



Human Resource Development Network (HRDN)

ORGANIZATIONAL PROFILE

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ACKNOWLEDGMENT

First and Foremost, we would thank Almighty Allah, the most merciful and the most beneficial for giving us strength to Build HRDN a true community based organization.

No one walk alone on the journey of life, you need honest, genuine and sincere people to join you, walk beside you and help you along the way. So, perhaps these pages will be seen as “THANKS” to all of them who have cooperated, contributed and facilitated us.

We are forever indebted to our team for their understanding, endless patience and encouragement when it was most required. The guidance and support received from all the BOD members who contributed and who are contributing to this organization is vital for the success of the organization. We are grateful for their constant support and help.

CEO'S MESSAGE!

I would like to take this opportunity to thank members & supporters of HRDN who have donated generously to pursue our cause.

Our ultimate aim is sustainable development of marginalized and deprived strata of society. HRDN has an amazing virtuoso team to pursue its activities under any challenging circumstances.

Development is a progress of positive change quantitatively & qualitatively which inspire a society in ways that enhance their ability to mobilize and manage resources sustainably, which resultantly empower the poor and enable all people to become the subject of their destiny. That's why development is the heart-line of Human Resource Development Network (HRDN).

HRDN has come a long way but its ambition and passion to improve ordinary people's life is now deeply embedded as its organization's functional and operational architecture. The achievements and the challenges it has surmounted to reach this milestone will always provide a fillip to its team's motivation and synergy for future achievements that could bring a sustainable and positive impact to its organization's strategic objectives.

The technical and financial support of our donors particularly Action Aid, Agha Khan Foundation, ILO, UNDP, USAID and US Embassy Pakistan have been a critical factor in the success story of HRDN. We are competent to additional & superior, thanks to the team spirit harmony & feedback of our partner supporter and donors. Our appreciation goes to every one of you who support our mission.

ABOUT US!

ORGANIZATIONAL DETAILS	
Complete Name	Human Resource Development Network
Acronym	HRDN
Registered Under	<ul style="list-style-type: none"> Initially Registered with Social Welfare Department, under the Societies Registration Act 1860 Registered with SECP U/S 32 of the companies ordinance, 1984
Registration Number	<ul style="list-style-type: none"> No.RS/ICT/373 CUI No. 010490
Registration Date	<ul style="list-style-type: none"> 29th January, 2002 11th January , 2017
Place of Registration	Islamabad
Year of Establishment	1999

CONTACT DETAILS	
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Addresses-Head Office	IRM Complex- HRDN Head Office: # 7 Sunrise Avenue, Main Park Road near Comsats University Islamabad
URL	www.hrdn.net

VISION

“Competent human resource to achieve professional excellence towards sustainable development”

STRUCTURE & HISTORY

The Human Resource Development Network (HRDN) was established in 1999 and it was officially registered in 2002 under Societies Registration Act XXI of 1860, however since 2017 Human Resource Development Network is registered as HRD Network under Companies Ordinance 1984. 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 nineteen years, the HRDN emerged as think tank on HRD and a leading Network of Development Sector, which represents around 950 individual professionals, more than 200 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.

OBJECTIVES!

- To provide platform for exchanging ideas and experiences with a view towards promoting human development;
- To influence policy by evidence based advocacy towards sustainable development;
- To support individuals & organizations in improving training related research methodologies, improving training quality and capacity building endeavors;
- To establish and strengthen partnerships with national and international institutions and practitioners operating within the human development sphere.
- To set and regularly review quality and self-regulatory standards for development sector in light of best practices around the world;
- To organize national & international events in order to enhance synergies between development partners and promote learning and knowledge sharing through networking.

GEOGRAPHICAL FOCUS

Human Resource Development Network has its city chapters all around Pakistan with focal member organizations. HRDN has several City Chapters internationally like Kabul, Nepal, Bhutan, Srilanka and nationally in 7 major cities/ regions of Pakistan; Karachi, Quetta, Lahore, Faisalabad, Hazara, Muzafarabad and Peshawar. All of the chapters are actively involved in the

scope and mission of HRDN. The head office is based in Islamabad, although regional offices are located in all provinces including Azad Jammu Kashmir and Tribal areas.



DISTINCTIVE COMPETIENCIES

- Broad base professional resource pool
- National and International City Chapters
- Vast organizational membership, presence and support at national level

THEMATIC FOCUS!

Thematic areas of HRDN are as below.

