAQAT- NATIONAL WOMEN'S DAY CELEBRATION

HRDN proudly commemorated National Women's Day with a special event, "Mulaqat," at its Secretariat on February 12, 2005. This heartwarming gathering paid tribute to the resilience, courage, and indomitable spirit of Pakistani women, celebrating their contributions across all walks of life.

Mulaqat was attended by women from public, private and civil society organizations who appreciated HRDN for bringing women together to not only for insightful discussions on gender equality, women's empowerment, and inclusive growth but it also provided an opportunity to take a break from busy schedules and enjoy food and ambience of the venue.



SEMINAR ON SOCIAL JUSTICE: A PATH TO EQUALITY AND INCLUSION

In alignment with its commitment to social equity, HRDN organized a compelling seminar on "Social Justice: A Path to Equality and Inclusion" on February 19, 2025 at COMSATS University. The event brought together scholars, activists, policymakers, and students for an engaging dialogue on pressing issues surrounding social justice, inclusivity, and equitable opportunities for all. The session featured Advocate Amara Batool and Ms. Robeela Bangash and was attended by 55 youth. The CEO noted that the seminar provided participants with insights into legal rights and social equality.

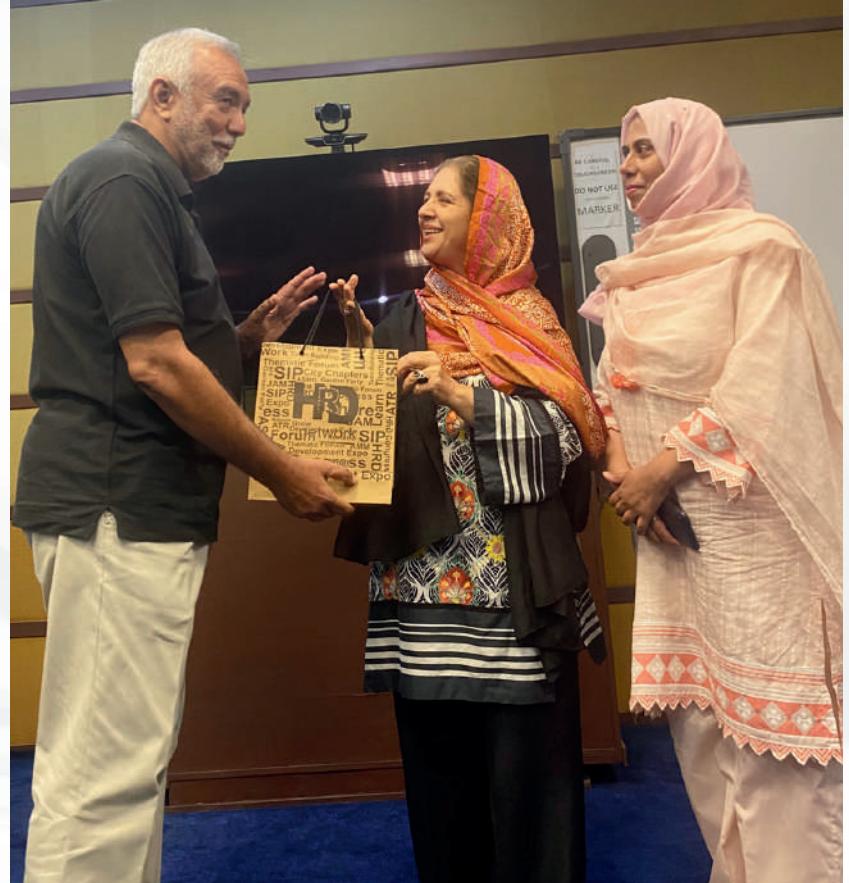


SEMINAR ON PLAY FOR PEACE

A thematic seminar was held on May 19, 2025, at COMSATS University Islamabad, with the participation of 41 students and young professionals. The session was facilitated by Amir Bilal and focused on exploring the role of sports as an effective tool for conflict resolution and peace-building, particularly among youth and diverse communities.

Through interactive discussions, group reflections, and practical examples, the seminar examined how sports can transcend social, cultural, and ideological differences by fostering teamwork, mutual respect, discipline, and constructive dialogue. Participants engaged in meaningful conversations on how sports-based initiatives can help manage tensions, build trust, and promote non-violent approaches to resolving conflicts.

The session enhanced participants' understanding of peaceful conflict management and highlighted the potential of sports as a powerful medium for social cohesion, inclusion, and harmony. By linking sports with peace-building values, the seminar reinforced HRDN's commitment to youth engagement, social integration, and the promotion of innovative, community-centered approaches to sustainable peace.



TRAINING ON WOMEN AT THE HEART OF CLIMATE SMART AGRICULTURE

The training workshop was conducted on May 20, 2025 at LSO Raman, located in Natha Alam Sher, Tehsil Gujar Khan. The activity engaged 28 women farmers, creating a highly participatory learning environment focused on strengthening climate resilience in agriculture.



The session was facilitated by Ismail Khan, who served as the key technical expert and resource person. Using an interactive and hands-on approach, Mr. Khan guided participants through practical discussions on sustainable and climate-smart agricultural practices, addressing local climate challenges, soil health, water management, and adaptive farming techniques.



