

Election Commission Meeting — Minutes

P@SHA CEC Elections 2026 (Term 2026–2028)
Briefing on the DGTO Clarification and Revision of the Seat Allocation

Meeting	Election Commission Briefing on the DGTO Letter — P@SHA CEC Elections 2026
Date & Time	Sunday, 30 August 2026 • 2:30 pm • Held online
Chair	Dr. Aftab Maroof, Election Commissioner (North)
Present — Election Commission	Dr. Aftab Maroof (North); Dr. Kashif Zafar (Center); Mr. Talib S. Karim (South)
Present — Secretariat	Syed Ali Abbas Hasani, Secretary General; Filza Maniar, Director Finance and Operations; Khawar Mahmood, Manager Member Services
Purpose	To consider the clarification issued by the Directorate General of Trade Organizations in response to the Secretary General's reference of 27 August 2026, to settle the revised allocation of the general seats, and to approve the communication to be issued to the membership.

1. The reference to the Regulator and the clarification received

The Secretary General recalled that, to ensure that the elections are conducted in complete conformity with the law, he had referred the decision of the Central Executive Committee of 26 August 2026 on the distribution of the ten general seats between the Corporate and Associate classes to the Directorate General of Trade Organizations, vide letter Ref. No. P@SHA/SG/2026-27/0210 dated 27 August 2026, and had sought the Regulator's guidance. A copy of that letter is placed at Annexure A.

In response, the Directorate General of Trade Organizations issued a detailed clarification dated 30 August 2026, approved by the Regulator (Trade Organizations), setting out the mandatory legal requirements governing the election. The clarification is placed at Annexure B and the covering correspondence by which it was transmitted at Annexure C. The document had been circulated to the members of the Commission on the preceding evening.

Decision: The Commission resolved that the communication be placed on the official record of both the Secretariat and the Election Commission, as required by paragraph 13 of that communication.

2. Revised allocation of the ten general seats

The Commission noted the Regulator's advice that an allocation of 8 Corporate to 2 Associate seats disproportionately disenfranchises the Associate class, which comprises 197 of the 548 registered voters, and that the requirement in Rule 21(5)(b) of the Trade Organizations Rules 2013 and Article 10(b) of the Articles of Association that at least fifty per cent of the Committee be from the Corporate class is a statutory floor and not a basis for restricting Associate representation. The Regulator directed re-adjustment to an equitable and legally compliant ratio, within a range of 6 Corporate : 4 Associate to, at maximum, 7 Corporate : 3 Associate.

Decision: The allocation of 08 Corporate and 02 Associate seats announced on 29 August 2026 stands withdrawn. From within the range indicated by the Regulator, the Commission duly approved an allocation of 07 Corporate and 03 Associate seats of the ten general seats. The two seats reserved for women entrepreneurs remain additional to these ten.

Class	Registered voters	General seats
Corporate	351	07
Associate	197	03
Total	548	10

3. Compliance with the remaining directions

The Commission reviewed the further requirements set out in the clarification and satisfied itself as to the position on each:

Secretariat: Daftarkhwan Alpha (NASTP), Old Airport Rd, Chaklala Cantt, Rawalpindi, Pakistan
Regional Office: 122b NASTP Silicon, Special Technology Zone Faisal Cantonment Board, Shahrah-e-Faisal, Karachi, Pakistan
Regional Office: Daftarkhwan Downtown, Mateen Fatima Rd Block, Gulberg, Lahore, Pakistan
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- Proposers and seconders of the same class — Rule 18(9) read with Rule 21(5)(c). The Commission confirmed that this had been verified in the scrutiny of 28 August 2026 and that every candidate on the list displayed on 29 August 2026 was duly proposed and seconded by registered voters of that candidate's own class. The list of candidates is unaffected.
- The two-year bar under Rule 21(15) on office-bearers and members of the Executive Committee of the term 2024–2026. The Commission confirmed that this bar had been applied in the scrutiny under Rule 18(11) and that the candidates on the list are compliant.
- Separate and distinctly identifiable ballot papers, with distinct serialised counterfoils, for each class, as already resolved by the Commission.
- Under-voting — the Commission noted Rule 19(10), that no ballot paper shall be invalid for failure to have cast all votes on all seats contested for, and directed that this be included in the briefing of presiding officers. Over-voting continues to void a ballot.
- Identification — original CNIC or original Passport, verified against the specimen signature record and photograph held under Rule 15; simultaneous polling at all three notified centres; no postal ballots, proxies or remote votes.
- Election of Office Bearers — the Chairman and the Senior Vice-Chairman may not be from the same Province, under the second proviso to Rule 21(2), nor from the same class of membership, under Rule 21(10) read with Articles 10(h) and 19.

