

e-BULLETIN

Issue 3, FEB - SEPT 2018

THE CHARTERED ACCOUNTANT'S WOMEN'S COMMITTEE



The Institute of
Chartered Accountants
of Pakistan

CA
PAKISTAN



CONTENTS

- 02 Chairperson's Message
- 03 Acknowledgements
- 04 In conversation with Uzma Adil Khan
- 06 Career Opportunities for CA Women – One step closer to our promise
- 07 Gender Equality as a SDG – Pakistan's Input
- 08 A round up of CA Women's Committee's activities
- 13 10 Interview Tips to get your Dream Job
- 14 Upcoming Events and Initiatives
- 15 CA Women around the World
- 16 Leader's Library
- 17 Congratulations – List of Qualified Females Summer 2018
- 18 Stay Connected with your Alma Mater

CHAIRPERSON'S MESSAGE

Now that the Elections are over, all eyes are on the new Government to take appropriate actions for our Country's prosperity. At ICAP, much awaited transformation started taking place almost a year ago triggering momentum of positive changes. Amongst them, was first ever representation of CA women at the Council. This then saw two more CA women winning in Chapters' elections for Canada and UAE with the highest votes. Encouraging progress that women are no more at back seat in CA community in Pakistan is a step towards converting our promises into actions. Our struggle for acknowledgement of CA Women in wider community will continue with each passing day, working together for ultimate benefit of CA Women.

CA Women Committee's vision is to work for women recognition and facilitation on an ongoing basis keeping all stakeholders on board. In this regard, various initiatives have already been undertaken with many to be initiated in the coming years. Some of the highlights on our agenda items include:

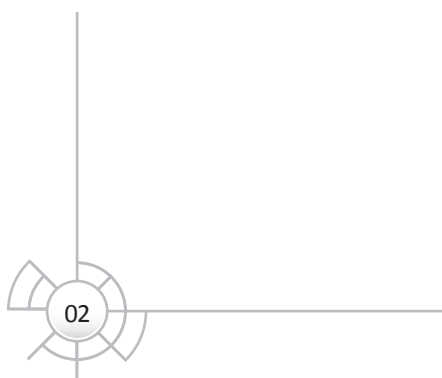
- Hosting first SAFA Women Leadership Committee's meeting formed on recommendation of CA Women's Committee Pakistan in September 2018;
- Conducting dissemination workshop with First Women Bank Limited for terms of MOU;
- Issuing second edition of CA Women Directory;
- In conversation with Beaconhouse School Systems for CA Women Talent program;
- Compiling CA Women journey in the form of a book;
- Updating database of all CA Women and encourage them to update their particulars with ICAP;
- Developing CA Women speakers for CA members' seminars and workshops;

I will encourage you to please share your ideas wherever you feel appropriate at cawomen@icap.org.pk, so that we may build an environment of trust and hope for all CA Women.

Stay in touch and keep sending your views and thoughts how to nurture CA Women as leaders of tomorrow!

Best wishes

Hina Usmani



ACKNOWLEDGEMENTS

CA Women's Committee is still in its early years; the current CA Women's Committee is the second term. As with anything new, a lot more effort is required, we would like to appreciate our worthy committee members for their time, dedication and commitment in ensuring the new committee delivers.

A special mention to the outgoing Secretary – Shumaila Halo for her untiring work and dedication, and a warm welcome to the new Secretary Afshan Alia Jaffery. Thank you!

Chairperson:

Hina Usmani

Council member ICAP and Managing Partner of Usmani & Co.

Members:

Asad Ali Shah	Chairman, Program Management Committee, USAID Sindh Capacity Development Project
Ammara Gondal	Finance Business Partner at SANIFA Agri Services Limited
Amir Waheed	Chief Financial Officer, National Transmission & Dispatch Company Limited
Anum Nadia	Assistant Manager – Group Financial Accounting, Unilever Pakistan
Atifa Arif Dar	Assistant Professor, Lahore University of Management Sciences.
Farya Taseer	Finance Business Partner for Fonterra Brands New Zealand, Middle East Office.
Fouzia Quttab	Head of Internal Audit, Asghari Begum (Pvt) Ltd, Lahore
Hina Kazi	Partner Audit & Assurance at Parker Randall AJS Chartered Accountants
Hina Shahrukh	Partner at Hina Shahrukh & Co. Chartered Accountants
Khursheed Kotwal	Chief Executive and founder of Aasman International.
Maimoona Raffat	Head of Budgeting and Regulatory Reporting, Summit Bank Limited
Maria Zafar	Country Head, Hence Studio
Moneeza Butt	Partner, (Audit and Assurance) KPMG, Karachi
Rafia Saleem	Head of Risk and Compliance at the National Rural Support Programme (NRSP) Microfinance Bank Ltd.
Rahaila Aleem	Company Secretary, Pak Brunei
Roshan Mehri	CEO, Family Office House of Habib
Sadia Shakoor	Regional Risk and Compliance Lead, South Asia, British Council
Saira Nasir	CEO, e-learning Pakistan
Samina Hasnain	Own tax practice, United States of America.
Sohab Mushtaq	Head of Accounts, Mari Petroleum Limited
Tasneem Yusuf	Partner at Munaf, Yusuf & Co.

