



MESSAGES



Syeda Shehla Raza
Minister for Women Development
Sindh



Dr. Zeelaf Munir
Managing Director & CEO
English Blouse Manufacturers (Pvt) Ltd



Erum Lakhani
Chairperson
IQRA University



Hina Usmani
First Female Vice President - ICAP...
Chairperson CA Women's Committee



Dr. Tanzeem Fatima
(Pharm-D)
Dow College of Pharmacy, DUCP

It goes without saying that while successfully fulfilling her traditional roles in family and society, the woman of today has the capacity and the potential to play a greater role economically and socially. As a nation, we must be able to set the stage for her to be accepted, acknowledged and recognized within a wider context, one in which we can truly assure her of an equal position and the rightful place in our society.

It is the obligation of the society and the government to ensure that women in Sindh are also able to aspire to the kind of empowerment women all over the world have experienced in modern times. My hope is that the equality and economic empowerment themes of this year's International Women's Day will encourage and facilitate the Sindhi woman, towards truly fulfilling the role required of her within a greater economic and a social framework at a national level. This International Women's Day, may every woman find the strength within her to successfully overcome challenges and emerge as a confident stakeholder of Sindhi's common future.

To all women, To the mothers and the daughters. To the wives and the sisters. To the sisters who have made the difference. And to half of the global population who contribute every day, in every way, to make the world a little better. This is your day.

Gender equality is Pakistan's top priority and is long awaited. At a global count, 29% of Pakistani women, out of which a field under a gender were part of the workforce in 2019. Sadly, the interesting truth is that GDP cannot increase until and unless more and more women are actively engaged in our workforce. When almost half the potential of a country is not part of the working population, we can assume that its economy is running at half capacity, and the flags of enterprise and industry are raised at half mast. This need not be so.

Imagine the possibilities. If this percentage were to go up to 90%, with more women free to pursue their deepest ambitions harnessed to these wildest dreams, the possibilities for prosperity will be limitless. After all, women bring a unique brand of humanity to the viscosity of progress.

It's a thought we take to heart at EBM where we firmly believe in gender equality and where we work

..... on page 6

Women's day is to honor the achievements of women globally. Today's women are confident, self-reliant and independent. We must not forget to embrace our strengths as women; we are strong, valiant and have featured in the top with our resilience and intellectual acumen. Women have played a decisive and significant role in human development. They are the pivot around which our societal, cultural and communal values are built and practiced. Nature has endowed women with many qualities which must be mobilized for a fair and humane society. At EBM we focus on gender balance and women empowerment. For me it's not about working prominence over another, it's about "Making a difference" collectively in whatever capacity one can.

I am fortunate that I belong to a country where there are unlimited avenues for meaningful contribution. Being a woman entrepreneur based in Pakistan, I have gathered immense support and respect which I may have not gotten elsewhere, and I am grateful as it helped me shape up and excel.

On this International Women's day, we continue to hold our strong commitment on which the historic establishment of the CA Women's Committee of ICAP was based upon:

Enhancing the role of women in the CA profession, ensure an enabling work environment, professional development and promotion of leadership positions for CA Women across the country as well as at regional level. While focusing on achieving the United Nation's Sustainable Development Goals for gender equality and empowering all women and girls by 2030, the CA Women's Committee pledges to play its role in empowering women who can strive towards creating an economic and social impact in the country, as leaders of tomorrow.

Women, perceptible as adult female soul but that's not meaningful, it actually personify how one can be so intense to do something bigger, something in compete, something valuable. Today, when women are making tremendous efforts and contributions everywhere in every field, then why gender discrimination originate. It's agreed that women performed bulk of household work, they often have little time left to pursue economic or professional opportunities but it doesn't mean we not emphasize towards women's education. In today's world equal participation of women in all fields have become very significant. Now we cannot say that women can't do anything that the men can do. They are invaluable, whether in economics, business, healthcare, employees or entrepreneurs.

I am a self-pride Pharmacist and extremely passionate about my profession. It is a vital part of healthcare and privileged to be a little contribution of this domain. I firmly believe on the statement,

"If you don't have the passion, you don't have

..... on page 6

EBM | International Women's Day

We're here to nourish equality.

And we're here to nourish the power of womanhood:
Her dreams. Her ambitions. Her family. And her individuality.
After all, when women at EBM lead, equality follows.

