



# 13<sup>th</sup>

## All Members' Meeting

### November 10, 2012

@ NCRD, Islamabad



**Human Resource  
Development Network**



13<sup>th</sup> All Members' Meeting (AMM)  
November 10<sup>th</sup>, 2012  
at National Centre for Rural Development (NCRD)

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## ACRONYMS

AMM	All Members' Meeting
AJKRSP	Azad Jammu Kashmir Rural Support Programme
ATR	Annual Trainers' Retreat
BRSP	Baluchistan Rural Support Programme
CERD	Centre of excellence for Rural Development
CHRS	Complete Human Resource Solutions
CWS	Church World Service
ED	Executive Director
HRD Congress	Human Resource Development Congress
HRDN	Human Resource Development Network
IRM	Institute of Rural Management
I-LAP	Interfaith League Against Poverty
IUCN	International Union for Conservation of Nature
JAM	Just a Moment
PAK- CDP	Pakistan Community Development Programme
PCP	Pakistan Centre of Philanthropy
PEEF	Punjab Education Endowment Fund
SACHET	Society for advancement of Community, Health, Education and Training
SIP	Summer Internship Programme
SZABIST	Shaheed Zulfikar Ali Bhutto Institute of Science and Technology

## Executive Summary

The general Body of Human Resource Development Network meets once a year to review the Network's progress towards its predetermined objectives, take important long term and short term decisions, monitor progress and map out future course of actions. The Annual All Members Meeting (AMM) provides a unique opportunity to all the members of HRDN to share, learn, develop linkages with other members and give their inputs for further enhancing the effectiveness and relevance of HRDN's services.

The Agenda for AMM this year encompassed the cross fertilization of the ideas for constructing the strategic frame work 2013 - 2017 of the network.

The 13<sup>th</sup> All Members Meeting (AMM) of HRDN was organized at the National Centre for Rural development on November 10<sup>th</sup>, 2012 in Islamabad. Major objectives of AMM 2012 were to:

- Update HRDN members on the new developments in HRDN during the year;
- Share the programmatic progress of the Network
- Get Members' technical and professional input through group work on developing the future strategic framework of the network;
- Provide an opportunity to members, to interact with other members and develop linkages

Chairperson and Founder of HRDN Mr. Roomi Saeed Hayat, CEO of Institute of Rural management chaired the daylong session whereas Mr. Khalid Siddiq, Joint Secretary, Ministry of Climate Change; was the Chief Guest of the event.

During various sessions, participants were also given opportunities to air their views on HRDN's progress and achievements, along with suggestions for further improvement. In addition, four group works were organized where chosen experts in their respective fields facilitated and moderated the considerations for the future strategic frame work debate.

In short, the 13<sup>th</sup> AMM turned out to be the most well attended meeting so far. It provided members the opportunity to bond with one another, learn and above all voice their expectations and suggestions from this Network. This annual event serves not only as a sound platform for networking but it is a unique learning opportunity under the presence of highly knowledgeable senior professionals.

## A. INAUGURAL SESSION



### Recitation and National Anthem

The Annual All Members Meeting was started by the recitation of the holy Quran by Mr. Muhammad Munir. After the recitation, all the participants of the meeting rose to observe the National Anthem of Pakistan.

### Welcome Address by Chairperson

Chairperson-HRDN, **Mr. Roomi Saeed Hayat**, welcomed all the members, representatives of the partner organizations and guests. He shared his feelings by saying that like always this is a

very special occasion for him "it reminds of the first year of the HRDN formation, in 1999, an Australian researcher told me, we will know if you succeed in setting up a network when you will be able to hold members meeting after 10 year, and I am glad to see a larger gathering of our members from all previous similar meetings. He further added that we started this network with only a few people sitting together at different places for initial meetings and finally this is the 13th Annual general body meeting and we are about achieve the land mark of 1000 members.