- Education
- Human Rights
- Civic Education and Good Governance
- Gender and Women Empowerment
- Institutional Strengthening
- Capacity Building
- Child Protection
- Youth Development
- Environment and Climate Change
- Humanitarian Assistance

OUR STRENGTH

- Geographical outreach at National level
- Rich resource pool of Trainers
- WE ARE ISO 9001:2008 Certified
- WE ARE PCP Certified
- WE ARE IUCN MEMBER

GOVERNANCE!

What makes the organization stand out?

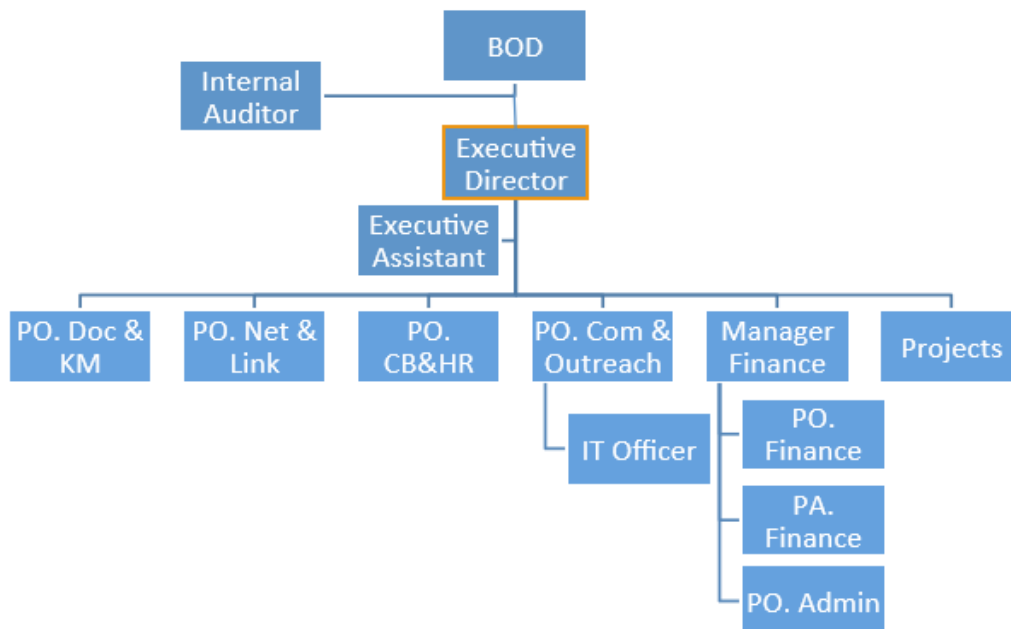
- Distinctive competencies
- Diversified membership
- Networking and Knowledge Sharing

HRDN work as Strategic Think-tank and implement programmes that contribute positively in its thematic areas. The organization is exceptional as it enjoys a larger number of memberships in different categories i.e. organizational, professional and general.

HRDN provides an opportunity of networking and knowledge sharing to all its member organizations, professional members and expert trainers to share their thoughts, experiences and bridge the intellect and perception gap and provide partnership opportunity for quality standards and positive contribution in society at overall.

Category	Members
General Members	551
Professional Members	299
Organizational Members	200
Student	100
Founder Members	8

ORGANIZATIONAL STRUCTURE!



ADMINISTRATIVE MANAGEMENT!

Governing Body

Governing Body consists of experts from the Development sector having meritorious services. These individual enjoys sound standing in public/ private sector and have strong linkages with Government Officials and Civil Society representatives.

Professional Members

HRDN being network of professionals has a pool of more than 300 experts having diversified background and experience in community and organizational development. These experts have been working with different national and international development agencies, Govt. departments/projects and multinational companies. Major areas of expertise include research and capacity building in the following: -

- Education
- Gender, Women Empowerment
- Governance
- Gender Mainstreaming
- Advocacy & Media
- Human Rights
- Project Management
- Monitoring and Evaluation
- Community Development
- Leadership and Management
- Organizational Development
- Life Skills for employability
- Micro Finance
- Conflict Resolution and Transformation
- Child Protection
- Disaster Preparedness and Mitigation
- Environment
- Enterprise Development
- Natural Resource Management
- Health & Sanitation
- Public Private Partnership
- Agriculture

FINANCIAL MANAGEMENT!

The Financial year of the organization is from July 1st to June 30th of the subsequent year. HRDN enjoys a sound financial track record and is capable of implementing the projects up to the expectations of the donors. The funds of organization are kept in a scheduled Bank that are regularly monitored by Finance Officer. The Manager Finance is the responsible for annual Audit of the Organization from a recognized and well-known Audit Company.

MONITORING AND EVALUATION!

