



ANNUAL REPORT 2015-16

About Company

The Human Resource Development Network (HRDN) was established in 1999 and it was officially registered in 2002 under Societies Registration Act XXI of 1860. It was conceived by Human Resource Development (HRD) professionals as a platform to strengthen individual and institutional capacities to promote sustainable development, enable cross learning, share best practices through networking, piloting innovative models and evidence based policy advocacy.

Over the last seventeen years the HRDN emerged as think tank on HRD and a leading Network of Development Sector, which represents around 850 individual professionals, more than 150 National and International NGOs, Educational Institutions and Public and Private Sector Organizations working for development Pakistan.

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

The Network piloted and rolled out many innovative models of development by successfully completing projects independently and in consortium with its member organizations, in the areas of Youth Workforce Development, Children 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 the individual and institutional
competencies by facilitating capacity development
and evidence based policy advocacy”

MEMBERSHIP

HRDN is a national level network that is exclusively working for the true development of the country while engaging its individual and organizational members. The membership demand is increasing due to value addition especially for its organizational members that is partnership development with member organizations in program/project implementation. There are major five categories of HRDN membership that include:

Founder Members

General Members

Professionals Members

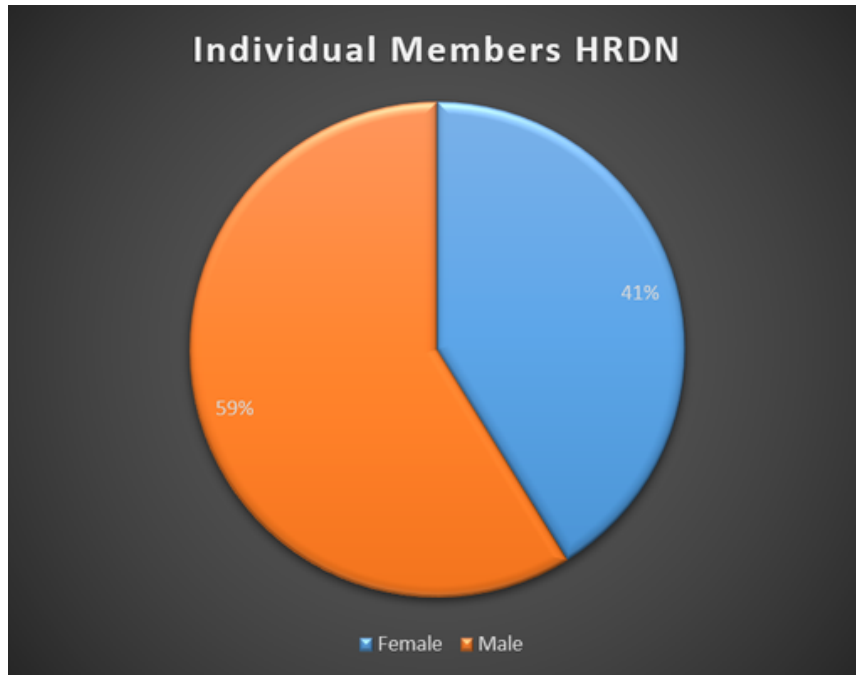
Organizational Members

The membership has increased over past few years and the category wise break up is given below

Category	Total Membership (Year 2015)
Founder	8
Lifetime	51
Professional	274
General	517
Student	98
Organizational	150
Total	1098

OUR INDIVIDUAL MEMBERS

HRDN and networking are synonymous with success! Being an individual you could enhance your knowledge, gather new experiences, explore career opportunities, and meet new friends through this network.



OUR FOOTPRINT



NETWORKING, LEARNING & SHARING

18TH ANNUAL Trainers' Retreat Conference 2016



18th ATR Conference was organized in Baku, Azerbaijan “The Lonely Planet” from April 29th to May 6th, 2016. The main purpose of this year conference was to highlight the successful models of development sector and to ensure exchange of learning sharing and cross-fertilization ideas.

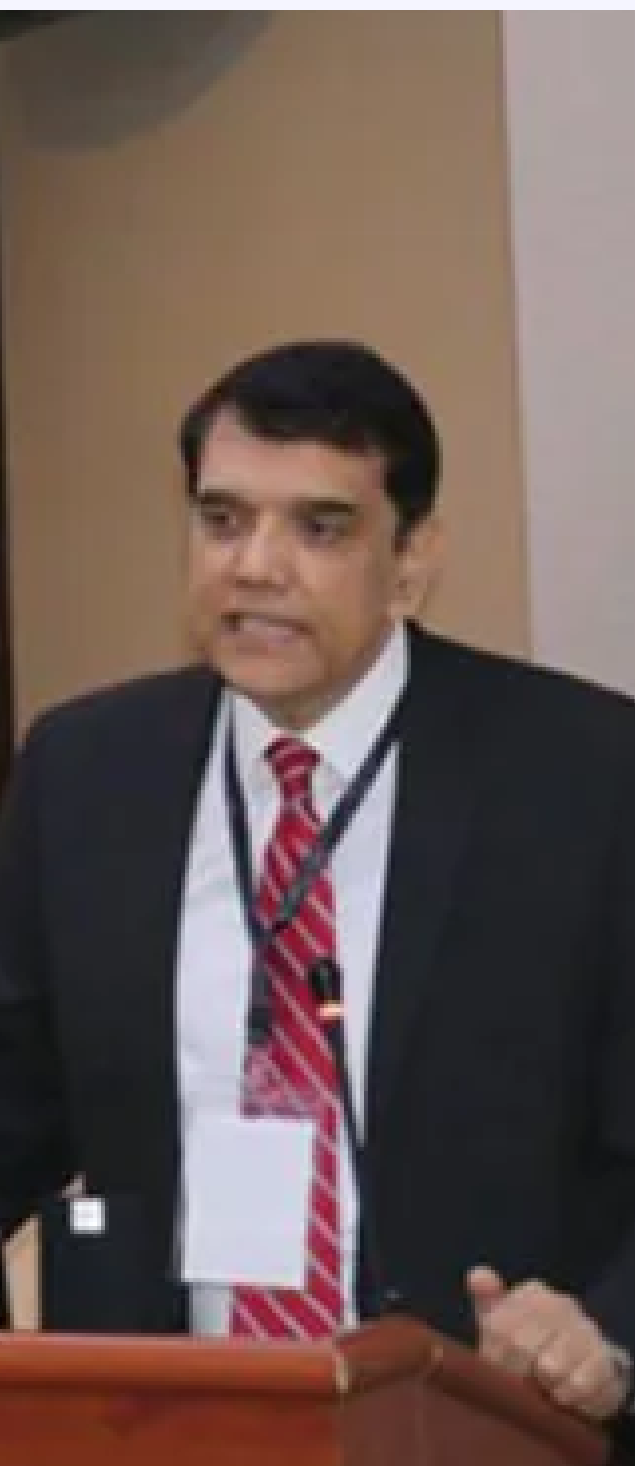
This year 44 participants from organizational, professional and general membership category travel to make the conference a successful one. The success of the event can be assessed by the presence of participants from the host country in the conference that was around 25-30 especially from development and government sector who very actively participated and facilitated in organizing and making conference an efficacious initiative. The main objectives of 18th ATR conference was: -

- To provide an opportunity to Network members' professionals from across Pakistan to come together for mutual learning through experience-sharing and cross-fertilization of ideas
- To promote indigenous models of development internationally and learn from international best practices for replication in Pakistan;
- To facilitate cross-border organizational and people-to-people connections to achieve the Sustainable Development Goals (SDGs).

The chief guest of the conference was Mr. Khalid Usman Qaiser Pakistani Ambassador to Azerbaijan, session chair was Mr. Hamid Khan Ackzai Minister Planning and Development, Baluchistan, and session panelists were from Pakistan and Azerbaijan Development sector to present successful models.