OUR NOTE:

Every woman has a story, through this feature we would like to project strong resilient inspiring women who have made and continue to make the difference. If you know of anyone you would like us to cover for the next issues feel free to drop an email at cawomen@icap.org.pk

For this issue we have featured an iron willed lady, who believes in setting the benchmark.



IN CONVERSATION WITH UZMA ADIL KHAN, CHAIRPERSON OF OGRA

Uzma Adil Khan a name that needs no introduction - a fellow Chartered Accountant & the first female head of a regulatory organization in Pakistan. Uzma has also served as the Managing Director and Chief Financial Officer of Sui Northern Gas Pipelines Ltd (SNGPL). She was also a member of the First CA Women's Committee.

Read on further to know more of her journey.

- Q. Looking at your success, it seems you must have been very focused in choosing the profession. Tell us what made you choose this profession. Please give us a brief background about yourself, your qualification, work experience and reason for choosing this profession?
- A. I actually graduated with majors in English Literature and Psychology with an intent to follow a Master's degree in English Literature. It was purely by chance that I entered the CA Profession. Whilst pursuing this qualification, I realized its importance and market potential. The fact that even freshly qualified Chartered Accountants start at a relatively senior position rather than an entry level made it even more important and attractive. In our culture, women with relatively better qualifications are more fortunate than their counterparts having basic education, a reality which is dawning upon many women who are mostly pursuing higher education now. I have worked in the private & public sector, educational institution and regulatory bodies.
- Q. You have many achievements, but what is the one that really makes you proud of?
- A. I am proud of the fact that, equipped with my qualification, I have been able to make my mark in the organizations I have worked for and reach the pinnacle by working for one of the country's largest Gas Transmission and Distribution Company (SNGPL). At present, I am the head of Apex Regulator in the Oil and Gas Sector (OGRA).
- Q. What do you do to mentor individuals on your team (men and women)?
- A. You can only lead by example. For mentoring the teams you lead, it is essential that you put yourself through the same exact grinding you wish to put them through, so that they emerge as team leaders themselves. It is also very important to keep work expectations and personal relationships separate. No matter how close a colleague is, the close relationship on personal terms should be kept aside from work expectations as a standard best practice.
- Q. What do you consider your definite strengths in dealing with staff workers, colleagues, senior management, and customers?
- A. My strength in dealing with staff workers, colleagues, senior management and the general public is my

candid, upfront and honest behavior. Without honesty, dedication and integrity, people can see through you; therefore, these qualities are of immense value to establish yourself.

- Q. What skills would you recommend other women to develop to help them advance in their careers?
- A. Women should work with more dedication and integrity even more than their male counterparts, to establish themselves within their own career paths.
- Q. What do you think is the most significant barrier to female leadership?
- A. To my mind, the most significant behavior to female leadership is the perception that they are not able to give their careers more importance than their family lives and may not be able to take the responsibilities as seriously as their personal priorities. This in fact is not true when you draw a work and personal life balance, the same balance is also required for men so women can also do so.
- Q. What are the best and worst decisions you have ever made?
- A. I cannot comment on the best and worst decisions. I have always tried to work to the best of my ability. However, in retrospect I could have done better in many ways.

