

FORGING THE PATH –
WOMEN IN ACCOUNTANCY
PROFESSION AND FUTURE
PROSPECTS

A PRESENTATION BY SAFA WOMEN LEADERSHIP COMMITTEE

PRESENTED BY HINA USMANI

DECEMBER 2022

WEBINAR OBJECTIVE

Highlight the role of women accountants AND encourage more women participation in accountancy profession.

KEY AREAS OF DISCUSSION

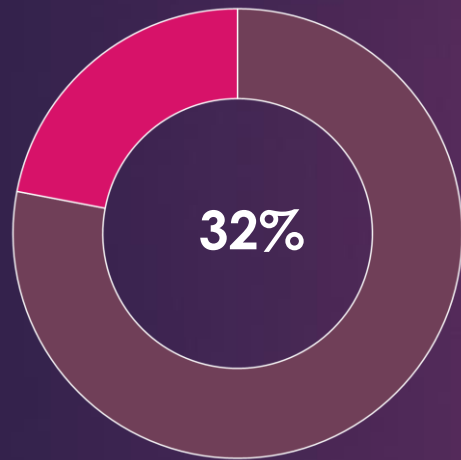
- WOMEN ACCOUNTANTS' FOOTPRINT
- WOMEN CONTRIBUTION IN ACCOUNTANCY PROFESSION
- CHALLENGES FOR WOMEN IN ACCOUNTANCY PROFESSION
- FUTURE PROSPECTS OF WOMEN IN ACCOUNTANCY PROFESSION
- CA WOMEN SUCCESS STORY FROM **PAKISTAN**



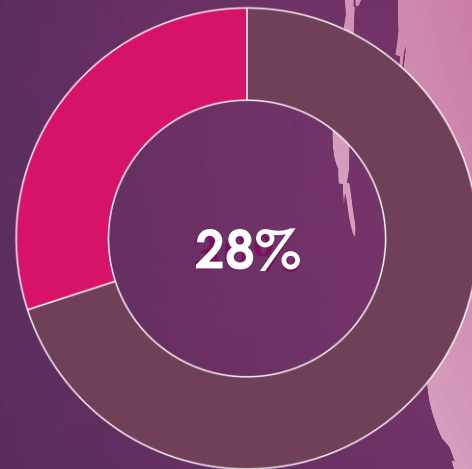
WOMEN ACCOUNTANTS' FOOTPRINT

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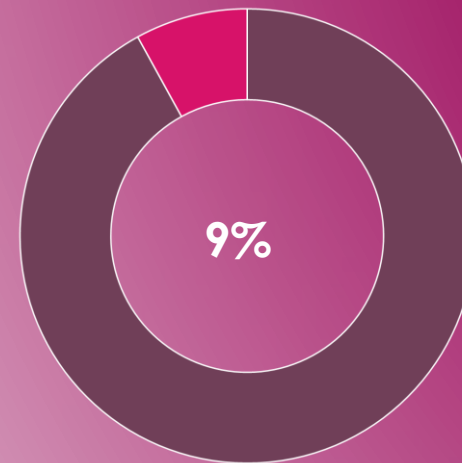
CHARTERED ACCOUNTANTS