Apart from the conference all, the participants in Baku, Azerbaijan spent very joyful time, while enjoying the historical sites as well as the newly established architect that not only grab the attention of the participants but also bound them to visit new and old Baku city. Dubai, UAE were opted as optional destination to make the trip more exclusive and full of delight.

WELCOME NOTE BY MR. ROOMI S. HAYAT- CHAIRPERSON HRD NETWORK



Mr. Roomi S. Hayat welcomed all participants in 18th ATRs at Baku, Azerbaijan. He applauded ATRs as a legacy of learning and flagship events of HRD Network's from last 17 years. He said it's been organized regularly to provide an opportunity to members from diverse cultural background and bring them together to mingle and learn new things especially the successful development practices.

While highlighting the current year ATR theme, Mr. Hayat said that this year's ATR revolves around sharing of experiences and developmental models applied both in Pakistan and in Azerbaijan. He said exposure to different experiences in different cultures helps development practitioners work with people from diverse backgrounds and learn new skills; hence, exchange opportunities like the ATR helps improve people-to-people contacts between people from various sectors and cultures as well as promote tolerance and pluralism in addition to learning and best practices.

CONFERENCE OPENING BY MR. SUHAIL AWAN- EXECUTIVE DIRECTOR- HRDN



Mr. Suhail Awan, Executive Director of HRD Network, formally opened the 18th ATR Conference and described his experiences from his visit to Azerbaijan. He found it heartening how warmly he was received in the country as a Pakistani, and said he looked forward to sharing positive insights with his Azerbaijani colleagues about indigenous development models toward the attainment of the SDGs.

He reiterated that no matter where any development model is applied, one common thread between them all is that they are sustained by the support and participation of the local communities where they are being implemented. This provides an important common ground on which the implementers of various projects in various countries can share their experiences and provide innovative new insights on how to improve the quality of service delivery. He also hoped to discover models that can be replicated in different contexts. Thus, Mr. Awan said, knowledge-sharing is an important reason for holding the 18th ATR; for him, knowledge-sharing is an important means of appraising differing development models. He said he looked forward to an insightful exchange of ideas and the discovery of newer knowledge that Pakistani and Azerbaijani ART participants can learn from each other.

SESSION I – INDIGENOUS MODELS OF DEVELOPMENT FROM PAKISTAN

The session was moderated by Ms. Muniza Bashir Tarar, Director BUNYAD Literacy Community Council, Pakistan.

In this session, a panel discussion was held on Indigenous Models of Development from Pakistan. As the title suggests, panelists from Pakistan presented their models for development aimed at achieving the SDGs. The panelists at this session included:-

- **Mr. Roomi S. Hayat**, Chief Executive Officer, Institute of Rural Management, Pakistan
- **Mr. Malik Fateh Khan**, Chief Executive Officer, Ghazi Barotha Taraqati Idara (GBTI), Pakistan.
- **Mr. Saleem Ahmad**, Chief Executive Officer, Hujra Village Support Organization, Pakistan

KEY NOTE SPEECH:

The keynote was delivered by Mr. Naseer Iqbal, International Program Specialist, Reach Out to Asia/Qatar Foundation, Qatar. Having worked with the International Rescue Committee, American Refugee Committee and Orphan Refugee Aid, in his professional capacity, Mr. Iqbal has regional/international learning and exposure in managing in various portfolios including working with refugees and IDPs to promote community-based education and accelerated learning.

Mr. Iqbal began his keynote address by pointing out that Pakistan, considered a model economy in the 1960s, faltered and failed to realize its economic potential due to a number of factors like inconsistent policies, corruption, a population boom, poverty, chronic border tensions and unstable foreign investment. He also blamed “the marginalization of indigenous knowledge” in the development approaches historically adopted for the country’s failure to achieve economic prosperity. He also cited short-sighted single-factor policies of self-centered elites as the cause of development efforts that enriched only them but kept the common people deprived and poor. Policies adopted from the West were imposed in Pakistan without regard for indigenous models of sustainable rural development. He said, however, that now a progressive government is providing a conducive environment for development models based on traditional approaches.

For that, Mr. Iqbal cited the successful model enacted in Gilgit-Baltistan where a community-supported participatory approach to development proposed and enacted by Agha Khan Development Network (AKDN) led to rapid economic progress. The approaches implemented there included micro-level development in rural areas, including the mobilization of rural savings and provision of micro-credit; the application of cost-effective methods for building rural infrastructure; natural resource development; institution and capacity building; and successful partnership models for public-private sector initiatives. He concluded by noting that programs based on this model all across the world are now working to promote grassroots development through involvement of local communities.

SESSION II – INDIGENOUS MODELS OF DEVELOPMENT FROM AZERBAIJAN

In this session the panel discussion took place in which participants from Azerbaijan presented indigenous development models from their country. This session was moderated by Ms. Shahla Ismayil, Chairwomen, Women's Association for Rational Development & Director, Gender Port LLC., Azerbaijan.

The panelists in this discussion included:

- **Ms. Tatyana Mikayilova**, Coordinator, 100 Business Women of Azerbaijan
- **Mr. Shamil Suleymanly**, Chairman, National Center of Educational Technologies, Azerbaijan
- **Ms. Rena Safaraliyeva**, Executive Director, Transparency Azerbaijan
- **Ms. Shamsiyya Mustafayeva**, Head of Women in Development, Public Union, Azerbaijan

CLOSING REMARKS

HRDN held its 18th ATR in Baku, Azerbaijan on the topic of sharing developmental models and cross-country experiences in implementing them, in order to inspire innovative newer development models that are replicable in various contexts. The ATR was held from April 29 to May 6, 2016 and involved the sharing of four development models from Pakistan and Azerbaijan each.

The development models presented from both sides affirmed that the involvement of local communities in the implementation of a development intervention, as well as focus on capacity-building of target beneficiaries in addition to basic service delivery, are essential factors to take account of. These factors would ensure not only the success of the development models in achieving the SDGs but also ensure their sustainability after the model implementation life-cycle.

The Pakistani development models focused on community participation, empowerment of local communities through value addition and collaborative mechanisms, and linkages between the government and local communities. The Azerbaijani development models aimed to enhance transparency, reduction in corruption, the impartation of quality education and the empowerment of women from different backgrounds.



REFRESHING MOVEMENTS

One of the objectives of holding Annual Trainers Retreat is to provide an opportunity to the participants to have cultural exposure through sightseeing visits and get-togethers to make the event more enjoyable. The second day of the conference a city trip was arranged for all participants to explore old and new city Baku, Azerbaijan. All the participants enjoyed and on 3rd May, 2016 fly back to Pakistan via Dubai, UAE. Around 30-35 participants enjoyed a three day optional trip while enjoying the sightseeing and spending quality time together.



ANNUAL MEMBERS' MEETING

HRDN Annual Members' Meeting (AMM)

HRDN is platform where people from different walks of life come together on different theme based networking events each of which has been designed for the achievement of certain objectives. Among these forums, an All Members Meeting (AMM) holds a prominent position. AMM is an annual general body meeting whose purpose is to update HRDN members about network's performance in the previous year and at the same time inviting feedback of members for further enhancing the effectiveness and relevance of the network's activities for future. General body enjoys and promotes democratic values AMM also provides an opportunity to members for networking, knowledge sharing and development of linkages with other members.



Mr. Zulfiqar Ahmad Cheema- Chief Guest

Former Inspector General, Mr. Zulfiqar Ahmad Cheema has a vast experience in the field of administration, training, Law enforcement and management. Mr. Cheema was educated from Cadet College Hassan Abdal, Govt. College Lahore & Punjab University Law College Lahore. He joined the Police Service of Pakistan (through CSS examination) in 1973. He served as ASP at Pakpattan, Muzaffargarh & Bhalwal. After promotion he served as Superintendent of Police, Rawalpindi and SP city Lahore. Then he was posted as SSP Rahim Yar Khan. He also served as District Officer, Frontier Constabulary, Shabkader.