HRDN got well-developed monitoring plan. For monitoring and evaluation, baseline data is collected against the set indicators to monitor the project progress. A dedicated M&E officer is working with HRDN that develops data collection tools and establish project data base. At the end of each month progress report is generated and shared with team members. The Project monitoring approach is based on two concepts: qualitative (participatory processes) and quantitative (includes tangible measureable progress against set targets in light of the overall work-plan and locally developed schedules). On quarterly basis, a qualitative and quantitative project progress report is prepared against the key results, based on quality criteria and methods captured in the results and resource framework that is shared with Donor agencies.

OUR DONORS:

- | | |
|-------------------------------------------|------------------------------------------------------------------|
| ➤ Action Aid | ➤ UNDP |
| ➤ AJKRSP | ➤ UNECEF |
| ➤ Care International | ➤ UNESCO |
| ➤ DTCE | ➤ UNOPS |
| ➤ Dutch Ministry of Foreign Affairs | ➤ US Embassy- Public Affairs Section |
| ➤ International Labour Organization (ILO) | ➤ USAID |
| ➤ International Rescue Committee | ➤ USAID- Aurat Foundation |
| ➤ IUCN | ➤ USAID- Creative Associate International |
| ➤ Norwegian Embassy | ➤ USAID-Trust for Democratic Education and Accountability (TDEA) |
| ➤ NRSP | ➤ USIP |
| ➤ Plan International | ➤ World Vision |
| ➤ Research and Advocacy Fund (RAF) | |
| ➤ Save the Children- UK | |

WHAT WE DO!

Major themes on which HRDN is working includes the following.

<p>Education- SDGs the World Agenda 2030</p>	<p>HRDN Education Program is contributing positively in World 2030 agenda of achieving Sustainable Development Goals (SDGs). The education project is directly linked with 4th SDG “ensure inclusive and quality education” and striving hard to provide the promised quality education with the aim of imparting elementary and primary education to not only the children of the conflict-torn region FATA Mohmmand Agency but at National level as well.</p>
<p>Institutional Strengthening</p>	<p>HRDN supports institutions and provide them technical assistance in diversified fields such as trainings, research & development, communication strategy, institutional development plans, and development of capacity building manuals etc.</p> <p>HRDN built <i>respect, trust, communication and confidence</i> of the Public and private institutions and provide technical assistance to different institutions i.e. developed institutional development plan and communication strategy for Federal Ombudsman and help it in increasing its outreach and strengthen coordination among stakeholders. Enrich Non-Governmental Organizations in strategic planning and humanitarian strategy development.</p>
<p>Peace Through Education</p>	<p>HRDN began the Children Education Program in Mohmand Agency in Pakistan's Federally Administered Tribal Areas (FATA) with the aim of imparting elementary and primary education to the children of the conflict-torn region. Seeing the political and cultural context of FATA, there were tremendous barriers to working in the education sector in that region, especially for girls' education. Specifically, education was most challenging in an area of prolonged conflict that left numerous children missing many academic years. Hence, FATA has a substantial number of out-of-school children in need of support from their parents and community to join/rejoin schools. In this context, HRDN successfully implemented a project in such a challenging environment to help jump-start educational activities in the conflict affected areas of FATA. The project entailed setting up <u>twenty (20) Community-Based Education Centers (CBECs)</u> in the Prang Ghar and Pindiali Tehsils of Mohmand Agency, at locations lacking a primary school within a 5 kilometer-radius, to impart education to 30-40 local children between the ages of 5 and 11 years.</p>

<p style="text-align: center;">Women Empowerment</p>	<p>HRDN Women Empowerment program is determined to achieve gender equality and empower women and girls. It is making efforts to provide them equal access to decent work, human rights, knowledge about women protection laws and bills, health care facilities and representation in political and economic decision-making processes. The Women Empowerment project is derived from SDG 5 to meet overall objectives of World Agenda, the project primary focus is working women in factories, home based cottage industry, daily wage earners of Central Punjab. The project focus is on enhancing their knowledge about Safe Working Environment, labor rights, harassment laws and knowledge about bills and policies passed to safeguard their interest.</p>
<p style="text-align: center;">Governance</p>	<p>HRDN has a forte of working on Governance as one of its thematic areas. In past few years HRDN has successfully completed several projects related to Governance i.e. Project of <i>Institution of Federal Ombudsman</i> funded by USAID in which extensive media campaigns, training events, seminars were organized and communication strategy was developed for Ombudsman office. Other major Governance related project was done by HRDN on <i>Formation and promotion of Local Council Associations (LCAs)</i> funded by DTCE.</p> <p>Along with implementation of these projects, the key asset of HRDN is a rich resource pool of professionals and specialized trainers on local Governance, civic education and advocacy who are providing their services in all over Pakistan.</p>
<p style="text-align: center;">Public Diplomacy</p>	<p>HRDN within its mandate is enjoying liberty to work exclusively at national and International level on diversified themes, from which Cultural and Public diplomacy is one of its nature. Being Network of more than 200 organizations and professionals it has strengthen to work closely with Embassies and facilitate them in promoting their work and cross boarder learning and sharing programs. Being in the same ambit HRDN is implanting project through a Cooperative Agreement with US Embassy Pakistan with main purpose to benefit from strengthened programming and administrative capacity of Lincoln Corners that reinforce positive relations and achieves Public Diplomacy goal of people-to-people ties between United States of America and Pakistan. Enhance the capacity of local partners to independently run Lincoln Corners beyond project life Cycle.</p>