Happy International Women's Day, 2020.

oakiroi@ebm.com.pk
(021) 111 326 326 | ebm.com.pk



SAFI

NAYA CHEHRA
NAYI PEHCHAAN

Safi supports women and encourages them to go the extra mile for their passion. They should break stereotypes, adopt new professions and embrace challenges in their lives. Safi, with its unique ingredients, is the permanent solution for your skin.





INTERNATIONAL Women's Day

Women's Economic Empowerment

A brief history of Hamdard Pakistan

Hamdard - established by an accomplished pharmacist and physician of Tibbi-i-Umami, Hakim Hafiz Abdul Majed, in a tiny shop in Delhi in 1906 is among those successful enterprises in South Asia that have had modest beginnings but, within a short span of time, achieved the status of a renowned name. Then, in Karachi, after the creation of Pakistan, his younger son and a visionary physician, Hakim Mohammed Said, launched it in a two room rented clinic of Tibbi-i-Umami (Eastern Medicine). Hamdard made rapid progress and soon its star products, especially, Rooth Afza syrup and effective herbal medicines, became household words in the country and Hamdard became one of the most famous and reliable names.

In Pakistan, Hakim Mohammed Said, in addition to being a physician par-excellence, was a philanthropist and visionary in the real sense of the word. He made Hamdard Pakistan not only the biggest manufacturer of herbal products and medicines, but also branched out into the fields of health in general, education and social welfare. He established a comprehensive network of free Hamdard Clinics (matabs) across the country, initiated Hamdard Free Mobile Dispensaries, to provide the poor with health facilities at their doorsteps, and set up hospitals of both Eastern and Western Systems of Medicine. He founded schools, colleges and university and a City of Education, Science and Culture - Madinat ul Hikmah - laying out his whole life's earnings on the project. He did all this for the promotion of health and education in the country, because he believed that no nation without good health and quality education would be able to progress in the

world. Inheriting from his father a flair for formulation, good clinical judgment and the commitment to serve humanity, he invented and made changes in many Tibbi medicines, saw at least 5 million patients during his career (all without charges) and devotedly served humanity. In fact, he converted Hamdard Laboratories into Waqf - an Islamic trust where all the profits are used for God's work i.e. nation building and charity.

Hamdard Laboratories (Waqf) Pakistan

The central structure of Hamdard Laboratories is based in Pakistan's industrial hub and the port city of Karachi. It comprises of the headquarters and two manufacturing units, including a new large unit.

Hamdard Industrial Complex (HIC): At the newly named Hakim Mohammed Said Road, besides Karachi, two other Hamdard manufacturing units are working in Lahore and Peshawar. Apart from the Karachi headquarters, there are zonal offices in Lahore, Rawalpindi and Peshawar. All Hamdard manufacturing units are equipped with state-of-the-art machinery and instruments, fulfilling modern day requirements of Quality and high standard. Hamdard produces over 500 herbal products and medicines and their strength lies in their quality.

Hamdard Quality Policy Statement

Hamdard ensures the quality and standard of its products adhering to international standards and laws.

Prescribed by ISO and WHO. To maintain these, it takes the following measures:

1. Procures best quality raw material.
2. Follows Current Good Manufacturing Practices.
3. Conducts regular checking at all stages

raw material in-process/intermediate material, and finished Products, in order to maintain quality control.

4. Gives importance to training of all person self-employed involved in the production process, under the policy of quality control (TQC).

Rooth Afza: Lord of the Reds' and a drink for all seasons, Rooth Afza is the scarlet-hued syrup of the East. It is the star product of Hamdard Laboratories (Waqf), Pakistan. It is the top national brand, having the major share in local markets. At international level too, it enjoys a high reputation because of its quality, taste and unique blend of traditional flavours and aromas.

Certificates, License and Awards: Having Halal ingredients, Rooth Afza is certified by the Committee of food experts and the most authentic religious scholars in terms of the country. It enjoys certificates of ISO 9001:2000 and ISO 22000:2005. It has been winning awards a plenty and on a regular basis, including FPCCI Award, Brands Icon of Pakistan Award, Brand of the Year Award, and

Consumer's Choice Award, US food magazine "Super" in its publication of Feb 2007 - issue # 99, placed Rooth Afza at the 10th position in world's 100 most popular brands' list.

Hamdard Foundation Pakistan (HFP): Hamdard Foundation Pakistan was established by Hakim Mohammed Said in order to control and regulate the funds being handed over to it by Hamdard Laboratories. These are used for the promotion of health, education and social uplift in line with his vision and mission - service to the nation and humanity.