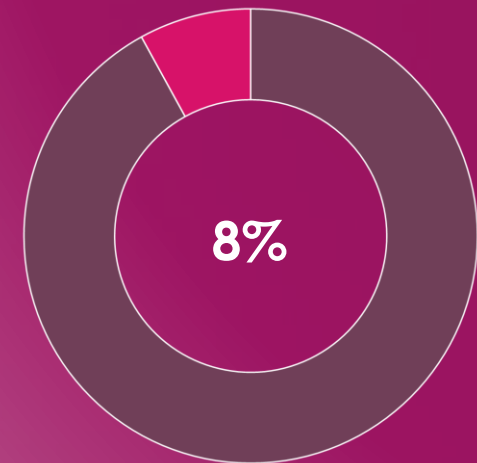
SRI LANKA



INDIA



PAKISTAN

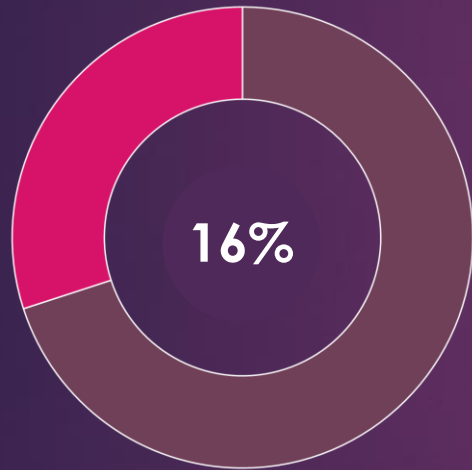


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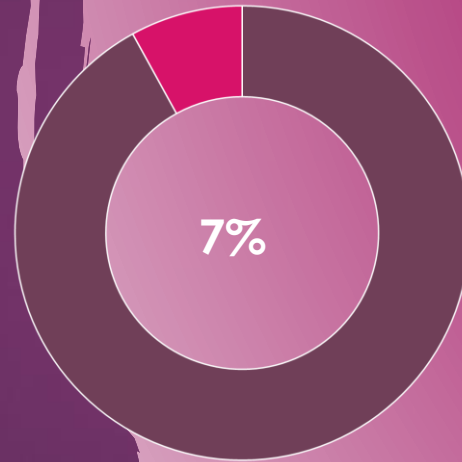
Latest upto November 2022

WOMEN ACCOUNTANTS' FOOTPRINT

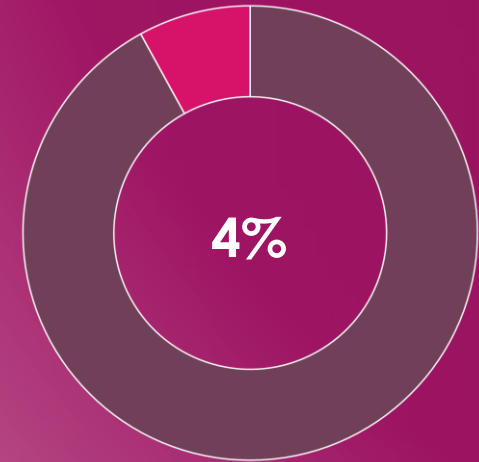
COST & MANAGEMENT ACCOUNTANTS



INDIA



PAKISTAN

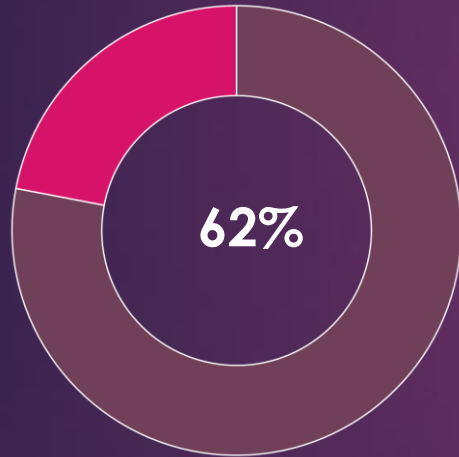


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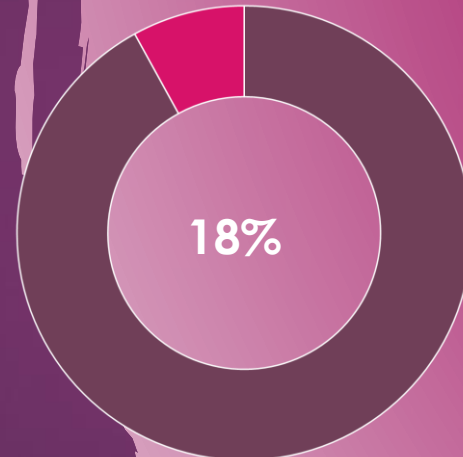
Latest upto November 2022