Mr. Hans- Ludwig Bruns- Keynote Speaker

Guest Speaker, Mr. Hans-Ludwig Bruns, Coordinator GIZ-TVET Reform Support Program, holds a master degree in Geography and has been working in the field of international cooperation for more than 10 years. He started his career 25 years ago in the cooperate sector as an associate consultant and partner of an Engineering Consultancy Company in Germany. He worked for GIZ in different functions and countries like Yemen and Ethiopia. Mr. Bruns started his assignment in the field of technical education and training here in Pakistan in 2012. Since August 2015 he is heading the TVET Reform Support Programme which is funded by the EU, Germany, the Netherlands and Norway and implemented by the GIZ.

Mr Bruns carries vast experience in the area of development cooperation and has worked in Africa and Middle East and will be sharing his thoughts on importance of skill development with focus on engagement of private sector including public private partnership and the ongoing TVET sector reform in Pakistan.

Proceeding of Annual Members' Meeting- 2015

Session 1:

The meeting started with recitation of Holy Quran followed by in chorus singing National Anthem by all participants. The first session was focused on progress of HRDN in previous year with questions answers and comments session by members. The address by chief guest and speaker took place in the second session of the meeting. The AMM had participants from member organizations working nationwide and across borders. The meeting was also attended by representatives of major donors and INGOs. Individual members ensured their presence to alive the spirit of network.

The first session was chaired by: -

Mr. Roomi Saeed Hayat (Chairperson HRDN)

Mr. Abdur Rasheed Ch. (Founder Member HRDN)

Ms. Robeela Bangash (Founder Member HRDN)

Ms. Afshan Tehseen (Founder Member HRDN)

Mr. Suhail Awan (Executive Director HRDN)

The ceremony was commenced by a brief welcome from Ms. Rumesa Pervez Khan followed by the recitation of a few verses from the Holy Quran.



Welcome Address by Mr. Roomi Hayat

In welcome note Mr. Roomi Saeed Hayat, Chairperson- HRDN introduced the audience about inception of this prestigious network of the professionals. He said 17 years back like-minded HRD Professionals started human resource development network, which later was joined by other professionals and gradually it become a platform of professional and development growth. We wanted democratic and transparent organization that's why we conduct Board of directors' elections every three years to select new governing body for the network.

He further mentioned that today what we require the most is individual and institutional members should own the network and ensure that they stay involved in the regular activities of HRDN.

Progress Review and Future Plans

This was followed by a welcome note from the Executive Director of HRDN Mr. Suhail Awan. He thanked all the worthy guests, CEOs and participants for taking time out of their busy schedules. He also highlighted the objectives of annual members meeting as a platform to enable positive interaction between members. The Executive Director also gave brief presentation on HRDN progress in year 2014 and share future plans with members

Objectives of Members Hour

- To provide an open forum to members to network, learn, share and give suggestions to secretariat to make it more viable for members
- To get recommendations and suggestions from members to mitigate the issue of meager engagement of members in Network activities or vice versa
- To get suggestions about the enhancement of membership

Ms. Afshan Tehseen, board member briefed about importance of networking in HRDN and obtained the following suggestions/recommendation from members and participants.

Recommendations from Members

- For improvement of Networking city chapters, it should be decentralized, regional level chapters like Southern Punjab and Northern Punjab should be established and from and executive committee where to ensure the board representation as well
- Close liaison with other NGOs, Universities and Public Sector for increment of membership

- Categories of HRDN members should be developed based on skills and expertise and posted over website, so the organization and individual can access this detail so they can get benefit through HRDN
- Internship programs and job portal should be linked for effectiveness and greater use.
- Increase the scope of Internship Program Suggested for increase the participation of students. HRDN should prepare a list of consultants of individuals/organization and post over website, and apply for bidding through HRDN platform, upon winning of the project a very nominal amount like 5% should be paid to HRDN to cover its management cost. It will help the HRDN for its resource mobilization.
- Suggested for members' involvement for effective participation of the members
- HRDN should properly communicate to the members about their forthcoming events and activities like Internship Program or other events so members can benefit from these events.
- Conduct frequent meetings with members to enhance their participation
- HRDN should get grants from different donors to improve its financial strength
- Regular training and other capacity building programs city level/regional level
- Public sector requires extensive training, the HRDN should focus this sector as well, further suggested that the HRDN should conduct seminars in universities about professional grooming and required skills and challenges, the youth should prepare themselves to get it ready for these challenges. A TNA needs to be done as ascertain the real needs of the training.
- Regular communication should be made with members for their effective participation
- HRDN should conduct a formal curriculum development session with employers and students
- Launch digital library and improve knowledge management system Provide an opportunity to members for sharing their views and conduct its events frequently
- Representing its events at international level
- Less time given to the participants to discuss strategic issues/plans, at least one days should be served with members to form strategy
- Mission is not clear, vision and objective are attention as well
- Database should be developed for all members, programs and training resources
- HRIS should be part of HRDN
- Strong liaison with government organization
- HRDN should represent at international level as role model
- Mr. Aamir Fida said that we have utilized extensive time for development of Human Resource Accountability & Transparency Standards (HATS) but which are not part of this program, he expressed his concern over this
- Old members have less participation in, active members is less engagement in HRDN activities, it needs to be addressed
- He further complained that the Board Members do not play an effective role in development of institutions strategies Discuss the security issues of NGO and current legislation

YOUTH WORKFORCE DEVELOPMENT PROGRAM



Youth development service for a better Pakistan.

HRDN INTERNSHIP PROGRAM

HRDN National Internship Program is one of core program and make best efforts to lead our youth towards professionalism. We are determined to provide an opportunity to our youth to broaden their vision, attitude and skills towards a better Pakistan. The primary focus of the internship program is to provide hands-on, career-specific learning experience to youth. Through a structured internship program, HRDN aims to engage students/recent graduates to provide them practical experience at the workplace and offer them opportunities to develop basic workplace professional and ethical skills at an initial stage of career.

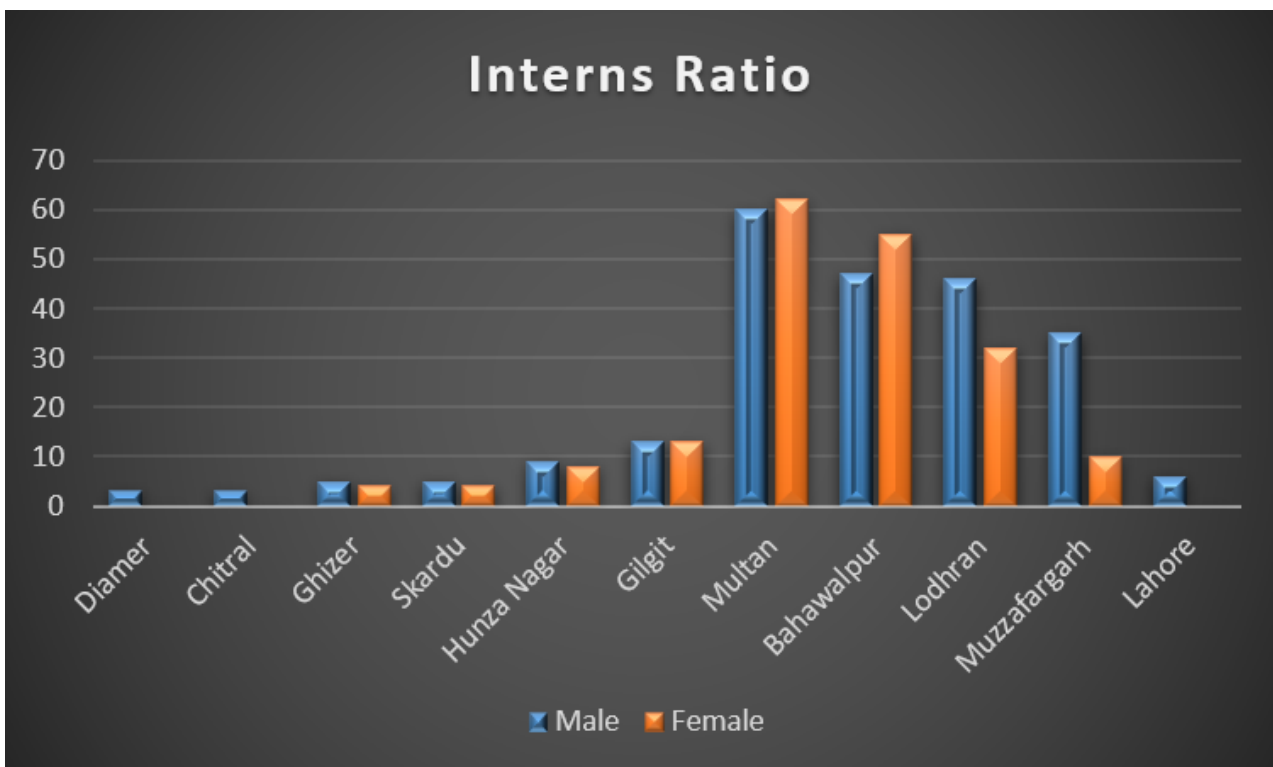
The internship program will enable them to interact and network with personnel from a variety of development, public, and corporate sector organizations to be able to enhance their knowledge and professional skills that are required and essential to become a true professional.