He said that all across the world societies have transformed themselves by the intellectual economy with a special focus on developing reasonable human resource, and with people like us entering in an era where knowledge has become the sole unit that controls change and brings positive power, and prosperity. More than ever before, functions and role of HRD and Networking have become essential and the demand is much higher. Academia, research centers and training institutes have become crucial for every country, which are not only responsible for knowledge and skills but for nurturing the human resources.

Over a past few years, HRDN has emerged as one

of the most potent dialogue building Platform of Pakistan although we passed through all kinds of ups and downs. HRDN is very lucky to possess a powerful source of dynamic professionals who, not only participate but also support HRDN to explore new events. Although we are still facing challenges to ensure effective implementation of the collaboration framework; but with the help of our members we will be able to overcome it.

HRDN has specialized itself in producing wonderful international trainers retreats, it is worth noting that HRDN went to Cape Town, South Africa for its 14th ATR where a remarkable conference on Climate Change was organized, the participants had a wonderful opportunity to interact with international speakers on the said subject.

He concluded his address with words "We grew, because we responded to the changing needs. We grew because HRDN competed, collaborated and changed and evolved accordingly. That is why HRDN stayed and that is why you are all here! We wish to explore new avenues with same vigor for the members of HRDN in the coming years and expect the same vitality in your support and ownership.



## Progress Review and Future Plans - HRDN Year Roundup 2011-12

**Ms. Fauzia Bilqis Malik**, Executive Director-HRDN, presented an overview of the Network's performance over the last one year where this year's theme was climate change and adaptation. She said that the Network is consistently growing both in terms of membership as well in programmes. HRDN is not only pursuing its core objectives in proactive manner, but is also vigilant about the sustainability of its programme. She added that the Network was facing two interlinked challenges, one; to ensure that the members' interests are adequately addressed and two; to bring more clarity in HRDN's mandate and sharpen HRDN's programmatic focus. In this regard she informed the audience about the **Annual Trainers' Retreat, Cape Town South Africa from 14-19 April, 2012** where an international conference on **Climate Change** was organized, She further explained about the extravaganza of **Just a Moment (JAM)** which was organized in **Sri Lanka from 01-06 July, 2012**. She further mentioned about the **National Conference on Mangroves Ecosystem in Pakistan** which was organized in Karachi in collaboration with IUCN and Pakistan Navy for sharing the experience with policy makers from 08-09 March, 2012.

She also mentioned about the unique idea of six weeks **Summer Internship Programme (SIP) 2012** which was launched in all over Pakistan in collaboration with IRM and numerous respectable partners and institutes. In this programme over 300 Students from colleges/universities applied and after being tested, approximately 150 were short listed, that were ultimately chosen for the internship. This was an opportunity for young, fresh college/university students preferably studying the area of social sciences with an age limit of 28 years.

She further mentioned about the major Thematic Forums held on the topics of **Climate change concerns in Pakistan, Green Jobs and decent work** and **An inconvenient Truth**.

She also reviewed the training that had been organized in the year 2011 and also informed about some upcoming international ventures in the areas of training.

Further she gave a brief summary of the projects that have been implemented successfully in year. One major project is **Welcome to school initiative** in **Mohmand Agency FATA** which is being implemented in four districts of the above mentioned agency to resume education with



the support of UNICEF. She also explained that HRDN is planning to launch its ATR in Uzbekistan and JAM in Turkey. It was also mentioned that HRDN will launch its 4th International HRD Congress in next year on the topic of **Climate Change and Adaptability**.

While signifying HRDN Achievements in year 2012, she concluded her speech by informing about the upcoming features of the network which includes an interactive website for the members and other interesting HR services.

### Remarks by Chief Guest

**Mr. Khalid Siddiq**, Joint Secretary, Ministry of Climate Change, Government of Pakistan and Chief Guest of the event, briefly addressed and expressed his delight on being invited and on given the opportunity of being a part of this net-

work. He then chose to give a crisp deliberation upon the problems and issues that Pakistan is facing in the current scenario regarding climate change. He appreciated the efforts of the network and the yearlong theme dedicated to the important topic of Climate change.

