



NETWORK. LEARN. SHARE. GROW

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HRD NETWORK

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ABOUT

HRD NETWORK

The Human Resource Development Network (HRDN) 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 nongovernmental 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 lie 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 knowledgesharing 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.

MESSAGE

FROM CEO

At HRDN, we believe that the strength of our Network lies in its members. Membership is more than being part of an organization, it is an opportunity to connect, learn, share experiences, access opportunities that can contribute to professional and organizational growth. Through our growing network, HRDN strives to create meaningful opportunities for its members while connecting them with partners, knowledge, and experiences that can help them move forward.



One of the ways we invest in our members is through the Annual Training Retreat (ATR). The retreat provides members with opportunities for professional learning, international exposure, and cross-cultural exchange. For some members, these experiences have also marked their first international learning journey, opening new perspectives and allowing them to experience development practices beyond Pakistan.

The 2025 ATR in Malaysia brought members together to explore sustainable tourism, leadership, institutional development, and international best practices. Beyond the training sessions, the experience strengthened relationships among members and created opportunities to learn from different cultures and approaches.

As we move forward, HRDN remains committed to making membership increasingly meaningful by creating opportunities for learning, collaboration, exposure, and collective action. We look forward to strengthening our Network and ensuring that our members continue to grow alongside us.

EDITOR'S NOTE

Welcome to the latest edition of ILLUME, covering HRDN's activities and achievements from October to December 2025.

This edition reflects a quarter of learning, collaboration, and meaningful engagement. On the global stage, HRDN proudly represented Pakistan at the World Conservation Congress and raising awareness on health and gender equality. Nationally, we brought our community together through the Annual Members' Meeting and our Annual Trainers' Retreat. These milestones highlight the diverse ways in which HRDN connects people and ideas for development.

A recurring theme throughout this newsletter is the undeniable power of partnership. Our Network flourishes entirely because of the diverse organizations and individuals who generously share their wisdom, expertise, and enthusiasm. Each collaboration creates new opportunities to learn from peers, exchange ideas and work collectively towards something meaningful.

We hope this edition shows a glimpse of what can be achieved when we combine our collective efforts. Looking ahead, the journey continues with a renewed purpose. There will be new challenges to address, new partnerships to build, new knowledge to share, and new opportunities to create impact. We look forward to navigating next chapters with our members, partners, colleagues, and communities.

Thank you for being an indispensable part of the HRDN family. Happy reading!

QUARTER

AT A GLANCE

The final quarter of 2025 was characterized by strategic engagement, international outreach, networking, and strengthened organizational collaboration. Throughout the quarter, HRDN expanded its national and international partnerships while continuing to advocate for climate action, gender equality, community resilience, and sustainable development.

Through participation in global forums, national awareness campaigns, institutional meetings, and professional learning initiatives, the Network reinforced its commitment to creating opportunities for dialogue, innovation, and collaborative action.

QUARTERLY HIGHLIGHTS

- Represented Pakistan at the World Conservation Congress 2025 held in Abu Dhabi, engaging with global leaders on biodiversity conservation, climate resilience, and sustainable development.
- Conducted awareness campaigns to promote Breast Cancer Awareness, emphasizing the importance of early detection, education, and community engagement.
- Successfully implemented the 16 Days of Activism Against Gender-Based Violence, conducting nationwide awareness activities, community outreach, youth engagement, digital advocacy, and educational initiatives promoting safer online spaces for women and girls.
- Organized the 26th Annual Members' Meeting, bringing together representatives from development organizations, civil society, UN agencies, and government institutions to discuss environmental sustainability under the theme People Preserving Planet: The Path Ahead.
- Participated in the 24th Annual Training Retreat (ATR) in Malaysia, facilitating institutional learning on sustainable tourism, international best practices, and strategic organizational development.
- Further strengthened organizational sustainability through membership expansion, strategic partnerships, concept paper development, and resource mobilization efforts.

WORLD CONSERVATION CONGRESS 2025

Global Partnerships

The World Conservation Congress (WCC) 2025 brought together governments, international organizations, civil society representatives, researchers, and environmental practitioners from around the world to advance global conservation and sustainable development. As one of the world's leading environmental forums, the Congress provided a platform for exchanging ideas, strengthening partnerships, and developing solutions to address biodiversity loss, climate change, ecosystem restoration, and sustainable resource management.