At present-day, the world has shifted its paradigms including the traditional methods of study i.e. bookish education. These changes are opening the doors to an environment that can consist of a secure career and backbone for the economy of the youth. Thus, it is very important to provide spaces and suitable arenas at all levels for graduates and undergraduates. In a competitive job market, being the topper at your institute is not enough to secure a job due to many factors affecting job offers today. A unique or well-known internship will not only provide students with practical work experience, but will also provide them the opportunity to engage with a more diverse body of people in an office setting, preparing them for today's global business economy. Internships allow students to gain experience in their field, determine if they have an interest in a particular career, create a network of contacts, or gain university credit.

Cohort 3- Year 2015-16 (GBC Region)

The HRDN Internship Program Cohort 3- Year 2015-16 was mutually launched by us as Pakistan's largest Network and one of the Asia's leading capacity development organization "Aga Khan Rural Supporting Program Network" (AKRSP). The Internship Program was in collaboration with Enhancing Employability and Leadership for Youth (EELY) Project of the AKRSP. The three months internship was for energetic and talented young men and women who have completed 16 years of education and are from Gilgit-Baltistan & Chitral (GBC). The Agenda of Cohort 3- Year 2015-16 essentially focused on about 80 internships that included 12 weeks of unique learning experience. It allowed students to acquire both theoretical knowledge and practical field experience in research during their attachment in the host organizations in their respective areas.

Region	Male	Female	Total
Diamer	1	0	1
Chitral	3	0	3
Ghizer	1	2	3
Skardu	3	3	6
Hunza Nagar	5	6	11
Gilgit	13	13	26
Total	26	24	50



PAKDEVJOBS

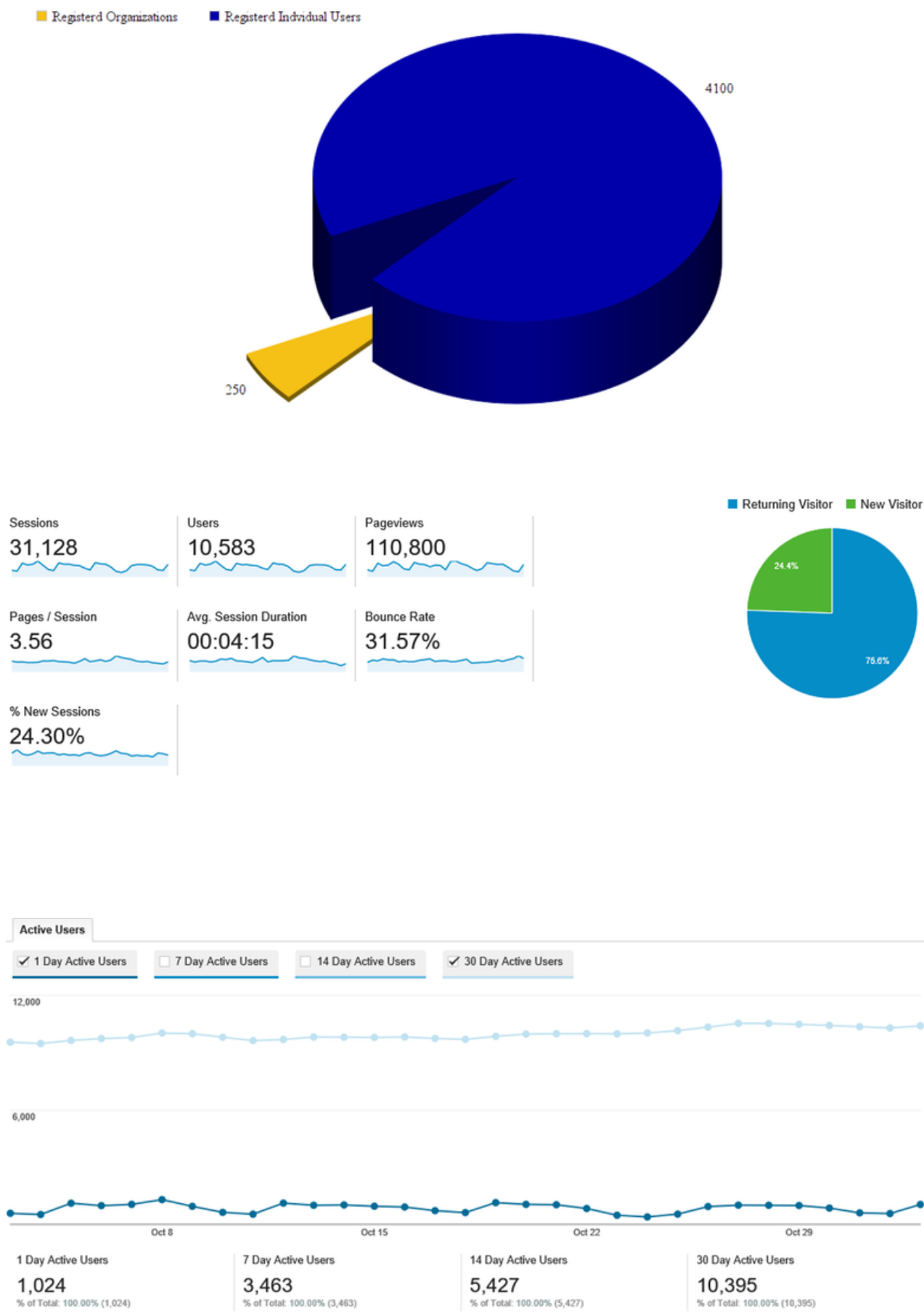
PAKDEVJOBS.COM

<http://pakdevjobs.com/>

Since inception, HRDN under its Corporate Social Responsibility (CSR) has dedicated one section of its website for posting of opportunities within the development sector of Pakistan. Over the years, HRDN's website jobs section became very popular among development community and was a favorite platform for employers and job seekers.

In the last year, this section is transformed into a full-scale independent jobs portal, which provides end-to-end solution to the employers and facilitates the job seekers. Since this portal is dedicated to the development sector, so relevant response rate is recorded at more than 85%[1]. In a pre-testing phase, the portal got phenomenal response from employers and the visitors.

This also provides opportunity to the employers to display their organization full profile.



PROJECT IMPLEMENTATION UNIT

HRDN has strong dynamic and well-trained pool of staff for its program development and implementation. Additionally the Network has vibrant BOD, which keep vigilant eye on all the programs and activities at institutional and national level.

HRDN has very strong Program Quality Assurance mechanism and it ensures compliance and police implementation at all level. It believes in quality implementation and it has strict standards of quality and internal controls- both financial and program. However, our field areas are also open to visitors and observers, they can experience the quality standards, and we are open to suggestions, especially if suggestions are geared towards improving quality.