The session was facilitated by Ismail Khan, who served as the key technical expert and resource person. Using an interactive and hands-on approach, Mr. Khan guided participants through practical discussions on sustainable and climate-smart agricultural practices, addressing local climate challenges, soil health, water management, and adaptive farming techniques.



Women participants actively shared their experiences, challenges, and indigenous practices, enabling peer learning and contextualized problem-solving. The session enhanced participants' knowledge and confidence to adopt sustainable farming methods, contributing to improved livelihoods, food security, and climate adaptability at the community level.

STAFF TRAINING: WORKPLACE HARASSMENT PROTECTION ACT 2010

On June 18, 2025, an orientation session was conducted at the Christian Blind Mission (CBM) office to strengthen institutional understanding of workplace safeguarding and legal compliance. The session focused on the Protection Against Harassment of Women at the Workplace Act, 2010 (Pakistan), as a key component of promoting safe, respectful, and inclusive work environments.



The engagement contributed to reinforcing a culture of zero tolerance for harassment, enhancing staff awareness of legal protections, and strengthening compliance with national legislation and organizational safeguarding standards



Through highly interactive activities, including scenario-based discussions and practical case reflections, participants were oriented on the core provisions of the Act, complaint and inquiry mechanisms, and the respective rights and responsibilities of employees and employers. The session emphasized organizational accountability, prevention of workplace harassment, and adherence to statutory safeguarding obligations.



SEMINAR ON UNVEILING THE SECRETS OF CRAFTING A CAREER IN COMMUNITY DEVELOPMENT AND HUMANITARIAN FIELDS

On August 15, 2024, Human Resource Development Network (HRDN) organized a seminar titled “Unveiling the Secrets of Crafting a Career in Community Development and Humanitarian Fields.” The session was led by Usman Qazi, an HRDN Lifetime Member and a globally recognized expert in sustainable development, post-crisis recovery, and humanitarian response.



Drawing on extensive international experience, Mr. Qazi offered strategic and practical insights into building meaningful and impactful careers in the development and humanitarian sectors. He emphasized aligning professional purpose with key priorities such as institutional strengthening, capacity development, and the humanitarian–development–peacebuilding nexus. The session equipped participants with actionable guidance on navigating complex professional pathways, positioning their skills effectively, and contributing to sustainable, long-term change at both national and global levels.



SEMINAR ON TEAMWORK AND COLLABORATION

On August 8, 2024, Human Resource Development Network (HRDN) organized a hybrid seminar titled “Teamwork and Collaboration,” facilitated by Arshad Mahmood Akif, CEO of ASK Development.



The session was designed to orient and equip young participants with essential collaboration and teamwork skills required to enhance productivity and effectiveness in both local and global work environments. Through interactive discussions, practical frameworks, and engaging team-building activities, participants explored effective communication, collective problem-solving, trust-building, and shared accountability.

The hybrid format enabled wider participation while fostering an inclusive learning environment. Participants were encouraged to reflect on their experiences, drawing lessons applicable to academic, professional, and community-based settings. The seminar strengthened participants' understanding of collaborative leadership and reinforced HRDN's commitment to preparing youth for the evolving demands of the global workforce.



SEMINAR ON TIME MANAGEMENT AND PRODUCTIVITY

On August 13, 2024, Human Resource Development Network (HRDN) organized a seminar on "Time Management and Productivity," facilitated by Hassan Tayyab Tirmizi, an overseas HRDN Lifetime Member and a seasoned representative from the corporate sector.



With strong participation from professionals, the seminar contributed to enhancing individual efficiency and workplace effectiveness, while reinforcing HRDN's role in bridging corporate expertise with professional development and lifelong learning opportunities for its members and wider audiences.



Drawing on his international professional experience, Mr. Tirmizi delivered practical insights on effective time management, productivity planning, and performance optimization in fast-paced work environments. The session emphasized goal prioritization, efficient task management, and balancing professional demands with personal well-being. Participants actively engaged in discussions and reflective exercises aimed at applying productivity tools and techniques in real-world professional contexts.



SEMINAR ON PROFESSIONAL COMMUNICATION SKILLS

Building on its ongoing professional development initiatives, Human Resource Development Network (HRDN) hosted an interactive hybrid learning session on Professional Communication Skills, led by Hassan Tayyab Tirmizi, an overseas HRDN Lifetime Member with strong corporate-sector experience. The session generated significant enthusiasm, attracting 140 participants from across Pakistan and abroad.

Designed as a dynamic knowledge-sharing experience, the session combined practical insights with real-world examples to strengthen participants' communication confidence, workplace presence, and professional effectiveness. The hybrid format enabled wider participation while fostering lively interaction, discussion, and reflection. Participants explored how impactful communication can influence leadership, collaboration, and career growth in fast-evolving professional environments.

The session was widely appreciated for its engaging delivery and practical relevance, with participants acknowledging HRDN's continued role in empowering professionals and the wider public through accessible, high-quality capacity-building opportunities.