Representing Pakistan at this prestigious event, the Human Resource Development Network (HRDN) reaffirmed its commitment to environmental sustainability, community resilience, and collaborative development. Participation in WCC 2025 enabled HRDN to engage with international experts, learn from successful conservation initiatives, and contribute to discussions on balancing environmental protection with inclusive social and economic development.

Throughout the Congress, HRDN explored approaches to climate adaptation, community-led conservation, youth engagement, and ecosystem restoration. These discussions highlighted the importance of integrating local knowledge with global expertise to address environmental challenges facing vulnerable communities in Pakistan.

The event also strengthened relationships with international development partners, conservation organizations, and academic institutions, creating opportunities for future collaboration and knowledge exchange. As environmental challenges continue to transcend national boundaries, HRDN recognizes that collective action and cross-sector partnerships remain essential for achieving long-term sustainability and resilience.



IMPLEMENTATION

TURNING KNOWLEDGE INTO COMMUNITY IMPACT



Did You Know?

According to international conservation experts, community-led environmental initiatives often achieve stronger long-term outcomes because local communities become custodians of natural resources rather than passive beneficiaries.

"THINK GLOBALLY, ACT LOCALLY"
PATRICK GEDDES

International conferences are most effective when the lessons learned translate into meaningful action. For HRDN, participating in the World Conservation Congress was not simply about attending a global event, but about identifying practical approaches to strengthen development initiatives within Pakistan. The Congress highlighted the importance of community-centred conservation, recognizing that sustainable environmental solutions are achieved when local communities are empowered as active partners in protecting natural resources. This approach aligns closely with HRDN's commitment to participatory development, community ownership, and inclusive decision-making.

Sessions emphasized the need to integrate climate resilience into development planning, strengthen partnerships between governments and civil society, and invest in youth leadership as a driver of environmental stewardship. These themes resonate with HRDN's ongoing work in promoting climate awareness, sustainable livelihoods, and community resilience across Pakistan.

The knowledge and connections gained during WCC 2025 will continue to inform HRDN's programming through innovative approaches to environmental education, partnership development, and policy dialogue. Through continuous learning and collaboration, HRDN remains committed to advancing environmental sustainability alongside human development.

BREAST CANCER AWARENESS

Promoting Health

Breast Cancer Awareness Month serves highlights the importance of education, early detection, and community awareness in improving women's health. Across Pakistan, awareness initiatives continue to encourage open conversations around breast health while addressing misconceptions that often delay diagnosis and treatment.

HRDN collaborated with partners to observe Breast Cancer Awareness Month through an awareness session involving school teachers in Attock. The session provided participants with information on breast cancer risk factors, the importance of regular screening, early warning signs, and available support services.



**"THERE CAN BE LIFE AFTER BREAST CANCER.
THE PREREQUISITE IS EARLY DETECTION"
ANN JILLIAN**

Did You Know?

About 80% of women who get breast cancer have no family history of the disease.



The session also highlighted the importance of reducing stigma surrounding breast cancer and empowering women to seek timely medical advice. HRDN remains committed to promoting public health, gender equality, and community empowerment through education and collaboration.

16 DAYS OF ACTIVISM

Against Gender-Based Digital Violence

The global 16 Days of Activism Against Gender-Based Violence campaign brings together governments, civil society, development partners, and communities to raise awareness and promote collective action to end violence against women and girls.

**"TECHNOLOGY SHOULD BE A TOOL THAT EMPOWERS WOMEN AND GIRLS,
NOT A WEAPON THAT SILENCES THEM. ENSURING DIGITAL SAFETY IS
FUNDAMENTAL TO ENSURING GENDER EQUALITY"**
UN WOMEN

In 2025, HRDN joined the campaign under the theme "Unite to End Digital Violence Against All Women and Girls." Recognizing the growing risks of online harassment, cyberbullying, misinformation, and technology-facilitated gender-based violence, the campaign promoted digital safety, legal awareness, and responsible online behaviour.