<p>Individual Capacity Building</p>	<p>Being inclusive, representative and responsive institution aims at building the capacity of individuals through structured training experience that helps individuals to acquire new, predetermined knowledge, skills, and attitudes to address or solve targeted operational problems and select new avenues for their career development. Under individual capacity building program HRDN focuses on contribution made by trainees to organizational performance improvement rather than number of persons trained in different capacity streams.</p>
<p>Cultural Diplomacy & Cross Boarder Learning Programs</p>	<p>Knowledge exchange and sharing of good practice can help support organizations and individuals to learn from each other. When expertise is needed organizations, individuals draw on network that is associated with hundreds and thousands of experts. The Network provide a platform at national and International level and link people through cross boarder learning and sharing programs such partnerships offer a source of ideas, innovations and analysis which can support countries in building and modernizing their institutions.</p>
<p>The Annual All Members Meeting</p>	<p>The All Members Meeting (AMM) is a tradition of last 17 years, the purpose of which 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. AMM is one of the most sought out events of social sector and attracts participation from top of the line prestigious national and international NGOs, agencies of United Nations, World Bank, Government, donor agencies and Universities. This event provides opportunity of networking, learning and knowledge sharing to development professional and members of HRDN.</p>

WHAT WE HAVE ACHIEVED!

Project Title	Funding Agency	Achievement
<i>Education-SDGs The World Agenda 2030</i>	xxxxxxx	<ul style="list-style-type: none"> ✦ Four government schools are working as HUB schools and established four Teacher Learning Circles (TLCs) for mentoring of CBEC teachers and monitoring of CBECs; ✦ Scholarships awarded to teachers for getting trainings; ✦ Strong coordination mechanism developed with education department officials, they are regularly conducting monitoring visits to these CBECs; ✦ Provision of curriculum books and student's kits including school bags, notebooks, pencils, colors, slates and drawing books etc. on yearly basis; ✦ WASH facilities provided in all 20 CBECs including drinking water, and 2 latrines per CBEC ✦ Established 20 CBECs in two tehsils and 1037 students are enrolled; ✦ 40 local teachers are trained on basic teaching methodologies such as PTC and CT by education experts for all CBECs; ✦ 20 Talimilslahi Jirga' (TIJs) formed and 30 monthly meetings of TIJs conducted; ✦ TIJs trained for Centers monitoring, record keeping, management and mobilizing parents to ensure maximum enrollment; ✦ 10 library corners are also established with more than 250 books in each library on range of topics.
<i>Women Empowerment program</i>	USAID	<ul style="list-style-type: none"> ✦ 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

		<ul style="list-style-type: none"> ✦ 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 worker's 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, Forward Gear and Madrigal ✦ 96 women workers were trained on their rights and labor laws through 3 days training 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.
<p style="text-align: center;"><i>PEACE THROUGH EDUCATION</i></p>	<p>Dutch Ministry of Foreign Affairs- International Rescue Committee</p>	<ul style="list-style-type: none"> ✦ Established 20 CBECs in two tehsils of Mohamand Agency i.e. ParangGhar&Pindiali and 1037 students are enrolled; ✦ 40 local teachers are trained on basic teaching methodologies such as PTC and CT by education experts for all CBECs; ✦ As a result of Social Mobilization at grass root level 20 Talimilslahi Jirga' (TIJs) formed and 30 monthly meetings of TIJs conducted; ✦ TIJs trained for Centers monitoring, record keeping, management and mobilizing parents to ensure maximum enrolment; ✦ Four government schools are working as HUB schools and established four Teacher Learning Circles (TLCs) for mentoring of CBEC teachers and monitoring of CBECs; ✦ 10 library corners are also established with more than 250 books in each library on range of topics;