RAPID FIRE QUESTIONS

1. A habit that has helped me in my success at work - **Dedication**
2. An attitude that help me face big challenges - **I just dig in and do my best**
3. One thing I want to change since the time I started my career - **I would not change any of it as it was a huge learning experience both professional as well as personal**
4. The best piece of advice I've ever been given - **Keep work and personal relationship separate**
5. A book that inspired me - **Not one but many**
6. A quote to cherish - **Que Sera Sera, what shall be shall be, the future's not ours to see**

CAREER OPPORTUNITIES FOR CA WOMEN – ONE STEP CLOSER TO OUR PROMISE

MoU between CA Women's Committee and First Women's Bank Limited

CA Women's Committee and First Women Bank Limited (FWBL) reached a breakthrough in May 2018 to provide employment opportunities and financial assistance by signing a memorandum of understanding. With this initiative of the CA Women's Committee, the CA Women of the Institute who are not able to join full time work will be able to resume their professional journey from the comfort of their homes at competitive compensation.

The MoU also lays out provision of financial assistance to CA women and students at subsidized rates. The FWBL Loan Program provide opportunities for financial support in the following two categories:

- **For businesswomen:** Such loans can be availed for establishment of new business/ development of existing business, and for working capital. Women Entrepreneurs between the age bracket of 25 -55 are eligible to apply for financial loans for an amount of up to Rs. 2 Million.
- **Youth Business Loan:** Such loans aim to provide small business loans in shape of Term loans especially for unemployed educated youth looking for establishing or extending business enterprises.

CA Women on the Boards of Listed Companies

Keeping in view the mandatory inclusion of a woman director on the Board of all public interest entities under the Companies Act 2017, CA Women's Committee has taken the initiative for updation and maintenance of the record of all CA women members. A CA Women Directory has been compiled containing the information of all eligible CA women members during the year 2018.

This directory will be updated regularly and will feature the profiles of CA women members who have 5 years post qualification experience or above.

The second edition of the directory is in process, eligible members are advised to send their profiles at cawomen@icap.org.pk by September 30, 2018 for inclusion in the Directory.

Furthermore, members who fulfil the following requirements are advised to proceed for registration in PICG databank at <http://picg.org.pk/databank3/>.

1. Minimum of 5 years post qualification experience and other general requirements;
2. Completion of Directors Training Program from authorized institutions.

All public interest entities looking for independent directors are required to select directors from the designated databank, therefore registration on the databank is mandatory for profile visibility in order to be selected as director.

Members who fulfil the experience requirement as mentioned above are advised to proceed for Directors Training Program (DTP). ICAP regularly conducts DTP for its members as well as for non-members. For details please email ntp@icap.org.pk and calendar can be seen at <https://www.icap.net.pk/dtp/upcoming-sessions.php#upcoming>. In case you want to plan an exclusive training for your board just drop an email at ntp@icap.org.pk and a representative will get in check with you.

GENDER EQUALITY AS A SUSTAINABLE DEVELOPMENT GOAL: PAKISTAN'S INPUT

By: Afshan Alia Jaffery, Secretary CA Women's Committee

On January 1st 2016, seventeen Sustainable Development Goals (SDGs) were officially launched describing action plan to be taken by UN member countries over the next fifteen years. The SDGs, also known as Global Goals, were put forwarded as extension of the Millennium Development Goals (MDGs). These goals aim to go further than MDGs and strive to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that measures taken do not compromise their future potential.

Gender Equality as a sustainable development goal is unique in that it calls for action by all countries, poor, rich and middle-income to promote rights of women. They recognize that ending discrimination against women must go hand-in-hand with strategies that build equal opportunities for them and address a range of social needs including education, health, social protection, and employment.

In order to head in the right direction, it is important to evaluate success metrics. These matrices determine performance of any country as per the identified goals. With a score of 55.6 compared to the regional average of 63.3, Pakistan is observed to be far from reaching its Sustainable Development Goals as per SDG Index 2017 report. Pakistan's meagre performance score is reflective of prevailing low female to male ratio at school level, low female to male labor force participation and low proportion of women holding seats in parliament. Such representation of women in various walks of life can be attributed to cultural and gender stereotypes held by the people of respective countries. Most of the time Asian and African countries are misinterpreted on cultural, religious and political grounds, thereby enforcing gender prejudices, underage marriages and lack of control on childbirth amongst other contributing factors.

Now the time has come to ask the right questions. How significant are laws in targeting real world problems? Can laws change people's perceptions and actions? If yes, then how effectively those laws can be implemented keeping in mind cultural and religious views? Is government biased towards the privileged instead of taking the bull by horns? Is spending money on creating institutions more beneficial than enforcing strict laws against child labor and underage marriages?

