



CA  
PAKISTAN

# AN INSPIRING JOURNEY CA WOMEN

CA WOMEN COMMITTEE

# About ICAP

The Institute of Chartered Accountants of Pakistan is a professional self-regulatory body established under the Chartered Accountants Ordinance, 1961 and operating under the CA Bye-Laws 1983. The Institute was formed for the sole purpose of regulating the accounting and auditing profession in Pakistan. It is the sole examining body for chartered accountancy in addition to its regulatory role in Pakistan. The Institute monitors and develops the profession through its quality control mechanism for members and students. Its members are recognized globally for their professional competency and adherence to ethics and integrity.

The Institute plays its due role in strengthening the regulatory framework in Pakistan in cooperation with policy making institutions and regulators, including the State Bank of Pakistan, the Securities and Exchange Commission of Pakistan, Federal Board of Revenue and other institutions.

## About CA Women Committee

CA Women Committee of the Institute of Chartered Accountants of Pakistan was formed in 2017. Its core objectives are to enhance women's participation in CA profession, take capacity building initiatives for leadership development, and to undertake necessary measures for retention of CA women in the workforce.









In the name of Allah the most beneficent the most merciful

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Profiles of Legendary Women of Pakistan

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CA Women Committee of The Institute of Chartered Accountants of Pakistan

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This publication showcases the achievements and professional journey of CA Women, to inspire the young women of Pakistan to pursue this prestigious profession and contribute to the country's economy. We would like to express our profound gratitude to the ICAP President

Mr. Iftikhar Taj Mian and the entire Council for their support and guidance in achieving the desired objectives.

It is imperative to applaud the people and departments involved in the compilation and publication process of this book, for their invaluable time and efforts, from coming up with the concept, content, and design to conducting research, writing, editing, as well as taking on other tasks that go into creating a valuable publication.

The preceding page acknowledges the respective roles of the team behind the book. We appreciate their dedication and resolve to make this initiative of CA Women Committee a success.

Finally, we acknowledge the continued patronage extended to the committee by the senior management, examination, membership, publication, legal, education and training departments of the Institute of Chartered Accountants of Pakistan, without which it would not have been possible to bring out this publication.

This book encompasses all those women who have successfully completed the CA journey and achieved this professional qualification. The CA Women Committee, however, would also like to acknowledge those women who had joined the CA profession but could not continue and had to leave their journey halfway. The Committee endeavors to take necessary measures for their professional development and continuity in the workforce.

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<sup>1</sup>In this Book, the words 'ICAP' and 'the Institute' have been used at various places which refer to 'the Institute of Chartered Accountants of Pakistan'.

<sup>2</sup>The term 'CA Women' wherever used in this book means and includes Members, Qualified Women and Students of the Institute.

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## Foreword

I am delighted to share this foreword on the CA Women Journey Book which truly depicts the inspiring journeys of CA Women and thus serves to encourage young girls of our country to choose this profession and achieve new heights of success for themselves as well as for the country. Chartered Accountancy is a highly regarded profession and The Institute of Chartered Accountants of Pakistan (ICAP) has been playing a monumental role in producing professionals of paramount quality in the field of finance and accounting. However, there is a gap in participation of women in this profession despite the many benefits it offers.

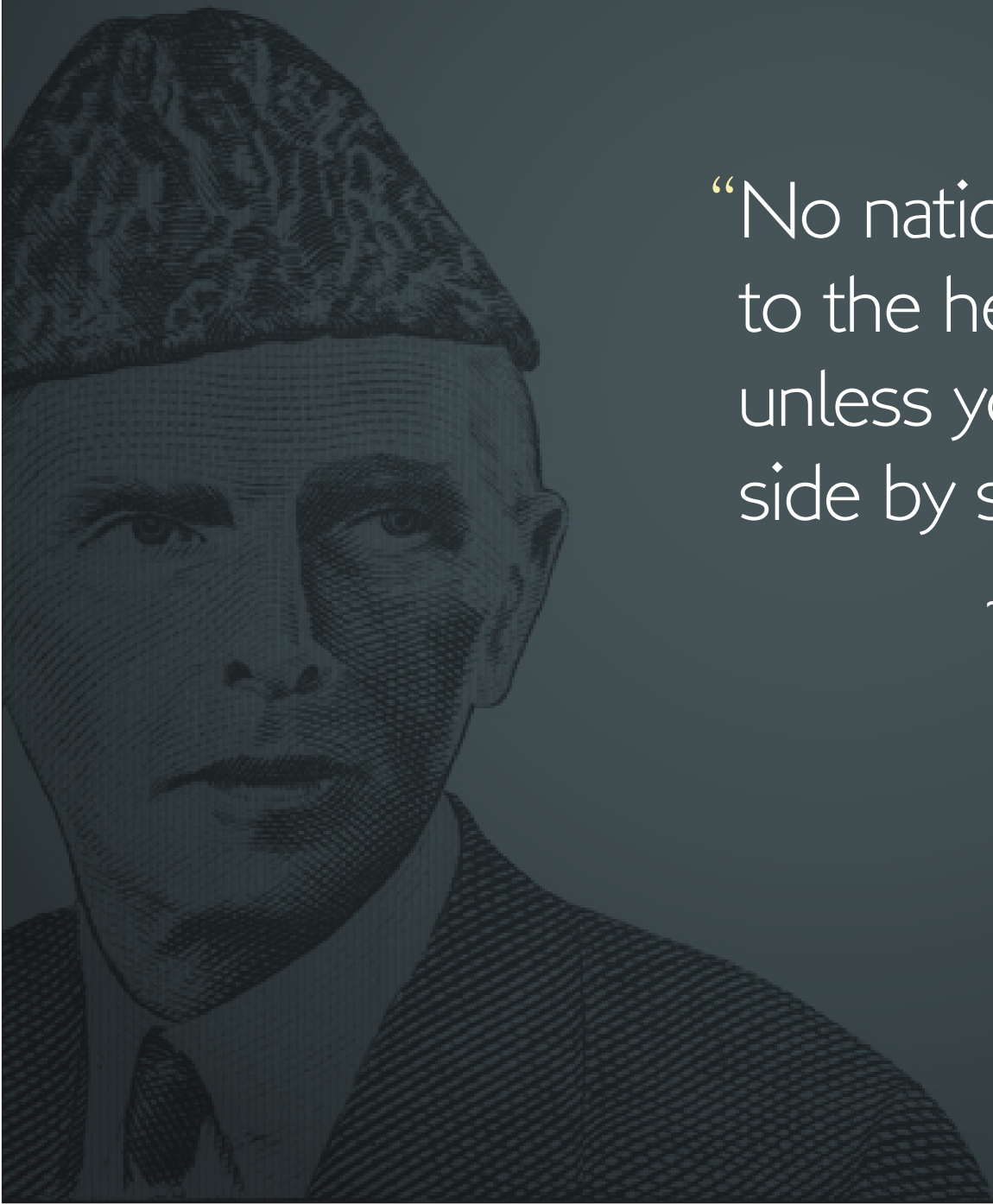
I believe that this book will play an important role in career decision making of young girls who are hesitant to pursue this qualification owing to some misconceptions. The journeys of CA Women Pakistan reveal how their absolute persistence and determination bore fruit and changed their lives for the better.

I would also like to appreciate the efforts of the CA Women Committee of ICAP to increase participation of women in the profession.

A handwritten signature in black ink, appearing to read 'Shamshad Akhtar', with a long horizontal stroke extending from the bottom.

**Dr. Shamshad Akhtar**

Chairperson  
Karandaaz, Pakistan



“No nation can rise  
to the height of glory  
unless your women are  
side by side with you.”

~Quaid-e-Azam Muhammad Ali Jinnah

**MESSAGES**





# President's Message



From frontlines to boardrooms, from grassroots to economic corridors, women have played an essential role in carving a path for the prosperity and development of civilizations, economies, politics and leading from the front in what came to be known as culture and cross social interactions.

We come across anecdotes of accolades and achievements which women have accomplished throughout the pages of history and continue to inspire and astound the world with till date, be it in the field of education, medical, aviation and many others.

Women who have been associated with the profession of Chartered Accountancy are no exception to these accomplishments and have been a strong proponent towards the development, growth and continuing prestige of the CA qualification from as early as the 1960s when Eva Sayed became the first woman Associate Member in 1963 to having the first woman elected to ICAP Council in 2017, CA Women continue to add

tremendous value to the profession and are a testament to the fact that no feat is impossible to accomplish by them.

The book "An Inspiring Journey of CA Women" celebrates the journey of the women who have been associated with the CA profession and eternalizes them, their accomplishments and their countless contributions for the Chartered Accountancy profession in Pakistan to transform it into a premier qualification, so that it serves as a source of profound legacy for the women who are in the profession, while a source of inspiration for females who are aspiring to join the CA profession.

I would like to congratulate the CA Women Committee for this unique initiative of creating such an insightful visual experience which will touch many hearts and create a much needed impact.

***Iftikhar Taj Mian***

***March 8, 2021***



# Chairperson's Message



I am delighted to share with you the inspiring journey of CA Women of the Institute of Chartered Accountants of Pakistan.

The idea behind this publication is to showcase the success achieved by our CA women through sheer persistence and dedication. It will also highlight why the CA profession should be a preferred career choice for the women of Pakistan.

The Institute is proud to have given equal opportunity to all students to pursue this prestigious qualification since its inception in 1961. Its doors are open for membership to all those who complete the prerequisites of qualification. However, due to societal restraints and mindsets, low participation of women in CA profession remains a major challenge for the Institute. The CA Women Committee, from its formation in 2017, defined many

strategic goals and endeavors to enhance CA Women's professional growth, encourage them to aspire for leadership positions and break the glass ceiling for women of Pakistan.

The Committee takes pride in grooming our female talent by providing them opportunities to expand their professional network. At the same time, it is focused on educating and encouraging young women to join this profession.

I am confident this publication will touch many hearts and will be instrumental in attracting more women of our country towards this esteemed qualification and they will reap the benefits of their continued engagement with the Institute.

A handwritten signature in black ink, reading "Hina Usmani". The signature is stylized with a large, flowing "H" and a long, sweeping underline.

**Hina Usmani**



# Madar-e-Millat

## Fatima Ali Jinnah

(1893 – 1967)

Fatima Ali Jinnah, titled “Mader-e Millat” (“Mother of the Nation”), was one of the leading founders of Pakistan and an extraordinary personality in her own right. She was a pioneer of social activism in a time where women were rarely seen in prominent public spheres. Fatima Jinnah forfeited her dental practice to support Quaid-e-Azam Muhammad Ali Jinnah in his sickness, sparking her journey into politics. Attending countless rallies while also founding the Women's Relief Committee for refugee rehabilitation, Fatima Jinnah was at the frontlines in the fight for a free Pakistan. As an ardent supporter of the partition, she served as vice-president of the All India Muslim League. By contesting the 1965 election, Fatima Jinnah became the first woman presidential candidate of Pakistan. She was the embodiment of a true supporter of the Pakistan movement, a philanthropist, and a visionary of women empowerment. Her contributions remain etched into the spirit of Pakistan to date.

**A JOURNEY  
ACROSS  
SIX DECADES**



The CA Women Committee celebrates and cherishes the contribution of CA women across six decades, who have created a valuable legacy by joining the coveted CA profession. They made the Institute proud through achieving leadership positions across all industries and continents, by being in the forefront of the accounting and auditing professions, and by having the courage to start entrepreneurial ventures.

The first ever woman CA of Pakistan became a member of the Institute in 1963 through the exemption route, whereas the first woman qualified in 1968 through the training & examination process. However, not many followed their footsteps, until the end of the 1990s, which witnessed a mere average 18 qualified women per decade.

In recent times, women's presence in the CA Pakistan community has grown manifold, as compared to the first four decades of the Institute. The millennials changed the graph and a significant annual rise in number was seen in women completing CA examinations since the year 2000, whereby on an average 432 women were qualified in each of the last two decades. Consequently today, they stand at 9.2% of the total qualified individuals in Pakistan.

This reflects the efforts made by the Institute in bringing about a change in mindsets; encouraging and giving equal opportunity for professional qualification to women in Pakistan.

We still have a long way to go to achieve the regional benchmark of 30% women in the profession.

The period of the 1960s, 1970s, 1980s and 1990s saw a gradual but slow participation of women in the CA profession. The majority of women Chartered Accountants preferred full-time employment to practice during this period. These CA women made prominent professional contributions in their respective organizations and have reached leadership positions, despite hardships and non-availability of basic facilities for working women.

This progression was accomplished and sustained through their sheer determination and fine handling of work-life balance issues. Their determination to achieve top-level positions and strong commitment to their professional roles has not only made them role models in their professional circle but has also inspired women from other professions. The statistics below tally women's participation in the CA profession since the inception of the Institute.

These statistics indicate all women who have qualified and were eligible for the membership of the Institute. A list of these qualified women is given in Section 9.

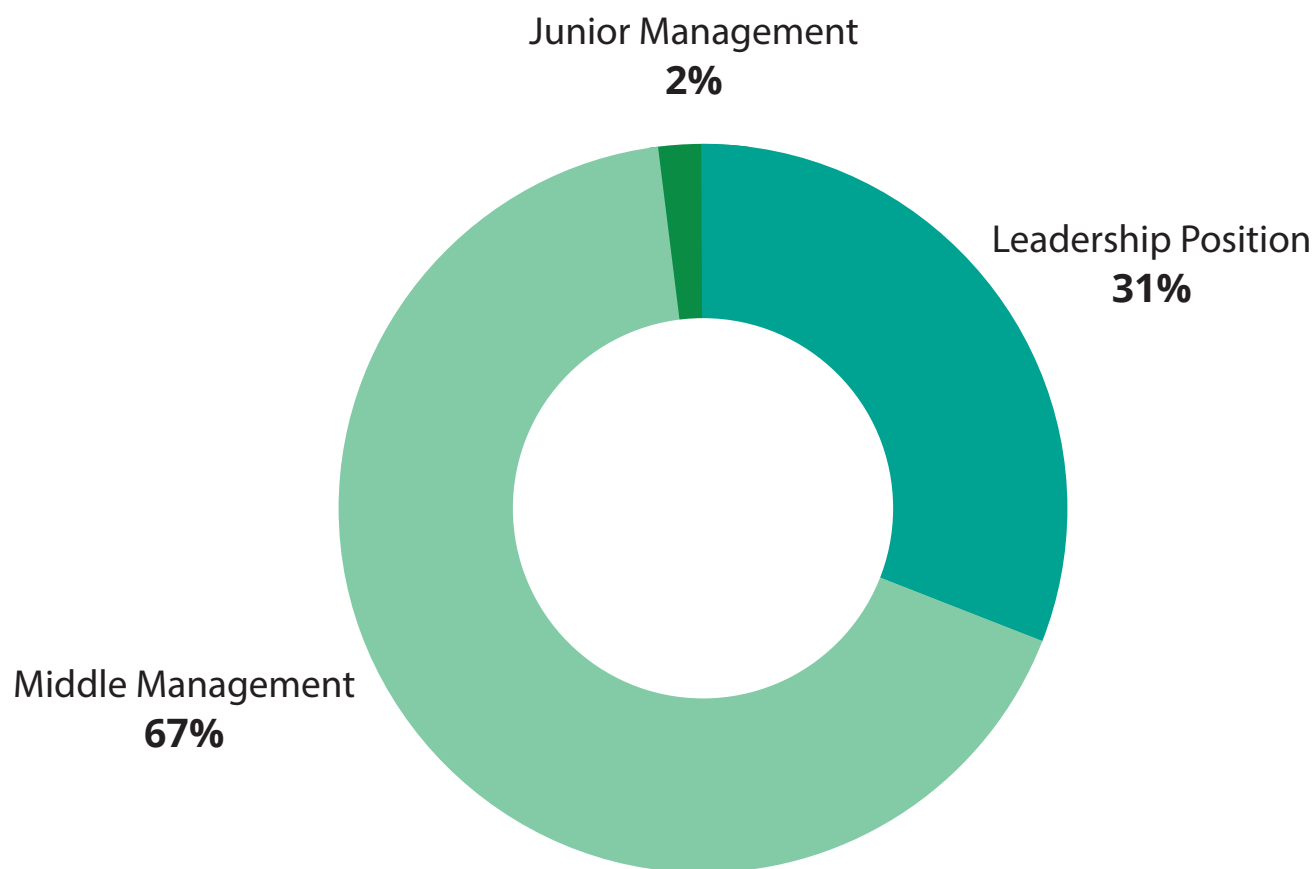
Decade	Total Qualified Women		% of Qualified Women
	During the decade	Cumulative	
1960s	2	2	0.3%
1970s	6	8	0.6%
1980s	13	21	1.1%
1990s	49	70	2.2%
2000s	227	297	5.0%
2010-20	636	933	9.2%

Non-existent day-care centers, inadequate maternity leave, absence of flexible work opportunities, unequal pay issues and unequal opportunities for growth are some of the main challenges women face in their professional careers in Pakistan. Despite these challenges, our CA women have reached the top level in their professional careers and have received accolades in and outside Pakistan.

These women Chartered Accountants have also pursued professional practice, besides full-time employment. They have set benchmarks by attaining partnership positions in large-sized professional firms in and outside Pakistan. At present, 17% of women members are either employed in practicing firms or have their own practicing firms.

The statistics reveal encouraging numbers of women members holding top positions in various organizations, both locally and internationally, with 31% of them in leadership positions, 67% in middle management, while 2% are at junior management levels. These women are proving their mettle, skills and abilities in government, corporate firms, practice and education sectors and contributing to economic development.

## CA Women Members in the Workforce



The exceptional quality of our education and training opens numerous opportunities for our CA women who wish to settle abroad. Our footprint spans the globe, with CA women making their careers in various parts of the world. Our professional training and robust examination process sharpen the skillset and when our qualified Chartered Accountants get international opportunities, they deliver beyond expectations and make tremendous progress in their professional journeys. Our overseas women Chartered Accountants are making wonderful contributions in business as well as in practice, as per their relevant expertise.







## Abadi Bano Begum (Bi Amma) (1850-1924)

Abadi Bano Begum, popularly known as Bi Amma, was a devoted freedom fighter and the first Muslim woman to engage in politics and civil resistance. Bi Amma played a crucial role in the Khilafat movement, collecting funds and organizing rallies for Indian women to highlight the importance of boycotting foreign goods. She addressed women-only gatherings to promote the use of Khaddar (a hand-woven natural fiber cloth) and encouraged donations to the “Tilak Swaraj Fund” for the Indian freedom movement. She also spearheaded the campaign to oppose the imprisonment of her two sons, who were renowned freedom fighters. As an advocate for Hindu-Muslim unity, Bi Amma worked tirelessly to foster harmony between the two communities. She will forever be a pillar of the Indian freedom movement, demonstrating ideals of courage, confidence, and persistent determination.



**A PROFESSION  
OF INFINITE  
OPPORTUNITIES**

Chartered Accountancy is undeniably considered a valuable qualification. However, very few women choose to enter this profession owing to some general misconceptions. To list a few, CA is considered a male dominated profession, there are concerns about safety issues for young girls while commuting or working in offices, a perception that the examination process is too long or that a career woman is unable to focus on family, house etc.