4. Communication to the membership

The Secretariat placed before the Commission a draft Corrigendum and Clarification conveying the effect of the Regulator's communication to the membership, together with the revised list of nominations reflecting the seat allocation of 07 Corporate and 03 Associate. The Corrigendum and Clarification as issued is placed at Annexure D.

Decision: The Commission approved the issue of the Corrigendum and Clarification to the membership, and the corresponding revision of the published list of nominations. The notified schedule is unchanged and the list of candidates displayed on 29 August 2026 stands.

5. Objections to nominations

The Commission noted that the window for objections to nominations under Rule 18(12) closes on Sunday, 30 August 2026, that any objections received will be placed before it, and that its decisions are to issue by the end of business on Tuesday, 1 September 2026.

Action Items

#	Action	Owner	Due
1	Place the DGTO communication on the official record of the Secretariat and the Commission	Secretariat	30 Aug
2	Issue the Corrigendum and Clarification to the membership by email and WhatsApp	Secretariat	30 Aug
3	Publish the revised list of nominations reflecting the 07:03 allocation	Secretariat	30 Aug
4	Confirm with the printer that both class ballots carry distinct serialised counterfoils	Secretariat	Before printing
5	Include the under-voting rule (Rule 19(10)) in the presiding officers' briefing	Secretariat	Before 17 Sep
6	Election Commission to review and issue decisions on any objections received	Election Commission	1 Sep (EOB)

Annexures

The following documents are annexed to and form part of these minutes.

Annexure	Document	Date
A	Letter from the Secretary General to the Director General Trade Organizations, Ref. No. P@SHA/SG/2026-27/0210 — Distribution of Corporate and Associate Class Seats: Request for DGTO Feedback	27 August 2026

Secretariat: Daftarkhwan Alpha (NASTP), Old Airport Rd, Chaklala Cantt, Rawalpindi, Pakistan
Regional Office: 122b NASTP Silicon, Special Technology Zone Faisal Cantonment Board, Shahrah-e-Faisal, Karachi, Pakistan
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Annexure	Document	Date
B	Clarification issued by the Directorate General of Trade Organizations — Legal and Regulatory Compliance Requirements for the P@SHA CEC Elections 2026–2028, approved by the Regulator (Trade Organizations)	30 August 2026
C	Covering email correspondence transmitting the DGTO clarification	30 August 2026
D	Corrigendum and Clarification issued to the membership	30 August 2026

Minutes prepared by the Secretariat for the review and record of the Election Commission 2026.

ANNEXURE A

Letter from the Secretary General to the Director General Trade Organizations

Ref. No. P@SHA/SG/2026-27/0210 · 27 August 2026

*Distribution of Corporate & Associate Class Seats: Request for DGTO Feedback on the
Decision of the Central Executive Committee*

Annexed to and forming part of the Minutes of the Election Commission Meeting of Sunday, 30 August 2026

Ref. No. P@SHA/SG/2026-27/0210
27th August, 2026

Director General Trade Organizations,
Directorate General of Trade Organizations,
2nd Floor, State Life Building No 7,
F-6/4, Blue Area, Islamabad.

Subject: P@SHA Election 2026 (Term 2026–2028) - Distribution of Corporate & Associate Class Seats: Request for DGTO Feedback on Decision of the Central Executive Committee

Respected Bilal Khan Pasha Sb,

Reference the meeting today at your office on the above cited subject.