Last year, a Senate Committee passed Child Marriage Restraint Act imposing harsher consequences for every person involved in the heinous act of child marriage. However, passing a bill is just a part of the solution; enforcing it is the bigger and the baffling part. A large number of unsusceptible people marry their daughters at a tender age taking it for a religious obligation. Lack of sufficient resources also contribute to the early marriages of girl child to get rid of an extra mouth to feed.

Ironically, child marriages are caused by poverty and end up resulting in more poverty. Women who marry earlier are likely to have more children than their counterparts which leads to population growth. If these girls were educated, they could have contributed to the workforce. By putting a stop on child marriage, countries can achieve many of their development goals.

In a nutshell, it may be said that countries need to invest in half of its population i.e., women to develop economically. Where women are marginalized and incapable of making their own living, gender inequality prevails resulting in problems of poverty, child labor, economic downsizing and many other relevant concerns. To ensure future economic development, it is important that women become a significant portion of the labor force in Pakistan, hold influential government positions and have enough freedom and platforms to raise their voices.

A ROUND UP OF THE CA WOMEN'S COMMITTEE'S ACTIVITIES

1. CA Women's Committee's Leadership Summit 2017

In December 2017, the CA Women's Committee organized a Leadership Summit to spread awareness about the fourth industrial revolution technological advancements and its optimization through risk based narrow regulations, less taxation, less governmental influence and less litigations. The summit was a huge success and was greatly appreciated for lineup of speakers and content that was discussed.

Following are the key takeaways of the Summit, compiled in three broad areas including – policy reforms, areas of collaboration with sectors and areas for technical assistance.

I. Suggested Policy Reforms

- A. Digital Finance: Market experts identified dynamic and sustainable financial-services market with agile regulation, a relatively weak area. They suggested following to be explored for robust digital platform;
 - Governance, Risk, Compliance and Security (GRCS) of firms trying to keep pace with technological advancements;
 - Innovation profiling and providing advisory services to banks and corporates as to how they can transform themselves;
 - Regulations for due diligence of corporate Venture Capital Investments for startups, acquisitions of Startups, future IPOs; and
 - Budgetary recommendations for Government to introduce conducive regulations supporting new business models.
- B. Privacy and Security: The concern regarding data secrecy/cyber threat is the primary risk faced by the SBP as financial sector regulator accelerating towards digital finance technologies.

Limitations imposed by Banking Companies Ordinance, 1962 specifically in terms of customer confidentiality is also hindering the utilization of cross border cloud computing technologies.

To address the risk, the experts suggest instituting a data privacy legal framework to address and implement data protection. Actions protecting human rights and privacy without stifling innovation in Pakistan, may include:

- Creating sectoral regulatory guidelines
- Collaborating with industry to come out with sector specific guidelines on privacy, security and ethics – for manufacturing, financial services, identity, telecommunication, robotics etc.

II. Areas of collaboration with the sectors

- A. Agriculture Sector: Use of technological platforms in agriculture projects can be explored to connect rural farmers with markets. Some initiatives such as Mandi Express in Pakistan uses technology to connect rural farmers directly to urban customers are great examples for promotion of technological collaborations.
- B. Financial Inclusion and Women Entrepreneurship: Linking projects of financial inclusion, SMEs and micro borrowers with the platforms, such as an online market place for women to provide earning and growth opportunities to women entrepreneurs and women owned businesses. For example, SHEOPS – an online junction provides platform to home based women, creating an opportunity for them to turn their talents into businesses thereby increasing the financial inclusion of women in the entrepreneurial work space.
- C. Skill and Education Sector: Exploring IBM education model for associate level degree program (grade 9 o

14) in applied science, engineering, computers and related disciplines. Such model has proven an easy entry into well paying, high potential jobs in the information technology arena for multiple industries. IBM in partnership with corporate partners shape the curriculum in a way that make students at the top of the line when applying for entry level jobs. In this way, youth will be contributing to the economy and GDP as soon as they are out of educational institutions.

III. Areas for Technical Assistance

Training for Board of Directors: Studies show that less than half of the Board Members take interest in cyber security or IT security issues as an IT risk rather than considering the same in context of a business issue. Awareness and training of board of directors and audit committee member can play a vital role for appropriate risk management strategies.

2. Annual Meet up

Annual meet ups by CA Women's Committee were arranged in Karachi, Islamabad and Lahore on Feb 2, 9 and 10, 2018 respectively. The meet ups will be arranged on regular basis to reach out to the newly qualified CA Women and provide them support and encouragement throughout the journey of their professional lives. Meetups during the current year were well attended and helped in fulfilling one of the key objectives of the Committee of providing networking opportunities where women can freely discuss challenges, problems and be provided guidance.