He showed his pleasure to work hands in hands on the said subject with HRDN. He further explained that in order to attack poverty the Government is seeking partnership with private sector in order to bridge the existing gaps and working together for sustainable development.

At the end of Chief Guest speech, Chairperson HRDN presented a Shield to **Mr. Khalid Siddiq**

### Recognition Awards

The Chief Guest of the event and the Chairper-





son of HRDN were invited to hand over the SIP shields to the partner organizations of Summer Internship programme and volunteers who supported HRDN in different programmes and events throughout the year, the nationwide programme encompassed the cities listed below:

Quetta	Peshawar	Lahore
Sukkur	Jamshoro	Bahawalpur
Islamabad	Muzzaffarabad	Bagh
Murree	Karachi	Hyderabad
Rawalpindi		

The awards were presented to the listed below member/partner organizations:

- National Rural Support Programme (NRSP)
- Society for the Advancement of Community, Health, Education and Training(SACHET)
- Interfaith League Against Poverty(I-LAP)
- Mennonite Economic Development Associates (MEDA)
- SAHIL
- Complete Human Resource Solutions (CHRS)
- Pakistan Centre for Philanthropy
- SAIBAN
- SHIRAKAT
- HANDS
- Centre of excellence for Rural Development (CERD)
- KHWENDO KOR
- Pak Community Development Programme (Pak-CDP)
- Assessment Strengthening Programme (ASP)
- Azad Jammu Kashmir Rural Support Pro-

gramme (AJKRSP)

- Baluchistan Rural Support Programme (BRSP)
- Punjab Education Endowment Fund
- Church World Service
- Iqra University Islamabad
- Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology

## Certificates to Volunteers

Listed below are Volunteers who have supported HRDN in different programmes and event at different levels:

- Ms. Khadeeja Saeed – For Trainers' JAM
- Muhammad Khalid Riaz – For Photography on HRDN events
- Ms. Kiran Aslam – For Trainers' JAM 2012
- Ms. Alia Khushbakht – For ATR 2012
- Ms. Samina Ashraf – For ATR 2012
- Ms. Samia Imran – For ATR 2012
- Mr. Amjad Iqbal Khan – For ATR 2012
- Mr. Sahibzada Jawad Alfaizi – For ATR 2012
- Mr. Khawaja Tariq – For ATR 2012
- Dr. Sono Khanharani – For support to Secretariat
- Mr. Imran Enam – For ATR 2012
- Mr. Anees Ali Bangash – For Trainers' JAM 2012
- Mr. Shakir Hussain – For Trainers' JAM 2012
- Mr. Mazhar Saleem – For Trainers' JAM 2012
- Muhammad Sohail – For AMM 2012
- Mr. Rizwan Ahmed - For Photography on HRDN events
- Mr. Tahir Saleem – For AMM 2012
- Ms. Samira Qazi – For AMM 2012





13th All Members Meeting Group Picture

## B. Group Work on Strategic Framework 2013-2017

After the group photo, Ms. Tanya Khan (Board member, HRDN) presented an outline presentation for the participants to opt and join the group work related to their respective individual expertise and interest.

The group work was commenced under four major topic relevant to the networks growth and future strategy under the objective given below:

- To organize national and international training events, in order to enhance synergy between training providers, improving training quality and outreach.
- To influence policy by evidence based advocacy towards sustainable development.
- To provide a platform for exchanging ideas and experiences with a view towards promoting human development.
- To support individuals & organizations in improving training related research methodolo-

gies, improving training quality and capacity building endeavors to promote sustainable development.

- To establish and strengthen partnerships with national and international institutions and practitioners operating within the human development sphere.
- To pool and share training resources i.e. training materials, facilities, equipment, premises, resource persons etc.
- To set and regularly review quality standards in training in light of best practices around the world.

Four groups were formed lead by an expert moderator and a rapporteur, every group was allocated with a separate syndicate room to discuss and debate over the topic.