In a meeting of the Central Executive Committee held on Wednesday, 26th August 2026, the CEC has decided to allocate 08 seats to Corporate and 02 seats to Associate out of the total 10 general seats. This decision took into consideration the past elections and the outcome among corporate and associate classes.

It is understood that candidates against the two women reserved seats could be from any class.

Your valuable and timely feedback would be highly appreciated.

With Profound Regards,



Syed Ali Abbas Hasani
Secretary General
Pakistan Software Houses Association for IT & ITES
Cell: +92-300-8506806, Email: sg@pasha.org.pk

ANNEXURE B

Clarification issued by the Directorate General of Trade Organizations

Approved by the Regulator (Trade Organizations) · 30 August 2026

*Legal and Regulatory Compliance Requirements for the P@SHA Central Executive
Committee Elections 2026–2028*

Annexed to and forming part of the Minutes of the Election Commission Meeting of Sunday, 30 August 2026

The Secretary General,

**Pakistan Software Houses Association for IT & ITES (P@SHA)
Islamabad / Rawalpindi, Pakistan**

Copy to: The Election Commission, P@SHA

**Subject: LEGAL AND REGULATORY COMPLIANCE
REQUIREMENTS FOR P@SHA CENTRAL EXECUTIVE
COMMITTEE ELECTIONS 2026-2028 UNDER THE
TRADE ORGANIZATIONS ACT, 2013, TRADE
ORGANIZATIONS RULES, 2013, AND P@SHA ARTICLES OF
ASSOCIATION**

Dear Sir,

Reference is made to your email communication and official notices regarding the conduct of the Central Executive Committee (CEC) Elections of P@SHA for the term 2026-2028, the issuance of the Final Voter List dated 24th August 2026, and P@SHA's letter Ref. No. P@SHA/SG/2026-27/0210 dated 27th August 2026 addressed to the Director General of Trade Organizations (DGTO) concerning the distribution of Corporate and Associate Class seats.

2. While the Association's acknowledgement of conducting elections on a class-segregated basis (Corporate and Associate) is a necessary step towards statutory alignment, it is imperative to address serious legal inconsistencies, past departures from the mandatory provisions of law and the strict statutory framework governing the current election cycle.

3. Historically, P@SHA executive committee elections have recurrently deviated from mandatory statutory prescriptions by failing to enforce class-segregated electoral colleges and proper zonal/regional dynamics as envisioned under the Trade Organizations Rules, 2013 (TOR 2013) and P@SHA's approved Articles of Association (AoA). To prevent legal infirmities, candidate disqualifications, voter disenfranchisement, or regulatory annulment under Section 14 of the Trade Organizations Act, 2013 (TOA 2013), this communication sets forth the mandatory legal requirements and statutory rules governing the ongoing election process.

Overriding Statutory Authority

4. Under **Section 32 of the Trade Organizations Act, 2013**, the provisions of the Act and the Rules framed thereunder override anything to

the contrary contained in any other law, Memorandum, Articles of Association, or internal executive decisions. This overriding mandate is explicitly affirmed by **Article 15 of P@SHA's Articles of Association**, which stipulates:

"The elections will be conducted strictly according to the rules as contained in Trade Organisations Rules, 2013. If any provision of this memorandum and article of association is in conflict with the provisions made in the Act and rules made thereunder, the latter shall prevail."

Consequently, the conduct of elections is governed strictly by the statutory mandates of the TOA 2013 and TOR 2013.