		<ul style="list-style-type: none"> ✦ Scholarships awarded to teachers for getting trainings like Primary Teacher Courses (PTC), Certificate for Teaching (CT) and B.Ed; ✦ Strong coordination mechanism developed with education department officials, they are regularly conducting monitoring visits to these CBECs and sharing their expert opinions with teachers for improvement in teaching methodologies; ✦ Provision of curriculum books and student's kits including school bags, notebooks, pencils, colors, slates and drawing books etc. on yearly basis; ✦ WASH facilities provided in all 20 CBECs including drinking water, and 2 latrines per CBEC
<i>Improving Health Services through Participatory Governance</i>	Research and Advocacy (RAF)	<ul style="list-style-type: none"> ✦ Civil society and community at grassroots level was sensitized to take active part in decision making process; ✦ DHMT Institutionalized; ✦ Policy makers sensitized for sustainability and legislation of DHMT.
<i>Peace Advocacy Program</i>		<ul style="list-style-type: none"> ✦ Designed with indigenous art combination and posted the messages of peace, tolerance, and respect for diversity and to good citizenship on 120 rickshaws, 40 tangas, and utilized 2 floats to spread messages in Multan & Muzaffargarh districts. ✦ Increased visibility of peace messaging to the public and sensitized them to the ideals of peace and tolerance and created counter narrative to extremist messaging ✦ Training on peace promotion and conflict management conducted.
<i>Institution of Federal Ombudsman</i>	USAID-TDEA	<ul style="list-style-type: none"> ✦ Citizens' group formed and monthly meetings conducted ✦ Extensive media campaign organized i.e. 6 radio programs, 20 newspaper advertisements, 6 newspaper articles, 6 blogs, 500 posters and 5000 flyers and 5 video documentaries ✦ Communication strategy developed for the office of Ombudsman and 2 days 2 trainings organized on IT Skills for the officials of Ombudsman ✦ Stakeholder dialogue organized and public seminar conducted on "Freedom of Information".

<i>Organizational and humanitarian strategy development</i>	06 National NGOs	<ul style="list-style-type: none"> ✦ Developed organizational and humanitarian strategy for Grassroots Pakistan (GRP), Multan Diocesan Trust Association (MDTA), Party Welfare Service (PWS), Rural Economic and Educational Development Society (REEDS), Participatory Rural Development Society (PRDS) and Veer Development Organization (VDO).
<i>Formation and promotion of Local Council Associations (LCAs)</i>	DTCE	<ul style="list-style-type: none"> ✦ Conducted one-day gathering for the consensus based formation of 17-member UC Delegates, 3-member Executive Committee and registration of 100 plus General Body members ✦ Imparted one-day session into two parts, i.e., public gathering plus orientation of all 17-member UC Delegates specified capacity building, MoU, work-planning with the UC Delegates. ✦ Collected data and added information for the dissemination on the same day and afterwards as well, including ensuring all attendees registration as per provided formats by the DTCE. ✦ Assist implementation and Monitoring of UC Delegates Quarterly Work-plan with the help of DTCE.
<i>Youth development service for better Pakistan</i>	USAID-Creative Associate International	<ul style="list-style-type: none"> ✦ Establishment of TWO New Career Development Centers in Muzaffargarh and Lodhran ✦ Internship program launched and 1500 graduates placed in different organizations as interns for 3 months ✦ Development of Training Modules ✦ Strengthening Four Career Development Centers by organizing trainings for 20 Career Development Officers from 18 educational institutions across south Punjab, Pakistan ✦ Conducted Career Counseling Seminars, Workshops and provided Guidance, Counseling and Mentoring to 4,250 university and college students. ✦ Establishment of Central Career Development Desk/Network at HRDN Secretariat Islamabad ✦ Establishment of Career Development Portal.
		✦