The details of the group topic(s), major outcome(s) and moderators are mentioned below:

- **Group A: Enhanced Involvement**

***More individuals and organizations become involve in HRD.***

- o (Moderator: Mr. Usman Qazi/ Rapporteur: Mr. Shaheer Ellahi)

- **Group B: Knowledge & Skills**

***Member organizations and individuals working in the field of human resource development improve their knowledge and skills.***

- o (Moderator: Mr. Amir Fida/ Rapporteur: Ms. Saadia Ejaz)

- **Group C: Access & Use**

***X number of professionals in the country gain access to the state of the art capacity building initiatives and HR practices.***

- o (Moderator: Ms. Uzera Nishat & Ms. Shama Maqbool/ Rapporteur: Ms. Nausheen Azam)

- **Group D: Services**

***HRDN is adequately resourced to deliver services in line with HRDN mandate.***

- o (Moderator: Mr. Waqar Haider Awan/ Rapporteur: Ms. Asma Usmani)

## Group A: Enhanced Involvement

Under Group A, major findings on the above mentioned topic is given below in bullet headings:

- Output 1:** Mapping of members' profile to know the strength of the HRDN (e.g., through online database software),
- Output 2:** Partnership with sources of knowledge and skills and match them with members' assessed needs.
- Output 3:** Market the HRDN on the basis of the strength of its members.
- Output 4:** Partnership with research organizations to support "evidence based" advocacy for HRDN.
- Output 5:** Sensitization of donors and policy makers through targeted advocacy for enhancing the HRD budgets in development programmes.
- Output 6:** Review of (at least) the member organizations' HR policies and assess the HRD related gaps for them.
- Output 7:** Market the outreach of HRDN across the country and the region.

## Group B: Knowledge & Skills

Under Group B, major findings on the above mentioned topic is given below in bullet headings:

- Output 1:** Usage and capacity building of partner organizations for modern technology for training and other events (online training).
- Output 2:** Specific research should be available in HRDN about the programmes of the member organizations.
- Output 3:** Trainer database should be available on website for members.
- Output 4:** Generic and specific training for all organizations (identification of specific market).
- Output 5:** Advertisement/ circulation of international training/ scholarship opportunities to all members/ organizations.
- Output 6:** Job portal for advertisement.
- Output 7:** Guidelines and services to the members to generate good CVs.
- Output 8:** Development of "Code of conduct" for training.

## Group C: Access & Use

Under Group C, major findings on the above mentioned topic is given below in bullet headings:

- Output 1:** At least x no of professionals have benefitted from the capacity building initiatives in line with their training needs.



- Output 2:** The member organizations have adequate capacity to deliver training effectively.
- Output 3:** All individual and organizational members are reached by capacity building initiatives.
- Output 4:** Donors and government increase investment in HRD.
- Output 5:** HRDN's ideas inspire other organizations to deliver HRD services at scale.

## Group D: Services

Under Group D, major findings on the above mentioned topic is given below in bullet headings:

- Output 1:** Support / liaison/ network with Government and other stakeholders.
- Output 2:** Include members in interventions (implementation, capacity development).
- Output 3:** Align national and global themes. e.g., climate Change and HRD, Youth and Development and HRD etc.
- Output 4:** Sustain members / enhance membership.
- Output 5:** HRD Index - situation analysis of HRD.
- Output 6:** Develop tools and techniques for HRD (national and international).
- Output 7:** Involve Members expertise.
- Output 8:** Work at grass root level.
- Output 9:** Member organization to use HRDN as an advocacy forum.

## C. Concluding Session

The last session was chaired by the board member Ms. Tanya Khan and Ms. Fauzia Malik (ED, HRDN). Ms. Tanya Khan thanked all the participants in four groups for their active participation and contribution for strategic framework of HRDN. The moderators of four groups were invited on stage to present and share their suggestions regarding strategic framework of HRDN.

The key outcomes of knowledge and skills, enhanced involvement, access and use, and services were discussed in great detail. The contribution from audience regarding all four key outcomes was also appreciated by Ms. Tanya Khan. She also thanked all members to be a part of Panel Discussion and showed their keen interest for strategic framework of HRDN. She also encouraged all members to play an active role in upcoming events of HRDN.