SEMINAR ON PROFESSIONAL DEVELOPMENT & CAREER PLANNING

On August 6, 2024, HRDN convened a highly engaging hybrid seminar on “Professional Development & Career Planning,” facilitated by Waqar Awan, CEO of CHRS. The session drew strong interest from emerging professionals and career-focused participants, reflecting the relevance of the topic in today’s evolving job market.



The seminar brought together participants both onsite and online, with in-person attendees benefiting from direct interaction and in-depth discussion, while a significantly larger audience joined through Zoom and Facebook, extending the session’s reach well beyond the venue. This hybrid format enabled inclusive participation and enriched dialogue across diverse professional backgrounds.

Mr. Awan shared practical insights drawn from his extensive leadership and sectoral experience, addressing critical aspects of career planning, professional growth, and strategic decision-making. The session encouraged active engagement through questions, reflections, and shared experiences, creating a vibrant learning environment for both physical and virtual participants.

Overall, the seminar served as a dynamic platform for knowledge exchange, mentorship, and networking, reinforcing HRDN’s commitment to providing accessible, high-impact professional development opportunities through innovative and inclusive learning formats.



TRAINING WORKSHOPS SERIES ON DIGITAL LITERACY

At the request of Ghazi Broth Taraqiat Idara (GBTI), Human Resource Development Network (HRDN) organized a series of four Digital Literacy Workshops for community women, demonstrating HRDN's visible leadership in advancing digital inclusion and gender-responsive capacity building.



The sessions focused on smartphone basics, internet usage, mobile application navigation, and advanced smartphone skills, delivered through hands-on and participatory methods. These trainings enhanced women's confidence, autonomy, and ability to access digital services, information, and opportunities—contributing directly to women's empowerment, social inclusion, and improved access to digital resources.



The trainings were conducted under the Punjab Information Technology Board (PITB) SHEWINS initiative, in collaboration with GBTI. One workshop was held on May 23, 2025 at the SSK Resource Centre, Attock, while two additional sessions took place on August 7, 2024 in Hattian, Attock, and on August 27, 2024 in Haripur, extending outreach to diverse community settings.



Through this initiative, HRDN strengthened community women's digital capabilities while advancing national and global development priorities, particularly SDG 5 (Gender Equality) and SDG 9 (Industry, Innovation, and Infrastructure), by promoting inclusive access to technology and reducing the digital gender divide at the grassroots level.



PARTNERSHIPS & COLLABORATIONS

Collaboration and networking are at the heart of HRDN's mandate, enabling the organization to bring together diverse stakeholders for shared learning and collective action. Through partnerships with academic institutions, development organizations, government bodies, and civil society groups, HRDN expands its reach and strengthens its impact. These collaborations create opportunities for joint initiatives, capacity-building programs, exposure visits, and knowledge exchange, all of which contribute to more effective and innovative development practices. By nurturing strong professional networks, HRDN helps connect people, ideas, and resources, ultimately supporting a more coordinated and resilient development ecosystem.

COLLABORATION FOR HUMANITARIAN OUTREACH

As part of its humanitarian commitment, Human Resource Development Network (HRDN), in collaboration with Saudi Pak – Industrial & Agricultural Investment Company Limited, implemented a targeted CSR food assistance initiative on January 7, 2025, distributing 100 food bags among auxiliary and support staff.



This initiative was designed to recognize and support individuals who form the backbone of daily operations yet often face economic vulnerability. By extending timely assistance, HRDN and its corporate partner sought to ease financial pressures while affirming the dignity and value of those who contribute behind the scenes.



The activity reflected a shared commitment to compassion, social responsibility, and inclusive community welfare, reinforcing the principle that sustainable development begins with care for those who serve quietly but tirelessly.



FEM CONSORTIA

As the National Secretariat of Women's Voice and Leadership Programme (WVL), Human Resource Development Network (HRDN) has played a central coordinating and facilitative role within the FEM Consortium, a collaborative network of WVL partners working collectively to advance women's rights, feminist leadership, and inclusive development across Pakistan.

Throughout the reporting period, HRDN actively supported the FEM Consortium by convening coordination platforms, strengthening inter-partner collaboration, and enabling strategic dialogue among members. These engagements focused on aligning programmatic priorities, sharing progress and learning, and collectively addressing emerging challenges within the WVL framework. Online sessions of the FEM Working Council, including strategic discussions held during the year, served as key forums for reflection, coordination, and forward planning.

Through this sustained engagement, HRDN ensured coherence, effective communication, and shared ownership among consortium partners, reinforcing collective impact and accountability. HRDN's role as National Secretariat has been instrumental in translating WVL's vision into coordinated action, amplifying partners' voices, and strengthening feminist movements through collaboration, learning, and strategic alignment.



RESOURCE MOBILIZATION AND STRATEGIC PARTNERSHIPS

During the reporting year, Human Resource Development Network (HRDN) further consolidated its position as a key national platform and strategic convener, proactively engaging with donors, public sector institutions, UN agencies, civil society, academia, and the corporate sector. These engagements were aimed at strengthening resource mobilization, expanding institutional partnerships, and positioning HRDN as a trusted partner for multi-sectoral collaboration.