As far as male dominance is considered, with only \*22% women in the country's overall workforce, out of total \*48% women population, almost every profession with a corporate set up is male dominated.

Contrary to all the preconceived notions, the CA profession essentially opens up a world of opportunities for women.

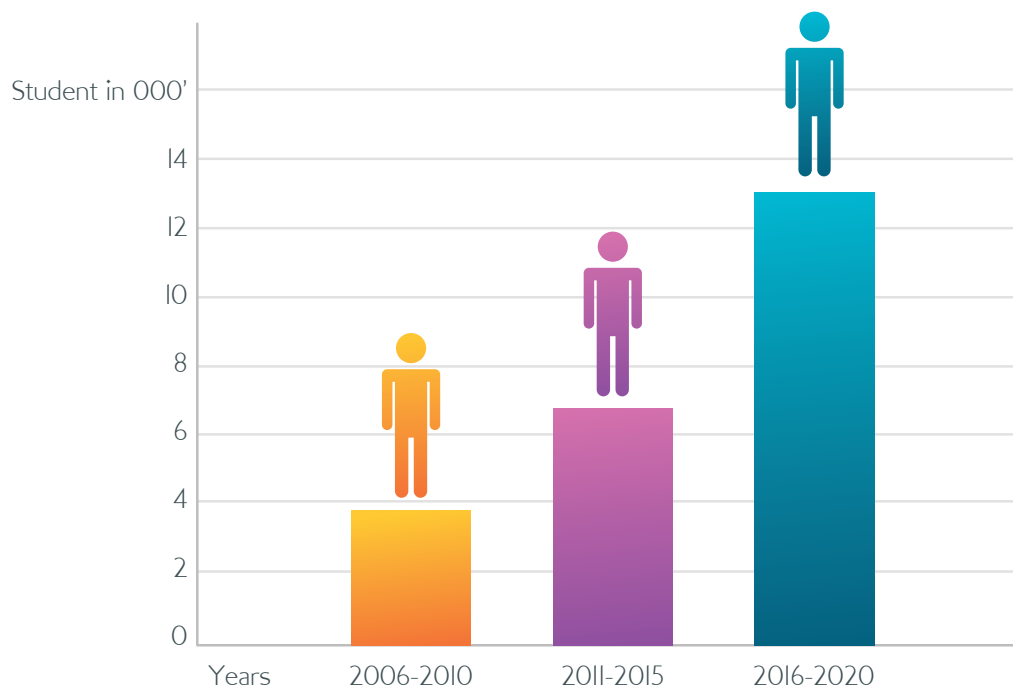
\*Source: The World Bank estimates 2019

Here are some of the many promising aspects of joining the CA profession:

- At present in Pakistan, girls qualify at an average age of 26 years.
- Finding employment is far easier as compared to any other profession in Pakistan.
- Starting remuneration is unparalleled, with a freshly qualified CA earning in 6 digits.
- Career progression is very fast paced, with many qualified CAs reaching leadership roles by the age of 30 or in their early 30s.
- A CA can fit into any organization, be it banking, financial institutions, fast moving consumer goods, pharmaceuticals, oil and gas, media, consultancy services etc. This makes the CA profession even more appealing.
- The practicing license from ICAP provides women the opportunity to work from home and with flexibility.
- Continuing Professional Development opportunities are available during career breaks.

The number of women students has grown manifolds over the last 15 years. This phenomenal rise is the outcome of many initiatives taken by the Institute, for providing quality professional education without any gender barriers and accessibility of professional resources for women to pursue CA as their first career choice.

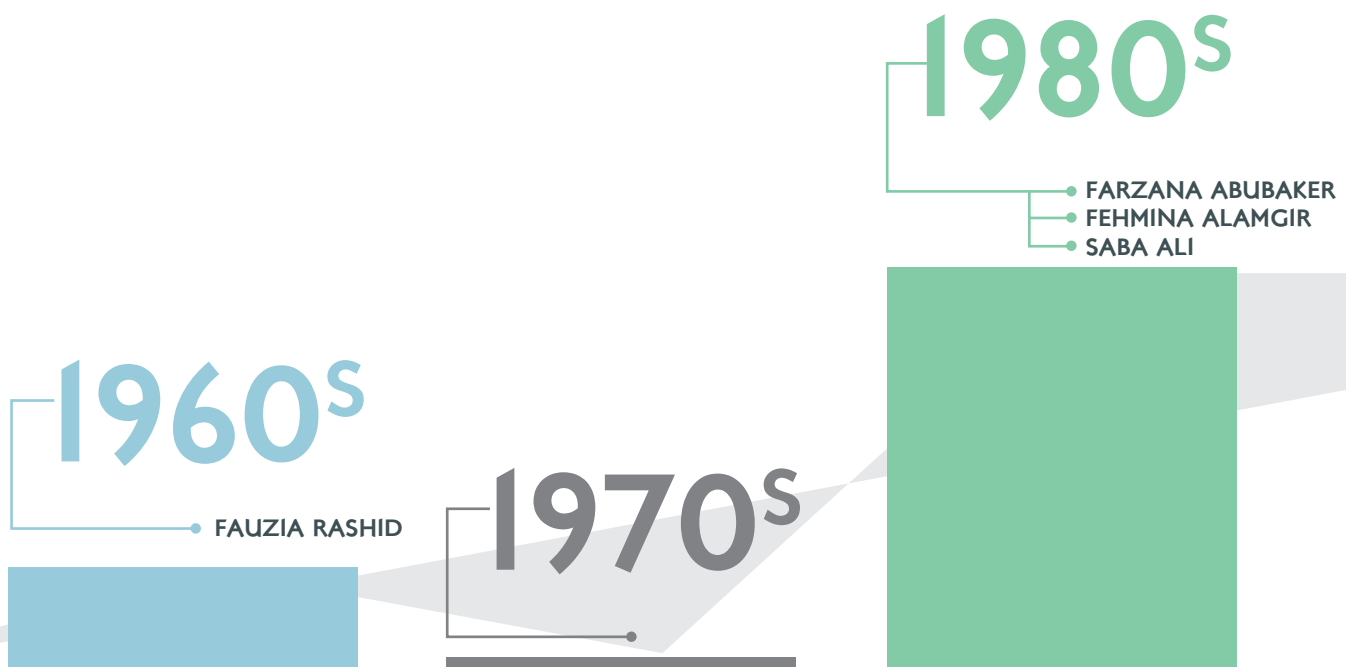
## Growth of CA Women Students



\*The above analysis is based on the data for a period of 15 years assuming 2006 as base year.

Our women students, upon entering the profession, have not only demonstrated extraordinary commitment and dedication, but their names have also been inscribed in golden letters in the history of the Institute. We are proud to share the names of our women students who have been honored with Gold Medals in their journey of becoming a Chartered Accountant at foundation, intermediate and final level examinations of the Institute.

## Decade wise Women Gold Medalists



1990<sup>s</sup>

- ATIFA SALEEM SAFDAR
- MONA KHAN
- SABEEN INAAM

2000<sup>s</sup>

- ASMA
- SOHAB MUSHTAQ
- TAHMEEN AHMAD
- HUMA SODHER
- ARSHEELA MALIK JINDANI
- MUNEEZA ALI
- UZMA ZOHRA FAROOQI
- MARIUM SARWAR KHAN
- SHUMAILA
- AMBREEN KHALID
- ANITA CHANDNANI
- AYESHA ARIF BAWANY
- FEHMINA JAWED SIDDIQUI
- SYEDA MEHRUNNISA
- ANUM MOHSIN

2010-20

- DUR E SHEHWAR
- AIMAAN MAJEED SHAIKH
- MARIUM MOHAMMED FAROOQ
- HIBA AZHAR
- AMAL GULRAIZ
- ZEHRRA ILYAS
- FARIHA JAVED
- RIDA WASEEM
- FIZZA JAVED
- DUA AHMED
- ALVEENA SEHAR
- SIDRAH SHAIKH
- KIRAN SHAHID KHAN

Professional training is an essential part of CA qualification, which gives it an edge over other similar qualifications. The Institute of Chartered Accountants of Pakistan has included a specific provision of one-year leave to facilitate women trainee students, if the need arises. This has paved the way for many women students who would have left the profession if this facility had not been available, and established avenues for greater women's participation in the profession.



In pursuit of its belief that all students should realize their dreams of becoming Chartered Accountants in spite of financial constraints, the Institute has launched two scholarship programmes i.e. ICAP Endowment Fund and Edhi CA Talent Programme. Under these programmes, academically bright and financially deserving students are eligible to join the profession, regardless of financial constraints.

## **Amjadi Bano Begum** (1885-1947)

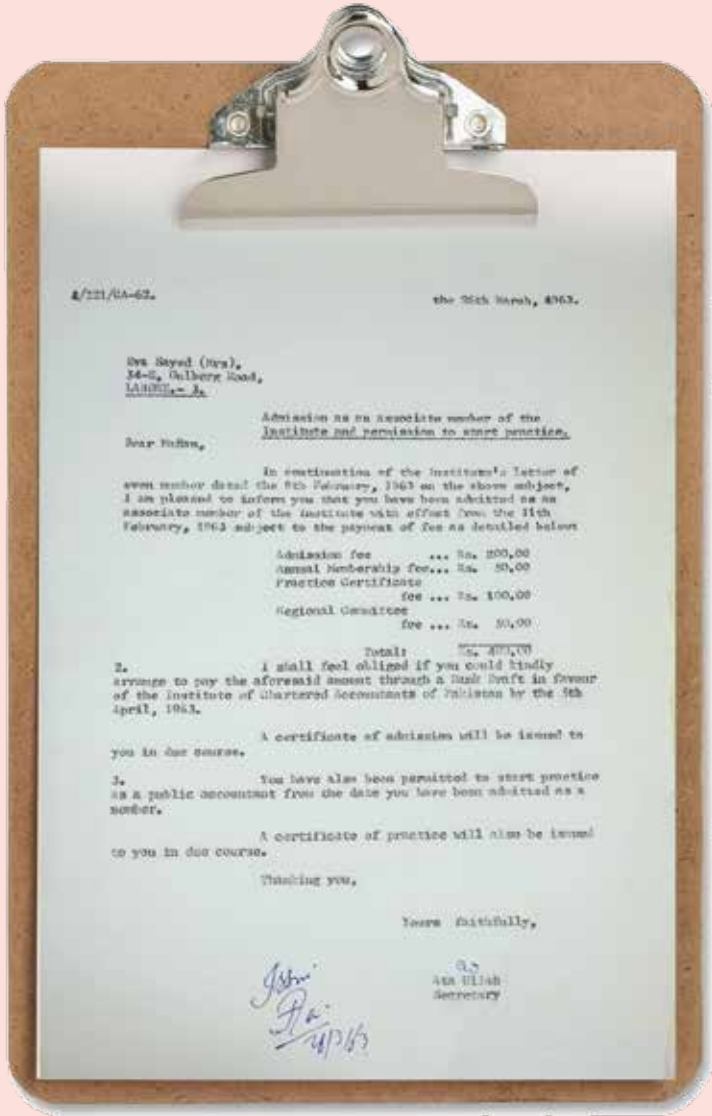
Elevating women's empowerment through access to education and political consciousness, Amjadi Bano Begum was a community leader, serving as a role model for future Muslim women in politics. She received primary and secondary school education rich in religious knowledge, Amjadi Begum recognized the importance of literacy and advocacy from a young age. Apart from being the only woman on the working committee of the Muslim league, Amjadi Begum was also responsible for the establishment of the Hameedia Girls School in Allahabad, which continues to fulfill women's education to this day. She established a Khadi Bhandar to enhance women's welfare, and further shared her sentiments for freedom and self-expression in the Urdu daily she launched, called Roznama Hind. Unfortunately, she passed away after contesting and winning a seat in UP on the Muslim league's ticket, only a few short months before the partition. Amjadi Begum will always remain a legacy from pre-partition India.