## Vote of Thanks

In the end, Ms. Afshan Tehseen (founder member, HRDN) was requested on stage for vote of thanks. She appreciated the efforts of HRDN for organizing many successful events including ATR, JAM and AMM. She paid her highest gratitude to all distinguished members, honorable

chief guest, and volunteer members of HRDN.

She stated that "after a very productive and energetic day with all valuable members of HRDN, we thank all of you who participated in this event and made it successful". Furthermore, she also mentioned that the event of AMM was well organized and successful with the efforts of HRDN Team and its volunteer members. Ms. Tehseen further added that the active participation from all members of HRDN is deeply acknowledged as it helped in networking with the intellectual personnel of NGOs and INGOs.

Moreover, she also highlighted the efforts of Executive Director – Ms. Fauzia Malik and HRDN team for organizing successful events in past. In her concluding marks, she once again thanked to all distinguished guests and wished many successes to HRDN in its future.

## D. Musical Gala Dinner

The colourful evening in the premises of NCRD was started by a lively musical show which entertained all members of HRDN and their families. The musician was a famous classical singer "Sultan Fateh Ali Khan" from Patiala 'ghrana', a family which has produced several generations

of renowned classical singers. He is the son of the famous maestro Ustad Fateh Ali Khan and nephew of the late Ustad Amanat Ali Khan. Since the age of 7 years he started receiving training in classical music, and growing up in a family of classical 'giants', he got more in terms of guidance than any student of classical music could ever imagine.

HRDN to make the show more lively and entertaining for the audience. Ten lucky people were called on stage to get their prizes from Executive director – Ms. Fauzia Malik. A formal dinner was started after lucky draw and prize distribution. At the end, Executive Director thanked the famous classical singer Sultan Fateh Ali Khan and all distinguished guests for their presence.

After musical show, a lucky draw was arranged by



**ANNEX 1: Agenda**

13<sup>th</sup> All Members' Meeting on November 10, 2012 (Saturday)  
at NCRD, Islamabad

**AGENDA**

<b>Time</b>	<b>Session</b>
11:30 - 12:00	Registration
12:00 - 13:00	Networking Lunch
13:00 - 13:05	Recitation from Holy Quran
13:05 - 13:15	Welcome Address - Mr. Roomi S. Hayat, Chairperson, HRDN / CEO, IRM
13:15 - 13:30	Progress of HRDN - Ms. Fauzia B. Malik, Executive Director, HRDN
13:30 - 13:45	Recognition Awards and Certificates
13:45 - 14:00	Group Photo
14:00 - 14:20	HRDN Strategic Framework Year 2013 - 2017 - Ms. Tanya Khan (Presentation)
14:20 - 15:20	Consultation with Members on HRDN Strategic Framework Year 2013 - 2017 (Group Work)
15:20 - 16:20	Presentation on Group Work (Outcome wise)
16:20 - 16:50	Presentation of Consolidated Framework - Ms. Tanya Khan
16:50 - 17:00	Vote of Thanks - Afshan Tehseen
17:00	Closing Tea
<b>19:00</b>	<b>Gala Dinner at NCRD Lawn</b>

