

CEC Meeting

Meeting Date: November 8th, 2024

Attendees

CEC Members

1. Sajjad Syed
2. Umair Nizam
3. Raheel Iqbal
4. Haris Naseer
5. Munaf Majeed
6. Salman Dar
7. Hassan Bin Rizwan
8. Sheikh Abdul Qadir
9. Usman Akbar
10. Abdul Wahab Ahmed
11. Dr Sonia Saleem
12. Nadia Iqbal

Secretariat

1. Nadeem Malik

Agenda

- Approval of previous minutes
- Code of conduct of the meeting
- Chairman / SG Status Report
- Treasurer Report
- Committee Status Report
 1. Industry Engagement
 2. HR
 3. Brand
 4. Skill
- Tax exemptions for IT & ITES Industry Status & Approach
- CEC Objectives and Directions for next three months
- Nomination for working groups with PSEB
- Nomination for joint working group – NUTECH
- Members code of conduct – approval required
- Other matter (with the permission of chair)

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The meeting initiated with the recitation of the Holy Quran.

Discussion Items:

Approval of the minutes of the meeting

The minutes of the meeting held on October 1, 2024, were approved. It was decided that a public copy of the minutes shall be prepared and placed on the P@SHA website.

Code of Conduct of the meeting

The Chairman welcomed members and emphasized maintaining a professional and consultative environment. It was agreed that meeting recordings would be accessible upon special request, ensuring data privacy and security.

Chairman's Report: Syed Sajjad updated the CEC on the following:

- **SIFC Meeting:** Productive discussions were held regarding tax exemptions, promoting "Made in Pakistan," and skill development. A proposal for a 15-year tax exemption was recommended.
- **PSEB Meeting:** PSEB sought to integrate into P@SHA's committee, but instead, a joint working group was agreed upon. Discussions clarified P@SHA's role in the IPSOS project.
- **NUTECH Meeting:** A joint working group was proposed. The Chairman recommended signing an MoU with NUTECH during the IDEAS event in November.
- **MoITT Meeting:** Discussions focused on achieving a \$15 billion export target across four verticals (Freelancers, BPO, IT & ITeS, and Product Companies). The need for P@SHA to strengthen its representation across all verticals was highlighted.
- **VPN Regulation Issue:** The meeting discussed potential disruptions and the need for a balanced approach with MoITT, PTA, and SIFC. A formal letter will be drafted.

Treasurer's Report

- **Financial Overview:** Outstanding payments of PKR 17.6 million from ICT Awards were settled. PSEB's PKR 10 million sponsorship for GITEX Night was approved. Oslo Innovation Week payments were cleared.
- **Approvals:**
 - **Office Relocation:** Due to a rent increase, P@SHA will move to another space from December 1, 2024.
 - **Budget Cycle Realignment:** Two options (Oct-Sep or Jan-Dec) will be reviewed.
 - **Employee Salary Increments:** The proposal will be circulated for approval.
 - **Asset Procurement:** Approval to procure 12-15 laptops to support new hires

Committee Reports:

- **Membership & inclusivity:** It was agreed that non-P@SHA members can join committees if they have exceptional credentials, with a limit of 25% non-member participation. Mr. Usman Akbar raised a question about the definition of P@SHA membership, and it was agreed to take a more inclusive approach.
- **Skill Development :** The committee formation is complete, and the Terms of Reference (TOR) will be shared soon. The NAVTTC survey has concluded, and the next objective is the PWC PC-1. The time-sensitive HEC project remains on track for completion. Mr. Salman Dar suggested including CXO Mentorship under the Skill Committee.
- **Conflict of Interest:** Each CEC member was advised to review and seek guidance on potential conflicts of interest in their engagements.
- **Industry Engagement:** Abdul Wahab and Munaf Majeed reported on progress, emphasizing that final membership approvals should be shared with the IE Committee, which will also provide clear selection criteria. Issues impacting the industry should be raised to the federal and provincial levels. Mr. Salman Dar noted that the SG should sign and send related letters, while the IE committee would draft communications for the Policy Committee.

PSEB & NUTECH working group:

The Chairman recommended that only one CEC member participate in each working group, with the remaining team members drawn from the secretariat. Mr. Umair Nizam was appointed to lead the PSEB group, while Mr. Raheel Iqbal was chosen to lead the NUTECH group.

Additional Item: Secretary General resignation:

Mr. Nadeem A. Malik announced his decision to step down as Secretary General. He reflected on his over two-decade-long association with P@SHA and highlighted key contributions, including the signing of APICTA and his active role in the CEC. During his tenure as Secretary General, he led major events, achieved key HBL KPIs, successfully conducted P@SHA elections, strengthened the team, and enhanced P@SHA's visibility on global platforms such as ADB, GIZ, and UN Women.

The meeting ended with a note of thanks to Chairman and members.