Proportional Distribution of General Seats vs. The 50% Corporate Floor

5. In the letter dated 27th August 2026, P@SHA intimated a CEC decision to allocate **08 Corporate seats** and **02 Associate seats** out of the 10 general CEC seats. This arbitrary allocation violates the principles of proportional representation and the statutory scheme of Rule 21 of the TOR 2013 (which ideally is based on the class segregation of Corporate & Associate of the whole general body of PASHA, however, in the instant case, the composition of the eligible electorate is applied):

- i. **The Demographic Composition of the Electorate:** According to the Final Voter List 2026 published under Rule 18(8), P@SHA has a total registered electorate of **548 eligible voters**, comprising:
 - a. **Corporate Class:** 351 voters (**64.05%**)
 - b. **Associate Class:** 197 voters (**35.95%**)
- ii. **Statutory Requirement for Class Floor (Rule 21(5)(b) & Article 10(b)):** The law mandates that *"at least fifty percent of members of the executive committee shall be from the corporate class"*. The 50% rule is a statutory **floor (minimum threshold)**, not a mechanism to arbitrarily suppress the representation of the Associate Class.
- iii. **Proportional Allocation:** Applying pure proportionality across the 10 general seats to the voting population:

$$\text{Corporate Share} = 10 \times \left(\frac{351}{548} \right) \approx 6.41 \text{ seats (6 to 7 seats)}$$

$$\text{Associate Share} = 10 \times \left(\frac{197}{548} \right) \approx 3.59 \text{ seats (3 to 4 seats)}$$

- iv. **Illegality of an 8:2 Allocation:** Allocating 8 seats (80%) to the Corporate Class and restricting the Associate Class to only 2 seats (20%) disproportionately disenfranchises over 35.9% of the General Body. A fair, lawful, and representative composition of 10 general seats conforming to Rule 21(5)(b) must allocate **6 Corporate seats and 4 Associate seats** (or at maximum 7 Corporate and 3 Associate seats) to accurately reflect the voter ratio while fully preserving the corporate majority.

Segregation of Electoral Colleges and Class Identity

6. Under **Rule 21(5)(c) of TOR 2013** and **Article 10(c) of P@SHA's AoA**:

"The electoral college for each class of members of the executive committee shall be members of the general body from the respective class."

- i. **Class Voting:** Corporate members are legally entitled to vote **only** for candidates contesting Corporate seats, and Associate members are entitled to vote **only** for candidates contesting Associate seats.
- ii. **Distinct Ballots:** The Election Commission must print and issue separate, distinctly identifiable ballot papers (with distinct serialized counterfoils) for each class at all designated polling stations.
- iii. **Integrity of Voting:** As mandated by Rule 19(10) of TOR 2013, while casting more votes than the available seats in a class renders a ballot invalid, **under-voting (casting fewer votes than the total seats available) shall NOT invalidate any ballot paper.**

Mandatory Nomination Rules: Proposers and Seconders Must Belong to the Same Class

7. Under **Rule 18(9) of TOR 2013** and **Article 13(9) of P@SHA's AoA**, nominations must be submitted by eligible candidates, proposed and seconded by duly registered voters. When read harmoniously with **Rule 21(5)(c)** (class-based electoral colleges), the following rules are non-negotiable:

- i. **Corporate Class Nominations:** A candidate contesting a Corporate Class seat must be a designated authorized representative of an enrolled Corporate Member company. Their nomination form must be proposed by a registered voter of the Corporate Class and seconded by a registered voter of the Corporate Class.
- ii. **Associate Class Nominations:** A candidate contesting an Associate Class seat must be a designated authorized representative of an enrolled Associate Member firm. Their nomination form must be

proposed by a registered voter of the Associate Class and seconded by a registered voter of the Associate Class.

- iii. **Rejection of Cross-Class Nominations:** Any nomination paper for a Corporate seat proposed or seconded by an Associate member (or vice versa) violates the electoral college principle under Rule 21(5)(c) and must be declared invalid and rejected by the Election Commission during scrutiny under Rule 18(11).

Reserved Seats for Women Entrepreneurs

8. Under **Rule 21(6) of TOR 2013** and **Article 10(e) of P@SHA's AoA:**

- i. **Independent Quota:** There shall be two (2) seats reserved for women entrepreneurs in addition to the general seats.
- ii. **Electoral College:** The electoral college for these two reserved seats is strictly the newly elected Executive Committee (and not the General Body). Polling for these seats must be conducted following the election of the general EC members.
- iii. **Open Contest Rights:** As clarified under the law and P@SHA's election foreword, eligible women representatives retain the full right to contest open general seats within their respective membership class (Corporate or Associate) on general merit.
- iv. **Non-Transferability:** Under Rule 21(8), if any seat reserved for women entrepreneurs remains vacant, it cannot be filled by members from any other category.