**ANNEX 2: List of Participants**

<b>Sr.</b>	<b>Name</b>	<b>Organization</b>	<b>From City</b>
01	Ms. Tanya Khan	Freelancer	Islamabad
02	Ms. Kaneez Fatima	Sarhad Rural Support Programme (SRSP)	Peshawar
03	Mr. Tahir Saleem	INSEARCH	Peshawar
04	Ms. Aamna Hashmi	National University of Science and Technology (NUST)	Islamabad
05	Mr. Nixon Micheal	Caritas Pakistan	Lahore
06	Mr. Muhammad Iqbal Malik	Human Development Foundation (HDF)	Islamabad
07	Ms. Shafaq Saghir	Pre Step-USAID	Islamabad
08	Mr. Muhammad Farhan	Ernst & Yong	Islamabad
09	Mr. Kamran Iqbal	International Islamic University Islamabad	Islamabad
10	Mr. Jamal Shah Mohammad	Khushal Awareness & Development Organization (KADO)	Kohat
11	Mr. Ansar Hussain	Khushal Awareness & Development Organization(KADO)	Kohat
12	Mr. Aamir Fida	Action Aid Pakistan	Islamabad
13	Mr. Raza Mohsin	Institute of Rural Management (IRM)	Islamabad
14	Mr. Muneeb Azhar	Institute of Rural Management (IRM)	Islamabad
15	Mr. Aamir Abbas	Cavish Development Foundation	Islamabad
16	Mr. Imtiaz Hashmat	Child Reach International	Sialkot
17	Ms. Afshan Tehseen	Freelancer	Islamabad
18	Ms. Bilqis Tahira	Shirakat	Islamabad
19	Ms. Nazia Taj	Shirakat	Islamabad
20	Mr. Imran Qamar	Shaheed Zulfikar Ali Bhutto Institute of Science and Technology (SZABIST)	Islamabad
21	Mr. Imtiaz Soomro	SAHIL NGO	Islamabad
22	Mr. Saad Gilani	International Labour Organization (ILO)	Islamabad
23	Mr. Muhammad Anwar	Balochistan Rural Support Programme (BRSP)	Islamabad
24	Mr. Fahim Siddiqui	Freelancer	Islamabad
25	Mr. Muhammad Adnan	Eco-Conservation Initiatives	Islamabad
26	Mr. Ismail Jan	Hashoo Foundation	Islamabad
27	Mr. Saleem Ahmed	HUJRA Village Support Organization	Swat
28	Ms. Naintara Syed	Khwendo Kor (KK)	Peshawar
29	Mr. Irteza Haider	National Rural Support Programme (NRSP)	Islamabad
30	Mr. Zaheer Abbas	AMAL Human Development Network	Islamabad
31	Ms. Rizwana Waraich	UN Women	Islamabad
32	Mr. Mian Mudassar	National Rural Support Programme (NRSP)	Islamabad
33	Mr. Qazi Asad ur Rehman	Community Development Programme	Bannu
34	Ms. Naushaba Karim	Pakistan Navy	Islamabad
35	Mr. Ejaz Ahmed	Devolution Trust for Community Empowerment (DTCE)	Islamabad
36	Ms. Nasira Badar	Khushhali Bank Limited	Islamabad