Through active participation in high-level forums, policy dialogues, technical workshops, and bilateral meetings, HRDN advanced organizational priorities across youth development, women's empowerment, gender equality, climate resilience, governance, and humanitarian response. Productive discussions throughout the year focused on:

- Strengthening alliances with corporate and development-sector partners to scale outreach and enhance program effectiveness
- Identifying funding opportunities and collaborative pathways to support youth and women-focused initiatives
- Aligning efforts around sustainable, community-driven development models, grounded in innovation, inclusion, and systems strengthening

These engagements reinforced HRDN's role as a connector between policy, practice, and partnerships.



ENGAGEMENT WITH CHANGE OXFAM

A series of meetings including with the CHANGE OXFAM delegation from the UK was held on August 19, 2024, at the SPO office. The discussion explored potential partnership avenues, programmatic synergies, and collaborative opportunities aligned with shared development and humanitarian priorities.

ENGAGEMENT WITH UN AGENCIES

On August 21, 2024, HRDN convened consultative meetings with representatives from UNICEF and UN Women to explore opportunities for strengthened collaboration and strategic alignment. The discussions focused on enhancing coordination, identifying thematic synergies, and mapping potential areas of partnership.

Key areas of engagement included gender equality, youth empowerment, and community resilience, with an emphasis on leveraging respective institutional strengths to deliver inclusive, rights-based, and sustainable development interventions. The consultations also reflected on shared priorities, implementation approaches, and avenues for joint programming and knowledge exchange.



GENDER-BASED VIOLENCE (GBV) SUB-WORKING GROUP MEETING

On January 30, 2025, the Gender & Child Cell (GCC) of the National Disaster Management Authority (NDMA), in collaboration with UNFPA, convened a GBV Sub-Working Group Meeting, with active participation from HRDN.

The meeting brought together key stakeholders to deliberate on GBV risks across all phases of disasters, contingency planning, and preparedness during peace times. Through in-person and virtual participation, organizations shared insights, field experiences, and recommendations, contributing to a multi-sectoral and coordinated approach to GBV prevention and response in humanitarian and disaster contexts.



ENGAGEMENT WITH PAKISTAN SPORTS BOARD

On May 16, 2025, HRDN leadership held strategic discussions with the Pakistan Sports Board (PSB) to explore avenues for collaboration aligned with PSB's "Year of Sports Revival" initiative. The engagement focused on identifying synergies between HRDN's development mandate and PSB's efforts to revitalize sports as a catalyst for positive social change.

The discussions underscored the transformative potential of sports as a tool for youth development, social cohesion, and peacebuilding, particularly in fostering discipline, teamwork, inclusion, and constructive engagement among young people. Both sides reflected on opportunities to integrate sports-based approaches into broader development, education, and community resilience initiatives.





INTERNATIONAL ENVIRONMENT CONFERENCE & AWARDS 2025

HRDN representatives actively participated in the International Environment Conference & Awards 2025, organized by the Federation of Pakistan Chambers of Commerce and Industry (FPCCI) from April 21–29, 2025, in Islamabad. Participation reaffirmed HRDN's commitment to advancing national and global environmental and climate priorities through cross-sector dialogue.



ECP WORKSHOP: RECONNECTING VOICES - ROLE OF MEDIA & CIVIL SOCIETY

On May 23, 2025, HRDN participated in a workshop organized by the Election Commission of Pakistan (ECP), focusing on strengthening civic engagement and voter awareness through media and civil society collaboration. The engagement aligned with HRDN's governance and democratic participation mandate.



BILATERAL ENGAGEMENT FOR WORLD ENVIRONMENT DAY 2025

A strategic bilateral meeting was held on May 23, 2025, with IUCN Pakistan officials to plan joint initiatives for World Environment Day 2025 and beyond. The discussion focused on collaborative advocacy, awareness, and action on environmental sustainability and climate resilience.

IPELM 2025 CONFERENCE (EDUCATIONAL LEADERSHIP & MANAGEMENT)

On May 8, 2025, the CEO of Human Resource Development Network (HRDN) was invited to contribute as a distinguished panelist at the IPELM International Conference 2025, hosted by International Islamic University Islamabad (IIUI) at the prestigious Allama Iqbal Auditorium. HRDN's representation at this international forum was both a recognition and affirmation of the organization's thought leadership in education, leadership development, and institutional strengthening. Through informed dialogue and expert insights, the CEO highlighted HRDN's experience in human resource development, policy engagement, and capacity-building initiatives, contributing meaningfully to discussions shaping the future of educational leadership and management.

This participation elevated HRDN's national and international profile, reinforcing its role as a credible voice and knowledge partner in advancing learning, leadership, and sustainable institutional development.



PEDRR 2025: DRIVING GENDER-RESPONSIVE CLIMATE ACTION

At the PEDRR 2025 Conference, organized by the National Disaster Management Authority (NDMA), HRDN reaffirmed its strong commitment to inclusive, rights-based, and gender-responsive climate action. The conference provided an important platform for dialogue on integrating social equity and protection concerns within national and regional disaster risk reduction and climate resilience frameworks.