<p><i>Promoting local government system through citizens' engagement</i></p>	<p>USAID (CVP)</p>	<ul style="list-style-type: none"> ✦ Engagement of political leaders, legislators, relevant stakeholders for reforming relevant laws and for the need of early elections and ✦ Increase of civic engagement through strengthening citizens voice. ✦ HRDN has developed cutting edge curriculum, training material, master trainer, and partnership with training organizations which are update and fine-tuned to reflect emerging needs of local training and capacity building. The organization has designed and produced awareness and advocacy material including brochures, leaflets, posters and newsletters to advance citizen participation in governance on a regular basis. These materials are disseminated in various districts during trainings, general awareness-raising workshops, orientation meetings, as well as events relating to participatory governance system and civic and voter turn-out.
<p><i>Improved State-Citizen Interface In Local Governance In Malakand</i></p>	<p>USAID-CVP</p>	<ul style="list-style-type: none"> ✦ OWOs established in the office premises of District Coordination Officer (DCOs) of district Swat, Buner and Malakand ✦ 177 Village & Neighborhood Citizen Groups formed in 43 Union Councils with a combined membership of 1126 citizens including 194 females ✦ 43 Union Public Safety Committees were set up to coordinate resolution of public safety issues with police ✦ 202 community development projects were approved and initiated by V&NCGS including 43 projects in district Buner, 85 projects in District Swat and 74 projects in district Malakand benefiting more than 57,700 citizens ✦ 03 Community Empowerment Desks (CEDs) were established in Buner, Swat and Malakand and 09 Community Empowerment Round Tables (CERTs) were held in which 296 citizens had participated.
<p><i>Strengthening of Local Council</i></p>		<ul style="list-style-type: none"> ✦ Conduction of meetings with members of the executive committees of all provincial LCAs, to evolve modalities for formation of National LCA ✦ Capacity building workshop conducted for LCAs regarding their roles and responsibilities

		<ul style="list-style-type: none"> ✦ Meetings with key political leaders and media personnel held to highlight the local Government Issue and to present a demand for holding local government elections.
<i>Civic Voter Education</i>	UN Women	<ul style="list-style-type: none"> ✦ Local community mobilized regarding importance of vote casting.
<i>Public Diplomacy</i>	US Embassy Pakistan	<ul style="list-style-type: none"> ✦ Programming Support to all Lincoln Corners on monthly basis with maximum 10-12 events in each LC on diversified topics from LC thematic Areas; ✦ Supporting Tech Camp for Disable People in Islamabad and Karachi with follow up event in Islamabad; ✦ Supporting district workshops in Islamabad, Lahore and Karachi; ✦ Supporting US Embassy in celebration of national days and events; ✦ Supporting National level workshop; ✦ Monitoring & Evaluation at overall.
<i>The All Members Meeting (AMM)</i>	Self	<p>Organizing all members meeting on 14 pressing issues of Pakistan. The details of few of the AMMs are as follows:</p> <p>Title: 11th Annual Members' meeting Date: 6th November 2010 Venue: Muhammad Ali Jinnah University, Islamabad No. of Participants: 119 (National)</p> <p>Title: 10th Annual Members' meeting Date: 13th November 2009 Venue: The 1969 opposite of Lok Virsa, Islamabad No. of Participants: 210 (National)</p> <p>Title: 9th Annual Members' meeting Date: 10- 11 October 2008 Venue: NCHD, Islamabad No. of Participants: 300 (National & International)</p> <p>Title: 8th Annual Members' meeting Date: 07- 08 September 2007 Venue: Margalla Hotel Islamabad No. of Participants: 150 (National)</p> <p>Title: 7th Annual Members' meeting Date: 09- 10 September 2006</p>

		<p>Venue: National Library Auditorium, Islamabad No. of Participants: 210 (National)</p> <p>Title: 6th Annual Members' meeting Date: 03- 04 September 2005 Venue: Best Western Hotel, Islamabad No. of Participants: 125 (National)</p> <p>Title: 5th Annual Members' meeting Date: 07- 08 August 2004 Venue: Best Western Hotel, Islamabad No. of Participants: 117 (National)</p> <p>Title: 4th Annual Members' meeting Date: 20- 21 September 2003 Venue: National Library Auditorium, Islamabad No. of Participants: 129 (National)</p> <p>Title: 3rd Annual Members' meeting Date: 23- 24 August 2002 Venue: Best Western Hotel, Islamabad No. of Participants: 89 (National)</p> <p>Title: 2nd Annual Members' meeting Date: 25- 26 August 2001 Venue: Dreamland Motel, Islamabad No. of Participants: 64 (National)</p> <p>Title: 1st Annual Members' meeting Date: 28- 29 September 2000 Venue: Dreamland Motel, Islamabad No. of Participants: 108 (National)</p>
<p><i>International Cross learning events</i></p>	<p>Self</p>	<p>A. HRDN Annual Trainers' Retreat</p> <p>The Annual Trainers Retreat is one of HRDN's regular activities conducted every year. The credit goes to NGO Resource Centre Karachi, which initiated the activity a few years ago. In 2002 NGORC handed over the responsibility of organizing the ATR to HRDN, necessitated by the realization that HRDN mandate was best suited for the ATR. Ever since HRDN has been organizing this event very sincerely.</p> <p>The overall objective of holding Annual Trainers' Retreat is to provide an opportunity to the trainers to come together once a year to learn new developments and emerging concepts in the field of</p>