Throughout the sixteen days, HRDN engaged staff, Youth Champions, educators, and community partners through awareness sessions, advocacy materials, digital outreach, and community activities. By bringing together diverse stakeholders, HRDN reaffirmed its commitment to gender equality, women's rights, and creating safer digital spaces for women and girls.

FACT SHEET

16 Days of Activism

Key Global Statistics

- **85%** of women who spend time online have witnessed digital violence inflicted on others, while **38%** have personally experienced it.
- **90% to 95%** of online deepfakes and digitally manipulated explicit media target women and girls.
- Nearly **50%** of the world's women and girls completely lack comprehensive legal protection from digital abuse within national frameworks.
- **1 in 3** women globally still experience physical or sexual violence in their lifetime, a reality increasingly amplified by digital tools.

Key Pakistan Statistics

- **3,012** new complaints received by DRF's Digital Security Helpline in 2025
- **1,709** complaints were reported by women
- **2,586** cases involved cyber harassment
- **159** complaints involved minors **+28%** from 2024
- **79%** of cyber-harassment cases were referred to the NCCIA for legal intervention

Campaign: 16 Days of Activism Against Gender-Based Violence

Dates: 25 November - 10 December 2025

2025 Theme: "UNiTE to End Digital Violence Against All Women and Girls"

Implemented by: Human Resource Development Network (HRDN)

Focus: Digital safety, Gender equality, Women's rights, Violence prevention, Legal awareness

**DIGITAL VIOLENCE IS VIOLENCE. CREATING SAFER ONLINE SPACES
REQUIRES AWARENESS, ACCOUNTABILITY, LEGAL PROTECTION, AND
COLLECTIVE ACTION.**

26TH ANNUAL MEMBERS' MEETING

People Preserving Planet: The Path Ahead

The Human Resource Development Network (HRDN) convened its 26th Annual Members' Meeting (AMM) under the theme "People Preserving Planet: The Path Ahead." The event brought together members, development partners, government representatives, academia, and civil society to discuss climate resilience, environmental governance, disaster preparedness, and sustainable development.

" IF YOU WANT TO GO FAST, GO ALONE. IF YOU WANT TO GO FAR, GO TOGETHER"
AFRICAN PROVERB



Participation

More than 50 representatives from

- **United Nations agencies**
- **Civil Society Organizations**
- **Development partners**
- **Government institutions**
- **HRDN Members**

The meeting provided a platform for dialogue on Pakistan's growing environmental challenges, highlighting the importance of partnerships, locally led solutions, and community resilience. A panel of experts shared insights on climate action, disaster risk management, and evidence-based policymaking, emphasizing the need for stronger cross-sector collaboration.

The AMM also celebrated the strength of HRDN's network, reaffirming the organization's role in fostering dialogue, knowledge sharing, and collective action toward a more resilient, inclusive, and environmentally sustainable Pakistan.

ANNUAL TRAINING RETREAT (ATR) 2025

Learning Beyond Borders

Continuous learning remains central to HRDN's commitment to organizational excellence and professional development. As part of this commitment, HRDN participated in the 24th Annual Training Retreat (ATR) 2025 in Malaysia, providing members with an opportunity to engage in international learning, institutional exchange, and strategic reflection.

**" EDUCATION IS NOT LEARNED BY READING BOOKS, BUT BY THE
EXPOSURE TO VARIOUS EXPERIENCES, WISDOM, & CULTURES BEYOND
BORDERS"**

MAHATMA GANDHI

The retreat brought together professionals from diverse backgrounds to explore emerging development trends, strengthen leadership capacity, and encourage collaborative thinking around sustainable development. Through interactive sessions, technical discussions, and exposure visits, participants examined innovative approaches that can inform future programming and organizational growth.

Objectives

- **Promote international learning**
- **Strengthen leadership capacity**
- **Encourage knowledge exchange**
- **Build strategic partnerships**
- **Explore innovative development practices**
- **Foster institutional collaboration**



Beyond professional learning, ATR provided an opportunity to strengthen relationships among members while fostering a culture of continuous improvement, knowledge exchange, and collaborative leadership. The experience reaffirmed HRDN's belief that investing in people remains one of the most effective ways of strengthening institutions and creating lasting development impact.