STUDENTS IN ACCOUNTANCY

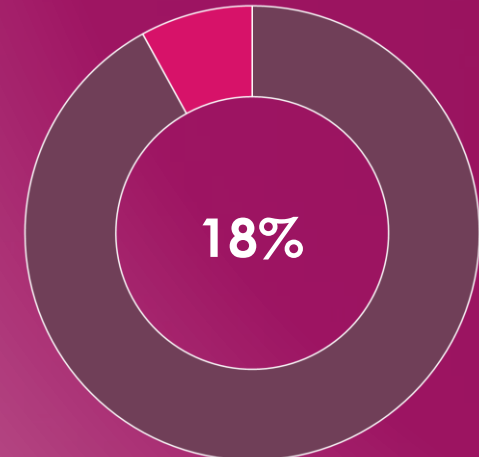
CHARTERED ACCOUNTANTS



SRI LANKA



PAKISTAN

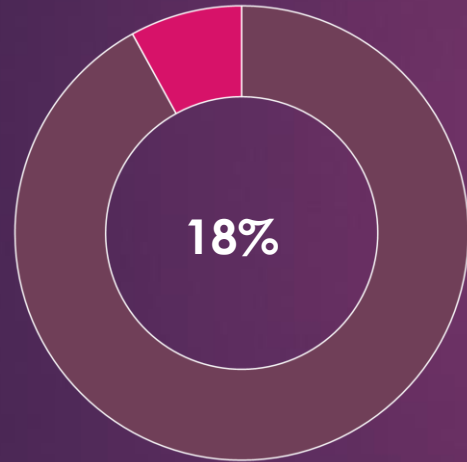


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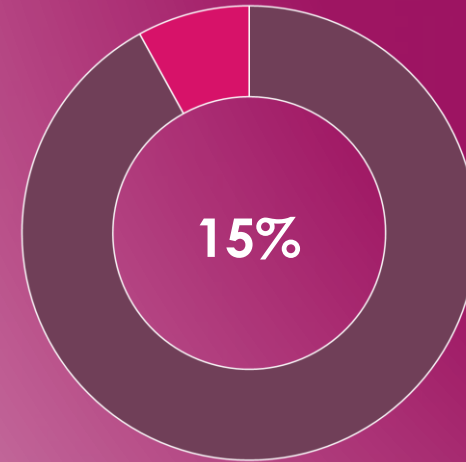
Latest upto November 2022

STUDENTS IN ACCOUNTANCY

COST & MANAGEMENT ACCOUNTANTS



PAKISTAN

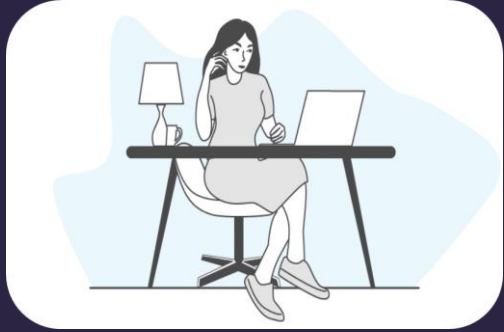


BANGLADESH

Latest upto November 2022



WOMEN CONTRIBUTION IN ACCOUNTANCY PROFESSION



EFFECTIVE LEADERSHIP POSITIONS

ADDING MEANINGFUL CONTRIBUTION AS
BOARD MEMBERS

SERVING AS REGULATORS, POLICY
MAKERS, AUDIT PARTNERS, RISK ADVISORS,
TAX EXPERTS AND TOP CORPORATE
LEADERSHIP ROLES

CONTRIBUTING IN IMPROVED CORPORATE
PERFORMANCES



CONTRIBUTION IN ECONOMIC DEVELOPMENT

ENHANCING SKILLED WORKFORCE

CREATING ECONOMIC ACTIVITIES

SUPPORTING SMALL BUSINESSES IN BETTER FINANCIAL MANAGEMENT





INSPIRING FUTURE GENERATIONS

DEDICATION AND COMMITMENT

SETTING WORK-LIFE BALANCE EXAMPLES

RAISING GENERATIONS WITH ETHICAL
VALUES & PROFESSIONALISM





CHALLENGES FOR WOMEN IN ACCOUNTANCY PROFESSION

MAJOR CHALLENGES

- ✓ Equal pay & equal opportunities
- ✓ Enabling work environment
- ✓ Workplace harassment