3. CA Women's Committee recognized senior female members

As the saying goes, you are never too old to set another goal or dream a new dream. The CA Women's Committee recognized female members who have served 25 years or more as members of ICAP March 8, 2018 to acknowledge the fact that they chose the profession of chartered accountancy in times when CA was largely thought of as a male dominated profession and continued their membership with the Institute. Consequently the following members were recognized by the Committee with a certificate and a memento: Bushra Naz Malik, Farah Qureshi, Farzana Munaf, Fehmina Shauq Hussain, Fowzia Farooq, Hina Usmani, Huma Pasha, Khursheed Kotwal, Khusheed Z. Marolia, Musarat Siddiqui, Roshan Mehri, Saba Ali, Samina Jabeen, Shagufta Shamsuddin Hassan, Tarrunum Murad, Tasnim Beg and Yasmin Ajani.

4. Annual CA Women's Day

CA Women's Day was organized by the Committee on March 28, April 7 and 14, 2018 in Karachi, Lahore and Islamabad respectively. The events were graced by Council and Regional Committee members, past presidents, senior professionals, female members, trainees, academia, and seasoned entrepreneurs in all three cities. A special feature of the program was the CA Women Awards for honoring outstanding CA women in three categories: Life Time Achievement Award, CA Women of the Year and Aspiring Female CA student.

The winners were selected by an independent jury comprising Mr. Yaqoob Suttar, past president ICAP; Mr. Rashid Ibrahim, past Council member ICAP and Ms. Nausheen Ahmad, company secretary and Legal Head, Habib Bank Limited (HBL). The winners were selected based on the predefined criteria from the pool of names nominated by the members.

CA Women Lifetime Achievement Award 2018 was presented to Ms. Roshan Mehri, CEO Family Office House of Habib and one of the senior most members of ICAP. The CA Woman of the Year 2018 Award went through a tough competition and was shared by Ms. Muneeza Usman Butt, partner KPMG Taseer Hadi & Co. and Ms. Sohab Mushtaq, head of Accounts Mari Petroleum Company Limited. Aspiring CA Student of the Year 2018 was awarded to Ms. Rida Waseem, a gold medalist in CA Final Examination 2017. A special award was presented to Ms. Farida Hamid, officer Admin ICAP for her 25 years' service with ICAP.

5. CA Women Logo and Tagline Competition

CA Women committee had announced a logo and tagline competition in June 2018. The response was overwhelming and numerous entries were received from trainees and members with equal enthusiasm.

The winning logo – a safe pair of hands supporting the group of females beautifully depicts the philosophy of the Committee - Nurturing Women Leaders for Tomorrow .

The winner of the competition is a talented young student from the Heart of Pakistan –Lahore Nazia Raoofa trainee student of EY Ford Rhodes. CA Women’s Committee congratulates Nazia Raoof on her success and thanks all the participants for sharing their designs.

6. Open House Session with Female Trainees

Considering the importance of having professional guidance available for young female trainees, the CA Women’s Committee has set out to start a Mentoring Program for them. With this program the Committee aims to help female trainees overcome their barriers relating to professional life. In this regard, a series of Open House Sessions were conducted in Karachi, Lahore and Islamabad in which high profile female panelists were invited to interact with female trainees and get their feedback as to what sort of guidance is desired by them.

Based on the feedback received from all three sessions, the Committee is working towards developing mentorship program for females.

7. SAFA Women Leadership Committee

South Asian Federation of Accountants (SAFA), which is an apex body of South Asian Association for Regional Cooperation (SAARC), in its recent Board meeting held on May 11, 2018, in Kathmandu, Nepal constituted a SAFA Women Leadership Committee, on the recommendation of the ICAP’s CA Women’s Committee.

The first ever meeting of SAFA Women Leadership Committee was held on September 25, 2018 in Karachi. The meeting was attended by members of the Committee namely CA. K Sripiya (Chairperson), Ms. Parveen Mahmud (Vice Chairperson), Ms. Hina Usmani (Chairperson of CA Women’s Committee), Ms. Mariam Khawar Butt (ICMAP), RA. Meera Shrestha (ICAN) and Ms. Aruni Rajakarier (CA Sri Lanka). It was also attended by the SAFA office bearers including Dr. Suvod Kumar Karn (President of SAFA) and Dr. P.V.S. Jagan Mohan Rao (Vice President of SAFA) as well as the President of ICAB, Mr. Dewan Nurul Islam, who attended the meeting to show their support for the Committee.