MUSLIM FRIENDLY TOURISM

Islamic Tourism Development

A key highlight of ATR 2025 was an engagement session with the Islamic Tourism Centre (ITC), Kuala Lumpur, exploring sustainable and Muslim-friendly tourism as a driver of inclusive economic growth.

The retreat brought together professionals to explore emerging development trends, strengthen leadership, and share innovative approaches to sustainable development. The ITC session highlighted Malaysia's approaches to tourism planning, branding, certification, and policy, emphasizing tourism's role in economic growth, cultural preservation, environmental sustainability, and community empowerment.

Discussions also explored the growing demand for Muslim-friendly tourism and opportunities to adapt international practices to Pakistan's diverse tourism landscape. The exchange strengthened prospects for future collaboration and sustainable development.

Session Highlights

Topics included

- ***Sustainable tourism planning***
- ***Islamic tourism models***
- ***Destination branding***
- ***Policy development***
- ***Certification systems***
- ***Inclusive tourism***
- ***International collaboration***



EXPERIENTIAL LEARNING

Malaysia

Learning extended beyond the conference room as HRDN delegates took part in educational visits exploring Malaysia's approaches to tourism, urban planning, cultural heritage, and environmental management.

Learning Outcomes

- ✓ *Sustainable destination management*
- ✓ *Heritage conservation*
- ✓ *Urban tourism*
- ✓ *Community participation*
- ✓ *Tourism branding*
- ✓ *Hospitality models*
- ✓ *Public infrastructure*
- ✓ *Visitor experience*



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MAHATMA GANDHI**

Visits to Petronas Twin Towers, Genting Highlands, Batu Caves, and Sunway Lagoon provided practical insights into urban branding, resort development, heritage preservation, and recreational tourism. These experiences complemented the retreat's technical sessions and encouraged participants to consider how similar approaches could support sustainable tourism and preserve Pakistan's cultural and natural heritage.

STRENGTHENING OUR NETWORK

Membership Growth and Strategic Partnerships

A strong professional network is built on active participation, collaboration, and shared commitment. During the final quarter of 2025, HRDN strengthened its institutional foundation through an ongoing membership drive and expanded engagement with partner organizations.

The membership drive focused on renewals, regular communication, and encouraging greater participation across the Network. HRDN also welcomed a delegation from the Sukkar Foundation to exchange experiences, discuss shared priorities, and explore future collaboration.

Alongside these efforts, HRDN continued developing concept papers and expressions of interest for prospective initiatives, supporting resource mobilization and innovative programmes. Together, these efforts strengthen HRDN's network, institutional resilience, and capacity for collective impact.



"SYNERGY IS BETTER THAN MY WAY OR YOUR WAY. IT'S OUR WAY." - STEPHEN R. COVEY

LOOKING AHEAD

January–March 2026

As HRDN enters a new year, the organization remains committed to strengthening partnerships, investing in people, and promoting innovative solutions for sustainable development across Pakistan. Building on the past quarter's achievements, strategic activities are planned to expand outreach, enhance member engagement, and support national priorities.

The coming months will focus on organizational planning, professional development, policy dialogue, and international observances promoting education, social justice, and gender equality. HRDN will continue serving as a collaborative platform for knowledge sharing, partnerships, and community empowerment.

The organization also looks forward to deepening engagement with members and development partners while exploring new opportunities for collaboration, research, and programme development. As challenges evolve, HRDN remains committed to inclusive dialogue, innovation, and collective action for resilient communities across Pakistan.

Upcoming Activities

January

- ***New Year Networking Session***
- ***Organizational Strategy & Planning Exercise***
- ***Finance Committee Meeting***
- ***Membership Renewal Campaign***
- ***International Day of Education Seminar***

February

- ***National Women's Day***
- ***World Day of Social Justice Seminar***
- ***Continued Membership Engagement***

Activities

March

- ***International Women's Day***
- ***Eid Milan Gathering***
- ***119th Board of Directors Meeting***

**THANK YOU FOR BEING PART OF OUR
JOURNEY**



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