		<p>human resource development, enhance their skills and knowledge through experience sharing and cross fertilization of ideas and refresh themselves in a joyful environment. HRDN has so far organized 13 ATR's in Pakistan, Dubai, Bangkok, Egypt and Turkey. Brief details of the past years retreats are as follows:</p> <p>16th International ATR Theme: Peace Poverty and Youth Date: 23-31 May 2014 Venue: Hotel Mashabrum Skardu, Pakistan No. of Participants: 30 (National)</p> <p>15th International ATR Theme: Education- Key to Development Country Visited: Uzbekistan including Tashkent, Bukhara & Samarkand Date: April 19-25, 2013 No. of Participants: 110 Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from the best and successful models of visiting country.</p> <p>14th International ATR Theme: Climate Change – the Point of Concern Country Visited: Cape Town, South Africa Date: April 15-19,2012 No. of Participants: 68 Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from each other and collaborative partnerships developed.</p> <p>13th International ATR Theme: Building Human Resource for Sustainable Development Country Visited: Malaysia and Singapore Date: April 27 to May 04, 2011 No. of Participants: 150 Outcome: A full day conference organized on ATR theme and exposure visits opportunity provided to all members to learn from the best practices of both countries.</p> <p>12th International ATR Theme: New Paradigm: Moving from HRD to Culture Performance Country Visited: Beijing, China Date: April 22-30, 2010 No. of Participants: 92</p>
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		<p>Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from the best practices of both countries and people to people linkages developed.</p> <p>11th International ATR Theme: Building the Capacities; Vision to Change, Power to Act Country Visited: Istanbul, Turkey Date: April 18-24, 2009 No. of Participants: 54 Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from the best practices of both countries and people to people linkages developed</p> <p>10th International ATR Theme: Equitable Human Resource Policies Country Visited: Cairo, Egypt Date: April 11-18, 2008 No. of Participants: 105 Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from the best practices of both countries and people to people linkages developed</p> <p>9th International ATR Theme: Retaining High Performers Country Visited: Dubai, UAE Date: April 20-26, 2007 No. of Participants: 92 Outcome: A full day conference organized on ATR theme and members through exposure visit learnt from the best practices of both countries and people to people linkages developed</p> <p>8th National ATR Theme: Managing Performance and Learning Country Visited: Swat, Pakistan Date: April 20-25, 2006 No. of Participants: 80 Outcome: A three days' conference organized in which member capacity built through organizing different sessions on ATR theme.</p> <p>7th National ATR Theme: Managing Performance and Learning Country Visited: Swat, Pakistan Date: June 10-12, 2005 No. of Participants: 85 Outcome: A two days' conference organized in which member capacity built through organizing different sessions on ATR theme.</p>
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		<p>6th National ATR Theme: Performance Improvement through Innovations Country Visited: Swat, Pakistan Date: April 4-9, 2004 No. of Participants: 65 Outcome: A three days' conference organized in which member capacity built through organizing different sessions on ATR theme.</p> <p>5th National ATR Theme: Tools and Methodologies used for Training Evaluation Country Visited: Bhurban, Pakistan Date: April 4-6, 2003 No. of Participants: 60 Outcome: A three days' conference organized in which member capacity built through organizing different sessions on ATR theme.</p> <p>4th National ATR Theme: Enriching Training Methodologies Country Visited: Murree, Pakistan Date: April 22-23, 2002 No. of Participants: 41 Outcome: A three days' conference organized in which member capacity built through different sessions on ATR theme.</p> <p>3rd National ATR Theme: Enriching Training Methodologies Country Visited: Murree, Pakistan Date: April 22-23, 2002 No. of Participants: 41 Outcome: A two days' conference organized in which member capacity built through different sessions on ATR theme. Further an opportunity provided to all members to share best practices and learnt from each other expertise.</p> <p>2nd National ATR Theme: Values in Training Country Visited: Murree, Pakistan Date: April 18-19, 2001 No. of Participants: 45 Outcome: A two days' conference organized in which member capacity built through different sessions on ATR theme. Further an opportunity provided to all members to discuss challenges and issues faced by them and they shared best practices and learnt from each other expertise.</p>
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		<p>1st National ATR Theme: Training for Capacity Building and Distance Learning Country Visited: Islamabad, Pakistan Date: April 18-19, 2000 No. of Participants: 65 Outcome: A two days' conference organized in which member capacity built through different sessions on ATR theme. Further an opportunity provided to all members to discuss challenges and issues faced by expert trainers and solutions suggested by all participants and they shared best practices and learnt from each other.</p> <p>B. Join A Movement (JAM)</p> <p>✦ HRDN has facilitated the members to explore cross cultural heritage by Joining a Movement of learning and sharing. Till date 4 of such events have been organized:</p> <p>International JAM Theme: Traditional Learning Techniques Country Visited: Malaysia-Thailand Date: July 31- August 20, 2011 No. of Participants: 38</p> <p>International JAM Theme: Traditional Learning Techniques in the coastal areas considering Climate change- a point of concern Country Visited: Sri-Lanka Date: July 1-6, 2012 No. of Participants: 77</p> <p>International JAM Theme: Education-Key to Development Country Visited: Turkey Date: June 21-27, 2013 No. of Participants: 70</p> <p>International JAM Theme: Education & Management Country Visited: Netherlands, Brussels, Paris & Geneva Date: September 30th- October 11, 2017 No. of Participants: 18</p>
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<i>Conferences</i>	Self	<ul style="list-style-type: none"> ✦ HRDN has successfully organizing International HRD Congress since 2003. C. International HRD Congress (IHC): HRDN invite known and eminent speakers from Pakistan around the world to the congress which provides a great opportunity to initiate informed and productive discussions regarding various issues pertinent to human development. So far HRDN has organized 3 IHC. The international congresses organized so far are following: <ul style="list-style-type: none"> ▪ First IHC: Harnessing Human Capital- Key to Economic Development in Islamabad (7th to 8th June 2003). 400 delegates ▪ Second IHC: Attacking Poverty through Public Private Partnership (Oct 2004). 450 delegates ▪ Third IHC: Human Security and Social Development- (Nov 2006). 550 delegates ▪ Fourth Congress and Development Expo: Key to Sustainable growth-Human resource development (Nov 2014) ✦ Conference on Disaster Preparedness and Mitigation (Feb 2006). 200 delegates ✦ Policy Dialogue on Children Rights (2007) ✦ Conference on Corporate Social Responsibility (CSR) Date (March 2009) ✦ Conference on Climate Change (April 16, 2012)

