



24th All Members' Meeting



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1. INTRODUCTION

1.1. HRDN ALL MEMEBERS' MEETING (AMM)

In its unwavering commitment to fostering the development and empowerment of human resources, the 24th All Members' Meeting (AMM) served as a testament to HRDN's dedicated efforts spanning over two decades. The event highlighted HRDN's focus on nurturing the potential of individuals, promoting skills development, and cultivating a collective commitment to advancing the human resource landscape. As a crucial annual gathering, the AMM provided a pivotal platform for HRDN to not only showcase its achievements from the past year but also to engage in a dynamic exchange with esteemed members.



24th - ALL MEMBERS' MEETING

1.2. THEME OF 24th AMM

In Pakistan, cultural and societal norms often limit women's participation. To address this, comprehensive awareness campaigns, community engagement, and the promotion of positive role models challenging traditional gender roles are essential. Access to quality education for girls remains a challenge, necessitating targeted initiatives, scholarships, and community-based education programs. Economic disparities based on gender hinder women's empowerment; addressing this requires policies ensuring equal pay, access to credit, and support for women entrepreneurs including acknowledgement of CARE-WORK. Strengthening and enforcing legal frameworks that protect women's rights, coupled with advocacy for legal reforms, and their full and meaningful participation in the electoral process are crucial. Furthermore, healthcare disparities can be alleviated through the expansion of healthcare infrastructure, women's health education, and community health initiatives. Building a gender-just society in Pakistan demands a concerted effort from the government, civil society, and the private sector. By addressing these constraints and promoting gender justice, the nation can unlock the future potential of its human resources, ensuring a more equitable and sustainable future.

In pursuit of HRDN's mission to steer positive change and social impact, the 24th All Members' Meeting in 2023 focused on the overarching theme of "Continued Actions for Promoting Gender Justice in Pakistan." This strategic choice not only aligned with the ongoing global discourse on gender equality but also underscored HRDN's pivotal role as a catalyst for

transformative initiatives.

The event, hosted on December 28, 2023, at Hotel Marriott, Islamabad (refer to the attached agenda in Annex 1), drew the participation of approximately 50 professionals from various sectors, including public and private organizations, the development sector, UN agencies, and media outlets. The distinguished guests, including Ms. Fajar Pasha, the Special Assistant to the Prime Minister on Education, and Senators Ms Fauzia Wahab and Mr. Waleed Iqbal, added significance to the occasion.

The primary objective behind this collaborative interaction was to explore into valuable insights and suggestions that could shape HRDN's trajectory for future endeavors. The focal point of the discussion was the often over looked Unpaid Care Work and the critical need to ensure the meaningful participation of women in the electoral process. This theme not only resonated with the commitment to achieving the Sustainable Development Goals (SDGs) but also provided a platform to analyze the strategies implemented by the government, the development sector, and civil society in bridging the gender gap.

By deliberating on these aspects, the meeting sought to contribute meaningfully to the broader conversation on gender justice. The event positioned HRDN as an active participant in addressing these challenges, fostering collaboration among diverse stakeholders, and ultimately working towards a more equitable and inclusive society.

2.PROCEEDINGS OF ALL MEMBERS MEETING (24th AMM)-2023

2.1. AMM Commencement: The Master of Ceremony, Dr. Nasira Malik, welcomed the guests to the 24th All Members' Meeting and briefed them about the area that formed the

focus of the event. Recitation from the Holy Quran followed by the playing of the national anthem marked the formal beginning of AMM.



2.2. WELCOME ADDRESS

Dr. Roomi S. Hayat, the Chairperson of HRDN, extended a warm welcome to all members at the commencement of the 24th All Members' Meeting. Expressing immense pleasure and satisfaction, he acknowledged the substantial growth of the network and the manifold increase in its membership. Dr. Hayat emphasized that the diverse attendance, comprising both familiar faces and new members, spoke volumes about HRDN's effectiveness and the pertinence of its programs to the evolving professional needs of its members.

Reflecting on the central theme of the event, Dr. Hayat underscored the profound significance of a gender-just society. He articulated that such a society signifies a state where every individual, regardless of gender, is entitled to equal rights, opportunities, and dignity. Beyond a moral imperative, he emphasized that a gender-just society is crucial for fostering inclusive

development, social cohesion, and sustainable progress. Gender justice, according to Dr. Hayat, is not merely about rectifying historical inequalities but is also a strategic necessity for unlocking the full potential of a nation's human resources.