Zonal Representation and Inter-Provincial Balance of Office-Bearers

9. P@SHA is licensed as an All-Pakistan Association representing both the **Northern Zone** (Punjab, Khyber Pakhtunkhwa, Islamabad Capital Territory) and the **Southern Zone** (Sindh and Balochistan) under Rule 2(1)(m), 2(1)(p), and Rule 6(1)(n) of TOR 2013.

- i. **Provincial Diversification of Office-Bearers:** Under the **2nd Proviso to Rule 21(2) of TOR 2013:**
 - a. *"Provided further that chairman and senior vice-chairman of association and association of small traders shall not be from the same Province."*
 - b. The newly elected Executive Committee must strictly adhere to this provincial bar when electing the Chairman and Senior Vice-Chairman.
- ii. **Class Separation of Office-Bearers:** Under Rule 21(10) of TOR 2013 and Article 10(h) & Article 19 of P@SHA's AoA, the Chairman and Vice-

Chairman / Senior Vice-Chairman shall not belong to the same membership class.

Tenure and the Mandatory Two-Year Disqualification Bar

- **Two-Year Tenure:** Under Section 11(1) of TOA 2013 and Rule 21(12) & (13) of TOR 2013, the tenure of all elected members of the Executive Committee and office-bearers is strictly two (2) years.
- **Mandatory Cooling-Off Period (Rule 21(15)):**

"On completion of term, office-bearers and members of the executive committee shall not be eligible to contest election or co-option in any representative capacity in the trade organization for the next two years."

The Election Commission is legally obligated during candidate scrutiny (Rule 18(11)) to disqualify any candidate who served as an Executive Committee member or office-bearer during the preceding two-year term (2024-2026).

Statutory Polling & Administrative Safeguards

10. Under **Rule 18(1) and Rule 19 of TOR 2013**, the Election Commission and Secretariat must ensure:

- i. **Simultaneous Polling:** In-person voting by secret ballot must be held simultaneously across all officially notified polling centers (Islamabad/Rawalpindi, Lahore, Karachi).
- ii. **Prohibition of Proxies/Postal Ballots:** No postal ballots, proxies, or electronic/remote votes are admissible under Rule 18(1)(b).
- iii. **Strict Voter Verification:** Every voter must produce their original CNIC or original Passport and have their name and photograph verified against the specimen signature record deposited under Rule 15.

Conclusion

11. Adherence to the Trade Organizations Act, 2013 and Trade Organizations Rules, 2013 is not discretionary. Under Section 14(3)(f) of TOA 2013, the Director General of Trade Organizations (DGTO) is vested with full statutory powers to conduct enquiries, investigate electoral irregularities, and annul the entire election results if the process contravenes the prescribed rules. Furthermore, contravention of these rules exposes the trade organization and its officers to administrative penalties under Section 25 of TOA 2013 and endangers the validity of the Association's operating licence under Section 7 of TOA 2013.

12. The Secretariat and Election Commission of P@SHA are hereby urged to:

- i.** Re-adjust the general seat allocation to an equitable, legally compliant ratio that does not unlawfully suppress the Associate Class (e.g., 6 Corporate : 4 Associate or 7 Corporate : 3 Associate);
- ii.** Ensure strict scrutiny under Rule 18(11) so that Corporate and Associate candidates are proposed and seconded exclusively by voters of their respective class; and
- iii.** Enforce the statutory two-year cooling-off disqualification and inter-provincial office-bearer mandates.

13. Please ensure this communication is formally placed on the official record of the P@SHA Secretariat and the Election Commission for immediate compliance.