# **HISTORIC WOMEN OF ICAP**

First woman  
Associate member

1963

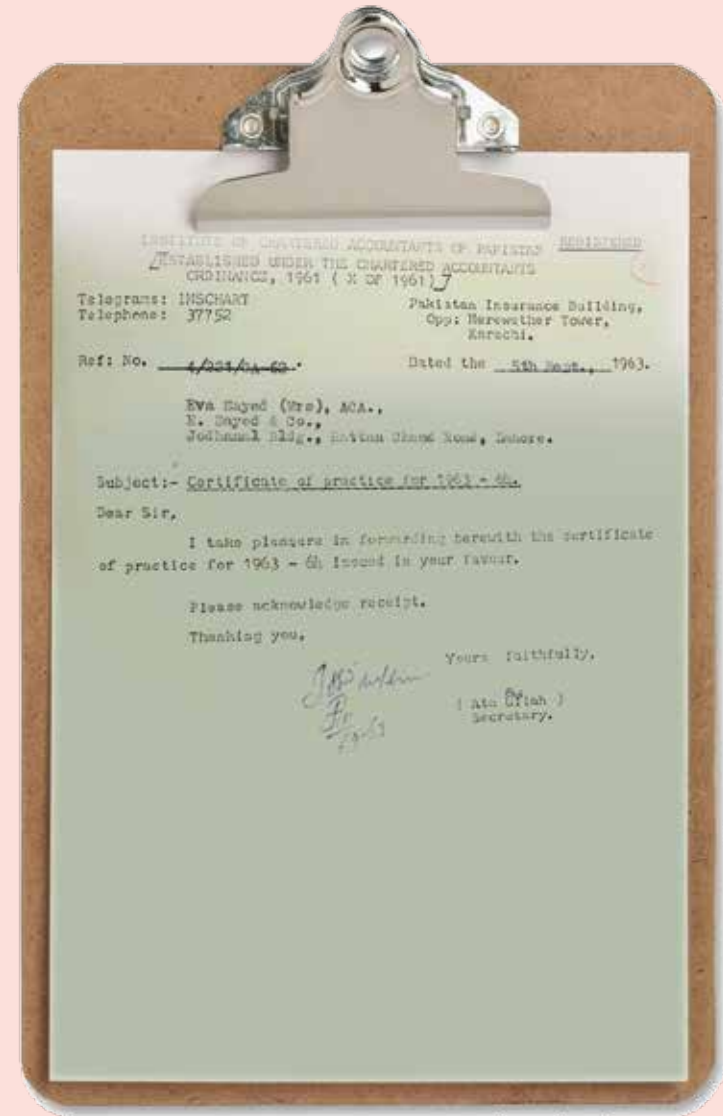
EVA SAYED



## First woman Practicing member

# 1963

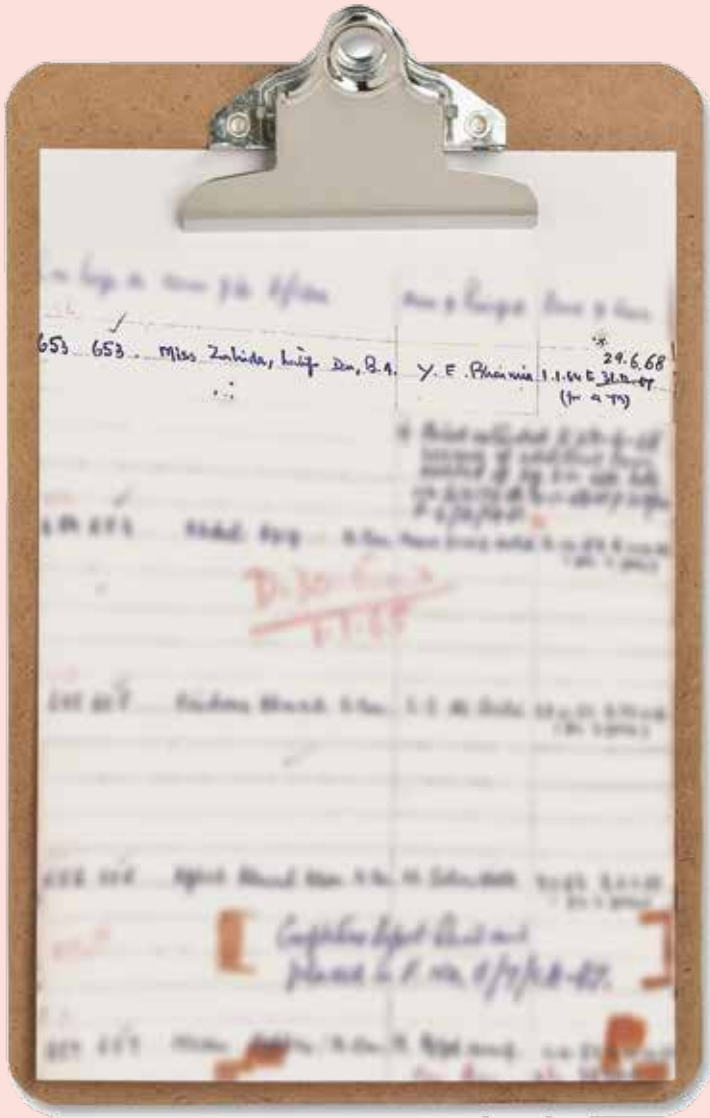
## EVA SAYED



First woman  
registered trainee

1964

ZAHIDA LATIF



**First woman  
qualified through  
ICAP examination  
process**

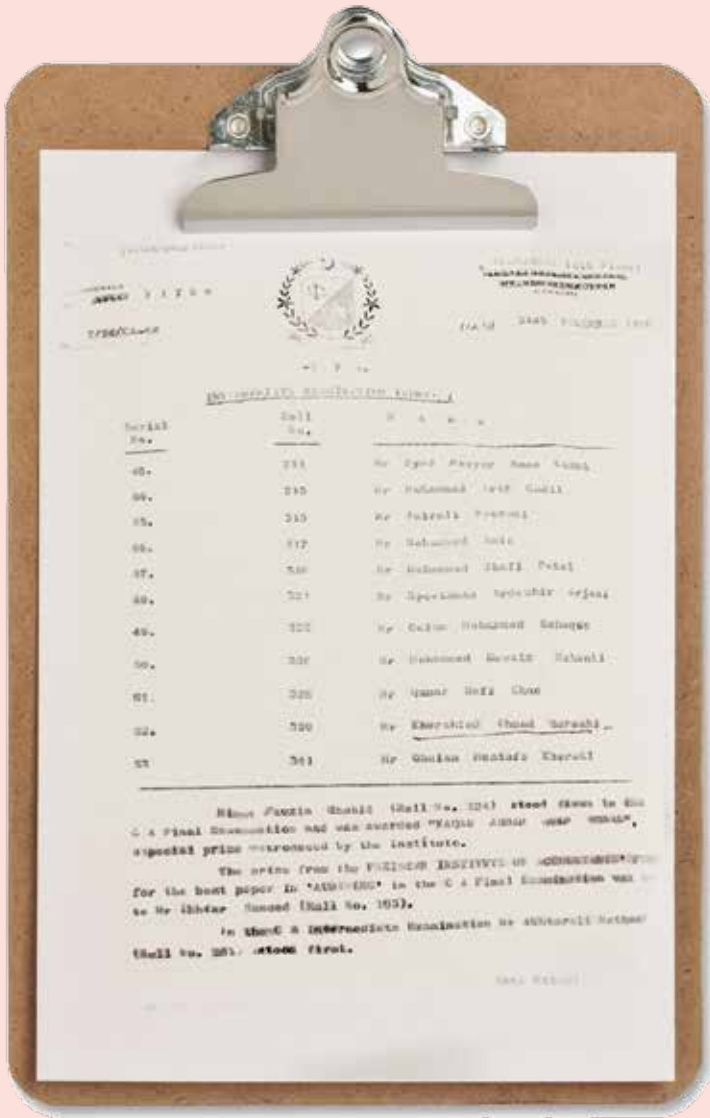
**1968**

**FAUZIA RASHID**

First woman  
gold medalist in  
final examinations

1968

FAUZIA RASHID

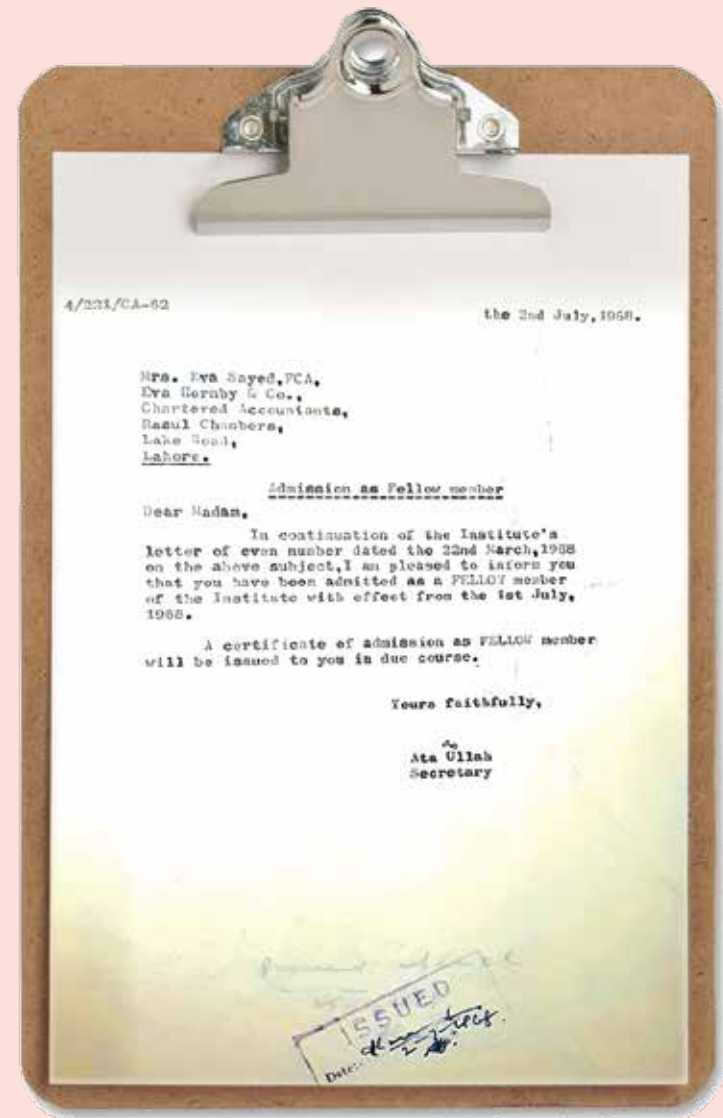




## First woman Fellow member

# 1968

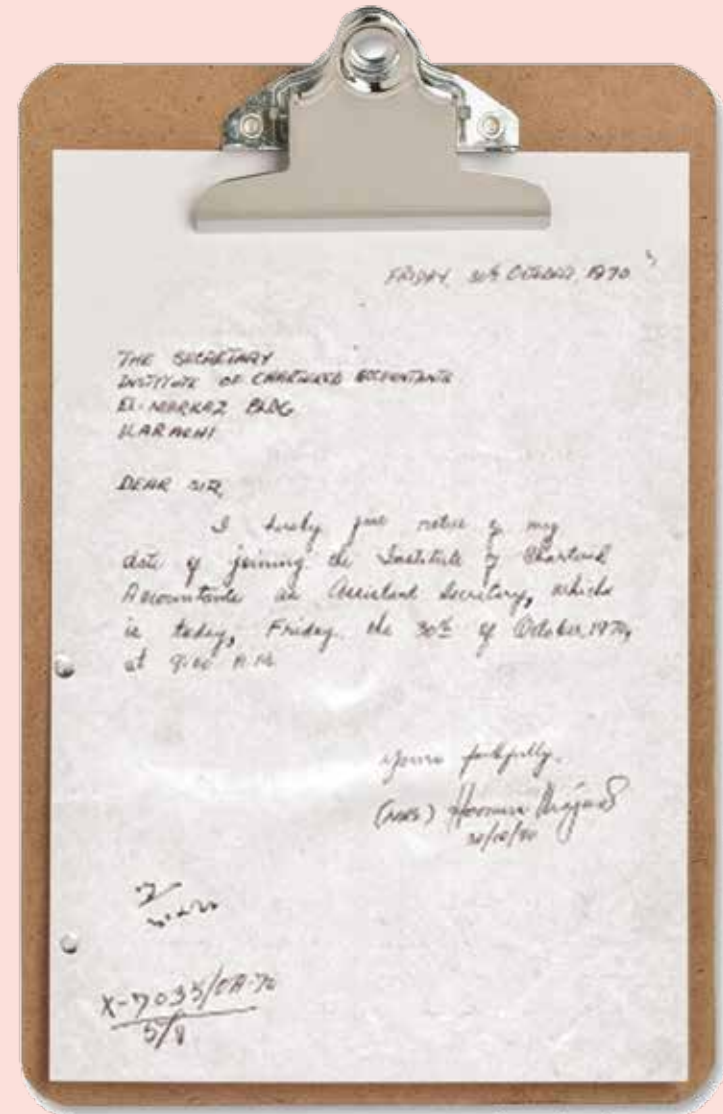
## EVA SAYED



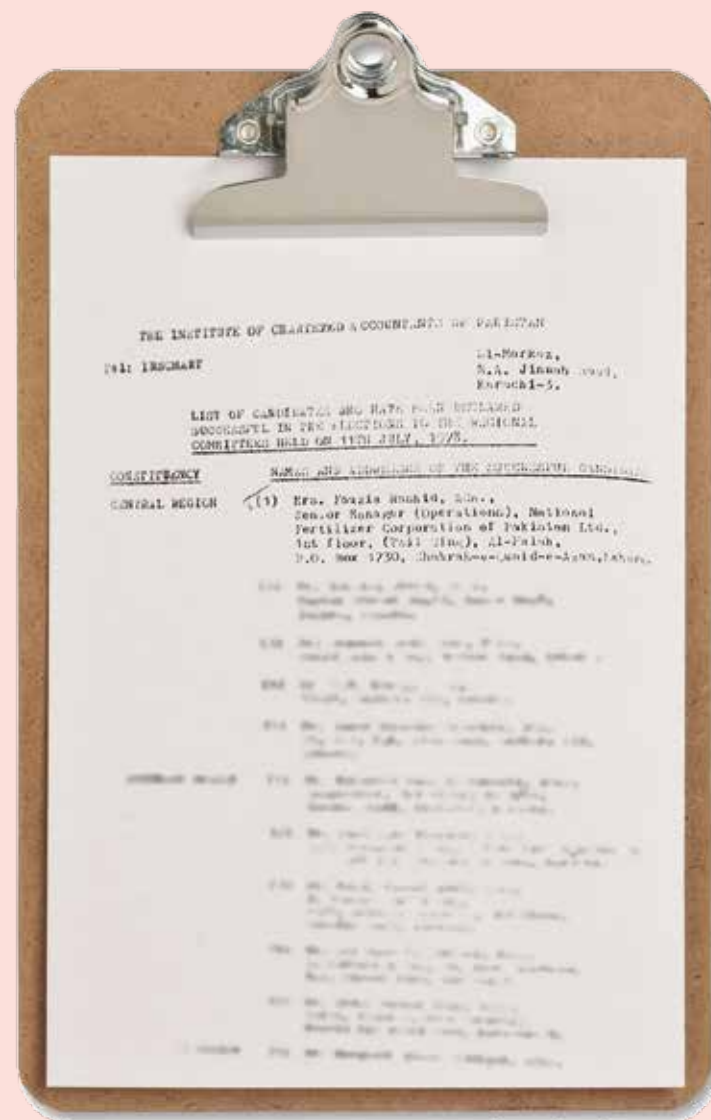
First woman  
employee of ICAP

1970

HOOMERA MAJEED

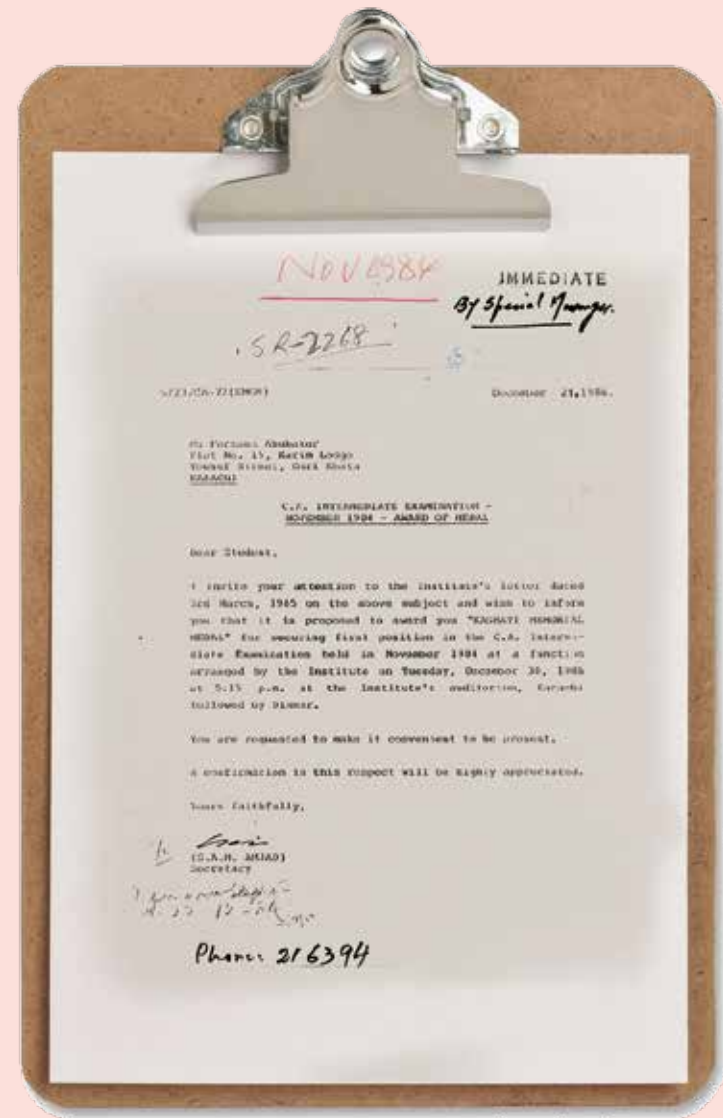


# FAUZIA RASHID



First woman  
gold medalist  
in intermediate  
examinations

1984  
FARZANA ABUBAKER



## First woman Council Member

# 2017

## HINA USMANI



**First Woman  
Vice President**

**2019**

**HINA USMANI**

An Inspiring Journey of CA Women



**The Institute of  
Chartered Accountants  
of Pakistan**

**CA**  
**PAKISTAN**

## Lady Nusrat Abdullah Haroon (1886-1966)

Nusrat Khanum, popularly known as Lady Nusrat Abdullah Haroon, was a committed worker of the Pakistan movement and an established women's rights social worker. Born in Iran, she migrated to Karachi and set up a school for women in her own abode. She founded the organization Anjuman-i-Khawateen aimed at improving the socio-economic status of women in Sindh. As a result of her spirited efforts to bring women into the Muslim League, she was elected as President of the Sindh Provincial Women's Subcommittee and as Vice-President of the All Pakistan Women's Association. She made commendable contributions to the Khilafat movement, making her mark not only in social welfare but also in the inclusion of women into politics. Throughout her journey of promoting women empowerment, she was closely associated with Quaid-e-Azam, who served as a source of guidance in her life. To this day, Lady Abdullah Haroon is remembered as a passionate and hardworking social reformer.





An Inspiring Journey of CA Women

# STORIES OF SUCCESS



## FAUZIA S. RASHID

### **First Woman Chartered Accountant of Pakistan through ICAP examination process**

My professional journey has been as interesting as I had dreamed. I dreamt it almost 60 years ago! I was about fifteen years old when my older brother Ahsan Rashid (one of the most distinguished members of our profession), was going to London for his articleship with a professional firm. As many younger sisters do, I loved doing everything that my brother did. So, there and then, I decided that I had to become a Chartered Accountant too. I completed my articles with a practicing firm in Lahore and Karachi in 1968 and qualified within my articles and became member of the Institute in 1971.

Finding my first job was another matter. While my employers offered jobs to at least a few of the gentlemen who qualified with me, I was not offered a job. This, despite the fact that I passed first in my class and awarded a gold medal! Many years later when I had reached a fairly senior position in National Fertilizer Corp, I asked the Senior Partner as to why the Firm had not offered me a job while many of my batch mates had, he apologized and said that the Firm made a mistake. They thought being a woman, I may not be very serious about a career. Serious careers for young women were just beginning and were not common place.

I joined the World Bank in Washington D.C. in 1981, where I made my career in international development. While I never worked as an accountant at the World Bank, my training in accounting and finance served me very well. This is why I would highly recommend the profession of Accountancy to any girl who has an inclination towards it.

## **TAZEEN KHAN (1947-2007)**

Tazeen has unfortunately left us for heavenly abode and her success story is shared by her daughter Iman Ahmed on our request.

Tazeen Khan was born in Madras, India in 1947 and moved to Karachi at the age of 18 in 1965 before the war. She joined a firm as an articled clerk and completed her CA professional training. She took the CA exam in 1971, and has the distinction of being the third woman to become a Chartered Accountant in Pakistan, and also clearing both levels in her first attempt. After completing her training, she joined Grindlays Bank, where she headed the Accounts department for their Merchant Banking division. After leaving Grindlays, she joined the newly nationalized Sind Sugar Mills Corporation, where she continued to work after getting married and having her first two children, until 1983. After taking a pause to raise her daughters, she returned to work in 2001 and joined First Women Bank Ltd. (FWBL) as the Executive Head of Corporate Credit. She continued to work for FWBL until her demise in March 2007.

## **HUMA PASHA** **Senior Partner** **Usmani & Co. Chartered Accountant (UCO)**

I was excited as I left my boarding school in Murree. I had finished school and was on my journey to college and the world of Chartered Accountancy.

Reality hit me six months later. Commerce College in my hometown Chittagong, East Pakistan (Bangladesh) was an all-boys college. My determination got me the admission with a condition of not talking to the boys! When I applied to a practicing firm in Chittagong, I was informed that they did not take girls. My persistence resulted in a visiting partner offering me an internship in Karachi. This was a big challenge. I dropped from the lap of luxury to taking buses and working long hours at clients. On qualifying in 1975, I could not believe when the same Firm offered me a job. This first job paved the way for me to step into the corporate world. Along the way my smile helped me overcome the challenges.

**ROSHAN MEHRI**  
**CEO, Family Office**  
**House of Habib**

As a first-generation college graduate in my family, I took the challenging task of qualifying as a Chartered Accountant while simultaneously working as an articled clerk in early 1980s, at a professional firm in Karachi. My time at the Firm allowed me to build the strong base that I needed for my career as the Chief Accountant at Union Texas Petroleum in 1988. This was the start of my career in oil and gas industry, which spanned over twenty years, and culminated with an expatriate team leader role for Finance and Accounting in Baku, Azerbaijan. On my return to Pakistan in 2008, after a short stint at AKU, I was appointed as the CFO at Byco Petroleum. In 2010's, I was offered the role of CEO, Family Office at the House of Habib, a global conglomerate. I am also actively involved in philanthropic work. During the last 30 years, CA professionals have continued to grow from bean counters to business leaders. While adapting to technological advancements and prioritizing education as a life-long journey, I have first-hand experienced the benefits of challenging our status-quo and stepping out of our comfort zone. I would want to see the same of all future CAs at ICAP. My best wishes to everyone.

**SHAGUFTA SHAMSUDDIN HASSAN**  
**CEO**  
**AKU Outreach Health Network Pakistan**

I had a science background and studied at all girl's school. When I began my professional training at a practicing firm in Karachi, I realized I had to take charge, be confident to hold my own and thrive, in a male dominated team. When I cleared CA Intermediate exams in first attempt, it seemed like I had conquered Mount Everest, but soon it became clear that this was the beginning of an uphill struggle. I had to start a part-time job to take care of my children and was slowly able to transition to full-time employment. From being the Director of Finance at Institute of Business Administration to becoming the CEO at AKU Health Outreach Network Pakistan, I have learned that a woman has to put in much more effort than any man to prove her worth in the industry. We must be at the top of our knowledge, grow our skill set, be focused, dedicated, committed and resilient to continue to shatter the glass ceiling. Only we can control our own destiny!

**KHURSHEED KOTWAL**  
**CEO**  
**Aasman International**

In my college days, MBA was thought to be the most preferred qualification for women commerce students. I wasn't sure whether I wanted to do MBA or CA, but once I started my articles at a professional firm in Karachi there was no looking back. The four years were difficult and grueling, demanding a lot of sacrifice but after I qualified it was a beautiful world. The hallmarks of a Chartered Accountant are perseverance & hard work that helped me in my career at Unilever to reach the position of Corporate Finance Director. The journey was quite exciting pursuing a career while being a wife, and a mother of two children. CA profession gives you the confidence to pursue your dream and take bold decisions and this is what I did by single handedly starting a Consultancy Business.

**IFFAT HUSSAIN**  
**Partner**  
**BDO Ebrahim & Co. Chartered Accountants**

The first woman Chartered Accountant of twin cities of Rawalpindi/Islamabad! The phrase itself tells a story, doesn't it? My journey, from being the first woman CA student to first woman Chartered Accountant and then the first woman Partner in the twin cities in a male oriented profession, was full of struggle and challenges. I had to face many obstacles, failures and gender disparities on the way. However, with the Grace of God, I was able to manage all this with unwavering effort and passion for the profession. As the success story continues, I am also blessed to be the mother of a son, who is a Chartered Accountant from the same firm and a daughter, who is an architect. It would not have been possible to achieve all these milestones without the support of encouraging people including my father, some professionals in my parent organization and partners of my current firm.

My message to women is that everything is achievable in life with hard work, commitment and passion.

## **MONEEZA USMAN BUTT**

**Partner**

**KPMG Taseer Hadi & Co. Chartered Accountants**

I ventured into the field of chartered accountancy despite hearing horrid stories from the grapevine about how difficult it is for people to qualify as Chartered Accountants. Quickly, my life got enveloped in a world of spending endless hours of meeting deadlines, late sittings, studying till late into the night and struggling to report to the office next day on time! There being only a handful of women in this male dominated profession did not help much either, however dedication and hard work never goes unnoticed and within eight years of my qualification I was offered partnership in my firm. It was the most vulnerable time of my career as I had just given birth to my first born and the thought of quitting crossed my mind. Nevertheless, I continued despite all odds to become the first lady partner in one of the big four firms of Pakistan and Alhamdulillah I have not looked back.