EDUCATION PROGRAM

The prolonged conflict in FATA has left many children missed their academic years. There are substantial number of children who are out of school and need support from the community and parents to rejoin /join the schools. Keeping in view the aforementioned scenario, HRDN established its field office in Mohmmmand agency in December 2011 and also successfully implemented a UNICEF funded project named “Welcome to School Initiative” in FATA (Mohmmmand Agency) with an efficient field team based in Mohmmmand Agency.

Children Education Program was initiated in February 2013 to improve the literacy rate in Mohmmmand Agency, with the substantial coordination of Education department and local Political Administration. Community Driven Community Based Education Program currently enrolls 1,058 students (58% girls) who were out of schools due to non-availability of schools in their neighborhood, before this Program.

Project Objectives

The Project's central objectives are:

- To increase access to quality primary education as a means of promoting peace and development. Applying a context relevant and conflict sensitive Community Based Education (CBE) model
- To empower community members and government officials to collaborate in the delivery of community based primary education in the remote areas of Mohmmmand Agency, while focusing on the areas, where any type of primary school does not exist within a radius of 5 kilometers.

Program Brief

Identification of Locations and Establishment of CBECs: The selection of potential communities was finalized in consultation with education department and political administration. The villages were selected where no primary school was located within the radius of five kilometers and the village have at least thirty to forty children with the age of 5 to 11 years. The Program established twenty (20) Community Based Education Centers (CBECs) in two Tehsils (Pindiali and Prang Ghar) of Mohmand Agency.

Focus on Girl child Education: The program has a special focus on education of girl child so out of total twenty CBECs, thirteen (13) CBECs were specified for girls and seven (07) for boys. Community Leading the Program: As a result of participatory approach and extensive community mobilization, the community provided space for all twenty (20) CBECs, which is major contribution of the community and reflects their level of commitment for provision of education to their children.

CBECs Management by Community: The program established one community group called “Taleemi Islahi Jirga (TIJ)” (School Management Committee) for effective management of each CBEC. The TIJ is comprised of eight (08) members mutually selected by the community at large and it conducts monthly meetings to review progress and monitor performance of teach. Decisions for improvement and follow-up actions of previous meetings decisions are also reviewed in these meetings.

Result of Educational Years: So far under the Children Education Program two educational years are completed and in first session 74% students were promoted to next classes and in second year 76% got promotion. Total of 880 students appeared in annual examination in first year and 908 students appeared in second year.

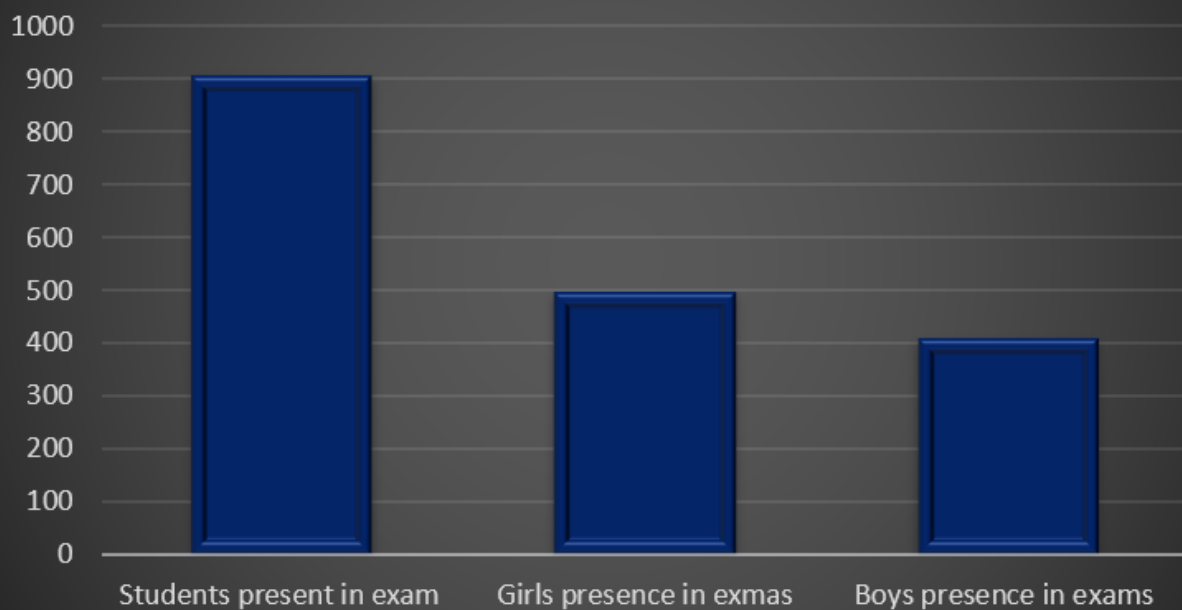
HUB Schools & Teachers Learning Circles: Four government schools are identified as HUB Schools and four teachers learning circles (TLCs) are established with these HUB schools for mentoring of CBEC teachers. Teachers from government schools are identified as TLC members and they are provided trainings to help them in carrying out proper monitoring of the CBECs. This is helping the program to ensure acceptance within Government Education System apart from provision of technical support and guidance to the teachers.

Achievements

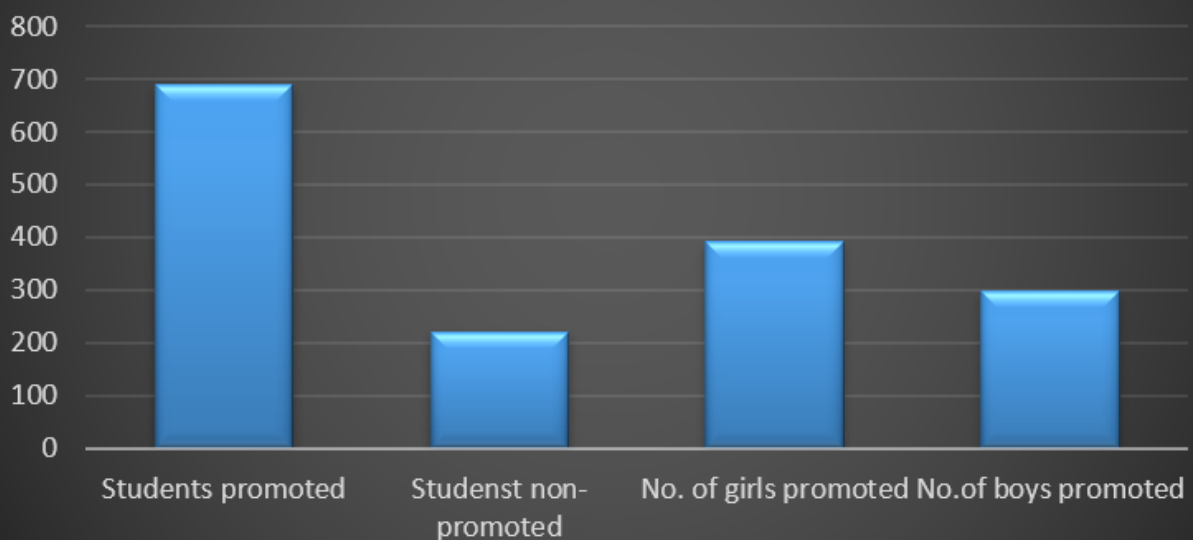
- Total twenty (20) CBECs established in two Tehsils of Mohmand Agency;
- All the teachers trained in basic teaching methodologies by education experts;
- Achieved gross enrollment of 1,458 students while net enrollment to date is 1058;
- Enrolled more than 58% girls in all CBECs;
- Twenty (20) TIJs established and trained on their role and responsibilities for effective monitoring and management of education program;
- TIJs were strengthened and facilitated for coordination with other stakeholders including line departments and FATA Secretariat;
- Four government schools identified as HUB schools and established four Teachers Learning Circles (TLCs) for mentoring of CBEC teachers;
- Teachers from government schools are identified as TLC members and are provided with trainings for carrying out proper monitoring of the CBECs;
- Basic numeracy and reading assessments (EGRA, EGMA) were carried out;
- Teachers awarded scholarships for getting professional teacher's trainings like PTC, CT and B.Ed.
- Coordination mechanism is made so strong that education department officials are regularly conducting monitoring visits to these CBECs and sharing their expert opinions with teachers for improvement in teaching methodologies;
- Library corners are established by providing books on different themes like history, religion, geography, stories and much more;
- All enrolled students are provided with student's kits including school bags, notebooks, pencils, colors, slates and drawing books etc. every year;

- Text books approved by the Provincial Government are also provided to all students on yearly basis;
- Extra-curricular activities including annual sports competition, annual celebrations of Pakistan's Independence Day and competition of painting for peace are also conducted and in which students actively participate with different physical and mental performances;
- Community is now sensitized enough on importance of education as in the start no one was ready for these CBECs but now everyone is visiting and demanding schools in their closest neighborhoods.