The discussions highlighted the critical importance of sexual and reproductive health and rights (SRHR), protection from gender-based violence (GBV), and the meaningful inclusion of gender perspectives in disaster preparedness, response, and recovery efforts. Participants emphasized that climate-induced disasters disproportionately affect women, girls, and marginalized groups, underscoring the need for people-centered and gender-sensitive approaches to resilience-building.



HRDN's engagement reflected its continued advocacy for embedding gender equality, protection, and social inclusion as core components of disaster risk reduction and climate adaptation strategies. The conference reinforced HRDN's role in advancing collaborative, multi-stakeholder efforts that promote resilient communities while safeguarding dignity, rights, and wellbeing in the face of climate and disaster risks.

NATIONAL DIALOGUE ON GENDER GAP REPORT 2025

On June 26, 2025, HRDN participated in a National Dialogue on the Gender Gap Report 2025, organized by NDMA in collaboration with UN agencies. The dialogue brought together stakeholders from government, private sector, academia, civil society, and development partners to review findings and define advocacy priorities for 2026.

BROADER RESOURCE MOBILIZATION AND PARTNERSHIP DEVELOPMENT



In addition to the above, HRDN engaged in strategic coordination and exploratory meetings with a range of potential partners, including Saudi Pak – Industrial & Agricultural Investment Company Limited, Ghazi Barotha Taraqiati Idara (GBTI), National Rural Support Programme (NRSP), The Asia Foundation, Arid Agriculture University, Rawalpindi Chamber of Commerce and Industry, Pakistan Telecommunication Company Limited (PTCL), and RAYN.

These engagements were instrumental in expanding HRDN's institutional network, strengthening cross-sector trust, and laying the groundwork for future projects and resource mobilization opportunities, further affirming HRDN's role as a credible national partner and catalyst for collaborative development.

ABOUT US.

HUMAN RESOURCE DEVELOPMENT NETWORK



The Human Resource Development Network (HRDN) or HRD Network is a dynamic and influential platform that brings together professionals, organizations, and institutions committed to fostering sustainable development and capacity-building. Established with the vision of creating a collaborative ecosystem for knowledge-sharing and innovation, HRDN has consistently played a pivotal role in driving transformative change across multiple sectors.

With an unwavering commitment to excellence, HRDN serves as a bridge between public, private, and non-governmental entities, promoting synergies that lead to impactful interventions. By facilitating strategic partnerships, HRDN enables stakeholders to leverage collective expertise and resources to address pressing socio-economic challenges. Its initiatives span various domains, including education, health, disaster risk reduction, climate change resilience, and social development, with a particular emphasis on gender equality and youth empowerment.

One of HRDN's core strengths lies in its ability to mobilize resources and advocate for evidence-based policy solutions that drive meaningful change at both grassroots and institutional levels. Through its extensive network, HRDN fosters an inclusive environment where innovative ideas, best practices, and knowledge-sharing initiatives thrive. The organization actively engages in policy dialogues, leadership development programs, and skill-building workshops to enhance the professional capacities of individuals and institutions alike.

HRDN is also recognized for its role in implementing impactful community-driven projects, ensuring that development efforts are both sustainable and locally relevant. By integrating technology, research, and strategic advocacy into its initiatives, HRDN has established itself as a thought leader in the development sector, continuously evolving to meet the changing needs of the communities it serves.

Through its unwavering dedication, HRDN continues to shape a future where empowered individuals and resilient communities drive sustainable growth and social progress. It remains steadfast in its mission to build stronger, more connected networks that contribute to an inclusive and prosperous society.

Over the years, HRD Network emerged as a leading Network in the development sector of Pakistan that represents around 850 individual professionals, more than 114 national and international NGOs, Educational Institutions and Public and Private Sector Organizations working for the development of Pakistan. The Network also maintains a rich resource pool of more than 300 experts from diverse backgrounds, which provides technical assistance and capacity building support to organizations and individuals.

The Network's extensive presence through its organizational and professional members positions it as a distinct network of not-for-profit sector in Pakistan which facilitates, contributes and implements innovative and challenging models of development and ensure knowledge sharing in collaboration with its members across Pakistan.

HISTORY

In the year 1999, the HRD Network was conceived as a platform of professionals working for human resource development in Pakistan, to network, learn and share knowledge and best practices. The idea of bringing professionals together gradually evolved into a vibrant and inclusive network of institutions and individuals working in different sectors contributing towards sustainable development of Pakistan.

The Network was officially established in 2002 under the Societies Registration Act, 1860 (Act No. XXI of 1860), a long-standing legal framework for registering literary, scientific, charitable, and public-benefit organizations in Pakistan. In 2017, HRDN transitioned its legal status and was re-registered with the Securities and Exchange Commission of Pakistan (SECP) under the Companies Act, 2017, operating as a company limited by guarantee to strengthen its governance, compliance, and institutional capacity in line with national corporate regulatory standards.