## **NAUSHEEN AHMEDJEE**

**Head of People and Culture**

**Siemens Pakistan Engineering Limited**

The road to success has been challenging but at each step, each junction and at each failure I have learned and relearned and this is part of my success story. From a finance background to now a Head of People and Culture, a mother and a motivational speaker, I stand proud of all my accomplishments. From being an introvert initially, now I speak to a room full of audience. The key to success has been to think big and then to never give up on hard work and faith!

**SHAFAQ SATTAR**  
**Manager Advisory Services**  
**Pakistan Institute of Corporate Governance**

I started my career when the ratio of men to women was 10:1 in our section of the firm. Fast forward 5 years and a merger later, the ratio went even lower with me being the only woman Manager in a room of approximately 30 Assurance Managers. However, in that same year I was part of the first woman trio of our firm to ever be sent on a secondment abroad – opening the door to many more opportunities for the women that came after us. I continued working after marriage, took a break with each child and rejoined on a part-time basis. I have been blessed with the opportunity of finding a balance under flexible work arrangements with 3 different employers and now, after 15 years of doing so, will be starting full time next month.

The profession and people have been supportive throughout – the limit lies within us!

**HENA SADIQ**  
**Partner Audit and Assurance**  
**Yousuf Adil Chartered Accountants**

On completion of my articles in 2003, my family needed me to take a career break. I therefore started teaching since flexi-hour facility was not available to working professionals.

In 2007, I was approached by Deloitte Yousuf Adil to join their EQCR team and since then, I haven't looked back. Until 2015, I worked flexi hours and trained the entire EQCR team before being transferred to Audit as a full day professional and finally being promoted as a Partner. My journey has been tumultuous, but my family's support and my employer's confidence enabled me to continue working. I was passionate about my profession and late hours/hard work couldn't dissuade me from my path. I believe that women, in our profession, can thrive if they are given the right environment to progress. I have done it all – career break, flexi hours, full time work and I couldn't have achieved this without my family's and employer's support.



## **KIRAN JAMIL**

**Partner**

**Ernst & Young, LLP, UK**

I am a Partner in EY London, leading the Commodity Markets team. I trained with a professional firm in Karachi and qualified as a Chartered Accountant with the Institute of Chartered Accountants of Pakistan (ICAP) in 2003. I joined Shell, Karachi in 2004 and worked in business finance for a year before moving to London in 2005 as an audit senior with EY. The firm's robust & rigorous training and ICAP's qualification laid a very strong foundation for my career. I was also very fortunate to receive the right coaching & sponsorship at every step of my journey in the firm and subsequently in employment where I was able to differentiate myself by being entrepreneurial and taking a risk in setting up a new business. I was also able to build high performing teams and trusted networks of colleagues and clients that makes my work life fulfilling and enjoyable. If we are talking about success stories, my story wouldn't have developed how it has if it wasn't for my visionary parents and supportive life partner who is also my best friend. I am also the lucky mother of two brilliant girls who give me the continuous inspiration to be a better person every day.

## **FAUZIA SAFDAR KHAN**

**Manager Compliance**

**Crowe Hussain Chaudhury & Co. Chartered Accountants**

Post qualification in 2005, my journey was not an easy one, to say the least. I moved out of Pakistan the very next year where I survived a 5-years long fight against cancer. Meanwhile, I continued working as a consultant till 2009 and then rejoined my ex-employer in 2018 through remote arrangements. Being a mother of three kids and while anchoring their education needs, I continued updating myself through various courses including the prestigious "Directors' Training" in 2018 with ICAP. My immense urge to learn new things influenced me attending the Oxford Blockchain Strategy Programme in 2018. The Oxford experience encouraged me starting an MBA from one of the top British Universities in 2020. While the emergence of Covid-19 has posed severe challenges for me to manage home-schooling, part-time job, full-time MBA and house management, I am full of energy to sail through. CA training has enabled/equipped me to manage multi-tasking.

## **HIRA ZIAD CHOWDHREY**

**Owner**

**When I Bake**

After completing my articles, I worked as a consultant at PICG. Later, as my family grew, there was a shift in responsibilities and 9-5 job was not a viable option. It paved the way for establishing my firm, Chowdhrey & Co. Chartered Accountants. Despite being the sole proprietor & youngest FCA in my circle, I was able to balance my work and family commitments. Over a span of 10+ years, I did various financial, audit, tax and advisory assignments. All this while, I kept my passion for baking alive. Recognizing the growth potential in this market, I decided to pursue it as a career choice. I therefore, suspended my firm in June 2020 and after devising a proper financial & strategic plan, I officially launched my own brand, 'When I Bake'. Needless to mention, I have had an opportunity to balance both my passion & profession and I am grateful for a supportive husband.

## **HIRA MEHMOOD**

**Pol Revenue Manager**

**PepsiCola International (Pvt.) Limited**

"We don't have anything to give you, except education. If you want to change your life, study". My parents would say this, whenever I would complain about how little we had. Full implication of my parent's words dawned on me, when I completed intermediate and had to select a profession. I chose Chartered Accountancy based on the popular belief of good return on investment. From the start, I was impressed. Amazing teachers at the RAET, brilliant partners and colleagues at the firm and a nurturing and unbiased work culture inculcated in me the knowledge, skills and confidence that has helped me throughout my career. Chartered Accountancy has not only changed my life in the material sense but has also shaped my vision for continuous learning that enabled me to complete EMBA from INSEAD in 2018.

## **SUMERA MUGHAL**

**Partner**

**Axil Alliance CPA LLP**

Being the 1st position holder in Intermediate, 2nd position holder in Graduation, all papers qualified in the first attempt for CA, countrywide position in TOPCIMA, CFA qualified in first attempt, CPA from Canada, and a successful entrepreneur with my own practicing firm in Canada and UAE, I am often being asked what is the key to my success? Juggling between two jurisdictions, working with four kids with 'two kids under two' and being member of Management Committee of ICAP-Canada Chapter, how come is this even achievable? For all these, I have one simple answer. My sheer determination. The fastest way to grow is to build your confidence and don't worry about judgments and rejection.

## **ASMA SHAHBAZ**

**Ex Senior Vice President**

**Group Internal Audit**

**Standard Chartered Bank Pakistan Limited**

I lost my father at the age of 4, so becoming independent was an important aspect, that I considered, when I made a career choice. I did my math and chose CA. It was well paid, well respected, required low investment but a lot of hard work. I was a decent student with good potential but there were times when I wanted to give up. However, my hard work along with my mothers' unwavering support and endless prayers paid off. I qualified at a young age of 22, was awarded some exemption in the training period and was instantly offered a permanent role at my firm. Later, I joined the Group Internal Audit function in country's only multinational bank with commercial operations, Standard Chartered Bank Pakistan. I served there for almost five years before taking a career break in 2019. During my tenor at SCBPL, I got promoted to SVP. I was part of the Country Leadership team and Diversity and Inclusion Council of the Bank, chaired by the Country CEO.

**MOMINA KHAN**  
**Head of Finance, Country CFO**  
**United Insurance Brokers**

I first dreamt about becoming a Chartered Accountant, when my friend in 8th grade told me that "CA is the most difficult qualification, students become old but they don't qualify". I reached 10th grade dreaming to become a CA but suddenly my father passed away. When I completed intermediate, I found that my mother could not afford to pay for my dream. However unexpectedly, the fees were arranged and since then my journey has not ended. I am, now, a Chartered Accountant, loving mom of two beautiful children, I live in the world's tallest building and travel around the world despite having very low finances previously. I have been trained by Tony Robbins as a life coach as I believe in continuous growth. My CA journey was not easy but rocky. What kept me going, was the dream of a rosy life afterwards. I also work to ease the suffering of people, which gives me enormous happiness.

**SANA QUADRI**  
**Chief Financial Officer**  
**Next Capital Limited**  
**Founder of Ed Watch**

I am a Chartered Accountant, who came from a humble background. During my journey I found out my love for this profession. I have seen so many ups and downs in my life but these troubled times have refined and defined me. I became the CFO of a listed Company at the age of 26. I have served in a wide array of financial services in Pakistan. Being in finance, I learnt about business, operations, HR and various other functions by saying "Yes" to the right opportunities. This is how I have been able to think and perform out of the box.

**RAFIA SALEEM**  
**Associate Operations Officer**  
**IFC - World Bank Group**

I currently work for IFC and support the generation and implementation of advisory engagements in Pakistan for financial institutions. Prior to this, I worked for NRSP Microfinance Bank, UN and Deloitte. I am passionate about alleviation of poverty and creation of impact in marginalized communities. I am also a writer, researcher, climate change activist and have received many awards including Presidential Award of Excellence, Young Eco-Hero Award, Fatima Jinnah Memorial Gold Medal and ICAP CA Women Achievement Award. In addition to Chartered Accountancy, I have recently completed my Masters in Poverty and Development from the Institute of Development Studies, UK.

**REHMA TIRMIZEY**  
**Ex Manager Audit & Assurance**  
**EY Middle East**

I decided to pursue Chartered Accountancy because it offered a highly rewarding career. My journey began when I joined KPMG Karachi for my 3.5 years training program. As I gained more experience, the pressure to excel also increased. This meant extended working hours and meeting strict deadlines along with studying for final exams. It was not easy but the constant support of my parents and guidance of my mentors made it a worthwhile journey and within 6 years I became an ACA. Since then, I never looked back. I worked for Philip Morris International, PwC Middle East and EY Middle East before moving to USA. I have worked in managerial roles with people from various backgrounds and ethnicities in challenging environments. I believe that CA opened all these doors of opportunity for me which enabled me to become a strong, independent and successful woman who was never afraid of failure. I am the first woman who is a CA in my family, and I am extremely proud of it.

**SARAH SIDDIQUI**  
**Senior Manager**  
**F. Ferguson & Co. Chartered Accountants**

Choosing chartered accountancy as a career path was my decision. I faced a lot of adversities along the way but I stayed resilient to seek what was meant to shape the rest of my life. I MADE IT! This qualification has helped me be financially and mentally independent and has inculcated high ethical standards which has groomed me personally and professionally. Male dominance was never a barrier. I think whatever men are capable of, we can do better provided we utilize our true potential. Failure was never a setback. Instead, it enabled me to come out stronger which made achievements alluring and more glorifying. Whenever I face obstacles, I take a moment to think as to how far I have come, and how much further I can go. I will never give up on my dreams.

**MARIA ZAFAR**  
**Head of Support & Operations**  
**The Pakistan Credit Rating Agency Limited**

My CA journey began with self-doubts and the fear of not reaching the finishing line; may be never or late. With Allah's blessings, I managed to get through my examinations with flying colors and, without the shadow of doubt, full support of my parents played a pivotal role; a doting father who had strong faith in my abilities and a mother who took care of all my needs during tiring days and sleepless nights. I joined a professional firm in Lahore for articulation and later worked in KPMG Lahore in the Audit and Business Assurance Services Department. Post qualification, joined a Dubai based textile group as Head of Finance and within 02 years was promoted to a senior role with a huge responsibility of launching a European retail brand in Pakistan. Currently, I am working as Head of Support & Operations at The Pakistan Credit Rating Agency Limited. Today, I can proudly say, over the years I have transformed into an independent, resilient and empowered woman; thanks to CA Pakistan!

**KHADIJA CHAUDHARI**  
**Chief Internal Auditor**  
**National Fertilizer Corporation of Pakistan**

Like many students, I aspired to be a doctor. However, it did not materialize. My parent's confidence in me, enabled me to choose Chartered Accountancy as a profession in 2005, despite having no idea of what it actually was. I was able to overcome my fears and gave myself a challenge to complete it within a maximum of ten years. Allah has been very kind and I was able to do it within the targeted time. This journey was not easy but the best part is that ever since I started my articles, I have been able to bear all my expenses and never took a penny from my parents. This sense of accomplishment is hardly possible in any other profession. My father was my biggest supporter throughout, and I am blessed that he attended my certificate distribution ceremony just two months before he left for eternal journey. Today I enjoy a prestigious position and I am proud to be a CA Women Alhamdulillah.

**BUSHRA FAROOQ**  
**Senior Manager Assurance and Business Advisory Services**  
**A. F. Ferguson & Co. Chartered Accountants**

Being an ambitious and tenacious child, I always had the desire to shatter the glass ceiling and having the right support system in my family truly empowered me to achieve my goals. I had been a high achiever throughout my academic journey, and every incremental accomplishment raised the bar for higher expectations. But thanks to Allah Almighty, the commonly used quote, "pressure makes diamonds" proved true for me when I qualified CA in June 2013 in 1st attempt within 2 years of my articles and earned a merit certificate in one of the subjects. This however, was not the end of my journey, rather it was the start of my professional career. Throughout the years, I have learnt from the best mentors and superiors at my firm. Today I stand tall, content with my choice of profession and happy to be where I am.

**ASHRAF**  
**Senior Manager Audit**  
**Habib Bank Limited**

Chartered Accountancy requires dedication and believing in yourself, but being a woman chartered Accountant requires patience as well. A general perception exists that CA is not a profession for women. It might seem unpleasant but I have heard such statement. Be it travelling for classes from location to location at odd times or studying in a class with male colleagues or experiencing failure for the first time in life, clearing CA exams has never been a piece of cake for me. Luckily, with Allah's blessing, my family and friend's support, and teacher's guidance I was able to complete this qualification. But, believe me, once you do it, you become unstoppable and inspiration for many others. Above all, you are proud of yourself.

**AMARA S. GONDAL**  
**Finance Business Partner**  
**SANIFA Agri Services Limited**

I still remember June 2, 2005, when I stepped into the audit trainee hall of my firm in Lahore. My eyes shone as if I had reached the pinnacle, until my manager shared the reality with me; the journey had just started. Every day brought unique challenges, but I converted these into learnings. Having equipped myself with audit for 4.5 years at the firm, I joined PACRA (leading rating agency), as a financial analyst. Without losing my focus, I paved my way and got apex position at PACRA - Rating Committee Member. Today, I have been entrusted with finance business partnering role at SANIFA, a joint venture of three largest groups of Pakistan - Nishat, Sapphire, and Fatima. Every dawn brings new opportunities, leading to success and accomplishments. Yet again, I am in the middle of my journey, each time soaring above the obstacles. My aim is to keep flying higher. My sky has no limit.



**SANA BARI**  
**Financial Analyst**  
**Amazon Ireland**

In addition to hard work, three things that helped me achieve my goal, of becoming a Chartered Accountant and succeed in my career, are faith in Allah SWT, my parents' trust in me and my firm belief that a failure is not the one who fails but the one who quits! Being an ACA, bestowed upon me the mind-set that nothing is beyond my capabilities. I would encourage everyone to persevere because you never know where it will take you!

After completing articles from a professional firm in Pakistan, I made my first international move to EY, Abu Dhabi. I then moved to Ireland, where after serving EY and PwC for a few years, I joined Google Ireland as Global Fixed Asset Accountant. Currently, I am serving as a Financial Analyst in Amazon, Ireland. I decided to pursue this qualification for prestige, future career security, flexibility and recognition. To date, choosing Chartered Accountancy was my best decision. It really pays off.

**FATIMA NADEEM**  
**Assistant Manager Audit**  
**KPMG Qatar**

I have a strong belief that all women, in the highly challenging CA profession, have their own unique journey and are an inspiration for others. My journey was a big roller-coaster ride! It all started when I was pressured by my family to become a doctor but I did not want to adhere to the status quo. Chartered Accountancy seemed like the most challenging task and I had to fight against all odds to even start the journey. I managed to be the only person to get 100% merit-based scholarship for CA intermediate exams. In 2017 I joined a professional firm as an Assistant Manager and received outstanding rating for my work. In 2019 I moved to another firm in Qatar. My successful career has changed my family's mindset and now, they are proud of my achievements and support all my decisions.

**IZZ GHANAA ANSARI**  
**Assistant Manager**  
**KPMG Taseer Hadi & Co. Chartered Accountants**

When I look back, I can't help but feel that all those sleepless nights fraught with tension, all those anxiety attacks a day before the result were worth it, in the end. I started CA with doubts about whether I will be able to make it to the end, but throughout, I ended up making my family, friends and teachers proud of my achievements. Who says CA is just a game of numbers? My journey in Chartered Accountancy took me across the world – literally. When I won the opportunity to represent ICAP, at an international forum, for the first time, I was ecstatic. Ever since then, I have met people from different countries, exchanged different perspectives, and used these experiences to improve myself every single day. CA gave me the confidence to be freely and truly me. And that is my version of true success.

**HUMA JAVED**  
**CEO**  
**H. Javed & Co. Chartered Accountants**

I am a passionate Chartered Accountant with diversified work experience of Audit, compliance and Taxation. In 2008, I completed my articles and started my professional journey at A.F. Ferguson & Co. as a supervising senior. Thereafter, I joined Bank of Punjab (BOP) and worked in Finance & Compliance departments. I independently managed tax and financial reporting for the business. I also set up and developed a new Unit in Compliance Department as the Head of Control Assurance Unit at BOP and successfully managed a team of 7. After spending 8 years in the banking sector, I decided to fulfil my dream of establishing my own company and my brand H. Javed & Co. Chartered Accountants, a sole proprietor Audit firm, providing quality service to our clients and adding value to their businesses.

## **BENAZEER**

**Financial Analyst**

**Chevron Pakistan Lubricants (Pvt.) Limited**

I belong to interior Sindh, where a girl choose medicine as her profession. I decided to not yield to societal pressures. After being rejected at an engineering university because of quota system, I could sense the disappointment in my father's eyes. This was the first time he had seen his daughter fail, since all of my sisters are extraordinary, hard-working and doctors. I decided to break the family norm and pursue Chartered Accountancy. After qualification, I feel all the hard work, sleepless nights and late night classes are worth it.

Being a Chartered Accountant was my childhood dream but everyone discouraged me from pursuing it. I was told, that I will not be able to do it since it's quite tough. In case you hear the same, please ignore it. Only hard work and consistency will enable you to qualify and in the end you will be super proud of yourself.

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## **KHUSHBOO MUSHTAQ**

**Senior Manager**

**Gadlang Management Consultants**

**ATH Business Consultants**

My journey began with two professional firms, and the years spent there helped me gain deep market experience and venture into new avenues. While things were quite smooth for some time, I craved for something different. Around 5 years back, I finally decided that it was time to call quits and start my own consultancy practice in UAE. Thankfully, I found the right partners with the same passion and eagerness to challenge the status quo. Despite the initial challenges, today I am proud of my small startup which has grown into one of the fastest-growing business across GCC region and beyond. For everyone who is reading my story, especially the women who feel deprived of opportunities, remember there are always opportunities, all you need to do is to get out of your comfort zone and push yourself into uncharted waters.

**MAHNOOR QADEER**  
**Manager Compliance**  
**Afiniti Software Solutions (Pvt.) Limited**

Coming from a self-made family, the significance of education was inculcated in me at a very young age. I always wanted to join a challenging profession that could not only help me earn well but was also be a source of pride and respect in the society as an independent working woman. After completing O Levels in sciences, I realized that medical/ engineering wasn't my cup of tea. Being a number cruncher, I started my CA journey soon after completing A Levels. I have heard countless times and I still hear that CA is very hard especially for women since they cannot adjust in a male dominant corporate world. Fortunately, Allah was kind enough to reward me for my passion and hard work, I passed 13 papers of CA inter in 3 attempts, completed articles from a professional firm in Lahore and qualified in July 2019, taking a total of 5.5 years to be an ACA.