HRDN Projects!

Client/Donor	Project Title	Duration		Thematic Focus			
		To	From				
USAID-JOBS	Women Empowerment through Employment (WEE)	Mar-10	Sep-10	Employability	Capacity Building	Gender	USAID-JOBS
USAID-JOBS	Capacity Building of Govt. Officials	Dec-09	Feb-10	Disaster Management	Project Management	Planning & Monitoring	USAID-JOBS
Norwegian Embassy	Young Professional Leadership Program	Jan-09	Dec-10	Leadership	Career Growth	Gender	Norwegian Embassy
International Labor Organization	Technical Skills Training through Mobile Training Units	Aug-08	Apr-09	Skill development	Employability		International Labor Organization
United Nations Development Programme (UNDP)	Capacity of Clusters for Community Based Livelihood Recovery Programme	Nov-08	Mar-09	Planning & Community Development	Gender	Project Management	United Nations Development Programme (UNDP)
United Nations Development Programme (UNDP)	Community Based Livelihood Recovery Programme	Dec-07	Mar-08	Leadership	Community Management		United Nations Development Programme (UNDP)
United Nations Development Programme (UNDP)	Community Based Livelihood Recovery Programme	Nov-06	Feb-07	Leadership	Community Management		United Nations Development Programme (UNDP)
International Labor Organization	Women Community Centre	Mar-07	Jul-07	Skill development	Income Generation		International Labor Organization
International Labor Organization	Women Community Centre	Nov-06	Dec-06	Skill development	Income Generation		International Labor Organization
Save the Children-UK	School Management	Apr-07	Jun-10	Management	Education		Save the Children-UK

	Committees Training						
Multi-donor	Annual Member Meeting	2003	2009	Networking	Thematic sharing		Multi-donor
	Annual Trainer Retreat	2003	2010	Networking	International Exposure		
Multi-donor	HRD International Congress	2003	2006	Networking	Thematic sharing	Quality information	Multi-donor
UNICEF	Resuming Education for Children in Flood Affected Area	Oct-10	Jul-11	Early recovery	Education		UNICEF
UNESCO	Baseline Survey & Need Assessment of the School & Education Department in District Pishin	Nov-10	Dec-10	Early recovery	Education		UNESCO
CARE	Capacity Building Support Initiative (CBSI)	Mar-11	Aug -11				CARE
Inter cooperation	Training on Facilitation skill	7 th July 2011	9 th July 2011				Inter cooperation
CRIP	FGDs in District Jacobabad	28 th June 2011	30 th July 2011		Assessment of TMA facilities		CRIP



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