As part of its statutory compliance framework, HRDN holds relevant exemptions under regulatory provisions applicable to not-for-profit companies (such as exemptions from certain requirements under Section 2/36 of the Companies Act, 2017), enabling greater operational flexibility while maintaining transparency and adherence to corporate governance norms.

In addition, HRDN is an IMCP-certified and ISO 9001:2008-certified institution, with its Head Office in Islamabad, demonstrating its commitment to quality, accountability, and international best practices.

HRD Network has also established its programmatic focus and over the years piloted and rolled out many innovative models of development by successfully completing projects independently and in consortium with its member organizations. These projects were implemented in the areas of Youth Workforce Development, Primary Education, Governance, Transparency & Accountability, Capacity Building of Public Sector Organizations, Peace Advocacy, Women & Labor Rights, Economic Empowerment, WASH, Community Based Disaster Resilience & Risk Management, Emergency and Relief activities in collaboration and partnership with USAID, UNDP, UNICEF, UNESCO, UNOPS and other bilateral donors.

Vision

**Competent Human Resource to
Achieve Professional Excellence
Towards Sustainable
Development**

Mission

**To Enhance Individual and
Institutional Competencies by
facilitating Capacity
Development and Evidence-
Based Policy Advocacy.**

OBJECTIVES

OBJECTIVES OF THE NETWORK ARE TO

Provide a platform for exchanging ideas and experiences to promote human resource development.

Influence policy by evidence-based advocacy towards sustainable development.

Support individuals & organizations in improving training-related research methodologies, improving training quality, and capacity-building endeavors.

Establish and strengthen partnerships with national and international institutions and practitioners operating within the human resource development sphere.

Set and regularly review quality and self-regulatory standards for the development sector in light of best practices around the world.

GUIDING PRINCIPLES: THE CORE VALUES THAT DRIVE HRDN'S MISSION AND IMPACT

At HRDN, our core values are the driving force behind our mission to create lasting, impactful change. They shape every interaction, decision, and partnership, reflecting our commitment to excellence, collaboration, and inclusivity. These values guide our pursuit of sustainable development, empowering individuals and organizations to thrive.

By upholding these values, HRDN continues to be a catalyst for transformation, ensuring that every action we take resonates with our goal of building a just, equitable, and prosperous future for all.

Core Values



OUR FOOTPRINT

A NATIONWIDE NETWORK OF ORGANIZATIONAL AND PROFESSIONAL MEMBERS

145
Organizational
Members



850
Professional
Members

300+
Experts
Resource Pool

BOARD OF DIRECTORS

As a Section 42 organization under the Companies Act 2017, HRDN remains firmly committed to strong governance and excellence. Leadership transitions take place every three years, bringing in a newly elected Board that introduces fresh perspectives and renewed momentum. The 2023 election marked another important milestone, as HRDN welcomed a distinguished group of professionals with the vision, expertise, and dedication to guide the Network's strategic direction. These leaders play a vital role in driving innovation, strengthening organizational growth, and advancing HRDN's mission of empowering communities. They now lead HRDN into its next chapter with purpose and commitment.



Dr. Roomi S. Hayat - Co founder/Chairperson

Dr. Roomi Saeed Hayat is the Co-founder and Chairperson of the Human Resource Development Network (HRDN) and Chief Executive Officer of the Institute of Rural Management (IRM). He holds multiple academic credentials, including a Master of Science in Mechanical Engineering from the New Jersey Institute of Technology, USA; a diploma from Harvard University, USA; and a Doctorate in Anthropology.

With 38 years of extensive experience in both government and non-government sectors of Pakistan, Dr. Hayat's areas of expertise encompass rural development, women's empowerment, environmental sustainability, and poverty reduction.

Dr. Hayat serves as the Chairman of the IUCN Pakistan National Committee and Vice-Chairman of the Akhtar Hameed Khan Resource Center (AHKRC). He is also a member of the Board of Directors of the Rural Support Programmes Network (RSPN).

Dr. Hayat has extensive experience in fostering Community-Based Organizations (CBOs), designing innovative and need-based livelihood programs, and developing employable short-cycle vocational and technical skills training. He has designed and conducted over 500 short- and long-term training programs across more than 20 countries. His multi-disciplinary expertise includes managing and executing numerous donor-funded initiatives with organizations such as UNDP, ILO, USAID, and the World Bank, with a special focus on livelihoods, rural development, and gender as a cross-cutting theme.



Dr. Sono Khangarani

Dr. Sono Khangarani, with over 35 years in teaching, corporate, and development sectors, is a leading figure in Pakistan's Rural Support Programmes (RSPs) and NGO landscape. Known for his work in enhancing livestock productivity through natural resource management at NRSP, he also pioneered bovine embryo transfer technology at the Agriculture Development Bank of Pakistan.

As Project Director for the Tharparkar Rural Development Programme, (TRDP) he transformed an international relief initiative into an independent local NGO. In 1998, with support from Save the Children, he established the TRDP. Dr. Khangarani's extensive experience spans Punjab, KP, Baluchistan, and Sindh, where he has studied rural cultural values. Currently as the CEO of Thardeep Microfinance Foundation (TMF), he is serving on numerous national forums, including the Pakistan Microfinance Network and the State Bank's microfinance committee.