**JAVERIA MALIK**  
**Senior Executive Finance & Accounts**  
**Attock Petroleum Limited**

I stepped into accountancy field directly from pre-medical background, leaving behind an admission offer of BDS from Nishtar Medical College. I took the CA journey as a challenge which become possible because of my passion and family support. I did six months' internship in one firm and completed articles from another firm based in Islamabad. This equipped me with real practical knowledge and groomed me professionally. Multiple good opportunities came my way even though I was part qualified. I decided to start my professional career with Oil & Gas Sector. With Allah's blessings, today I am honored to be the first Chartered Accountant in my family. Currently, I am associated with a reputed organization, Attock Petroleum Limited, as Senior Executive Finance & Accounts. I look forward to achieve new heights of success, Insha Allah, by upholding the signature qualification and an honest approach towards my profession.

**ILHAM EJAZ**  
**Global Graduate**  
**British American Tobacco Company**

As someone who became one of the youngest qualified professionals in the industry, I began my CA journey at the age of sixteen. Since then, it has been a journey that has taught me, molded me and shaped me. Looking back today, I take great pride in being a part of the CA fraternity, and particularly being part of the small women fraternity.

Each time I take a look at all my strong, resilient and courageous women fellows, I cannot help but cheer for each and every one of them and vow that as an empowered woman in the profession, it is my duty to support, encourage and enable other women to navigate their way in their career trajectory. Let's vow to always build each other up and to never bring one another down because there are already many forces trying to do so.

**FOUZIA UMER**  
**Assistant Manager Assurance**  
**A. F. Ferguson & Co. Chartered Accountants**

Becoming a Chartered Accountant was my childhood dream and although it took some time to realize, it is worth all the hard work and patience. It is truly said that "Good things don't come easy". This qualification requires true commitment to all the academic and professional learning aspects and in turn it molds you into a young leader with the ability to take professional decisions. I thoroughly enjoyed the learning process and kept an open mind throughout. During my training period, I was empowered to have a leadership role. I had the opportunity to lead a team and understand the essence of team building. It gave me the ability to make informed decisions to add value to my employer and clients in a dynamic work environment.

**KANWAL FATIMA**  
**Assistant Manager**  
**A.F. Ferguson & Co. Chartered Accountants**

I have always been a high achiever whether it was about getting A's in O and A Levels or graduating from LUMS in Dean's Honor List. When I thought of pursuing Chartered Accountancy, I did not have the slightest idea that this journey would teach me so much in such a short span of time. My first attempt was a lapse. Being the first ever failure, I was heartbroken, which is when my father told me that this is just the first step towards success. He told me that it is okay to fail and be disappointed, but it is not okay if that failure doesn't motivate me to push myself and work harder than before. My entire CA journey has taught me to not be afraid and just keep on stretching myself because by pushing oneself beyond limit, one can discover their true potential and worth.

**ZUNAIRA ABDUL HADI**  
**Assistant Manager Assurance**  
**EY MENA**

Being honest, I had no clue that I would become a Chartered Accountant. It was accidental. I was a medical student and my family always dreamt of me as a doctor, but my destiny brought me to this profession. It wasn't an easy journey. I still remember, from module A to F, I had to study a different course material with zero guidance, took back to back classes, faced travelling hassle, managed within limited funds and learned to deal with different personalities and work culture within the firm. Maintaining the right balance was not easy, causing many a times anxiety and mental health issues. However, my family's support helped me get through this. I learned that having faith, in your journey, is the key to success as it has all been planned by ALLAH and failures are a blessing in disguise. These bring out the best in you. Always cherish your failures.

An Inspiring Journey of CA Women



**The Institute of  
Chartered Accountants  
of Pakistan**

**CA**  
**PAKISTAN**

## **Fatima Begum** (1890-1958)

Fatima Begum was the founder and principal of the Jinnah Islamia College for Girls, Lahore and the founder member of the Anjuman-i-Khawatin-i-Islam. She was also at the forefront of the Punjab Provincial Women Muslim League (PPWML) leadership in the resettlement process of Muslim refugees, especially Muslim women. In 1942, she was appointed as a member of the Working Committee of the Punjab Provincial Muslim League. In 1943, she was nominated to serve on the All Indian Muslim League Women's Central Sub-committee. During the Punjab Provincial Elections of 1946, Fatima Begum addressed public meetings of the All India Muslim League all over Punjab resulting in rallying huge Muslim support for the cause of Pakistan.



**CHARTERED  
ACCOUNTANTS  
WOMEN FORUM**

## President ICAP (2009-2010)

**ABDUL RAHIM SURIYA**

Who approved formation of CA Women Forum



“CA Women forum was established in 2010 while I led ICAP as President. The purpose was to provide networking and freelance opportunities among women members and separate common room facility for girls / baby day care room. This CA profession is equally suitable for girls, as they can explore some different fields by not opting for full time jobs, like teaching, consultancy and outsource work.”

## This is how we began...

Our journey began in 2010 as CA Women Forum, when a group of senior women Chartered Accountants came forward with a vision to provide a platform to women members for networking and discussion on matters related to professional development and challenges in the profession.

This vision also emanated from the low participation of women in CA profession in Pakistan, as compared to other countries in the region. The scarcity of counseling avenues available for matters such as work life balance, options for flexible jobs etc. also required a common platform.

Senior women members instrumental in the formation of this Forum were Farzana Munaf, Khursheed Kotwal, Hina Usmani, Saira Nasir, Hena Sadiq, Moneeza Usman Butt and Durre Sameen, under the leadership of Huma Pasha.

After its formation, the Chartered Accountants Women Forum conducted regular activities for the benefit of all women associated with the profession. These activities include quarterly networking sessions, health awareness programs, professional development events, women's day celebrations and many other counseling and mentoring sessions during the period 2010 to 2016. All these activities are presented in the following pages in pictorial form, which demonstrate active and regular participation of women in these activities due to persistent efforts of the Executive Committee members of the Forum.



## CA Women's Day 2010

### Theme: Equal Rights, Equal Opportunities







Session on 'Reiki and Acupressure Techniques' and 'Ability is what gives you the opportunity; belief is what gets you there'





## Session on Women Health







## Session on Being Human







## Event on Situational Leadership





# CA Women's Day 2012

## Theme: Discover What's Possible







## Session on A Healthy Accountant...A Myth







## Breast Cancer Awareness Session





## Event on Power Speaking



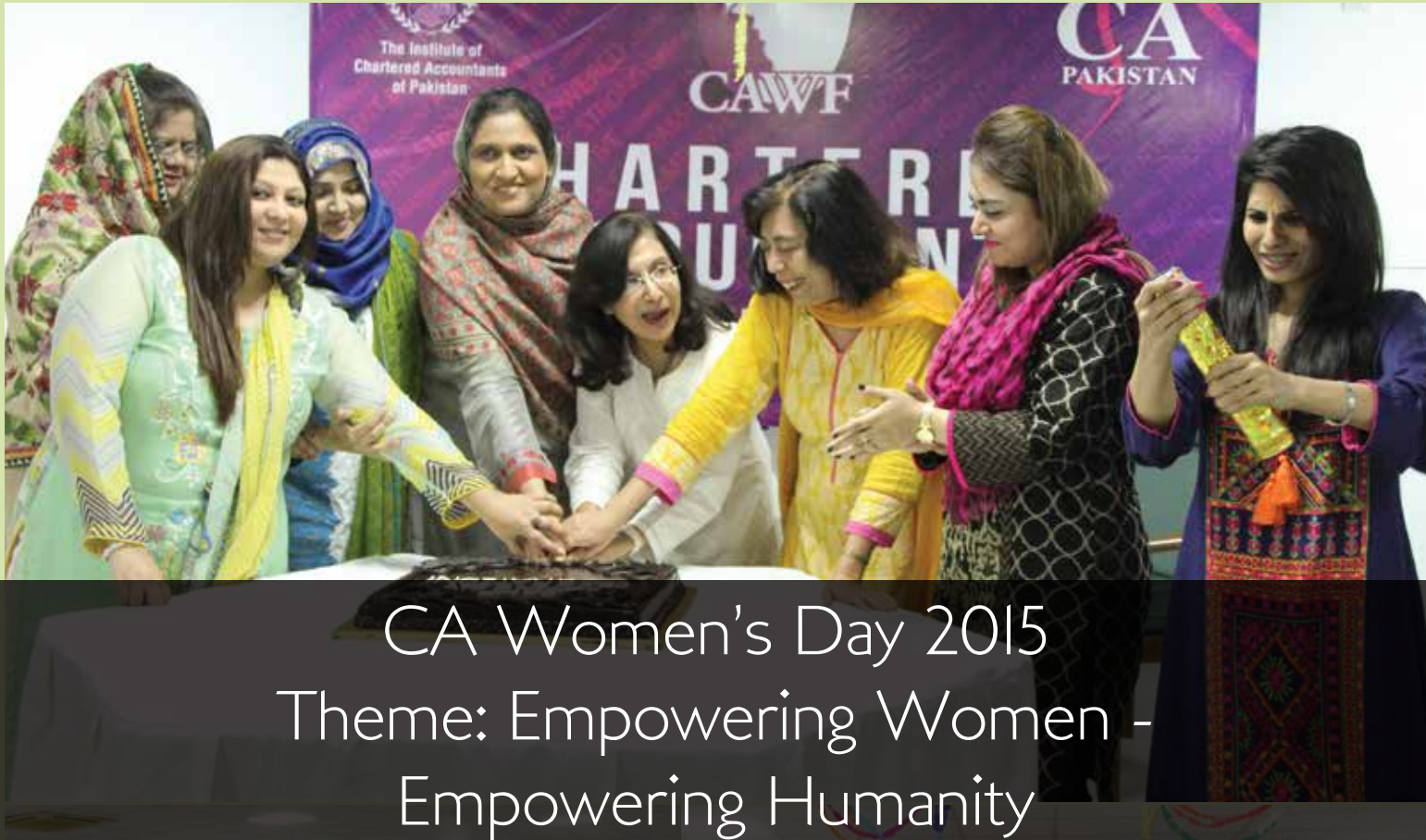




CA Women's Day 2013  
Theme: Women Transforming Lives  
and Communities











## Session on Workplace Attire - A Woman's Nightmare







## CA Women Forum Trivia Eve







## CA Women's Day 2016





Theme: Growing Together - Stronger Together





## Begum Jehan Ara Shahnawaz (1896-1979)

Begum Jahanara Shahnawaz actively campaigned for women's rights and suffrage through the platform of the All India Women's Conference in 1926. She was one of the women who set up the foundation for Anjuman Khawateen-e-Islam that worked towards supporting Muslim women through financial and educational programs. She was elected as the first woman member of the All India Muslim League Council in 1931 as a member of the Pakistan Constituent Assembly; she also helped draft the constitution and raised issues of Muslim women's rights through drafting the Charter of Women's Rights in 1954.



**CA WOMEN  
COMMITTEE**



President  
NADEEM YOUSUF ADIL  
Under whose Leadership the CA Women Committee was Formed

In 2017, the Executive Committee members of CA Women Forum met the top leadership and presented their proposal on formalization of Chartered Accountants Women Forum into a full-fledged committee. The then President Mr. Nadeem Yousuf Adil took this agenda to ICAP Council, and the Council approved formation of CA Women Committee under CA Bye-Laws 1983, thus the Forum was awarded the status of a Committee.

## ICAP forms working committee for female CAs

### RECORDER REPORT

**KARACHI:** The Institute of Chartered Accountants of Pakistan has constituted a working committee for female chartered accountants in its recent Council meeting.

The newly-formed women chartered accountants working committee will be mentoring females to pursue CA profession and enable female CAs to transcend the barriers in their way as far as this sector is concerned.

The formation of the committee manifests the strategic vision of the Institute that is aimed at promoting gender diversity in this field.

Earlier, a Chartered Accountants Women Forum was actively working with the continuous support of the Institute (ICAP) to create networking opportunities for female CAs and trainees to help them in personal development and job search.

Published on 17-02-2017  
in Business Recorder



FARRUKH REHMAN  
First Chairman of the CA Women Committee 2017



The first CA Women Committee was formed in the year 2017 and Terms of Reference (ToR) were formulated to achieve strategic goals for the betterment of women associated with the profession and those aspiring to join the league. In the absence of a woman member in the Council, the first CA Women Committee was chaired by a male council member, Mr. Farrukh Rehman.

# First Committee Members

Chairman

Farrukh Rehman, FCA

## Members:

- Anam Nadia Rahman, ACA
- Bushra Aslam, FCA
- Emad-ul-Hasan, FCA
- Hadia Khalid Petiwala, ACA
- Hena Sadiq, FCA
- Hina Usmani, FCA
- Khursheed Kotwal, FCA
- Maimoona Raffat, ACA
- Marium Mohammad Farooq, ACA
- Moneeza Usman Butt, FCA
- Noureen Al Amin, FCA
- Qurratulain Hadi, FCA
- Rija Salim Mangroli, ACA
- Roshan Mehri, FCA
- Saira Nasir, FCA
- Sadia Salman, FCA
- Sadia Shakoor, ACA
- Uzma Adil Khan, FCA
- Uzma Hayat, FCA
- Yasmeen Ahmad Zai, FCA





# CA Women Committee 2019-2020



Left to Right Sitting: Sana Quadri, Farzana Munaf, Moneeza Usman Butt, Khursheed Kotwal, Iffat Hussain, Muhammad Sheroz

Left to Right Standing: Hina Shahrukh, Zarmeen Siddiqui, Safina Shahid, Nausheen Ahmedjee, Hina Usmani (Chairperson), Kausar Safdar, Fatima Anis Abubakar, Asma Shahbaz, Fariha Javed



# CA Women Committee 2019-2020



Left to Right Sitting: Safina Shahid, Nausheen Ahmedjee, Zarmeen Siddiqui, Hina Usmani,  
Khursheed Kotwal, Asma Shahbaz, Bushra  
Left to Right Standing: Shumaila Halo, Muhammad Sheroz, Aly Zainul Abedin, Fatima Anis Abubakar

## CA Women Committee 2019-2020



Left to Right: Sadia Shakoor, Hira Mehmood, Maria Zafar, Ammara Shamim, Fouzia Quttab, Nazia Akmal



# Begum Ra'ana Liaquat Ali Khan (1905-1990)

Begum Ra'ana Liaquat Ali Khan was a pioneer of social welfare focused on women's empowerment and child literacy, while also being a career economist, a prominent stateswoman, and the First Lady of Pakistan from 1947 to 1951. She was the first Muslim woman delegate to the United Nations in 1952, the first woman ambassador of Pakistan to the Netherlands in 1954, and one of the most prominent women leaders of the Pakistan Movement, serving as an economic adviser to Jinnah's Pakistan Movement Committee. Rana attained degrees in Economics, Sociology, and Theology, later becoming a Professor at Indraprastha College. As First Lady, she launched powerful initiatives to provide social and economic benefits for women and founded the All Pakistan Women's Association. During Zulfikar Ali Bhutto's presidency, she was a part of the Ministry of Finance and Economics and later became the first woman governor of Sindh. Begum Ra'ana Liaquat truly broke barriers by virtue of her flourishing political, economic, and social work.





**INITIATIVES  
OF CA WOMEN  
COMMITTEE**

Signature events are held every year to mark the occasion of International Women's Day in major cities of Pakistan. These events help in enhancing the CA Women brand and awareness amongst the general public about the profession at large. They encourage young girls to make this profession their first choice of career. The brand is promoted through all modes of publication of the Institute through social media and regular appearances in electronic and print media. The following pages will showcase CA Women's Day celebrations during the period 2017 to 2020.

# CA WOMEN'S DAY CELEBRATIONS



2017







Theme: Be Bold for the Change







2018







Theme: Press for Progress







Honorable President of Pakistan  
Dr. Arif Alvi and the First Lady  
have graced the occasion of  
CA Women's Day 2019  
in Islamabad





2019 Theme: Women in  
the Changing World of Work:  
Planet 50-50 by 2030







CA Women Committee members welcoming Syed Masoud Ali Naqvi Past President ICAP. Five Past Presidents, Mr. Jafar Husain President ICAP (2019), professional and foreign dignitaries are attending the event.







Honorable Governor of Punjab,  
Chaudhry Mohammad Sarwar graced the  
CA Women's Day 2019 in Lahore





# 2020 Theme: Each for Equal







2020







Theme: Each for Equal





2020

Theme: Each for Equal





# CA WOMEN ACHIEVEMENT AWARDS

The most important aspect is to acknowledge women for achievements in their professional journey. This hallmark acknowledgement is made through annual distribution of achievement awards in the following three categories:

- Life time achievement award
- Woman of the year award
- Student of the year award

## LIFE TIME ACHIEVEMENT AWARD 2017



HUMA PASHA

## WOMEN OF THE YEAR AWARDS



SHAUGUFTA HASAN



FARWA JAFFER ZAIDI



ASRA RAUF



ANJUM HAI



IFFAT HUSSAIN



RAFIA SALEEM

## STUDENTS OF THE YEAR AWARDS



ZEHRA ILYAS



MARIA ZAFAR



IZZ GHANAA ANSARI

### CA WOMEN ACHIEVEMENT AWARDS 2018



Life Time Achievement Award  
ROSHAN MEHRI



Woman of the Year Award  
MONEEZA USMAN BUTT



Student of the Year Award  
RIDA WASEEM

### CA WOMEN ACHIEVEMENT AWARDS 2019



Life Time Achievement Award  
UZMA ADIL



Woman of the Year Award  
ASMA JAN MOHAMMED



Student of the Year Award

### CA WOMEN ACHIEVEMENT AWARDS 2020



Life Time Achievement Award  
BUSHRA NAZ MALIK



Woman of the Year Award  
HINA SHAHRUKH



Student of the Year Award  
KIRAN SHAHID KHAN



## 25 years of recognition to CA Women

In addition to achievement awards, the CA Women Committee also recognises the continued commitment to the profession of CA women who complete 25 years of continued membership with the Institute through a recognition certificate, along with mementos. The following women have successfully completed 25 years of continuous membership with the Institute of Chartered Accountants of Pakistan by 31<sup>st</sup> December 2020. Their names have been arranged from left to right, according to the date of their membership, as follows:

- Huma Pasha
- Roshan Mehri
- Yasmin Ajani
- Shagufta Shamsuddin Hassan
- Farah Qureshi
- Uzma Adil Khan
- Effat Kadri
- Aisha Moin Siddique
- Fowzia Farooq
- Musarat Siddiqui
- Saba Ali
- Khursheed Kotwal
- Bushra Naz Malik
- Yasmeen Ahmad Zai
- Iffat Hussain
- Tasnim Beg
- Farzana
- Khursheed Z. Marolia
- Hina Usmani
- Saira Nasir
- Atifa Arif Dar
- Lilly Dossabhoy

## Awards to longest serving women in ICAP

Each year on the occasion of CA Women's Day, the Committee recognises the sustained commitment of women working in various departments of the Institute and presents awards to longest serving women in ICAP's major offices across Pakistan. Upto 2020, the following women have received such recognition:

- Farida Hamid
- Samina Rasool
- Zerghona Ambreen
- Fauzia Karim
- Sonia Iqbal

# **WOMEN ON BOARD PROGRAMME**

The year 2017 saw a legislative change in the corporate landscape of the country. Due to inclusion of Section 154 in the Companies Act 2017, all public interest companies are required to have women representation on their Boards. This was implemented through the Listed Companies (Code of Corporate Governance) Regulations 2017, Regulation 7, which requires all listed companies to have at least one woman director on their Boards.