37	Ms. Tehseen Rafi	Pakistan Poverty Alleviation Fund – Livelihood Enhancement & Protection Unit (PPAF-LEP)	Islamabad
38	Mr. Masood Hayat	Life Development Foundation	Islamabad
39	Mr. Gulfam Khan khalid	Life Development Foundation	Islamabad
40	Mr. Syed Faisal Abbas	Life Development Foundation	Islamabad
41	Mr. Shahbaz Akbar	Mohammad Ali Jinnah University (MAJU)	Islamabad
42	Ms. Samia Imran	Institute of Rural Management (IRM)	Islamabad
43	Mr. Zulfiqar Ahmed	Health and Nutrition Development Society (HANDS)	Islamabad
44	Mr. Amir Naseem	Health and Nutrition Development Society (HANDS)	Islamabad
45	Mr. Affan Baig	Institute of Rural Management (IRM)	Islamabad
46	Mr. Anser Nawaz Chattha	Punjab Education Endowment Fund (PEEF)	Lahore
47	Mr. Shahid Imran	World Food Programme (WFP)	Islamabad
48	Mr. Imran Doger	Omar Asghar Khan Centre for Development (OAKCD)	Abbottabad
49	Mr. Khwaja Tariq	Institute of Rural Management (IRM)	Islamabad
50	Mr. Sohail Gondal	PMAS – AAVR	Islamabad
51	Ms. Shama Mughal	International Labour Organization (ILO)	Islamabad
52	Mr. Mahmood Akhtar Cheema	International Union for Conservation of Nature (IUCN)	Islamabad
53	Zainullah Bangash	Khushal Awareness & Development Organization (KADO)	Kohat
54	Iftikhar Akhter	Khushal Awareness & Development Organization (KADO)	Kohat
55	Ms. Nausheen Azam	Institute of Rural Management (IRM)	Islamabad
56	Ms. Seerat Fatima	Institute of Rural Management (IRM)	Islamabad
57	Muhammad Maruf	Cavish Development Foundation	Islamabad
58	Mr. Shakir Hussain	SKIL	Sialkot
59	Mr. Muhammad Akram	SKIL	Sialkot
60	Mr. Syed Asad Hussain	Shaheed Zulfikar Ali Bhutto Institute of Science and Technology (SZABIST)	Islamabad
61	Mr. Ahsan Azam	National Rural Development Programme (NRDP)	Narowal
62	Mr. Saad Gillani	Muslim Hands	Islamabad
63	Mr. Anwar Ali Khan	Aga Khan Rural Support Programme (AKRSP)	Islamabad
64	Ms. Manizee Bano	SAHIL NGO	Islamabad
65	Col ® Abu Zar Khan	Hashoo Group	Islamabad
66	Mr. Abdul Malik	Freelancer	Khushab
67	Mr. Imran Amin	Balochistan Rural Support Programme (BRSP)	Islamabad
68	Mr. Arshad Akif	ASK Development	Islamabad
69	Ms. Asma Jamil Usmani	INTERNEWS Pakistan	Islamabad
70	Mr. Waqar Ahmed Jaffar	Ministry of Inter-Provincial Coordination Division	Islamabad
71	Mr. Gulbaz Afaqi	Soon Valley Development Programme (SVDP)	Khushab
72	Ms. Madiha Azeem Siddiqui	Khwendo Kor (KK)	Peshawar

73	Ms. Quratulain	Khwendo Kor (KK)	Peshawar
74	Ms. Shahida Shah	Khwendo Kor (KK)	Peshawar
75	Mr. Waqar Haider	Complete Human Resource Solutions (CHRS)	Islamabad
76	Mr. Anwar ul Haq	Institute of Rural Management (IRM)	Islamabad
77	Ms. Ayesha Javaid	Sachet Pakistan	Islamabad
78	Mr. Aasim Raza	Institute of Rural Management (IRM)	Islamabad
79	Mr. Muhammad Danish	PhD Student	Islamabad
80	Ms. Arjumand Nizami	Intercooperation	Peshawar
81	Mr. Muhammad Nawaz Sindheela	Punjab Forest Division	Okara
82	Mr. Muhammad Zia Ur Rehman	Awaz Centre for Development Services Foundation	Multan
83	Mr. Raja Muhammad Asghar	Ministry of Climate Change	Islamabad
84	Ms. Uzera Nishat	Strengthening Participatory Organization (SPO)	Islamabad
85	Mr. Shehraz Aslam Mian	THE AIMS	Faisalabad
86	Mr. Gul Najam Jamy	United Nation Development Programme (UNDP)	Islamabad
87	Mr. Muhammad Javad Malik	Establishment Division	Islamabad
88	Ms. Ayesha Sarir	Rehman Medical College (RMC)	Peshawar
89	Ms. Grace T. Sheikh	Freelancer	Islamabad
90	Mr. Abdur Rashid	Develop Our Value Earth	Lahore
91	Mr. Nasar Iqbal	Small Grants and Ambassador's Fund Program-NRSP	Islamabad
92	Mr. Usman Qazi	Freelancer	Islamabad
93	Mr. Aamer Nawaz Chattha	National Commission for Human Development (NCHD)	Gujranwala
94	Mr. Muhammad Adnan Anjum	Islamic Relief	Islamabad
95	Mr. Muhammad Younis	Forest Division	Muzaffarabad
96	Mr. Muhammad Asim Awan	Impact Design International	Islamabad



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