STUDENT RATIO IN EXAMS-2015



RESULT OF CBECs STUDENTS YEAR 2015



UNOPS

HRDN is currently implementing a project funded directly by UNOPS Geneva under a grant support agreement focused to “Support government of Pakistan to develop a program for funding by the global sanitation fund”. Important achievements of the project includes: -

- National consultation and identification of program scope;
- Sub national consultation and detailed global sanitation fund proposal development;
- Identification of partners.

PEACE PROJECT (USIP)

WOMEN WORKERS’ RIGHTS PROJECT

HRDN with the support of Aurat Foundation under Gender Equity Programme implemented the project “Enhancing women workers awareness on their Rights and Labor Laws” in Sialkot District. The city of Sialkot has been a center of excellence for the production of sports goods for more than 100 years. Sialkot is the world's largest producer of hand-sewed footballs, with local factories manufacturing 40~60 million footballs a year, amounting to roughly 70% of world production. There are huge number of women workers working in these factories. These women workers associated with different jobs, both formal and informal, and most of them have the least knowledge about the labor laws while many of them found working informally and also on very nominal wages as compared to the regular factory workers.

Situation Analysis and mapping exercise

HRDN conducted situation analysis and complete mapping of women workers working in District Sialkot. The purpose of this exercise is to understanding level of the women workers of District Sialkot regarding know how about their rights and the prevailing labor laws. The analyses also focuses on the attitude and practices towards women workers in all the four tehsils of the industrial district. The Human Resource Development Network (HRDN) with the joint collaboration of Aurat Foundation has designed meaningful interventions that would help the women workers to access to their basic rights and made them well aware of the labor laws for safeguarding their interests.

Women Workers convention on Safe Working Environment

HRDN organized Women Workers convention on “Safe Working Environment” THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010 for formal and informal Sector in Sialkot under Gender Equity Program on 1st November 2014 at Services Officer Mess Sialkot.

The topic was decided on the basis of findings of situation analysis conducted through 400 individual interviews & 15 focus group discussion of women workers on specified questionnaire. Almost 150 participants in convention in which 95 women workers from different trades, employers, chamber of commerce, workers unions, police, MNA, MPA, NGOs, media, social welfare department, trade development authority, social compliance and Aurat foundation. End of the convention a charter of demands has been presented to chief guests and authorities after open house discussion with all stakeholders in context of the topic. It showed a large number of positive response on physical, verbal and non-verbal harassment issues, absence of mechanism to address the issues and unaware women on harassments act.

Training of Women Workers

Five trainings of women workers have been conducted under this project so far. 1st training was conducted on labor laws on November 23-25, 2014 in Tehsil Samberial, District Sialkot.

HRDN conducted 2nd training of women workers on labor laws dated on March 29-31, 2015 in Tehsil Daska, District Sialkot.

The following issues were discussed in the training:

- Role and details of labor departments
- What is Chamber of commerce & Role of Chamber commerce in term of support to women workers, entrepreneur trainings and loan schemes, complains, etc.
- HR policies of their concerning industries on provision of facilities to women workers.

HRDN conducted 3 training workshop on labor laws and women rights on April 17-19, April 27-29 and May 9-11, 2015 in tehsil Sialkot and Samberial.

Seminar of Employers

HRDN organized a seminar of Employers (from the formal sector) engaged through orientation sessions to build their understanding on GENDER DISCRIMINATION & women friendly HR policies under Gender Equity Program funded by USAID & Aurat Foundation on 29th January 2015 at Sialkot Chamber of Commerce & Industry Auditorium Hall.

Women Worker Leaders

25 Women Worker Leaders were identified from the trainings and were further trained on leadership Qualities including contents of communication skills, Dialogue skills, Negotiation, Conflict management. These leaders were given exposure visits to the concerned departments as labor department, EOBI, SCCI and Social Security Office to get the understanding of working of different department and create linkage.

2nd Women Worker Convention

HRDN held a women workers convention for advocacy campaign with the participation of the more the 100 stake holders which includes Women workers from formal and informal sector, representatives of Sialkot Chamber of Commerce, Pakistan workers federation, employers, NGOs, media, TVETA, Social welfare department, labor department and trade unions.

Achievements

- Successful Sensitization of Sialkot Chamber of Commerce on HARRESSMENT AGAINST WOMEN AT WORKPLACE IN SIALKOT
- Establishment of Inquiry Committee on sexual harassment in Sialkot Chamber of Commerce
- Circular about Establishment of Inquiry Committee on sexual harassment in all kind of industries in Sialkot
- Awareness raising of women workers on their rights and labor laws through convention and training of women workers
- Successful Sensitization of Sialkot Chamber of Commerce on Gender Discrimination and women friendly HR policies and on right of association and social security benefits through Employers seminar in SCCI
- 35 employers were sensitized on issue of Gender Discrimination focusing on women workers problem at work places in term of employment, promotions, hiring, wages and other benefits
- Coordination of women workers with 3 trade union as Awan Sports, Farward Gear and Madrigal
- 96 women workers were trained on their rights and labor laws through 3 days traing workshop
- 102 women workers were facilitated on trade union registration through 2 forums of women workers with trade union
- 25 women workers trained as leaders through leadership training.

Achievements

- Successful Sensitization of Sialkot Chamber of Commerce on HARRESSMENT AGAINST WOMEN AT WORKPLACE IN SIALKOT
- Establishment of Inquiry Committee on sexual harassment in Sialkot Chamber of Commerce
- Circular about Establishment of Inquiry Committee on sexual harassment in all kind of industries in Sialkot
- Awareness raising of women workers on their rights and labor laws through convention and training of women workers
- Successful Sensitization of Sialkot Chamber of Commerce on Gender Discrimination and women friendly HR policies and on right of association and social security benefits through Employers seminar in SCCI
- 35 employers were sensitized on issue of Gender Discrimination focusing on women workers problem at work places in term of employment, promotions, hiring, wages and other benefits
- Coordination of women workers with 3 trade union as Awan Sports, Farward Gear and Madrigal
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- 102 women workers were facilitated on trade union registration through 2 forums of women workers with trade union
- 25 women workers trained as leaders through leadership training.