Keeping this in view, the Institute has compiled a directory of CA women members with professional experience of five years and more. This initiative of the Institute has facilitated the corporate sector with a readily available pool of qualified women professionals, eligible to act as independent directors under the Code. Many CA women are making their professional contribution as Board members on Boards of public interest entities due to this initiative.

The objectives for this initiative are to:

- Promote CA Women for placement on Boards of listed/public sector companies.
- Provide professional development trainings for effective contributions at Board level.
- Showcase profiles through annually updated editions of CA Women Directory.
- Disseminate the directory through timely measures, collaborations and events.

Sessions are held on 'Women Leadership Development Programme' for our women members and professional trainees, to discuss areas related to legal, financial and regulatory matters, covering key practical aspects to effectively serve on the Boards.



The First Edition of CA Women Directory for independent directors was launched in 2018 on the occasion of CA Women's Day celebrations. The Directory profiled more than 320 CA Women eligible for election as Independent Board Members.



Directory was presented to the then Minister of Information and Technology Ms. Marrium Aurangzeb

The Second Edition of CA Women Directory for independent directors was launched in 2019 on the occasion of CA Women's Day celebrations. The Directory profiled more than 340 CA Women eligible for election as Independent Board Members.



Directory was presented to Ms. Clelia Rontoyanni, Lead Public Sector Specialist, The World Bank

**T**hird Edition of CA Women Directory for independent directors 2020 was launched at Pakistan Stock Exchange (PSX) in January 2020. The printed Directory was also sent to the corporate sector for impactful awareness and inclusion of CA Women on Boards of public interest entities. The Directory profiled more than 350 CA Women eligible for election as Independent Board Members.



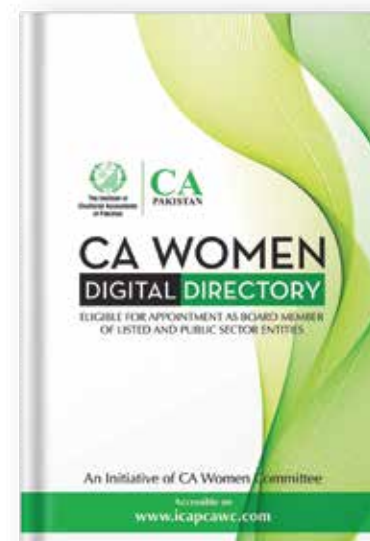
Gong ceremony was held in the trading hall of the Pakistan Stock Exchange

# CA Women Digital Directory

Eligible for appointment as Board Member  
of listed and public sector entities

Based on the feedback and requirements of various corporates and due to the need for digitalization, the CA Women Committee of the Institute of Chartered Accountants of Pakistan is introducing CA Women Digital Directory with the following key features:

1. The directory is digitally accessible.
2. Profiles can be searched based on requirements like sector specific experiences, seniority, additional qualifications, DTP compliances etc.
3. The CA women will have the liberty to update their profiles as and when any change is required.
4. The full version as well as relevant profiles of the directory can be downloaded.
5. The Directory will be regularly updated in real-time.
6. The criteria in the directory has been widened and now all women members of the Institute can share their profiles without any time limit of professional experience (Previously only names and profiles of women members with five years of experience were available).





# **CAPACITY BUILDING INITIATIVES**

The objective is to provide support to CA Women for development of their professional knowledge and skills through independent, participation-based interactive learning courses, as well to help them develop personal qualities and competencies required in their working lives.

The programmes under this goal are focused to take capacity building measures in the areas of profession, technology, grooming and specific areas related to work life balance and matters for engaging more CA Women in economic activities. Continuous support is also provided through webinars/seminars for addressing gender specific challenges. Programmes will also be conducted to engage CA women through sports activities.


# SCALING THE FOURTH INDUSTRIAL REVOLUTION

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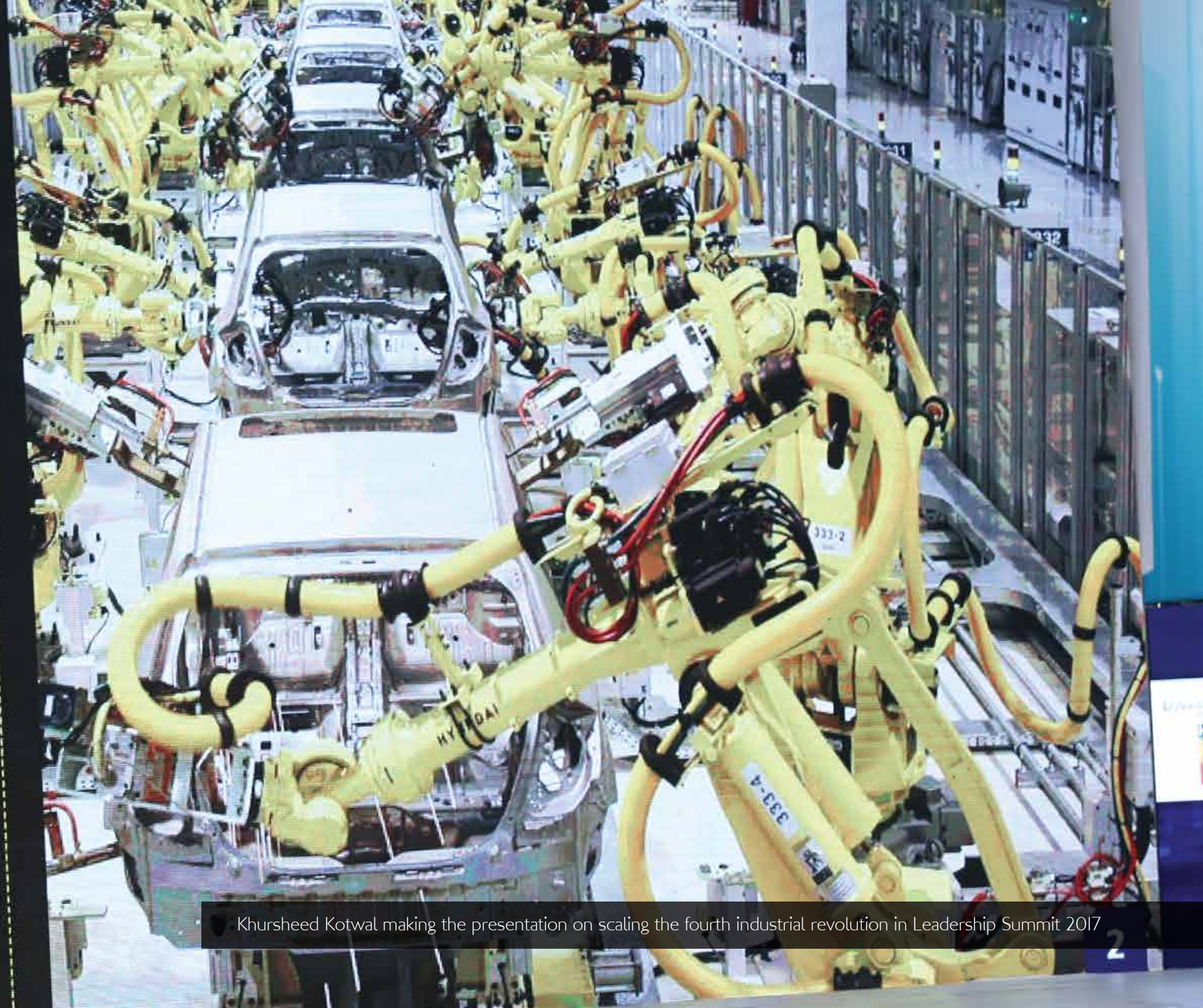
## CAWC LEADERSHIP SUMMIT 2017

The idea of Leadership Summit was conceived under the leadership of outgoing chair Mr. Farrukh Rehman and it was held in December 2017 in Karachi. The summit was organized by CA Women Committee in collaboration with the World Bank, on the theme “Scaling the 4th Industrial Revolution” through a sub-committee led by Ms. Khursheed Kotwal. The event was well attended by ICAP members, professionals and dignitaries from all walks of life.





Smart  
factories are  
revolutionising  
manufacturing  
enabling a 7X  
increase in  
productivity  
by 2022



Khursheed Kotwal making the presentation on scaling the fourth industrial revolution in Leadership Summit 2017



Honorable Chief Minister Sindh,  
Syed Murad Ali Shah sharing his  
thoughts on Leadership Summit 2017







# Annual Meetup 2018 Freshly Qualified CA Women







## Annual Meetup 2019 Freshly Qualified CA Women



ICAP and First Women Bank Limited signed Memorandum of Understanding to facilitate CA women for availability of flexible and work from home opportunities.



Mr. Riaz Rehman Chamdia president ICAP 2017-18 and Ms. Tahira Raza the then president First Women Bank are signing the MOU at ICAP house Karachi



The committee conducts regular online training sessions on financial modelling advance excel courses for CA women.

The poster features a dark blue background with a starry, bokeh effect. At the top left is the logo of The Institute of Chartered Accountants of Pakistan. At the top right is the CA PAKISTAN logo. In the center, the text reads: "An Initiative of CA Women Committee". Below this, it states: "A FREE-OF-COST WEBINAR SERIES FOR FEMALE MEMBERS & TRAINEE STUDENTS HAS BEEN ORGANIZED ON". The main title "FINANCIAL MODELLING ADVANCED EXCEL" is prominently displayed in large, bold, orange letters. Below the title, it says: "Starting March 10<sup>th</sup> – 26<sup>th</sup>, 2020 | 01:00 PM (PST)". A call to action in orange text reads: "Get your free slots booked for this exciting learning opportunity now!". At the bottom, it provides a registration link: "For registration please click on the link below <https://forms.gle/8s119NRAJrSNbNCi6>". The footer contains social media and contact information: "cawcommittee" with a Facebook icon, "www.icapcawc.com" with a globe icon, "cawomen@icap.org.pk" with an email icon, and "111-000-422" with a telephone icon.

The Institute of Chartered Accountants of Pakistan

CA PAKISTAN

An Initiative of CA Women Committee

A FREE-OF-COST WEBINAR SERIES  
FOR FEMALE MEMBERS & TRAINEE STUDENTS HAS BEEN ORGANIZED ON

**FINANCIAL MODELLING  
ADVANCED EXCEL**

Starting March 10<sup>th</sup> – 26<sup>th</sup>, 2020 | 01:00 PM (PST)

Get your free slots booked for this exciting learning opportunity now!

For registration please click on the link below  
<https://forms.gle/8s119NRAJrSNbNCi6>

cawcommittee f www.icapcawc.com cawomen@icap.org.pk 111-000-422

Self defense session was held during CA Women's Day 2020 by Xenab Ansari.



Motivational speech by Jahanara Sajjad Ahmad FCA.



Interactive yoga session focusing on breathing techniques by yoga trainer Saira Asif.





In 2020, online programs on Women Leadership Development were organized for CA women members.

Welcome Address

**Hina Usmani, FCA**  
Vice President ICAP & Chairperson  
CA Women Committee

Time:  
**4:05pm**



Organized by  
**CA Women Committee**

For queries  
Contact Hina Usmani  
[cawomen@icap.org.pk](mailto:cawomen@icap.org.pk)

**Iftekhar Taj, FCA**  
Council Member ICAP & Director  
Governance and Strategy at Crowe  
Hussain Chaudhury & Co.

**Topic: Board and Corporate Laws**

Time: **4:10pm**  
Q&A Session: **5:10pm**

Moderator

**Bushra Aslam, FCA**  
Executive  
Director/HOD SECP  
& Member CA  
Women Committee



Platform  
**Live at Zoom**

Date & Day  
**31<sup>st</sup> October 2020  
Saturday**

Time (PST)  
**4:00pm to 7:00pm**

CPD Hours  
**Three (3)**

**Dr. Huma Sodher, FCA**  
ACMA (UK), CGMA, CIPA, LLB,  
LLM, PhD (UK)  
Barrister and Member Honourable  
Society of Lincoln's Inn (UK)

**Topic: Corporate Scandals  
Key Lessons for Aspiring Directors**

Time: **5:25pm**  
Q&A Session: **6:40pm**  
Maghrib Break: 15 Minutes

**2<sup>ND</sup>**

Training Session

**Women  
Leadership  
Development  
Program**

FOR ASPIRING CA WOMEN

**LIVE**

**An initiative to extend professional  
support and guidance to serve as  
effective Board member.**

**Contact Details: Universal access: 111 000 422**

[icapcawc.com](http://icapcawc.com)
[cawcommittee](#)
[@ca-women](#)
[@CAWomenPak](#)
[cawcommittee](#)

Register for Free: <https://member.icap.org.pk/online-registration-for-seminar-workshop/>



# INTERNATIONAL OUTREACH

The CA Women Committee aims to play a pivotal role in policy-making initiatives with specific focus on achieving the United Nations Sustainable Development Goal 5 (SDG 5) for gender equality and empowering all women and girls by 2030. The Committee aims to increase its outreach to the South Asian Region and to adopt best practices and learn from each other's experiences.

In September 2018, the Committee was honored to host the very first meeting of SAFA Women Leadership Committee in Karachi. The members of CA Women Committee met the SAFA Board and presentation was made on behalf of SAFA Women Leadership Committee by chairperson.



On behalf of CA Women Committee, Hina Usmani attended the World Congress of Accountants (WCOA) held in Sydney, Australia in November 2018. During her visit she met Ms. Jane Stanton, the then President of the Institute of Chartered Accountants Australia and New Zealand, and discussed matters related to women's inclusion in the profession.





FAC Board Member Mr. Yacoob Suttar attended CA Women Committee meeting in 2020 and appreciated the committee's efforts for achieving its goals and shared his valuable thoughts on various initiatives. He also encouraged women committee to connect with women board members of IFAC.



## SAFA Women Leadership Committee meeting Srilanka 2019



## Online SAFA WLC meeting 2020



# **ENGAGEMENT WITH WOMEN STUDENTS**

Regular engagement with women students is one of the prominent strategic goals of CA Women Committee whereby mentoring and counselling sessions are held for trainees in various cities of Pakistan. In addition the CA Girls Nurturing Program is an exciting project that was started in 2019 for encouraging more girls to join the CA profession. The CA Women Committee felt special efforts were required at College and University level to inform women students about the CA profession, the career prospects the profession offers and to share the success stories of CA Women.

Programme execution includes visits to schools, colleges and universities; meeting students & management ,explaining the project and conducting counselling sessions for students and parents for making CA profession a preferred career choice.





## Mentoring and Counseling Session 2018





## Mentoring and Counseling Session 2019







## CA Girls Nurturing Programme





CA  
PAKISTAN



# FUTURE OUTLOOK



**CA**  
PAKISTAN

## **AN OPPORTUNITY TO DEVELOP**

**Self Sustainability**

**Capacity Development**

**Mentorship Support**

**Career trajectory**

## **PROGRAM ACTIVITIES**

**Orientation**

**Curriculum Sessions**

**Open house discussions**

**Team building exercises**



# **CA WOMEN** **Entrepreneurship** **programme**

[icapcawc.com](http://icapcawc.com)

# CA Women Entrepreneurship Programme

In order to bring more CA women to the workforce and provide due support and guidance to CA Women on career breaks or those who want to switch from fixed hours to flexible hours, an exclusive CA Women Entrepreneurship Programme has been designed for them to pursue professional accountancy practice. This programme will provide various technical and mentoring sessions for sustainable and quality business development and sustainability.

The objectives of this programme are to:

- Strengthen and support women members in practice through technical measures which include developing technical tools, providing guidance and facilitating through capacity building initiatives.
- Highlight potential business opportunities and facilitate connectivity with women entrepreneurs, the SME sector and training & development project-based opportunities in public and private sector.
- Impart relevant guidance for sustainable business growth.
- Work and develop a freelancing & shared services roadmap.



## Engagement with Professional Firms





## **Guidelines for women inclusion in CA profession and in the workforce**

In 2019, CA Women Committee engaged with professional firms to enhance women participation in the profession. They took their views on the development of gender policy and sought their support through an effective consultation process for implementation. The relevant sub-committee has developed guidelines for “Women inclusion in CA profession and in the workforce” keeping in view international standards as well as local laws.

## **Training on Quality Control in assurance services**

Programmes are being formulated for providing training to women members in specialized areas of quality control in assurance services in order to enable them to utilize their skills in professional practice.

## **Day Care Facility**

The Committee regularly supports women members in particular and all women in the workforce in general by advocating an enabling work environment for flexible working, onsite Day care centers, availability of transport etc. On the recommendation of CA Women Committee, as a role model, ICAP has taken the initiative and a plan is in place for development of a Day care center for women staff of the Institute.

## Way Forward

Since its formation, the CA Women Committee has worked tirelessly to identify areas where measures are required for encouraging women's inclusion in the profession and in the workforce, and to explore concrete ways to lead change with more conviction and confidence.

Through our journey we have experienced many high points and faced just as many challenges. We are proud of the progress we have made so far and are fully committed to our vision of empowering CA women and those aspiring to join this profession.

## Begum Shaista Suhrawardy Ikramullah (1915-2000)

Being the first Muslim woman to earn a Ph.D. from the University of London, serving as one of two women representatives at the first Constituent Assembly of Pakistan, and representing Pakistan as a delegate to the United Nations, Begum Shaista Suhrawardy Ikramullah consistently broke the glass ceiling throughout her political and academic career. Inspired by Quaid-e-Azam, she was a leader in the Muslim Women Student's Federation and was also heavily involved with the All-India Muslim League's Women's Sub-committee. She also played a significant role in the Pakistan movement, working tirelessly alongside Begum Shahnawaz to attain approval for the "Islamic Personal Law of Shariah", which approved guaranteed equality of status and opportunities for men and women in 1948. This law became effective in 1951. As an author and a translator of her own English books to Urdu, she was a prolific writer and literary enthusiast, passionate about the portrayal and historical preservation of women's struggles and achievements through literature.





**WORDS OF  
ESSENCE**

When I bestride him, I  
soar; I am a Hawk.  
~William Shakespear

**- AMMARA GONDAL**

Self-belief is the first step leading  
to the pathway of success. Be  
consistent, work relentlessly and  
retain an empowered mindset to  
achieve what you want. Mind you,  
sky is not the limit for an  
empowered resilient woman!!

**- MARIA ZAFAR**

Chartered Accountancy is one of  
the few professions where one is  
able to achieve financial  
independence in an early part on  
life which leads to empowerment.

**- MONEEZA USMAN**

No one can make you feel inferior. Take charge of your thoughts,  
and you will achieve your destiny.

**- SHAGUFTA SHAMSUDDIN HASSAN**

Don't let anything scare you.  
Taking responsibility can be  
hard but it helps you grow.

**- MAHNOOR QADEER**

When we stop comparing  
ourselves to others and a version  
of what others expect us to be, we  
focus on our own path and  
achieve our own destinies.