ANNEXURE C

Covering Email Correspondence

30 August 2026

Transmittal of the DGTO clarification to the Secretary General, and circulation to the Election Commission

Annexed to and forming part of the Minutes of the Election Commission Meeting of Sunday, 30 August 2026



Khawar Mahmood <khawar@pasha.org.pk>

Fwd: Distribution of Corporate & Associate Class Seats: Request for DGTO Feedback on Decision of the CEC

Ali Hasani, Secretary General P@SHA <sg@pasha.org.pk>
To: Khawar Mahmood <khawar@pasha.org.pk>

Tue, Sep 1, 2026 at 2:15 PM

----- Forwarded message -----

From: **Director General** <dgtopk@gmail.com>

Date: Sun, Aug 30, 2026 at 1:34 AM

Subject: Re: Distribution of Corporate & Associate Class Seats: Request for DGTO Feedback on Decision of the CEC

To: Ali Hasani, Secretary General P@SHA <sg@pasha.org.pk>

Cc: Filza Maniar <filza@pasha.org.pk>, P@SHA Secretariat <secretariat@pasha.org.pk>

Dear Secretary General,

Please refer to your email and find attached the official clarification by the DGTO in regard to your queries.

This communication is issued with the approval of Regulator (TOs).

Best regards,

On Thu, Aug 27, 2026 at 5:47 PM Ali Hasani, Secretary General P@SHA <sg@pasha.org.pk> wrote:

Respected Bilal Khan Pasha Sb,

Reference the meeting today at your office regarding the above-cited subject.

In a meeting of the Central Executive Committee held on Wednesday, 26th August 2026, the CEC decided to allocate 08 seats to Corporate and 02 seats to Associate out of the total 10 general seats. This decision considered past elections and the outcomes among the corporate and associate classes.

It is understood that candidates for the two women's reserved seats may come from any class.

Your valuable and timely feedback would be highly appreciated.

Best Regards,

Ali Hasani

Secretary General

Pakistan Software Houses Association for IT & ITES

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DGTO Clarification to PASHA.docx
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ANNEXURE D

Corrigendum and Clarification issued to the Membership

30 August 2026

Revised allocation of the ten general seats and the further directions of the Regulator

Annexed to and forming part of the Minutes of the Election Commission Meeting of Sunday, 30 August 2026

Corrigendum and Clarification

Central Executive Committee Elections 2026 (Term 2026–2028)

Issued pursuant to the direction of the Directorate General of Trade Organizations | Sunday, 30 August 2026

1. Background

On 27 August 2026 the Secretary General placed before the Directorate General of Trade Organizations (DGTO), vide letter Ref. No. P@SHA/SG/2026-27/0210, the decision of the Central Executive Committee of 26 August 2026 on the distribution of the ten general seats between the Corporate and Associate classes, and sought the Regulator's feedback.

The DGTO has issued a detailed clarification, with the approval of the Regulator (Trade Organizations), setting out the mandatory legal requirements governing this election. That communication has been placed on the official record of the Secretariat and of the Election Commission. This notice conveys its effect to the membership.

Members are reminded that, under Section 32 of the Trade Organizations Act 2013 and Article 15 of P@SHA's Articles of Association, the Act and the Rules made thereunder prevail over anything to the contrary in the Memorandum, the Articles, or any internal decision of the Association.

2. Revised allocation of the ten general seats

The allocation of 08 Corporate and 02 Associate seats, announced on 29 August 2026, **stands withdrawn**. The DGTO has held that an 8:2 division disproportionately disenfranchises the Associate class, and has directed that the seats be re-adjusted to an equitable and legally compliant ratio. The requirement in Rule 21(5)(b) of the Trade Organizations Rules 2013 and Article 10(b) of the Articles of Association that at least fifty per cent of the Committee be from the Corporate class is a statutory floor, and not a basis for restricting the representation of the Associate class.

The Regulator has directed that the allocation fall within a range of 6 Corporate : 4 Associate to 7 Corporate : 3 Associate. From within that range the Election Commission has, in its meeting of 30 August 2026, duly approved an allocation of **07 Corporate and 03 Associate seats**. This preserves the Corporate majority required by Rule 21(5)(b) while restoring meaningful representation to the Associate class. The ten general seats accordingly stand allocated as follows:

Class	Registered voters	General seats
Corporate	351	07
Associate	197	03
Total	548	10

The two seats reserved for women entrepreneurs remain additional to these ten seats.