ANNEXURES

ANNEXURE-1, Governing Body



Mr. Roomi S. Hayat
CEO-IRM

Chairperson/Founder Member



Ms. Afshan Tehseen
Development Specialist

Founder Member



Mr. Abdur Rashid Chaudhary
CEO-Dove

Founder Member



Mr. Ch. Haq Nawaz Khan
Retired DG Agriculture
Extension Services AJK

Founder Member



Mr. Amjad Iqbal Khan
RGM NRSP

Professional Member



Mr. Khawaja Tariq
Principal IRM V-Tec

Professional Member



Ms. Uzera Nishat
Head of HR (MSI)

Professional Member



Mr. Sahibzada Jawad Alfaizi
CEO (SDO)

Professional Member



Mr. Nasar Iqbal Butt
Manager Finance & Contracts
NRSP – SGAFP

General Member



Suhail Awan
Executive Director



Mr. Babar Nazir
Manager Capacity Building &
Operations



Suhail Awan
Manager Programs



Haider Said
Project Manager



Muhammad Fahim
Manager Finance



Aftab Elahi
Administrative & Finance
Officer



Summeya Zafar
Executive Assistant

Financial Statement 2015-16



RSM Awaiz Hyder Liaquat Nauman

Suit # 6, Block - A, 2nd Floor
Cantonment Plaza, Fakhir-e-Alam Road
Peshawar Cantt, Pakistan

T: +92 (91) 527 7205-527 8310
F: +92 (91) 526 0085

peshawar@rsm-pakistan.pk
www.rsm-pakistan.pk

INDEPENDENT AUDITOR'S REPORT

We have audited the annexed financial statements of **RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (RAPID), PESAWAR**, which comprises the balance sheet as at December 31, 2015 and the income and expenditures account and cash flow statement for the year then ended and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing as applicable in Pakistan. Those Standards require that we comply with ethical requirements and plan perform the audit to obtain reasonable assurance whether the financial statements are free material misstatement.

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Other Offices at:
Lahore : 92 (42) 35872731-3
Karachi : 92 (21) 3565 5075-6
Faisalabad : 92 (41) 855 1165/854 1965
Islamabad : 92 (51) 211 4056-8
Rawalpindi : 92 (51) 5193 135
Quetta : 92 (81) 282 8808
Kabul : 95 (799) 058755

RSM Awaiz Hyder Liaquat Nauman is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not a separate legal entity in any jurisdiction.



An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of **RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (RAPID), PESHAWAR**, as of December 31, 2015 and its financial performance and its cash flows for the year then ended in accordance with approved accounting standards as applicable in Pakistan.

Peshawar

MARCH 15, 2016


RSM Awaish Hyder Liaquat Nauman
Chartered Accountants
Engagement Partner: Amjad Tajik

RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (REPID)
BALANCE SHEET
AS AT DECEMBER 31, 2015

	NOTES	2015 (RUPEES)	2014 (RUPEES)
PROPERTY AND ASSETS			
Property, Plant and Equipment	3	5,366,472	5,848,511
CURRENT ASSETS			
Advances and Other Receivables		-	221,595
Cash and Bank Balances	4	1,880,748	620,072
		<u>1,880,748</u>	<u>841,667</u>
CURRENT LIABILITIES			
Accrued Expenses and Other Liabilities		50,000	554,999
NET CURRENT ASSETS		<u>1,830,748</u>	<u>286,668</u>
NET ASSETS EMPLOYED		<u><u>7,197,220</u></u>	<u><u>6,135,179</u></u>
REPRESENTED BY:			
General Fund	5	7,197,220	6,135,179
		<u><u>7,197,220</u></u>	<u><u>6,135,179</u></u>

The annexed notes form an integral part of these account.

AUDITOR'S REPORT ANNEXED.

Peshawar

Manager Finance

Chief Executive

**RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (REPID)
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED DECEMBER 31, 2015**

	NOTES	2015 (RUPEES)	2014 (RUPEES)
INCOME			
Grant from Donors	6	36,964,900	5,871,432
Other Income		135,256	92,540
		<u>37,100,157</u>	<u>5,963,972</u>
EXPENDITURE			
Program cost	7	27,390,171	8,701,581
Support cost	8	7,544,989	4,776,994
Depreciation	3	786,539	862,040
		<u>35,721,699</u>	<u>14,340,615</u>
SURPLUS / (DEFICIT) FOR THE YEAR		<u>1,378,458</u>	<u>(8,376,643)</u>
Other Comprehensive Income		-	-
Total Surplus / (Deficit) carried forward To General Fund		<u>1,378,458</u>	<u>(8,376,643)</u>

RM

The annexed notes form an integral part of these account.

Peshawar

Manager Finance

Chief Executive

RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (REPID)
CASH FLOW STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2015

	NOTES	2015 (RUPEES)	2014 (RUPEES)
CASH FLOW FROM OPERATING ACTIVITIES			
Excess of Income over Expenditure for the year		1,378,458	(8,376,643)
Adjustment for Non-cash items			
Depreciation		786,539	862,040
Prior year adjustment		316,417	4,928
Cash flow-Before working capital changes		1,848,580	(7,519,532)
WORKING CAPITAL CHANGES			
(Increase)/Decrease in Current Assets:			
Advances, Deposits and Other Receivables		221,595	(65,894)
		221,595	(65,894)
Increase/(Decrease) in Current Liabilities			
Accrued Expenses and Other Liabilities		(504,999)	(530,061)
		(504,999)	(530,061)
NET CASH FLOW- After Working Capital Change		1,565,176	(8,115,487)
NET CASH FLOW FROM OPERATING ACTIVITIES		1,565,176	(8,115,487)
CASH FLOW FROM INVESTMENT ACTIVITIES			
Fixed Assets Purchased		(304,500)	(173,500)
NET CASH FLOW FROM INVESTING ACTIVITIES		(304,500)	(173,500)
NET CASH FLOW FOR THE YEAR		1,260,676	(8,288,986)
Cash and cash equivalent at the beginning of the year		620,072	8,909,058
Cash and cash equivalent at the end of the year		1,880,748	620,072

The annexed notes form an integral part of these account.

Peshawar

Manager Finance

Chief Executive

Handwritten signature
RM

#REF!

**RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (REPID)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED DECEMBER 31, 2015**

1 STATUS AND OPERATION

REPID "RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT" is a Voluntary Social Welfare Agency Registered under Social Welfare Ordinance 1961, Reg# DSW/KP 2744 since 2007. REPID is a non-profit, non-government organization working for Education Reforms, Women Empowerment, Social Development, Relief and Rehabilitation, Primary and Reproductive Health, Infrastructure Development and Capacity Building.

2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

2.1 Accounting Convention

These accounts are prepared under the historical cost convention.

2.2 These financial statements have been prepared in accordance with approved accounting standards as applicable in Pakistan. Approved accounting standards comprise of such International Financial Reporting Standards (IFRSs) issued by the International Accounting Standard Board as are notified under Institute of Chartered Accountants of Pakistan guidelines for "Accounting and Financial Reporting by Non Profit Organizations" issued in 2009.

2.3 Property, plant and equipment

These are stated at cost less accumulated depreciation. Depreciation is charged by applying reducing balance method at the rate given in Note-3.

Full year's depreciation is provided on assets purchased during the year while no depreciation is charged on the assets sold/disposed off during the year.

Normal repairs and maintenance are charged to income and expenditure account as and when incurred whereas major improvements/modifications are capitalized.

Gain/(losses) on disposal of fixed assets if any, are credited to charge against current year's income.

2.4 Revenue recognition

Revenue from donations and other sources is recognized as and when it is received.

2.5 Expenditure recognition and measurement

Expenditures are recognized on payment and accrual basis.

2.6 Consumable stores

Consumable stores are charged to receipts and expenditure account at acquisition cost within the reporting period.