**-KIRAN JAMIL**

If you are determined and passionate to be an independent woman, looking for equal opportunities and to earn an eminent position, join CA as it would not only empower you to lead but would change the world for you..

**- KANWAL FATIMA**

For me CA is a qualification for women to conquer your own limits/fears and unfold your own boundaries

**- SUMERA MUGHAL**

What would happen if we encouraged all women to be a little more ambitious? I think the world would change.

**- IFFAT HUSSAIN**

Your smile can melt the most difficult task and help you achieve the impossible.

**- HUMA PASHA**

Persistence and resilience will help you go a long way! Dreams should never be given up - they should be lived fully.

**- FATIME ANIS**

For me, accountability is not about accepting blame. It's about delivering on a commitment and not just the steps involved. You have to aspire as well as inspire to win as one team!

**- SAAIRAH FAROOQ**

Becoming a chartered Accountant really gave me the strength to take control of my life in so many ways.

**- ASMA SHAHBAZ**

There are no limits to what you can achieve, except the limits you place on your own thinking. So stay strong and believe in yourself; Sky is the limit.

**- JAVERIA MALIK**

Empowering women with dignity and maintaining one's self-respect

**- HUMA JAVED**

Live your dreams every day.

**- MOMINA KHAN**

Oh Girl you can do this for sure!

**-BENAZEER**

There is no limit to what we, as women, can accomplish.

**- ASHRAF**

CA is a competitive profession that helps you grow personally and professionally and is the best medium to make your mark on the world!

**-FAUZIA UMER**

When you have an option to choose, choose happiness!

**- HIRA ZAID CHOWDHREY**

Get the confidence to not only dream big, but also achieve big!

**- IZZ GHANAA ANSARI**



Being a male dominated profession, you will not find any better place to prove your mettle!

**- FATIMA NADEEM**

Belief in yourself and determination to achieve is all we need for success so just follow your heart and be courageous.

**-FAUZIA SAFDAR KHAN**

As a qualified CA, you have the opportunities to work with like-minded professionals in a role that is challenging and built for growth, allows for financial mobility, with work that is grounded in ethics and dignity.

**-ROSHAN MEHRI**

You are who you are because of the choices you make in life. CA profession is hard & challenging but definitely worth its while.

**- KHURSHEED KOTWAL**

Everything you are going through is preparing you for what you've asked for. Keep going. Stay strong. You've got this.

**- NAUSHEEN ADAMJEE**

"Shoot for the moon. Even if you miss, you'll land among the stars." - Les Brown.

**- BUSHRA FAROOQ**

A woman is blessed by nature to be strong, resilient and responsible. As a crucial part of society, it's important to play your effective role, for yourself and for others. Opportunities-and disappointments-will always come your way. But just believe in yourself and don't give up. With the right support and a positive mindset, you can always find the balance to succeed.

- HINA USMANI

When the going gets tough, the tough get going

- SARAH SIDDIQUI

As a profession, CA offers more than a high paying job to women; it empowers us to take on leadership roles which is a key to economic growth as well as social transformation.

- REHMA TIRMIZEY

The best jewelry you can wear is self-confidence, put it on and conquer the world by choosing CA as your profession as well as passion

- KHADIJA CHAUDHARI

Recognize your own strength and persevere.

- HENA SADIQ

Don't let the outside noise break your inner passion. Be fervent and rest assured you will eventually succeed what you are determined for

**- KHUSHBOO MUSHTAQ**

Chartered Accountancy instilled in me a deep sense of discipline and dedication to hard work; the values to which I truly owe my successes in life.

**- RAFIA SALEEM**

"As a woman I have no country. My country is the whole world" - Virginia Woolf.

**- ILHAM EJAZ**

The CA profession provides you with invaluable exposure to both professional and personal growth opportunities

**-SHAFIQ SATTAR**

Human belief has the unfathomable power; you do it only if you believe you can!

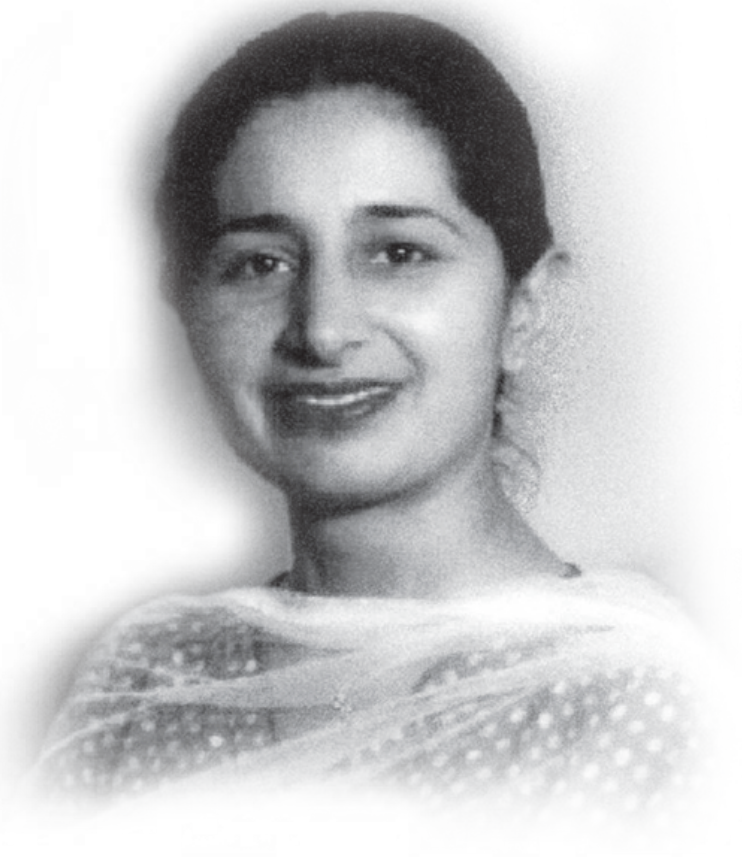
**- SANA QUADRI**

While getting back our power and making our mark in this world, let's not become what we are struggling against. Let's be compassionate, empathetic and just to those around us

**-HIRA MEHMOOD**

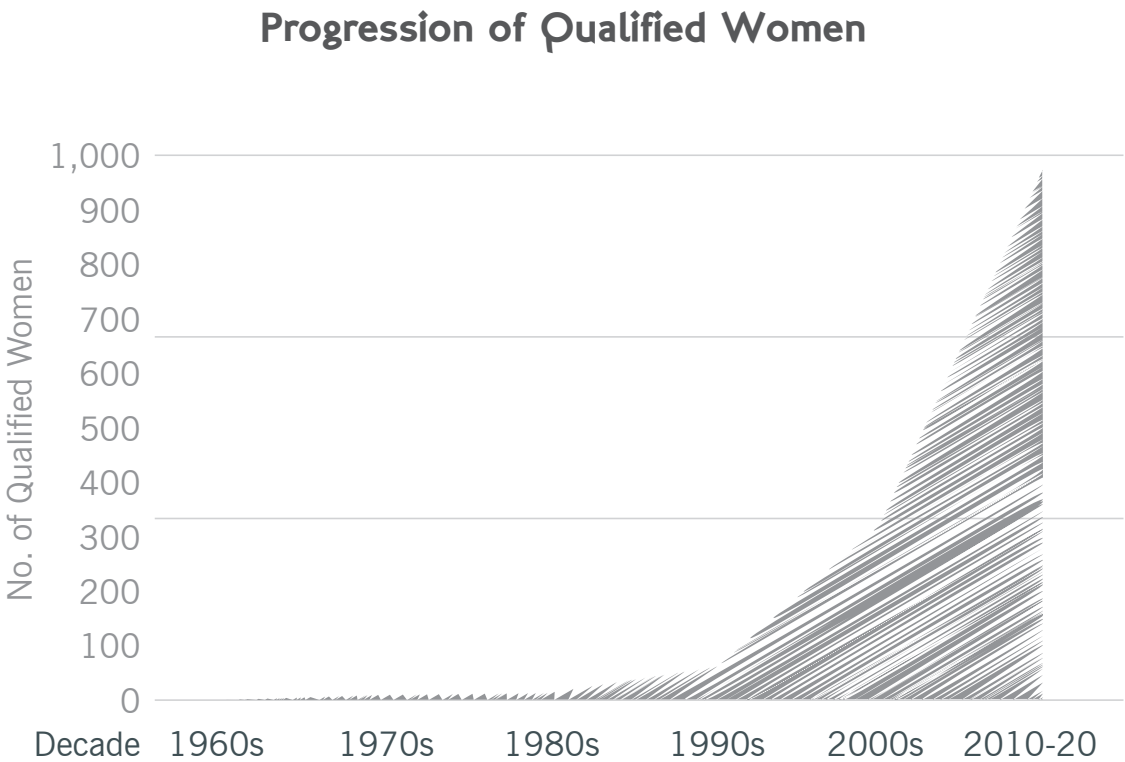
## **Fatima Sughra Begum** (1932-2017)

Fatima Sughra Begum also known as Lady Ghulam Hussain Hidayatullah was a Pakistani activist and a prominent figure in politics. She was only 14 years old when she became one of the youngest members of the Pakistan Movement. She actively participated in numerous women's processions, setting an example for other women. In 1946, she took down the British Union Jack from the Civil Secretariat Lahore and in its place put up a Muslim League flag made out of a green dupatta. For this act she was honored with a Lifetime Achievement Award and a Pride of Performance Award. In the annual session of Muslim League in 1943, Begum was elected as President of the Women's Reception Committee. She took part in political processions in Lahore during 1940s, where she urged the Government to accept the League's proposals of a separate nation. She received a Gold Medal by "Pakistan Movement Workers Trust" for her services to Pakistan.





**QUALIFIED WOMEN  
PROGRESSION IN  
DECADES**



The decade wise list is given in the following pages as per sequence of achieving the CA qualification.

Sr. No.	NAME
1	Eva Sayed
2	Fauzia Rashid
3	Tazeen Khan
4	Huma Shaikh
5	Fowzia Khurshid
6	Tarrunum Murad
7	Tasnim Beg
8	Zahida Alvi
9	Mahrugh K. Medora
10	Roshan Sanami
11	Joyce D'souza
12	Musaret Siddiqi
13	Tazeen Iqbal
14	Farzana Abubakar
15	Lyla Minoo Bamjee
16	Samia Mufti Abbas
17	Yasmin Ghulam Hussain
18	Saba Ali
19	Subuhi Riaz
20	Khursheed Hansotia

Sr. No.	NAME
21	Fehmina Alamgir
22	Shagufta Ghulamali
23	Khursheed Javat
24	Samina Jabeen
25	Hina Altaf
26	Phiroza Minoo Bamjee
27	Bushra Naz Malik
28	Farah Qureshi
29	Erum Ismail
30	Saira Patel
31	Uzma Adil
32	Atifa Saleem Safdar
33	Yasmeen Ahmad Zai
34	Gulzar Ghulamali
35	Effat Kadri
36	Iffat Sultan
37	Lilly Dossabhoy
38	Aisha Moin Siddique
39	Huma Taj
40	Josephine Ann Ahmad

Sr. No.	NAME
41	Precilla George
42	Syma Hafeez Munshi
43	Amina Saeed
44	Muneeza Batool
45	Kaneez Hajra
46	Samreen Sherwani
47	Erum Fatima
48	Tasneem Khan Fida Ali Adeeb
49	Bushra Aslam
50	Farida Shahadat
51	Nigar Fatima Jafri
52	Yaseen Zehra
53	Rukhsana Ghulam Hussain
54	Kulsum Hussain
55	Seema Hassan Ali
56	Shenila Parekh
57	Fatima Sheikh
58	Tasneem Moochhala
59	Shirin Haque
60	Meher Nigar Azam

Sr. No.	NAME
61	Asema S. Khandwala
62	Asra Rauf
63	Amber Sherwani
64	Aneela Kashif
65	Anjum Hai
66	Umaina Zaheer
67	Spenta Dadi Sethna
68	Muneeza Akeel
69	Marisa Adele Almeida
70	Maria Mckenna Qamar
71	Sadia Wahid
72	Tahera Moiz Ali
73	Uzma Hayat
74	Moneeza Hamid
75	Shaista Shamshudin Sumar
76	Adeela Waqar
77	Sabeen Inaam
78	Sophia Ahmed
79	Noureen Amir Ali Allana
80	Mona Khan



Sr. No.	NAME
81	Mahrugh Nayyar
82	Jaweria Ather
83	Nausheen Moghal
84	Maryam Aziz
85	Shafaq Sattar
86	Maria Ahmed
87	Nabiha Shahnawaz Cheema
88	Asma Campwala
89	Quratul Ain Zaidi
90	Shazia Tehsin Ahmad
91	Shazia Naseem
92	Amna Salman
93	Nazish Rafiq
94	Jahanara Sajjad Ahmad
95	Sadaf Shafi
96	Saeeda Sabah Hyder
97	Sana Raza Khan
98	Aiman Bashir Ali Abdulla
99	Javeria Fatima Saeed
100	Tasneem Yusuf

Sr. No.	NAME
101	Anie Onaiza
102	Uzma Yaqoob
103	Sherazade Shafiq
104	Bano Ishtiaq Sheikh
105	Sadiqa Alam
106	Naila Habib Shadan
107	Maheen Fatima
108	Nilofer Habib Shadan
109	Shahin Nouraina Riaz
110	Bernice Josephine Wendy Rosario
111	Maliha Shams
112	Kulsum Rashid
113	Ailya Abbas
114	Hena Sadiq
115	Kiran Jamil
116	Urooj Gilani
117	Perin Kaizad Mavalvala
118	Bushra Sadiq
119	Anita Nizam
120	Nadia Waris

Sr. No.	NAME
121	Bushra Azhar
122	Aana Hanif
123	Sohab Mushtaq
124	Kauser Parveen
125	Farheen Younus
126	Amena Shaista
127	Sadia Nazeer
128	Sadaf Latif
129	Ayesha Muharram
130	Asiya Furqan Kamlani
131	Bazegha Aslam
132	Asma
133	Arsheela Malik Jindani
134	Arshamah Motie
135	Tahmeen Ahmad
136	Hareem Javed
137	Rabea Hussain
138	Fauzia Safdar
139	Saadia Khan
140	Mahira Khurshid

Sr. No.	NAME
141	Huma Sodher
142	Hina Ehtesham
143	Dur E Sameen Mufassir
144	Farya Ansar
145	Fatima Muniza
146	Fozia Hussain Bhellar
147	Saira Tabussum
148	Tanya Amjad
149	Nadia Wahid
150	Sana Shahid
151	Syeda Tajwer Fatima Jafari
152	Faiza Bukhari
153	Uzma Hashim
154	Dilshad
155	Rania Saher Naseem
156	Fatima
157	Irfana Munir
158	Rizwana Usman Kath
159	Shumaila Rashid
160	Beenish Rafiq

Sr. No.	NAME
161	Abida Batool
162	Farnaz Tufail
163	Sadia Salman
164	Zareen Anwar
165	Ayesha Riaz
166	Maleeha Ali
167	Faiza Batool
168	Saima Kausar
169	Ayesha Ahmad Murtaza
170	Safia Bint E Mahboob
171	Madiha Ahmed
172	Shumaila Halo
173	Afia Akram Qureshi
174	Nida Shah
175	Syeda Wajeeha Gul Bukhari
176	Rabia Nazish Masood
177	Tabassum Shakir
178	Summiyyah Badar
179	Farheen Atique
180	Shirin Anwar Merchant

Sr. No.	NAME
181	Urooj Fatima Vohra
182	Marryam Balouch
183	Ayesha Masroor
184	Dilshad Amir Ali
185	Naomi Sonia Alam
186	Ammara Khan
187	Naila Shafi
188	Aliya Faaiz Shah Bokhary
189	Nida Masood
190	Sadaf
191	Marium Sarwar Khan
192	Sadia Rafique
193	Fatima Anis Abubakar
194	Maheen Yousuf
195	Muneeza Ali
196	Saira Shamsi
197	Afshan Irshad
198	Nagina Bashir
199	Sadia Sarwar
200	Saima Iqbal

Sr. No.	NAME
201	Saima
202	Sarah Faiz
203	Saairah Farooq
204	Sadia Ahmed Zubairi
205	Sobika Muzammil
206	Tallat Zahoor
207	Hoor Saifullah Khan
208	Faiza Iqbal Siddique
209	Sonia Khan
210	Arifa Nazeer
211	Hira Mehmood
212	Kanza Naeem
213	Afshan Nayab Joseph
214	Ayesha Anwar
215	Shan-E-Zahra
216	Sanober Altaf
217	Abida Anum Abbas
218	Anam Rashid
219	Tazeen Fatima
220	Farwa Jeffar Zaidi

Sr. No.	NAME
221	Faiqa Naz
222	Hira Tariq Bhatti
223	Asma Sarwar
224	Zufishan Anjum
225	Iram Tayyab
226	Ayesha Ashfaq
227	Taha Khan Baqai
228	Aisha Fazal Ur Rehman
229	Dilshad Feroz Ali
230	Samina Sabir
231	Wajiha Anwar
232	Farhana Sultana
233	Ambreen Zehra Naqvi
234	Khush Bakht
235	Almas Hosain Ali
236	Sadaf Warraich
237	Anila Zulfiqar
238	Wajiha Danish
239	Shahida Karim Raj Kot Wala
240	Sabina Navaid



Sr. No.	NAME
241	Roohi Khan
242	Maria Memon
243	Saman Sajid
244	Faiza Saleem
245	Uzma Zohra Farooqui
246	Saleha Waheed
247	Sumaira Yasin
248	Maryam Tahir
249	Ambreen Mukhtar
250	Ayesha Fatima
251	Zehra
252	Kulsoom Fatima Khalid
253	Farwa Sadiq
254	Riffat Jabeen
255	Humera Hayat
256	Salima Nadir Ali
257	Saadia Mushtaq
258	Beenish Malik
259	Hina Ashraf Khan
260	Syeda Safura Fatima

Sr. No.	NAME
261	Mahwish Sarfraz Saify
262	Afsheen Shakoor
263	Shumaila
264	Nida Salahuddin
265	Sumera
266	Nadia Saleem
267	Samia Husain
268	Ayesha Abdulla
269	Samreen
270	Anum Naseer
271	Fauzia Rashid
272	Dur E Nayab Hussain
273	Madiha Taj Siddiqui
274	Amber
275	Sadia Yasmin
276	Sarah Anwer
277	Mohsina Akram
278	Nibras Masoom
279	Rim Siddiqi
280	Sonia Piracha

Sr. No.	NAME
281	Humaira Saeed
282	Munira Muhammadi Stationers
283	Reena
284	Fizza Mutahir
285	Barkha Liaquat Ali
286	Fehmina Jawed Siddiqui
287	Saleema
288	Zainab Abubakar
289	Amina Tariq
290	Sindhu
291	Faiza Ashraf
292	Erum Zehra
293	Shirin Noorullah
294	Aysha Shaukat
295	Farheen Mirza
296	Umaimah Nawab
297	Farhat Bano
298	Saba Sodher
299	Mehreen Usman
300	Erum Azhar