3. Nominations — proposer and seconder must be of the same class

Under Rule 18(9) of the Trade Organizations Rules 2013 read with Rule 21(5)(c) and Article 10(c) of the Articles of Association, a candidate for a Corporate seat must be proposed and seconded by registered voters of the Corporate class, and a candidate for an Associate seat by registered voters of the Associate class. A nomination proposed or seconded across classes is invalid and is liable to be rejected by the Election Commission in scrutiny under Rule 18(11).

The Election Commission has verified that every nomination in the list of candidates displayed on 29 August 2026 satisfies this requirement, each candidate having been duly proposed and seconded by registered voters of their own class. The list of candidates is therefore unaffected.

Secretariat: Daftarkhwan Alpha (NASTP), Old Airport Rd, Chaklala Cantt, Rawalpindi, Pakistan

Regional Office: 122b NASTP Silicon, Special Technology Zone Faisal Cantonment Board, Shahrah-e-Faisal, Karachi, Pakistan

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4. Two-year bar on former members of the Committee

Rule 21(15) of the Trade Organizations Rules 2013 provides:

“On completion of term, office-bearers and members of the executive committee shall not be eligible to contest election or co-option in any representative capacity in the trade organization for the next two years.”

Any person who served as a member of the Central Executive Committee, or as an office-bearer, during the term 2024–2026 is therefore not eligible to contest these elections. The Election Commission applied this bar in its scrutiny under Rule 18(11), and the candidates in the list displayed on 29 August 2026 are accordingly compliant.

5. Ballots, voting and verification

- Separate and distinctly identifiable ballot papers, with distinct serialised counterfoils, will be issued for each class at every polling centre. A Corporate member may vote only on the Corporate ballot and an Associate member only on the Associate ballot.
- Marking more candidates than the seats available on a ballot voids that ballot.
- Marking fewer candidates than the seats available does **not** invalidate a ballot. Rule 19(10) provides that no ballot paper shall be invalid for failure to have cast all votes on all seats contested for in the election.
- Voting is in person by secret ballot. Postal ballots, proxies and electronic or remote votes are not admissible under Rule 18(1).
- Every voter must produce an original CNIC or original Passport. Identity will be verified against the specimen signature record and photograph held under Rule 15. Photocopies and digital images will not be accepted.
- Polling will be held simultaneously at all three notified centres — Islamabad/Rawalpindi, Lahore and Karachi.

6. Seats reserved for women entrepreneurs

The position is unchanged. Two seats are reserved for women entrepreneurs in addition to the ten general seats. The electoral college for these seats is the newly elected Central Executive Committee, and polling for them follows the election of the general seats. A woman representative retains the full right to contest a general seat of her own class on merit. Under Rule 21(8), a reserved seat that remains vacant cannot be filled by a member of any other category.

7. Election of office-bearers

For the information of members and of candidates, the newly elected Committee will elect the office-bearers subject to two statutory conditions: under the second proviso to Rule 21(2), the Chairman and the Senior Vice-Chairman may not be from the same Province; and under Rule 21(10) read with Articles 10(h) and 19 of the Articles of Association, they may not belong to the same class of membership.

8. Schedule

The notified schedule is unchanged and the list of candidates displayed on 29 August 2026 stands. Polling will be held on Thursday, 17 September 2026 and the final list of candidates will be displayed on Saturday, 12 September 2026. All Elections 2026 material is published at <https://www.pasha.org.pk/elections-2026/>, and the complete Election Schedule 2026 remains available at <https://www.pasha.org.pk/wp-content/uploads/PASHA-Election-Schedule-2026-signed.pdf>.

Queries may be addressed to the Election Commission at electioncommission@pasha.org.pk, with a copy to sg@pasha.org.pk.

Issued by the order of the Election Commission

Syed Ali Abbas Hasani



Syed Ali Abbas Hasani

Secretary General

Pakistan Software Houses Association for IT & ITES (P@SHA)

Dated: Sunday, 30 August 2026