EQUAL PAY & EQUAL OPPORTUNITIES

UNBIASED, SMOOTH RECRUITMENT PROCESS

FAIR PAY SCALE AND REWARDS

EQUAL OPPORTUNITY TO ASSIGNMENTS,
TRAINING AND LEADERSHIP ROLES

MUST BE TRUSTED FOR DELEGATION OF
RESPONSIBILITIES





ENABLING WORK ENVIRONMENT

PROVIDE A SAFE WORKING ENVIRONMENT BY FOLLOWING BEST PRACTICES

SEPARATE WASHROOMS/REST ROOMS

DAY CARE CENTER SUPPORT

TRANSPORTATION/CONVEYANCE FACILITY

PAID MATERNITY LEAVES OF UP TO 90 DAYS

OPTIONAL BEREAVEMENT LEAVES AND/OR WORK FROM HOME FACILITY FOR GRIEVING PERIOD





WORKPLACE HARASSMENT

MONITORED IMPLEMENTATION OF CODE OF
CONDUCT

REGULAR COMMUNICATION OF POLICIES

TRANSPARENT AND UNBIASED COMPLAINT
HANDLING MECHANISM

STRICT ACTION AGAINST THOSE INVOLVED





FUTURE PROSPECTS
OF WOMEN IN
ACCOUNTANCY
PROFESSION



SKILL DEVELOPMENT

A journey not a destination

CREATE VALUE IN RISK, REPORTING
AND INTERNAL CONTROL
LANDSCAPE

SUPPORT FOR EVOLVING BUSINESSES
AND THEIR TRANSFORMATION

HELP BUSINESSES IN DEVELOPING
INSIGHTS THROUGH DATA
ANALYTICS AND CREATING LONG
TERM VALUES





SUSTAINABILITY SUPPORT

APPLYING BROAD SKILLS IN SUPPORTING
ORGANIZATIONAL SUSTAINABILITY GOALS

PROMOTING ENVIRONMENTAL EDUCATION

EFFECTIVE USE OF RESOURCES

IMPROVING QUALITY OF LIFE





DIGITALIZATION ADVANTGES

ENHANCED WORK OPPORTUNITIES
THROUGH FLEXIBLE AND WFH
OPPORTUNITIES

EFFECTIVE CONTRIBUTION IN THE
WORKFORCE

PUBLIC CONFIDENCE IN THE
ETHICAL CONDUCT AND INTEGRITY





RETENTION BENEFITS

MORE REWARDING THAN OTHER
PROFESSIONS

ECONOMICALLY STABLE LIFE-STYLE

OPTIONS OF EMPLOYABILITY &
ENTREPRENEURSHIP





CA WOMEN
SUCCESS STORY
FROM **PAKISTAN**

CA
PAKISTAN

SUCCESS STORY

MEASURES BY ICAP'S COUNCIL
&
CA WOMEN COMMITTEE

- CA WOMEN COMMITTEE FORMATION IN 2017
- ELECTION OF FIRST WOMAN COUNCIL MEMBER-2017
- CONCEIVED THE IDEA OF SAFA WOMEN COMMITTEE-2018
- ELECTION OF FIRST WOMAN VICE PRESIDENT-2019
- AGGRESSIVE WORKING ON STRATEGIC GOALS 2017-2022



CA
PAKISTAN

SUCCESS STORY

STRATEGIC GOALS &
WORKINGS
2017-2022

- ✓ CA GIRLS NURTURING PROGRAM
- ✓ COUNSELLING SESSIONS FOR FEMALE STUDENTS IN CA PROFESSION
- ✓ PUBLICATION OF WOMEN ON BOARD DIRECTORY
- ✓ LAUNCH OF CA WOMEN ENTREPRENEURSHIP PROGRAM FOR WOMEN ON CAREER BREAKS
- ✓ HISTORIC PUBLICATION DOCUMENTS "AN INSPIRING JOURNEY OF CA WOMEN" SINCE INCEPTION OF THE INSTITUTE
- ✓ DEVELOPMENT OF DIVERSITY & INCLUSION POLICY FOR CA WOMEN & THE WORKFORCE
- ✓ CAPACITY BUILDING MEASURES- CAREER COUNSELLING FOR FRESH QUALIFIED, ADVANCED EXCEL WORKSHOPS, SELF-DEFENSE TRAINING, BREAST CANCER AWARENESS
- ✓ ENHANCED DIGITAL SOCIAL FOOTPRINT
- ✓ LARGE SCALE ANNUAL CELEBRATIONS OF CA WOMEN'S DAY
- ✓ DAY CARE CENTER COLLABORATIONS FOR MEMBERS



CA
PAKISTAN

SUCCESS STORY

IMPACT
OF MEASURES TAKEN FROM
2017 TO 2022

- ✓ FRESH FEMALE STUDENTS' INTAKE INCREASED BY **221%**
- ✓ YEAR TO YEAR GROWTH OF FEMALE STUDENTS RECORDED AT **38%** AS COMPARED TO MALE STUDENTS AT 10%
- ✓ TOTAL WOMEN STUDENTS INCREASED BY **103%** AND NOW STANDS AT 18% IN 2022
- ✓ TOTAL QUALIFIED WOMEN INCREASED BY **51%** AND NOW STANDS AT 10% IN 2022
- ✓ WOMEN ON BOARD MEMBERS **ENHANCED** SUBSTANTIALY
- ✓ MAJORITY WOMEN ON CAREER BREAKS BECOME PART OF **WORKFORCE**
- ✓ SHOWCASING **SUCCESS STORIES** BY UNDP & OTHER ACCOUNTANCY CIRCLES
- ✓ IN 2021 ICAP ELECTIONS 4 WOMEN HAVE COME THROUGH THE ELECTORAL PROCESS AS COMPARED TO ONLY ONE IN 2017.
- ✓ MAJORITY WOMEN ARE PART OF MCS OF OVERSEAS CHAPTERS





THANKYOU