He was martyred on 17th October 1998 at the doorstep of his Karachi Clinic - the very same from where he started his journey of building "Hamdard Pakistan". We are told by the Quran to not speak of a shahad as dead. Hence, martyred, he is immortal. And his legacy of service continues on, with Allah's help, under the guidance of his daughter, Mrs. Sadia Rasheed, Chairperson, Hamdard Laboratories (Waqf) Pakistan, and President, Hamdard Foundation Pakistan.

—from page 5 MESSAGES

Dr. Zafar Munir Dr. Tanzeen Fatima

purposefully towards building a solid female continuum in every department across all designations and levels. We believe that a career is a journey that is always a day away from being mastered. Which is why, we encourage and support all women who work with us to not only achieve a fulfilling career but to maintain a successful work-life balance.

Gender equality may not happen overnight, but to engender equality across the board, from our jobs to our attitudes, is the first sign of progress. And I know and believe that we will get there together — in clients, in professionals, and most of all, as women.

Happy International Women's Day, 2020.

It should be revealed that an inspiration of many Pharmacists is a woman named Nadiya Bokhari, a British Pakistani who has very strong roots in Pakistan and visit her home periodically. She becomes the youngest Asian female ever to award the status of Fellow of Royal Pharmaceutical Society (FRPharm) for her distinction in the profession of Pharmacy.

If a woman can inspire confidence in her mental capacities equally in every gender, she can accomplish any milestone; only one should be anxious and enthusiastic. Always praise their moral and let them do what they desire for. It's a time to smile men and women to serve together.

"She's a mess of gorgeous chaos, and you can see it in her eyes".

I really appreciate the efforts of Business Recorder to highlight Women Economic Empowerment efforts on the occasion of "International Women's Day".

When a man gives his opinion, he's a man. When a woman

gives her opinion, she's a bitch."

We envision a world where every young person gets the opportunity to realize themselves by acting congruent with the natural world. This is our message to the world. It's a beautiful feeling to contribute something for the women's day and I believe the world is now changing with more women leading from the front making this world a better place for everyone.

"Women are never as strong as after their defeat".... Many women take birth after experiencing the powers within themselves. We should create a generation of leaders who deal with their problems in a much more effective way than a leader approach, instead of crying and waiting for someone to come and solve it.

History of great women should be a classic topic in the early years to educate girls about the power they possess and how they can be inspired by the great minds from the past. The history of women when a woman is surprised that she surpasses the limits which a man can never even imagine!

STEAM (Science, technology, engineering, and Mathematics) as you know it should not be confined to boys only but we should pave the way for girls to join science, engineering, technology, and Space programs.

• Then comes the importance of Financial Freedom.....I believe Financial Freedom is so much more than money, it is the ability to do what you want, when you want and not have to worry about the financial consequences. The society should recognize that women face unique challenges in relation to money matters and that it has to come up with the tools to make women financially independent. Here I must mention a great woman Radheya Khan who is busy changing lives of women around the world through her Financial Freedom program.

• Shaping the future of work now....

If we really want to do this we need to come up with more and more women role models....The twenty-first century workforce continues to face techonological shifts amidst a backdrop of disruptive technology and increased global competition. From harnessing the power of multigenerational talent, to closing the STEM gender gap and embracing rapid digital transformation, how can we meet the demands of the future by building a more inclusive and adaptive workforce today?

• We have to pick up the reflexion, game-changing women leaders, who've found success against the odds share the risks

Erum Khan
given her opinion, she's a bitch."

Many women willing to take and the roles they didn't follow in order to seize new opportunities and chart their own paths.

• Empowerment through Adoration....

And lastly I must add my own way of raising great minds in our girls and women. Our society tries to protect girls and women from the world by discouraging them from getting themselves into risky situations, but this only hurts us more. There are numbers of factors which undermine women's liberation, freedom of expression, self-confidence, self-worth, and their passion towards achieving their goals. Personal constraints are the most powerful of all constraints, as they influence the motivation to act and steer an individual's decision to participate. Personal constraints include social and psychological barriers which directly result in the lack of self-confidence, self-worth, and the lack of passion towards achieving their goals.

History of great women should be a classic topic in the early years to educate girls about the power they possess and how they can be inspired by the great minds from the past. The history of women when a woman is surprised that she surpasses the limits which a man can never even imagine!

STEAM (Science, technology, engineering, and Mathematics) as you know it should not be confined to boys only but we should pave the way for girls to join science, engineering, technology, and Space programs.