The Committee discussed policies and initiatives for development of women members in the SAARC region.

Later the CA Women Committee members in Karachi met the SAFA Board and appreciated their support for women leadership committee. During the meeting of SAFA Board, they had invited Ms. Hina Usmani, Chairperson CA Women Committee to make a presentation on terms of reference and future action plans of the newly constituted Committee. The Board appreciated the presentation and pledged its full support in achieving Committee’s goals & objectives.

GALLERY OF EVENTS

SAFA WOMEN LEADERSHIP COMMITTEE 2018



Group picture of CA Women's Committee with SAFA Board members



Chairperson - CA Women's Committee making a presentation to the SAFA Board members



Group picture of SAFA Women Leadership Committee's members with SAFA office bearers and President ICAB



ANNUAL MEETUP WITH QUALIFIED FEMALE CAs



Karachi



Lahore



Islamabad

OPEN HOUSE SESSIONS ABOUT FEMALE MENTORSHIP PROGRAM



WOMEN'S DAY CELEBRATIONS IN KARACHI



WOMEN'S DAY CELEBRATIONS IN LAHORE



WOMEN'S DAY CELEBRATIONS IN ISLAMABAD



10 INTERVIEW TIPS TO GET YOUR DREAM JOB!

1. Take care of yourself. Health should be your number one priority in the week leading up to the interview. Don't take unnecessary risks on your wellbeing. Eat healthy food and exercise regularly. Positive self-talk will boost your confidence.
2. Get to know about the company. Research about the company and the industry. Spend time researching the market and the forces that are influencing the industry. Learn about the company's vision and brainstorm about how you can contribute in achieving it and why you want to work in that company.
3. Well prepared is half done. Quiz yourself in advance with practice questions. Prepare answers to common interview questions. Practice your interview skills with a friend or colleague. Eat a healthy and energizing breakfast before going in. Don't forget to arrive early.
4. Know your selling points. Interviewers usually love to ask this question. Therefore, your strengths should be on your figure tips. Practice them before so that you are able to communicate it to the interviewer, when asked.
5. Body language is also a form of communication. Dress stylishly but with simplicity. Strike a power pose before you head to the interview. It will boost your endorphins and improve your confidence. Sit up straight and speak with confidence. Breathe deeply, relax the muscles of your face, and take the time to pause before the interview. Make eye contact, but don't overdo it to the point where you make the interviewer uncomfortable.
6. Learn the art of patience. Take some time to consider your answers and respond thoughtfully. You shouldn't feel pressured to answer each question rapidly. Consider your career goals along with your priorities in life and clearly define your reasons for wanting the job.
7. Remember, there are no wrong answers. If you are not the perfect fit for the job, it's much better to not get selected. If you get stuck in the wrong place, it will take a higher toll on your mental health to fulfil expectations which you simply cannot due to lack of skills or experience.
8. High thoughts must be expressed in high words. Use language that is appropriate for the job environment and demonstrate your experience by using a bit of well-placed jargon.
9. Authenticity is the best way forward. Be your true self. Don't imitate to be a perfect person. Understand that the interviewers have professional experience of judging people. They know that everybody comes with flaws. Don't oversell yourself.
10. Positive actions bring positive results. Take time for pleasantries and casual social banter. Follow up with a thank-you email, letting the interviewer know it was nice to meet them and that you look forward to hearing back soon. Understand that interviews are as much an opportunity to show the employer that you would be a pleasant person to work with.

UPCOMING EVENTS AND INITIATIVES

1. Dissemination Workshop

A dissemination workshop for CA Women, Staff and Clientele of FWBL has been planned in the month of October to spread awareness about the MoU between CA Women's Committee and FWBL. The workshop will spell out the objectives on which both the Committee and FWBL will collaborate, especially to provide work from home opportunities to CA women and soft loans to both CA women and students. The details will be posted soon.

2. Annual Meetup

Keeping up with the yearly ritual, an annual meetup with newly qualified CA women will be held in the new year that is 2019 to celebrate their success, hear how the Committee can facilitate them and encourage them to participate in the initiatives of the CA Women's Committee. The details will be posted soon.

3. CA Women's Committee's Journey Book

Another publication of the CA Women's Committee to showcase its journey since its inception is on cards. All female members and students are encouraged to send us their suggestions and ideas about its layout and presentation.