Sr. No.	NAME
301	Javeria Siddiqui
302	Zanib Mubarik
303	Momina Khan
304	Kiran Fatima Lilani
305	Safia Bano
306	Zainab Iqbal Bhatti
307	Sara Ansari
308	Sehrish Bhatti
309	Tayyaba Umbreen
310	Urooj-Us-Saheer
311	Sehrish Sarfraz
312	Shumaila Malik
313	Hiba Hasnat
314	Aruj Ashraff
315	Wara Qamar
316	Tabinda Tariq Murad
317	Nadia Abdul Sultan
318	Nida Nafees Khatri
319	Maham Javaid
320	Humaira Siddique

Sr. No.	NAME
321	Hina Sultan Ali Jooma
322	Rahaila Izzet Aleem
323	Hina Shamsi
324	Maimoona Raffat
325	Syeda Sana Sultana
326	Nida Hashmi
327	Nadia Wazir Ali
328	Daniyala
329	Asma Shabbir
330	Saadia Pervaiz
331	Anita Chandnani
332	Neelum Wasif
333	Noureen Al Amin
334	Sana Quadri
335	Kaneez Fatima Raza
336	Sidra Junaid
337	Ayesha Arif
338	Sahrish Nawaz
339	Noreen Yusuf
340	Mehreen Mukhtar

Sr. No.	NAME
341	Anum Anwar
342	Sarah Kamal
343	Haniya Najam Butt
344	Urooj Nesar
345	Shazia Parveen
346	Abeera
347	Zahra Javed Kanchwala
348	Javeria Zaman
349	Nida Pyar Ali
350	Anum Mohsin
351	Masuma Amir Ali
352	Ayesha Arif Bawany
353	Sara Jamali
354	Irum Sardar
355	Sadia Mohammed
356	Rafia Saleem
357	Sadaf Zahid
358	Shereen Qadeer
359	Sana
360	Atiya Irfan Dossa

Sr. No.	NAME
361	Shafaq Mahmood
362	Maheen Farooqi
363	Shanila Naseem
364	Aisha Abdullah
365	Sidra Khalid
366	Faiza Hanif
367	Fareen Naz Qureshi
368	Sumara Asghar
369	Amna Gul Khan
370	Anam Shah
371	Fizzah Ejaz Rathore
372	Amal Sajjad
373	Asma Ahmed
374	Maria Hafeez
375	Nitasha Siddiqui
376	Mariam Khan
377	Sarah Moin
378	Sarah Nasir
379	Saira Khalil Rana
380	Tasmiya Sharmeen

Sr. No.	NAME
381	Syeda Anam
382	Hadia Khalid Petiwala
383	Rabia Shaukat
384	Zarfishan Brohi
385	Rabia Zulfikar Ali
386	Bushra Sana
387	Rafaqat Majeed
388	Saman Hassan
389	Madiha Israr
390	Saba Iqbal
391	Hirra Perwaiz
392	Sadia Ahmed
393	Hira Naveed
394	Shaina Shahid
395	Huma Bashir
396	Sadaf Saghir
397	Sabiqa Fatima
398	Amsa Mutahir Hussain Kazalbash
399	Sameen Aslam
400	Aliya Khalid



Sr. No.	NAME
401	Sarah Siddiqui
402	Saba Munir
403	Wajiha Yousuf
404	Narisa Zulfiqar Hamirani
405	Mehreen Zafar
406	Fatima Aman
407	Rehma Tirmizey
408	Sadaf Imtiaz
409	Nisha Kumari
410	Amna Tauqeer
411	Maira Sajjad Butt
412	Farayha Sohail
413	Maria Ejaz
414	Sundas Panni
415	Amna Hafeez
416	Fouzia Siddiqui
417	Uliya Khan
418	Sara Shaukat Ali
419	Noor Shuja
420	Saher Amir Ali

Sr. No.	NAME
421	Amna Muzaffar
422	Maria Zafar
423	Shehzadi Ifrah Mirza
424	Asra Zafar Khawaja
425	Riffat Jabeen Khattak
426	Tooba Anis
427	Faiza Khalid
428	Hina Akbar Sunka
429	Insia Mansoor
430	Zahida Riaz
431	Fatima Manahil Hasan
432	Fayza Sulaiman
433	Aliza Saleem
434	Kiran Farooq Baddi
435	Sana Aslam
436	Abeer Altaf Hussain
437	Saima Haseeb
438	Rabia Latif
439	Qurat Ul Ain Gul Rukh
440	Adan Sultan

Sr. No.	NAME
441	Hira Naeem
442	Madiha Dawood Hasware
443	Sumia Subhan Khattak
444	Saba Munir
445	Saba Iqbal
446	Bushra Farooq
447	Zohra Zulfiqar Ratani
448	Fariha Wajid
449	Arisha Fayyaz
450	Amina Javaid
451	Fouzia Quttab
452	Tayyeba Usman
453	Sadia Shakoor
454	Madiha Kanval Butt
455	Shumaila Qayyum
456	Sana Shamim
457	Samreen
458	Ridra Doulat
459	Sumaiya Shoaib Siddiqui
460	Sadia Latif

Sr. No.	NAME
461	Farheen Ayaz Padela
462	Arwa Mushtaq Hussain
463	Quratulain M. H. Mamsa
464	Amena Ali Jamall
465	Hina Tauheed Khan
466	Misbah Zahoor
467	Komal
468	Sana Khandwala
469	Yamna Khan
470	Anum Iqbal
471	Wajeeha Shahid
472	Aamina Khan
473	Aiman Majeed Shaikh
474	Ayesha Saleemi
475	Munira Anwar Ali
476	Syeda Mehrunnisa
477	Zara Nadeem
478	Alina Khan
479	Mehvish Aslam
480	Fazaila Haneef

Sr. No.	NAME
481	Pareesa Zahid
482	Behjat Mansoor
483	Falak Naz Bushra
484	Khadija Chaudhari
485	Maryam Ali
486	Sana Imran
487	Hina Mehrban
488	Fatima Andleeb
489	Faiza Taufiq
490	Mariam Kayani
491	Amrita
492	Tayyaba Tahir
493	Tayyaba Sarmad
494	Nimra Qureshi
495	Arooj Waqar
496	Maria Ashraf
497	Ayesha Arif
498	Ammara Ahmad
499	Sania Saleem Akhtar
500	Aks E Fakhar

Sr. No.	NAME
501	Sana Yasin
502	Ayesha Talib
503	Urooj Raheel
504	Motia
505	Sidra Hanif
506	Alina Ghauri
507	Sabeen Shahpur
508	Anum Aftab
509	Neelam Khan
510	Bakhtawar Tagar
511	Rabia Zuberi
512	Asma Khan
513	Ume Farwa Jafer
514	Marium Mohammed Farooq
515	Saman Nafis
516	Mariam Soomro
517	Sarah Haider
518	Hiba Azhar
519	Malika Murad Musani
520	Nasha Hormuzd Tengra

Sr. No.	NAME
521	Sana Ahmed
522	Faiza Tariq
523	Anum Alam Khan
524	Sana Ul Bari
525	Kiran Iqbal
526	Nazzrh Batool
527	Tayyaba
528	Marwah Ali
529	Fatima Jamil
530	Zainab Iftikhar Piracha
531	Aladia Ijaz
532	Anam Nadia Rahman
533	Cynthia Mary
534	Rachna
535	Sarah Tahir Siddiqui
536	Mayral Zafar Janjua
537	Noureen
538	Mariyam Haider
539	Tehseen Mehdi
540	Purat Ul Ain

Sr. No.	NAME
541	Anam Saeed
542	Aysha Masood
543	Faiza Ahmed
544	Bushra Batool
545	Maha Yousufi
546	Rija Salim Mangroli
547	Geeta Kumari
548	Wardah Ayub
549	Madeeha Soomro
550	Rabia Tasaddaq
551	Nimra Afaq
552	Amal Gulraiz
553	Farhana Hanif Butt
554	Kiran Iqbal Akooli
555	Hira Pirwani
556	Kiran Safia
557	Yuserah Farrukh
558	Madiha Mahmood
559	Arshia Zamir
560	Hina Afzal



Sr. No.	NAME
561	Fatima Tayyeb
562	Sidra Azam
563	Syeda Fatima Naqvi
564	Safina Ashraf
565	Aemon Khan
566	Sana Mohd Iqbal
567	Aqsa Rafique
568	Darakhshan Razi
569	Tooba Erum
570	Lalaroukh
571	Noureen A. Merchant
572	Amna Latif
573	Saba Bint E Abbas
574	Asbah Alaena
575	Rabia Kalhoro
576	Ammara Shamim
577	Shahida Naseem
578	Faheema Yameen
579	Sana Asif
580	Iqra Sajjad

Sr. No.	NAME
581	Umber Iqbal
582	Ashraf
583	Faiza Hassan
584	Aamna Khan
585	Arwa Amirali Harianawala
586	Mehvish Maqbool
587	Noureen
588	Maria Farooq
589	Zunaira Qamar
590	Tabinda Rahman
591	Marium Rafiq
592	Aeraj Abeer
593	Kashaf Fatima
594	Fiona Pearl Dsouza
595	Syeda Arj Naz
596	Ammara Mustafa
597	Marrium Ahmed
598	Zoya Ahmed Kidwai
599	Tazeen Zehra
600	Sara Riaz

Sr. No.	NAME
601	Zubaida
602	Yusra Hameed
603	Ilesha Fazal
604	Saba Gul
605	Huda Tanveer Ahmed
606	Sobia Naseem
607	Ambreen Khan
608	Sharifa
609	Sara Hassan
610	Jasmeen Kanwel
611	Rabia Zulfiqar
612	Hifsa Ahmad
613	Haleema Razwan
614	Asia Hanif
615	Syeda Iqra Akber
616	Zaib U Nisa
617	Fakhera Kanwal
618	Syeda Zahra Batool
619	Bushra Rathore
620	Dur E Shehwar

Sr. No.	NAME
621	Hiba Ather
622	Maria Zafar
623	Zufishan Nasir
624	Darakshan
625	Mariam Hayat
626	Maryam Akhtar
627	Farmila Shehzadi
628	Salima Mohammad Ali
629	Syeda Sumayyatul Kubra
630	Fazilat Zubair
631	Sahar Mahmood
632	Javeria Mohsin
633	Uswa Sikandar
634	Kanza Akber
635	Hooria Batool
636	Sahrash Athar
637	Farah Deebea
638	Bushra Hanif Farooqui
639	Syeda Nida Muzaffar
640	Varisha Shahid

Sr. No.	NAME
641	Shanze Afreen
642	Areeba Akhtar
643	Iqra Yasin
644	Nadia Vayani
645	Ayesha Nihal
646	Rebecca
647	Misbah Wahid
648	Syyeda Aafreen Kazi
649	Sarah Akhlaq
650	Dania Saeed
651	Sidrat Ul Ain
652	Anam Rafique
653	Maheen Amjad
654	Madiha Ahmed
655	Ramia Kiran
656	Tayyaba Faiz
657	Aiman
658	Ayesha Anam Ansari
659	Rumaisa Liaquat Ali
660	Saba Naz

Sr. No.	NAME
661	Sara Manzoor
662	Fatima Nadeem
663	Faiza Ghulam
664	Noor Ul Ain
665	Marriam-Un-Nisa
666	Naila Khan
667	Ambreen Abdul Rehman
668	Assra Ghulam
669	Qaba Sara
670	Xara Tareen
671	Mehak Mansoor
672	Iqra Javid
673	Anum
674	Hafiza Faryal Riaz Chatha
675	Nida Naseem
676	Rida Hanif
677	Misbah Jahangir
678	Aneesah Mary
679	Tooba Waseem
680	Rida Fatima Haider Ali

Sr. No.	NAME
681	Fariha Javed
682	Irfana Kausar
683	Mehwish Aslam
684	Faiza Fatema
685	Kiran Arif
686	Saher Liaqat
687	Zehra Khalid
688	Sana Farooq
689	Asma
690	Ramsha Riaz
691	Sumaira Sharafat
692	Mahrukh Javed
693	Samina Aslam
694	Sameera Rizwan
695	Anam Butt
696	Nida Tariq
697	Alina Jamil
698	Komal
699	Munazza Sharif
700	Syeda Pura Tul Ain Haider

Sr. No.	NAME
701	Asfa Anwar
702	Mariam Lari
703	Halima Mehmood
704	Maheen Fatima
705	Sameera Zakariya
706	Gulshan Siddiq
707	Nimra Sultan
708	Fariha Naz
709	Nida Batool
710	Hifza Asghar
711	Haneen Hussain Kanjiani
712	Ghazal Ali
713	Sara Malik
714	Hafiza Sundas Munir
715	Anum Imtiaz
716	Zeera Roshan
717	Komal
718	Syeda Amaila Hasan
719	Sambreen
720	Ishrat Fatima



Sr. No.	NAME
721	Kanwal Shahzadi
722	Naila Younas
723	Annie Mazher Malik
724	Maria Naz
725	Fatima Rashid
726	Zoya Baig
727	Hira Awan
728	Rida Waseem
729	Zehra Ilyas
730	Jessie Rubbab
731	Anoosha
732	Areeba Rohail
733	Tayyaba Niaz
734	Izz Ghanaa Ansari
735	Maryam Batool
736	Safina Shahid
737	Syeda Qurat Ul Ain Hasan Zaidi
738	Mariam Waqar
739	Rimsha Saghir
740	Yusra Yousuf

Sr. No.	NAME
741	Amna Saeed
742	Saima Munir
743	Sadaf Yasir
744	Annum Mumtaz
745	Sabah Essani
746	Komal
747	Madiha Rubab
748	Snovia Bhatti
749	Madiha Sohail
750	Huma Javed
751	Zaib Un Nisa
752	Iqra Noor
753	Sadia Kayani
754	Qamar Ifroz
755	Yusra Batool Jafri
756	Jaweria Momtaz
757	Sahar Bibi Soomro
758	Qurat Ul Ain Ali
759	Fatima Nisar
760	Zubaida Tariq Ayub

Sr. No.	NAME
761	Nishat
762	Madeeha Raja
763	Saima Shafiq
764	Lubna Safdar
765	Farhat Razzaq
766	Fatima Shumaila
767	Sajida Israr
768	Sehar Aslam
769	Tatheer Fatima Dharejo
770	Arifa Ahmad Latifi
771	Aqsa Abbasi
772	Amber Razzaq
773	Hina Mustafa
774	Anila Saeed
775	Zunara Khalid Mahmood
776	Khushboo Mushtaq
777	Sameen Bibi
778	Fareeha Hassan
779	Benazeer
780	Tooba Kothari

Sr. No.	NAME
781	Sana Sattar
782	Nida Saleem
783	Amna
784	Mubaraka Quaid
785	Maha Naeem Khan
786	Erum Sohail
787	Sarah Ahmed
788	Sarah Siddique Mughal
789	Mehwish Zulfiqar
790	Farwa Fatima
791	Hadia Umar Pureshi
792	Alina Uzair
793	Wardah Siddiqui
794	Khadija Muhammad
795	Zairah
796	Sobia Mukhtar
797	Naureen Akhtar Raja
798	Huma Muhammad Yousaf
799	Fariha Wasif
800	Sadia Hanif

Sr. No.	NAME
801	Aatika Rasul
802	Farah Jamil
803	Afshan Badar
804	Safia Rizwan
805	Maryam Arshad
806	Eylia Safdar
807	Zubaria Fayyaz
808	Mamona Islam
809	Rizwana
810	Sehrish
811	Mahwish Shabbir
812	Anum Naz
813	Huma Khan
814	Aiman Areeb
815	Anam Ghayour
816	Ghanwa Afzal
817	Bushra
818	Sabahat Sohail
819	Aisha Muhammad Farooq
820	Foqia Sahar

Sr. No.	NAME
821	Eisha Athar Baqai
822	Sahar Fatima
823	Narmeen Sumar
824	Zinneerah Saleem
825	Mahnoor Qadeer
826	Marrium Kesodia
827	Ilham Ejaz
828	Khadija Tanweer
829	Mahira Mazhar
830	Sadaf Zehra
831	Hafiza
832	Hina Nawaz Abbasi
833	Zainib Batool
834	Ayesha Batool
835	Qurat Ul Ain
836	Tabinda Abdul Wahab
837	Silwat Malik
838	Sarah Majid
839	Saman Khalid
840	Touba Saher

Sr. No.	NAME
841	Javeria Malik
842	Sadia Mahmood
843	Fatima Sheikh
844	Aisha Arshad
845	Sidra Mumtaz
846	Mahum Javaid
847	Sana Iqbal
848	Sanam
849	Nimra Mehmud
850	Tayyaba Mushtaque
851	Zunaira Abdul Hadi
852	Hunza Alam
853	Rabia Hanif
854	Hina Zehra
855	Saira Rafiq
856	Fouzia Umer
857	Syeda Rida E Zehra
858	Mehvish Siddique
859	Mashal Sami
860	Ambreen

Sr. No.	NAME
861	Maham Azeem
862	Asfia Khan
863	Sidrah Shaikh
864	Mahnoor Hamid
865	Kanwal Fatima
866	Safa Bareera Khan
867	Farheen Nafees
868	Maliha Ayaz
869	Minahil Chaudhry
870	Sabteela Tosheen
871	Khawaja Lubna Mehmood
872	Aqsa Iftikhar
873	Faiza Jabeen
874	Hina Mushtaq
875	Anum Ihsan
876	Zainab Butt
877	Sadaf Riaz
878	Fatima Farooq
879	Maria Amir
880	Amana Sajjad Hussain



Sr. No.	NAME
881	Anum
882	Kinza Anjum
883	Barera Mustafa
884	Anum Wasi
885	Munazza Habib
886	Huma Nawab
887	Syeda Shazia Irshad Bokhari
888	Iqra Azmat
889	Shaheen Ahmed
890	Sabahat Batool
891	Khadija Arif
892	Ayesha Ahmad
893	Rida-E-Zehra
894	Imrana Parveen
895	Fouzia Muhammad Tariq
896	Sania Tahir
897	Rida Sakina
898	Anum Jawed Akhtar
899	Ammna Jamshid Wali
900	Atya Siddiqui

Sr. No.	NAME
901	Sumaira Zahid
902	Amna Arooj
903	Shazia Ilyas
904	Mehr Un Nisa Samad
905	Rabeeya Hassan
906	Afshan Nawaz
907	Khola Shaheen
908	Khadija Mubarik
909	Syeda Mariyam Burhan
910	Sundas Bardaie
911	Maham Rauf
912	Fouzia Manzoor Hussain
913	Anum
914	Wishal Shahid
915	Ekta Bai
916	Sameeta Rejhra
917	Parwasha Rizvi
918	Rabiah Iftikhar Malik
919	Wajeeha Suleman
920	Wajiha Siddique

Sr. No.	NAME
921	Alisha
922	Sadia Anees
923	Sandiya Kumari
924	Zakia Mehmood
925	Syeda Aawish Fatima
926	Reisa Jahangir
927	Zoona Tariq
928	Fabiha Faisal Rahman
929	Syeda Aroosa Zehra Zaidi
930	Mibsam Subhan
931	Shanzay Raza
932	Maham Iftekhhar
933	Hira Aleem Siddiqui





“Be aware of your own worth, use all of your power to achieve it. Create an ocean from a dewdrop. Do not beg for light from the moon, obtain it from the spark within you.”

~ Allama Muhammad Iqbal





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