• Then comes the importance of Financial Freedom.....I believe Financial Freedom is so much more than money, it is the ability to do what you want, when you want and not have to worry about the financial consequences. The society should recognize that women face unique challenges in relation to money matters and that it has to come up with the tools to make women financially independent. Here I must mention a great woman Radheya Khan who is busy changing lives of women around the world through her Financial Freedom program.

• Shaping the future of work now....

If we really want to do this we need to come up with more and more women role models....The twenty-first century workforce continues to face techonological shifts amidst a backdrop of disruptive technology and increased global competition. From harnessing the power of multigenerational talent, to closing the STEM gender gap and embracing rapid digital transformation, how can we meet the demands of the future by building a more inclusive and adaptive workforce today?

• We welcome girls and women from all over the world to join these Empowered Camps'.

• Last but not the least is our message to Re-connect with the Natural world.... Humans have long insisted that being in nature is good for the mind and body. From indigenous adolescents completing rite of passage in the wild, to modern East Asian cultures taking "Yours

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

We welcome girls and women from all over the world to join these Empowered Camps'.

• Last but not the least is our message to Re-connect with the Natural world.... Humans have long insisted that being in nature is good for the mind and body. From indigenous adolescents completing rite of passage in the wild, to modern East Asian cultures taking "Yours

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Yes we have a plan for all this.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Odyssey Tours provide state-of-the-art Women Expeditions on Mountains. We believe that adventure travelling will provide our young girls and women to connect with their shell, gain confidence, get better self-image, fight their vulnerability, develop strength, determination, polish their risk taking skills, and finally going to pursue their passion. The program will boost their courage and help them change their thought process and belief system.

Working with many international organizations like "Alliance for Self-directed learning", SDG Academy, Alumna, International Association of Nurture Pedagogy", "International Play Association", ISPCAN, AMS, World Forum Foundation, Imagination Foundation USA, and many more makes me learn a lot about humans and how we behave in relation to each other.

Women leading from the front

Erum Khan

given her opinion, she's a bitch."

Many women willing to take and the roles they didn't follow in order to seize new opportunities and chart their own paths.

• Empowerment through Adoration....

And lastly I must add my own way of raising great minds in our girls and women. Our society tries to protect girls and women from the world by discouraging them from getting themselves into risky situations, but this only hurts us more. There are numbers of factors which undermine women's liberation, freedom of expression, self-confidence, self-worth, and their passion towards achieving their goals.

History of great women should be a classic topic in the early years to educate girls about the power they possess and how they can be inspired by the great minds from the past. The history of women when a woman is surprised that she surpasses the limits which a man can never even imagine!

STEAM (Science, technology, engineering, and Mathematics) as you know it should not be confined to boys only but we should pave the way for girls to join science, engineering, technology, and Space programs.

• Then comes the importance of Financial Freedom.....I believe Financial Freedom is

so much more than money, it is the ability to do what you want, when you want and not have to worry about the financial consequences. The society should recognize that women face unique challenges in relation to money matters and that it has to come up with the tools to make women financially independent.

• Shaping the future of work now....

If we really want to do this we need to come up with more and more women role models....The twenty-first century workforce continues to face techonological shifts amidst a backdrop of disruptive technology and increased global competition. From harnessing the power of multigenerational talent, to closing the STEM gender gap and embracing rapid digital transformation, how can we meet the demands of the future by building a more inclusive and adaptive workforce today?

• We have to pick up the reflexion, game-changing women leaders, who've found success against the odds share the risks

when a man gives his opinion, he's a man. When a woman



Roman Zarbeck
MD Philip Morris
(Pakistan) Limited

was recently followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that commitment and a review of the extent to which factors that support sustainable pay equity - such as factors that level the playing field for women in advance - are integrated into affiliate processes and practices. The final phase is monitoring. The certification is valid for three years provided certified companies submit to a monitoring audit in years two and three to demonstrate ongoing commitment and continuous improvement actions to ensure sustainable equal pay conditions between men and women.

Reflecting on this program on International Women's Day, I am proud to highlight some of the achievements we have made in Pakistan. There are protocols in place for paid maternity and paternity leaves, year-round flexible working hours to enable mothers and fathers both to manage childcare, learning and development opportunities, career

and were followed by a qualitative estate audit of affiliates around the world to confirm management commitment to equal pay principles, focus group interviews with female employees about their perception of that