FIXED ASSETS

PARTICULARS	COST			Rate %	DEPRECIATION			W.D.V
	As at Jan 01, 2015	Addition/ (Deletion)	As at Dec 31, 2015		As at Jan 01, 2015	For the year	As at Dec 31, 2015	As at Dec 31, 2015
Computers	3,069,915	184,500	3,254,415	20	1,542,037	342,476	1,884,513	1,369,903
Office Equipment	2,771,198	120,000	2,891,198	10	837,553	205,365	1,042,918	1,848,281
Furniture and Fixtures	1,843,360	-	1,843,360	10	541,372	130,199	671,571	1,171,789
Vehicles	1,655,000	-	1,655,000	10	570,000	108,500	678,500	976,500
Dec. 31, 2015 (Rupees)	9,339,474	304,500	9,643,974		3,490,963	786,539	4,277,502	5,366,472
Dec. 31, 2014 (Rupees)	9,165,974	173,500	9,339,474		2,628,923	862,040	3,490,963	5,848,511

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4 CASH AND BANK BALANCES

Cash in Hand
Cash at Bank

NOTES 2015
(RUPEES) 2014
(RUPEES)

4.1	30,092	10,955
4.2	1,880,748	609,117
	<u>1,910,840</u>	<u>620,072</u>

4.1 Cash in Hand

NATPOW
UNOCHA
UNHCR
CWS
REPID

5,406	-
-	10,612
17,494	-
2,614	-
4,578	343
<u>30,092</u>	<u>10,955</u>

4.2 Cash at Bank

REPID
UNHCR
UNOCHA
CWS

74,384	-
-	554,999
-	54,118
1,806,364	-
<u>1,880,748</u>	<u>609,117</u>

5 GENERAL FUND

Opening balance

6,135,179 14,516,750

Less: Excess of Income over expenditure

1,378,458 (8,376,643)

7,513,637 6,140,107

Less: Adjustment made during the year

(316,417) (4,928)

7,197,220 6,135,179

6 GRANT FROM DONORS

UNHCR
IRC
NATPOW
CWS
REPID Contribution

28,250,903	4,929,000
-	135,000
2,982,000	-
4,231,997	-
1,500,000	807,432
<u>36,964,900</u>	<u>5,871,432</u>

Rsm

	2015	2014
NOTES	(RUPEES)	(RUPEES)
7 PROGRAM COST		
Survey /Assessment Cost	1,158,441	-
Project Supplies	149,461	77,426
Workshops, Training & Meetings	75,458	1,304,500
Water pipes and related supplies	500,000	-
Other supplies & Materials, Goods	2,014,400	-
Advertisement cost, Photo - Visual Materials	50,000	53,000
Building Construction contract	8,245,096	-
Drilling & Borehole contract	1,185,000	-
Other Commercial contract	194,656	-
Books & Students supplies	249,400	-
Library Books & Maps etc.	1,312,800	-
Furniture's & fixtures for School	6,174,400	-
Computers & Printers for School	2,127,000	-
Electric Equipment's for School	2,720,000	-
Hand Tools & tool kits	505,300	1,640,500
Sports Equipment's	210,000	-
MHU/SHU Medical Supplies	455,553	-
Referrals for Critically Ill Patients	63,206	-
Relief Items/ Direct Operations: Buckets and Mugs	-	13,200
Relief Items/ Direct Operations: EIC Material	-	243,055
Relief Items/ Direct Operations: Hand Pumps	-	469,350
Relief Items/ Direct Operations: Latrines	-	329,200
Relief Items/ Direct Operations: Parents Meeting	-	297,067
Relief Items/ Direct Operations: Rental and POL of Vehicle	-	147,000
Relief Items/ Direct Operations: School in Box Kits	-	597,100
Relief Items/ Direct Operations: Teacher Training	-	219,833
Relief Items/ Direct Operations: Tents and Furniture's for TLC's	-	3,130,000
Relief Items/ Direct Operations: Training of SMC's	-	118,350
Relief Items/ Direct Operations: Water Tanks	-	62,000
	27,390,171	8,701,581

8 SUPPORT COST		
Salaries and Benefits	3,713,078	1,890,000
Vehicle Rent, POL and Maintenance	2,308,752	589,494
Office Rent, Development & Communication	862,937	586,233
Office Utilities Cost	242,574	187,836
Office Supplies	177,265	36,587
Generator Fuel	81,951	22,136
Printing and stationery & Courier	62,003	12,451
Bank Charges	46,428	9,825
Audit Fee	50,000	50,000
Insurance	-	30,000
Admin Cost/Repayment of excess fund	-	1,362,431
	7,544,989	4,776,994

9 AUTHORIZATION

These accounts are authorized for issue by BoD on _____

10 GENERAL

Figures in these accounts have been rounded off to the nearest rupee.

Peshawar

Finance Manager

Chief Executive

**RURAL EMPOWERMENT AND INSTITUTIONAL DEVELOPMENT (REPID)
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED DECEMBER 31, 2015**

PARTICULARS	UNHCR	NATPOW	CWS	REPID	TOTAL
OPENING BALANCE					
Cash	-	-	-	343	343
Bank	-	-	-	-	-
Accounts Receivables	-	-	-	-	-
Accounts Payables	-	-	-	-	-
RECEIPTS					
UNHCR	28,250,903	-	-	-	28,250,903
NATPOW	-	2,982,000	-	-	2,982,000
CWS	-	-	4,231,997	-	4,231,997
REPID Contribution	-	-	-	1,500,000	1,500,000
Interest on Bank Deposit	135,256	-	-	-	135,256
	28,386,159	2,982,000	4,231,997	1,500,343	37,100,500
EXPENDITURE					
Salaries and Benefits	1,451,533	547,510	878,795	835,240	3,713,078
Survey /Assessment Cost	-	1,158,441	-	-	1,158,441
Project Supplies	-	149,461	-	-	149,461
Computers & Printers	2,127,000	184,500	-	-	2,311,500
Electric Equipment's	2,720,000	-	-	-	2,720,000
Vehicle Rent, POL and Maintenance	881,132	595,210	714,000	118,410	2,308,752
Communication cost	67,480	76,943	34,476	51,610	230,509
Office Rent/Development	120,000	119,526	137,902	255,000	632,428
Office Utilities Cost	77,835	53,949	27,040	83,750	242,574
Office Supplies	122,000	-	33,800	21,465	177,265
Generator Fuel	-	34,658	35,152	12,141	81,951
Printing and stationery & Courier	-	12,451	43,065	6,457	62,003
Bank Charges	40,633	2,141	-	3,654	46,428
Workshops, Training & Meetings	-	41,804	-	33,654	75,458
Water pipes and related supplies	500,000	-	-	-	500,000
Other supplies & Materials, Goods	2,014,400	-	-	-	2,014,400
Advertisement cost	50,000	-	-	-	50,000
Building Construction contract	8,245,096	-	-	-	8,245,096
Drilling & Borehole contract	1,185,000	-	-	-	1,185,000
Other Commercial contract	194,656	-	-	-	194,656
Books & Students supplies	249,400	-	-	-	249,400
Library Books & Maps etc	1,312,800	-	-	-	1,312,800
Furniture's & fixtures for School	6,174,400	-	-	-	6,174,400
Office equipment's	120,000	-	-	-	120,000
Hand Tools & tool kits	505,300	-	-	-	505,300
Sports Equipment's	210,000	-	-	-	210,000
MHU/SHU Medical Supplies	-	-	455,553	-	455,553
Referrals for Critically Ill Patients	-	-	63,206	-	63,206
Audit Fee	-	-	-	50,000	50,000
	28,368,665	2,976,594	2,423,019	1,471,381	35,239,660
Excess of Income over Expenditures	17,494	5,406	1,808,978	28,962	1,860,840

Represented By:

Accounts Receivables	-	-	-	-	-
Accounts Payable	-	-	-	(50,000)	(50,000)
Cash in Hand	17,494	5,406	2,614	4,578	30,092
Cash at Bank	-	-	1,806,364	74,384	1,880,748
	17,494	5,406	1,808,978	28,962	1,860,840

Peshawar

Finance Manager

Chief Executive

Ram
Mahmud



HRDN designs and implements evidence-based development programmes that strengthen community resilience and promote inclusive economic growth. Through this initiative, HRDN partnered with Mobilink Microfinance Bank to empower women farmers with practical climate-smart agriculture and financial literacy skills, creating lasting pathways toward resilience, financial inclusion, and sustainable rural development.

Contact Information



Website:

www.hrdn.net



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



Contact

051-8742215-7



Email Address:

info@hrdn.net



Location:

IRM Complex 7 Sunrise Opposite COMSATS
University Park Road, Islamabad.