Mr. Anwar Saleem Kasi

Mr. Anwar Saleem Kasi, Chair of the Board of Directors for the Balochistan Rural Support Programme (BRSP), is a prominent leader in environmental and community development in Baluchistan. With extensive experience, he has held pivotal roles, including Provincial Manager of the UNDP RAHA Project and Director of Operations for Balochistan at the National Commission for Human Development (NCHD), where his strategic leadership fostered strong partnerships with the Government of Balochistan to advance sustainable development.

Armed with a Master's in Economics and an LLB from the University of Balochistan, Mr. Kasi is passionately dedicated to empowering local communities and spearheading initiatives that promote long-term environmental sustainability, leaving a lasting impact on the socio-economic progress of the region.



Dr. Noor Fatima

Dr. Noor Fatima, Head of the Department of International Relations and Political Science at the IIUI, is a distinguished expert in Public Policy, International Political Economy, and Globalization. With advanced studies from Quaid-e-Azam University, Germany, and the United States, she was honored with the Martin Luther King Jr.

Award in 2018 by the U.S. Ministry of Education in Washington, D.C. A prolific scholar, Dr. Fatima has presented research at international forums in Germany, the United States, Poland, Dubai, and Bangladesh, and her insights regularly feature in leading newspapers like The News, The Dawn, and The Friday Times. She is the author of *Debt Dependence: The Role of International Financial Institutions in the Economic Development of Pakistan* and *Press and Politics: The Role of the Press in Pakistan's National Alliance Movement*. With 30 research articles published in HEC-recognized journals, Dr. Fatima continues to make significant contributions to her field.



Ms. Humera Malik

A strong manager & leader with over 30+ years of experience working with Corporate and Non-Government non-profit sector. She has a vast experience of designing and implementing Corporate Social and Environment Responsibility (CSER) strategies and diverse operational & sustainable development programs while working with multinational Oil and Gas companies such as BHP Billiton, Orient Petroleum and KINROSS, Gold mining company as per all required and mandatory international laws of Sustainability & Human rights. S

He has experience of working with NGO's and INGO's such as Action-Aid, IUCN, Cavish Development Foundation and Sungi Development Foundation. As a trusted advisor, she has been a voluntary member of the Board of three national NGOs namely Society for the Protection of the Rights of the Child (SPARC), Taleem Foundation and HRDN. She is also a founding member of two national NGOs Cavish Development Foundation and Sungi Development Foundation. She is CEO of RAH Development Consulting Group.



Mr. Muzaffar Uddin

Mr. Muzaffar uddin, with 27 years of experience in multi-sector development, Mr. Muzaffar Uddin has demonstrated exceptional leadership, having managed organizations such as AKRSP and BRACE, overseeing teams of over 1,000 staff. His work has centered on participatory rural development, gender and development, poverty alleviation, and sustainable development. Mr. Muzzaffar's expertise encompasses micro and small enterprise development, market and value chain development, skills training, microfinance, and youth development.

He has conducted extensive socio-economic research, including labor market analyses and community-based savings studies, all contributing to the achievement of sustainable development goals.

Furthermore, Mr. Muzaffar has successfully developed and managed both national and international projects, while also teaching subjects like entrepreneurship and microfinance at universities, furthering the advancement of knowledge within the development sector.



COMPANY INFORMATION

Program Team:

Ms. Robeela Bangash – CEO

Ms. Asma Ejaz – Project Director

HRD NETWORK COMMITTEES



CITY CHAPTERS COMMITTEE

Mr. Ansar Nawaz
Chattha
Mr. Hassan Tayyeb
Tirmizi
Mr. Anis Danish
Mr. Sahibzada Jawad
Alfarezi
Ms. Nausheen Azam



INTERNATIONAL EVENT COMMITTEE

Mr. Sharif Khan (Chair)
Mr. Malik Fateh Khan
Ms. Fouzia Bilqis



AUDIT COMMITTEE

Mr. Muzaffar Uddin
(Chair)
Ms. Sumaira Sadaf
Dr. Noor Fatima



MEMBERSHIP ACCEPTANCE COMMITTEE (MAC)