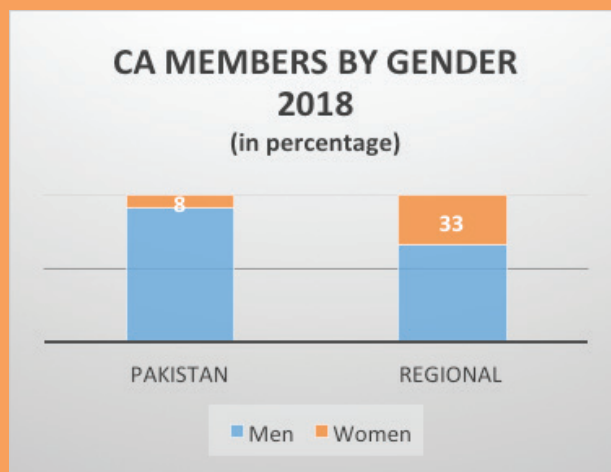
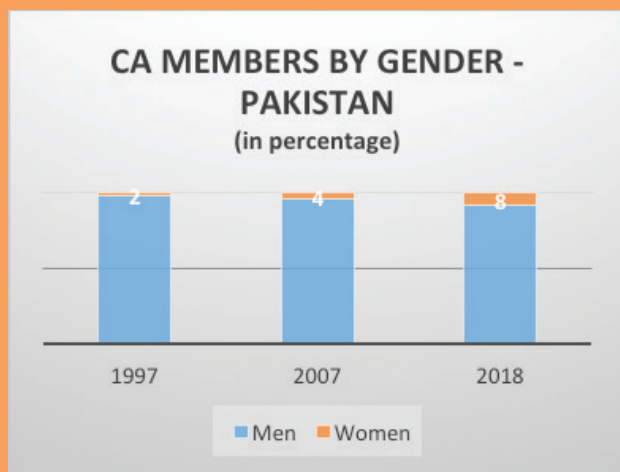
4. Voice your professional journey

We, at the CA Women's Committee, are cognizant of the challenges a woman faces in pursuing any professional journey. However, having role models in the profession makes the sail much smoother for aspiring students, knowing that one can emerge successful despite trials.

If you believe that your story might help us reaching out to more females in joining the profession, please write to us on cawomen@icap.org.pk.

QUICK FACTS AND FIGURES

CA is a heavily male-dominated profession, but it's encouraging to note that with every passing year the ratio is improving. Following demographics represent gender diversity among CA members in Pakistan, and also compared to the regional Chartered Accountancy bodies including the Institutes of Chartered Accountants of India, Sri Lanka, Bangladesh, Nepal, Afghanistan, Bhutan and Maldives.



CA WOMEN AROUND THE WORLD

1. 4th KPMG Leadership Summit

Source: KMPG

The KPMG Women's Leadership Summit returned during 2018 Championship week and held on-site at Kemper Lakes Golf Club, Chicago. In conjunction with the KPMG Women's PGA Championship, KPMG hosted the KPMG Women's Leadership Summit on-site during Championship week. The event brought together top women in business, politics, and sports with the next generation of women leaders to inspire them in their advancement and development.

2. Gender Pay Gap

Source: Independent UK

In UK, all firms with more than 250 employees are required by the Equality Act 2010 Regulations 2017 to report gender pay gap. KPMG reported a pay gap of 42%, Deloitte 43% and EY 38% for all employees including partners for the year 2017.

3. #MeToo Movement

Source: Bloomberg BNA

Following a harassment complaint filed by a EY tax partner, the big 4 firms redesigned their harassment policies and training programs.

4. All-male jobs shortlists banned by PwC

Source: BBC

In an attempt to increase gender diversity at workplaces, the Big 4 audit firm PricewaterhouseCoopers banned all-male jobs shortlists. The decision came after a shocking selection of a male economist from a shortlist of four females and one male for a Monetary Policy Committee.

LEADER'S LIBRARY

1. 7 Habits of Highly Effective People

By: Stephen Covey

The book by Stephen Covey might be the most influential business management book ever. The book dives deep into forming habits which teach to effectively handle dependence, independence, and interdependence at a workplace. The seven habits discussed in the book include being proactive, begin with an end in mind, put first things first, think win-win, seek first to understand then to be understood, combining strengths and balancing life and work.