Dr. Hayat iterated that ensuring gender justice is integral to a nation's development agenda. Economically, empowering women and girls through equal access to education, employment, and entrepreneurship and acknowledging the Care-Work not only contributes to increased productivity and innovation but is also a catalyst for holistic societal advancement. Moreover, he emphasized that equitable access to healthcare and education, fundamental tenets of gender justice, has a far-reaching impact, positively influencing families, communities, and the nation as a whole. Dr. Hayat affirmed that a gender-just society is not only an ethical



imperative but also a fundamental driver of comprehensive development. In conclusion, Dr. Hayat highlighted that HRDN's growth is attributed to its capacity to compete, collaborate, change, and evolve in response to evolving needs. The network's dedicated focus on women and youth stems from the same

motivation. He expressed gratitude to all members for their active participation in the event and encouraged them to pledge ongoing support in the coming year for the promotion and empowerment of women and girls, ultimately striving towards the realization of a Gender-Just Society.



2.3 HRDN's ANNUAL PERFORMANCE

Ms. Robeela Bangash, CEO-HRDN delivered a comprehensive presentation to provide the audience with an insightful overview of HRDN, coupled with an update on its activities over the past year. Ms. Bangash began by highlighting the origins of HRDN, accentuating key milestones achieved during its impressive 24-year journey. The presentation elucidated the network's Vision, Mission, and Objectives, underscoring the thematic areas where it has actively intervened over the years. Notable areas of expertise and significant achievements were also emphasized, providing a holistic understanding of HRDN's multifaceted contributions.

Moving into the heart of her presentation, Ms. Bangash elaborated on the initiatives

undertaken by HRDN from 2022 to 2023. She particularly spotlighted the proactive measures' the network had taken to engage with key decision-makers in the government, ensuring an informed understanding of the challenges faced by the development sector. The audience was apprised of HRDN's noteworthy recognition at the State level, involving consultations on multiple nationwide awareness campaigns with the First Lady and her engagements with the Head of State and several key stakeholders (EAD, SECP, Charity Commissions). Ms. Bangash provided in-depth insights into the WVLP-PAK Project, where HRDN served as the National Secretariat, emphasizing the organization's historical contributions to advancing the status of women.



Additionally, Ms. Bangash shed light on the series of seminars orchestrated by HRDN, dedicated to environmental protection and health preservation. The presentation highlighted HRDN's commitment to broader societal well-being beyond its core developmental focus. Ms. Bangash concluded

her presentation by discussing national and international networking events arranged by HRDN throughout the year. These events were strategically designed to facilitate experience sharing and cross-learning among HRDN members, enhancing collaborative efforts for a more impactful and sustainable future.



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3. DELIBERATIONS:

3.1. The Panelists Ms. Fajar Pasha SAPM to Education Ministry, Mr. Ali Kemal Chief SDG Unit MoPD & SI, Mr. Ali Reza CEO Peace& Justice Network (PJN), deliberated on the study findings' "Unpaid Care Work and Women



Empowerment." "conducted by Dr. Shela on "Women Contribution in Care Economy". The panelists highlighted the significance of recognizing unpaid care work that extends beyond its inherent value. It serves as a crucial linchpin in efforts to mitigate gender-based violence and curb early child marriages. Beyond these societal benefits, connecting this

acknowledgment with the implementation of robust social protection measures adds a layer of practicality to the discourse. Investigating further, understanding the profound impact of unpaid care work on women's dignity and economic empowerment becomes a cornerstone for shaping meaningful research and policy initiatives. By weaving together these threads, we not only underscore the importance of unpaid care work but also lay the groundwork for holistic and impactful societal change.

Mr. Ali Kemal Chief SDG acknowledged the efforts contributing to Sustainable Development Goal (SDG) Target 5.4, promising to "recognize and value unpaid care and domestic work." This commitment involves deploying public services, improving infrastructure, and implementing social protection policies. The overarching objective is to not just acknowledge these contributions but actively promote shared responsibility within households and families, tailored to each nation's context. This signifies a shift towards an equitable societal structure that values unpaid care work as integral to sustainable development.



3.2. The deliberations on “Catalyzing Change, Fostering Fairness, And Elevating Equality Beyond Barriers” was chaired by Mr. Zafrullah Khan CEO Vision 2047, a renowned journalist and civic educator along with Senator Ms. Fauzai Arshad and Senator Mr. Waleed Iqbal. During the discussion, the panelists shared their insights and comments, emphasizing the critical necessity to enhance women's participation in political and social spheres in Pakistan. They highlighted various issues and proposed potential solutions to foster inclusivity and equality. Pakistan's current ranking at 176th out of 181 countries in the Gender Development Index, reflects the substantial hurdles faced by women in the nation. This emphasizes the urgent need for comprehensive initiatives to address gender disparities, enhance Pakistan's global standing, and promote gender parity across all sectors. The overarching objective is to establish an environment where women actively



contribute to the nation's progress.