Mr. Waqar Haider Awan
(Chair)
Mr. Arshad Mahmood
Akif
Ms. Grace T Sheikh



FINANCE COMMITTEE

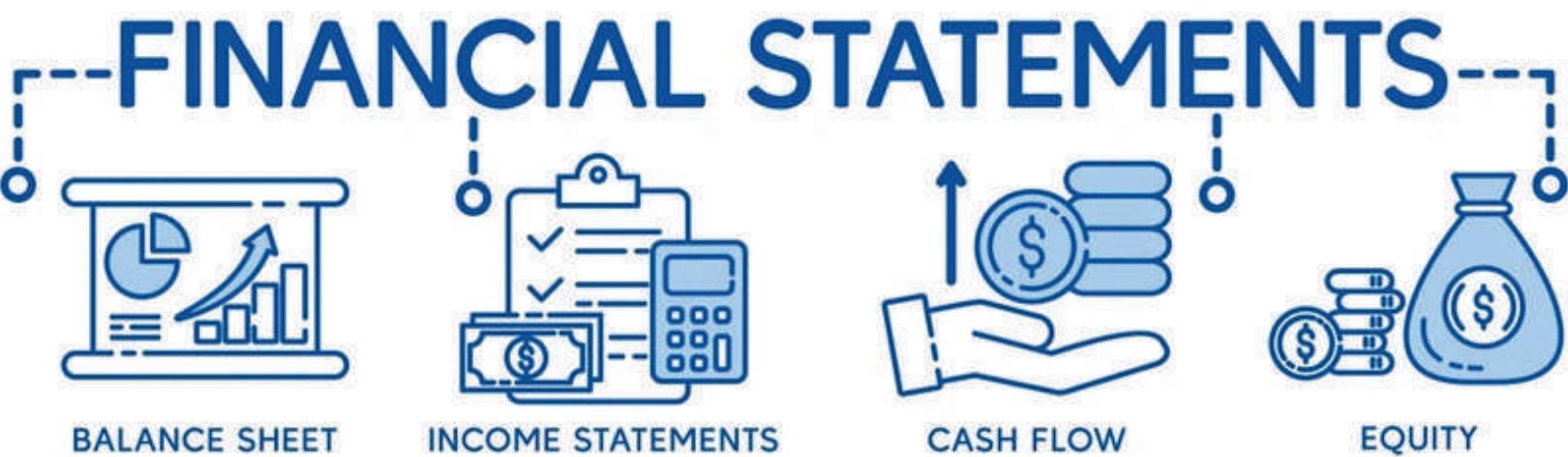
Mr. Faheem Siddique
(Chair)
Mr. Agha Zafar
Mr. Bilal Azhar

FINANCIAL OVERVIEW

As HRDN looks ahead, it remains steadfast in fostering human potential, strengthening partnerships, and advancing inclusive, people-centered development. Working alongside communities, members, and partners, HRDN continues to create opportunities, amplify voices, and drive collective action—striving toward a more just, resilient, and sustainable future for all.



FINANCIAL STATEMENT



HRDN NETWORK
(A COMPANY SET UP UNDER SECTION 42 OF THE COMPANIES ACT, 2017)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED JUNE 30, 2025

	Note	2025 (Rupees)	2024 (Rupees)
17 ADMINISTRATIVE EXPENSES(Continued...)			
17.1 Auditors' Remuneration			
Annual Audit fee		169,400	154,000
Out of pocket expenses		16,940	15,400
Sales tax		25,410	23,100
		211,750	192,500
18 PROGRAM EXPENSES			
Boarding and lodging		6,888,409	-
Travelling and conveyance		12,957,619	-
Annual trainers' retreat		-	9,345,214
		19,846,028	9,345,214
19 REMUNERATION OF THE CHIEF EXECUTIVE, DIRECTORS AND EXECUTIVES			
	Chief Executive Officer	Chief Directors	Executive Officer
	2025		2024
Rupees.....	Rupees.....
Managerial remuneration	7,200,000	-	7,081,326
Company's contribution to the Provident fund	436,363	-	361,680
	7,636,363	-	7,443,006
Number of persons	1		1
20 NUMBER OF EMPLOYEES			
Total number of persons employed at end of the year			1
Average number of employees during the year			1
21 FINANCIAL INSTRUMENTS			
Financial assets			
Security deposit		-	125,000
Advances and deposits		1,737,393	3,821,246
Cash and bank balances		9,227,688	3,031,877
	10,965,081		6,978,123
Financial liabilities			
Accrued and other liabilities		11,324,401	12,249,065
Provident fund payable		3,111,260	4,038,534
	14,435,661		16,287,599

*PK
Rm*

HRDN NETWORK**(A COMPANY SET UP UNDER SECTION 42 OF THE COMPANIES ACT, 2017)****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED JUNE 30, 2025****22 RELATED PARTY TRANSACTIONS**

Related party comprise of associated companies, directors and key management personnel. The company in the normal course of business carries out transactions with related parties. Company enters into transactions with related parties on the basis of mutually agreed terms. Significant transactions and balances with related parties are as follows.

Name of the Related Party	Relationship	Transaction during the year and balances at year end	2025 (Rupees)	2024 (Rupees)
Robeela Bangash	Chief Executive Officer	Remuneration	7,200,000	7,081,326
Robeela Bangash	Chief Executive Officer	Provident fund - employer's contribution	436,363	361,680
		Provident fund payable	3,111,260	4,038,534

23 DATE OF AUTHORIZATION

These financial statements were approved and authorized for issue by the board of directors on 18-9-25.

24 GENERAL

Figures in these financial statements have been rounded off to the nearest Pak Rupee.




CHIEF EXECUTIVE OFFICER



DIRECTOR



HUMAN RESOURCE DEVELOPMENT NETWORK



IRM Complex, #7, Sunrise Avenue, Main Park Road, Near COMSATS University, Islamabad Pakistan.



051-8742208



www.hrdn.net facebook.com/HRDN.Net instagram.com/hrdn_offical



<https://www.youtube.com/@hrdnPk>