2. Emotional Intelligence 2.0

By: Travis Bradberry

Written by Travis Bradberry, Emotional Intelligence 2.0 is surprisingly not a psychology book. It deals with the aspects of personal development, self-awareness, self-management, social awareness and relationship management. The author emphasized on capitalizing skills that is 58% responsible for professional performance. The book also includes access to an online test for assessing emotional intelligence and reporting and identification of areas that may need improvement.

3. The 4-Hours Workweek

By: Timothy Ferris

“The 4-Hour Workweek: Escape 9-5, Live Anywhere, and Join the New Rich” is a self-help book based on the personal experiences of author, Timothy Ferris. She described her experience of taking a break from her high-demanding job to go to Europe for a getaway where she tried checking email once per day and outsourcing smaller tasks to virtual assistants. She referred to her experimentation as Lifestyle Design.

The 4-Hours Workweek was an instant success and managed to sell more than a million copies worldwide.

CONGRATULATIONS!

Qualified females of Summer 2018

S. No	Name	City	S. No	Name	City
1	Amber Razzaq	Faisalabad	26	Nishat	Karachi
2	Amna Saeed	Karachi	27	Qamar Ifroz	Islamabad
3	Anila Saeed	Karachi	28	Qurat Ul Ain Ali	Dubai
4	Annum Mumtaz	Karachi	29	Rimsha Saghir	Karachi
5	Aqsa Abbasi	Dubai	30	Sabah Essani	Karachi
6	Arifa Ahmad Latifi	Islamabad	31	Sadaf Yasir	Lahore
7	Benazeer	Karachi	32	Sadia Kayani	Islamabad
8	Fareeha Hassan	Islamabad	33	Safina Shahid	Karachi
9	Farhat Razzaq	Lahore	34	Sahar Bibi Soomro	Karachi
10	Fatima Nisar	Islamabad	35	Saima Munir	Riyaz
11	Fatima Shumaila	Multan	36	Saima Shafiq	Islamabad
12	Hina Mustafa	Multan	37	Sajida Israr	Islamabad
13	Huma Javed	Lahore	38	Sameen Bibi	Islamabad
14	Iqra Noor	Karachi	39	Sana Sattar	Lahore
15	Izz Ghanaa Ansari	Islamabad	40	Sehar Aslam	Karachi
16	Jaweria Momtaz	Karachi	41	Snovia Bhatti	Karachi
17	Khushboo Mushtaq	Karachi	42	Syeda Qurat Ul Ain Hasan Zaidi	Islamabad
18	Komal	Karachi	43	Tatheer Fatima Dharejo	Karachi
19	Lubna Safdar	Faisalabad	44	Tayyaba Niaz	Islamabad
20	Madeeha Raja	Islamabad	45	Tooba Kothari	Karachi
21	Madiha Rubab	Karachi	46	Yusra Batool Jafri	Karachi
22	Madiha Sohail	Lahore	47	Yusra Yousuf	Karachi
23	Mariam Waqar	Lahore	48	Zaib Un Nisa	Islamabad
24	Maryam Batool	Lahore	49	Zubaida Tariq Ayub	Islamabad
25	Nida Saleem	Karachi	50	Zunara Khalid Mahmood	Islamabad

STAY CONNECTED WITH YOUR ALMA MATER

The Institute of Chartered Accountants of Pakistan is proud of its female members who have transcended barriers and withstood challenges to pursue the CA Pakistan qualification. However, the journey to a better representation of females in the profession is long as the female members are only 8% of their male counterparts. It is very unfortunate to state that in the current year, 51 CA women have been removed from the members' list due to non-payment, bringing the ratio even further down.

The CA Women's Committee cannot stress enough how important it is for the female members to pay their membership fees on time to continue their membership with the Institute, not just for a positive international and regional outlook of the Institute but to be able to avail many benefits being a member of the Institute offers.

At CA Women's Committee, we strive to create a community of all CA Women helping each other to achieve a pinnacle of success in their professional journey. We are creating a culture of inclusion and harmony among CA Women and want you to be a part of this proud culture.

We would also like you to update your record and report your CPD hours at the following link to stay connected with us:

<https://www.icap.org.pk/my-account/>

We are pleased to inform you that CA Women is now within the reach of you all through social media and other online platforms. Stay connected with us to get to know the exciting news, views and stories about CA Women happening all around the world.

We can be found at:

Website: <http://icapcawc.com/>

Facebook: <https://www.facebook.com/cawcommittee/>

and can be contacted on cawomen@icap.org.pk