The study conducted under Mr. Zulqranain meticulously dissects societal, institutional, and structural barriers impeding women's social and political participation. By unraveling these challenges, the study aims to unveil strategies and proposals fostering women's political empowerment, ultimately steering towards a more inclusive political landscape in Pakistan.



4.1 CLOSING OF EVENT

Ms. Fajar Pasha, (SAPM) as the Chief Guest, concluded by providing closing remarks expressing appreciation for the efforts of Ms. Bangash and the HRDN team in organizing an event that shed light on the critical issue of Unpaid Care Work and the imperative of augmenting women's participation in political and social spheres.

Ms. Pasha emphasized the importance of such dialogues in raising awareness and fostering collective understanding on these vital issues. She highlighted the need for collaborative efforts between civil society and the government to address the multifaceted challenges surrounding women's roles and youth engagement in these spheres addressing SDG 5 and target 5.4.

While concluding her speech, Ms. Pasha extended gratitude to HRDN for extending the invitation and encouraged members of the civil society to actively collaborate with the government. She emphasized the pivotal role



that both sectors play in ensuring meaningful engagement of women and youth in shaping the nation's course.

The event concluded with a symbolic group photo. The presence of the Special Assistant to the Prime Minister on Education, Chief SDG, Senators, added not only prestige but also a commitment to translating discussions into actionable initiatives for positive societal transformation.



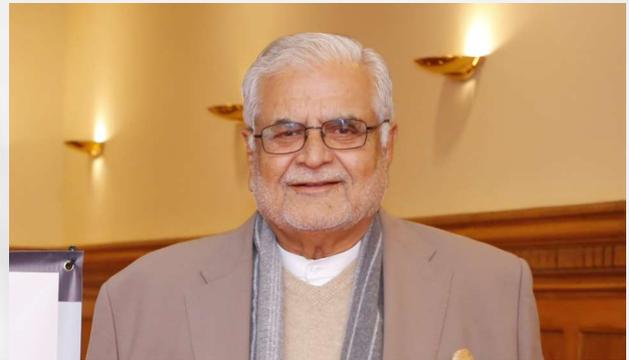
4.2 DISTRIBUTION OF SOUVENIRS AND SHIELDS

The distribution of souvenirs and shields added a touch of recognition and appreciation, acknowledging the valuable contributions of individuals and organizations during the event. It marked a moment of celebration and honour, underscoring the significance of their roles in the shared endeavors of the gathering. Mr. Kamran Akbar, representing the World Bank, was graciously presented with a commemorative souvenir during the closing ceremony by the HRDN Secretariat.

event possible. Malik Sahib also expresses sincere thanks to the meticulous organizers, especially Ms. Robeela Bangash who arranged the event seamlessly. The strong and close involvement of HRDN members and all the resource persons is recognized and appreciated, as their active participation enriched the event with valuable insights. Last but not least, Mr. Khan extended warm thanks to the guests, acknowledging their wonderful and patient presence, which significantly contributed to the overall positive atmosphere of the occasion.

4.3 Vote of Thanks

On behalf of HRDN, Mr. Malik Fateh Khan, a distinguished Lifetime Member, extends heartfelt gratitude to all those who played a pivotal role in ensuring the resounding success of the event. Special appreciation is directed towards the sponsors whose generous contributions played a crucial role in making the



WOMEN'S VOICE & LEADERSHIP (WVL-PAKISTAN)

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For Continuous Action Gender Justice



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AGENDA

24th AMM CONFERENCE ON "CONTINUED ACTIONS FOR PROMOTING GENDER JUSTICE IN PAKISTAN."

Thursday, December 28, 2023

Marquee Hall, Marriott Hotel, Islamabad

Schedule

Time	Activity	Speaker
9:30	Registration/Members Junction	
9:50	Recitation from Holy Quran	
9:55	National Anthem	
10	Welcome Note	Dr. Roomi S. Hayat, Chairperson, HRDN
10.05	HRDN Progress & Challenges	Ms. Robeela Bangash, CEO,HRDN
10.15	Deliberations and Panel Discussion	Dr.Shela
10.45	Q& A	
11.00	Tea	
11.15	Deliberations and Panel Discussion	Mr. Zulqarnaian
11.45	Q& A	
12.00	Speech by Chief Guest	
12.10	Distribution of Souvenirs	
1230	Group Photograph	
	Vote of Thanks	

PICTURE GALLERY



