

Central Executive Committee Meeting Minutes

Friday | January 14, 2021 | 5.00 PM – 8.00 PM

Attendees:

CEC Members	Secretariat
1. Ali Ihsan	Hira Zainab
2. Ammara Masood	
3. Barkan Saeed	
4. Bilal Hashmat	
5. Khuram Rahat	
6. M. Zohaib Khan	
7. Salman Dar	
8. Dr. Shoab A. Khan	
9. Waqas Khan Pitafi	
10. Badar Khushnood (Chairman)	

Agenda:

- Quarterly Progress Update
- P@SHA's Journey in Institutionalization
- Quarterly Financial Update
- Overall Committees Status Update
- Industry-led Boot Camps
- Other agenda items proposed by CEC members
- Conclusion

Immediate action Items:

- CEC Meetings to be rescheduled on every second Tuesday (instead of Wednesday) on a monthly basis

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Resolution Items:

These resolutions were passed through voting during the meeting.

- Chair STZ Committee will have the freedom to decide his approach and work with STZA.

Discussion Items:

Action items from the previous meeting

- SG gave an update on actions items from the last meeting.
 - Committees: Most of the committees have finalized their members, but some are still in progress.
 - Letter: Send a letter to STZA about the board seat (Completed)
 - CEC Meeting Highlights - Public Version (Completed) – approval pending from CEC. SG shared that we will proceed to include them as part of the Quarterly Progress Report.
 - Communities: Implement Community Policy (In Progress) – as it required creating a contact list of all people added in WhatsApp groups. Hashim has been reaching out to inactive members for the last two years, so members have a chance to renew before they're removed. Hence, the implementation will be scheduled now in accordance with the renewal time period.

Committee Status

- SG gave an overview of the quarterly status of committees
- 06 committees didn't have their first meeting with members till now
- SG shared that different team members will be appointed POC for each committee – to streamline coordination and execution

Committee Name	New Chair: 2021- 2022	Meeting with previous chair	Sync with SG	Members Finalized	TOR Submitted	Committee Meetings	Secretariat POC
Animation and Games (new)	Ali Ihsan	Co-Chair last year				1	TBD
Awards & Judging	Dr. Shoab	NA				3	Talha
Brand Pakistan	Zohaib Khan	Co-Chair last year					Talha
Diversity and Inclusion	Ammara Masood	Member last year					Rida
E-Commerce	Badar Khushnood	Chair last year					TBD
Fintech (new)	Ammara Masood						TBD
Governance	Khuram Rahat						Filza
Human Resources	Badar Khushnood (Chairman)					2	Hira
Industry Sub-Sectors not having their own committee	Waqas Pitafi	NA					TBD
Membership & Member Services	Salman Dar	Chair last year				4	Hashim
Skills Development & Training	Shamim Rajani (Non-CEC)	Chair last year				10	Rida
Special Technology Zones	Bilal Hashmat					5	Hira

25

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Quarterly Progress Update

- SG shared the progress highlights from the quarter and all major activities
- Policy Updates: SG shared about all government meetings that happened during this quarter. All updates will also be reflected in the Quarterly Progress Update for members. Different CEC members contributed to adding more details about each update.
- STZ update resulted in a detailed discussion.
 - SG shared the progress of ongoing activities: survey rolled out to get members' inputs on rent, and questions are being consolidated from Secretariat to share with STZA.
 - STZ Committee Chair Bilal Hashmat shared that STZ's relationship with P@SHA is not historically on good terms and there is a difference in approach within the committee. As a Chair, he would like CEC's support in having freedom in approach with the STZ Committee. He believed that the issue shouldn't be politicized and progress shouldn't be halted for the benefit of the industry.
 - Barkan shared that P@SHA's responsibility is to protect members' rights. The issue is with the derogatory relation with P@SHA and disregard to SMEs. He insisted that P@SHA needs to raise voice for majority of IT companies, which consist of SMEs.
 - Bilal responded that we need to develop trust and fix the relationship in the first phase.
 - Chairman shared that there are a couple of questions: 1) scope of STZ has expanded from IT industry to science and technology, 2) offering for the existing 5,000+ IT companies, and there's no clarity on how one-window operation is being implemented, 3) rent regulation, especially for those zone developers who are getting public land on discounted rates but are not passing on the benefit to the zone enterprises, and 4) lack of P@SHA's representation on the board and lack of clear response (a random call to a junior resource at Secretariat to ask for Chairman's CV only has been made). He also shared his doubts on the level of respect given to P@SHA (as the Chairman was being told to ask companies to step up on their game), SMEs, and even representatives from the Federal Ministry of IT & Telecommunications.
 - Ali responded that while the demand on rent regulation is justified, the relationship needs to be bridged first. Bilal as the Chair should be given liberty to manage the committee, as he desires. He suggested that since the approach of going against them is not working out, we should try out working with them to see if it can work, and then determine the course of action accordingly.
 - Ammara responded that while all demands are valid, we have to be mature to keep communication open and work with them to address things that can be addressed first and then work towards other aspects.
 - Khuram responded that rent regulation for zone developers getting subsidized government land makes sense, but it's not just a P@SHA's concern but it should be a concern for PM Office and government first. If there is no existing regulation, then the concern should be raised on bigger levels, and not just through P@SHA. As far as the seat on the board of directors is concerned, the lobbying should also be done through our connections with ministries and government. Lastly,

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individual-level opinions can always be raised but should be kept separately from CEC's discussions and P@SHA's perspective as an organization. He also said that committee chair discussions can be escalated with CEC, but we should use the process to resolve the matter, and go back to discussions and way back as a committee instead of resetting the committee.

- Bilal re-affirmed that the difference is in the approach.
- Chairman brought up the conflict of interest of the Chair as a zone developer. CEC discouraged the course of discussion.
- Chairman suggested that we should send them the list of questions, and only then we should proceed with different collaboration activities, such as webinars.
- Khuram Rahat said that webinars can result in reverse pressure, i.e. industry representatives asking the same questions which we've been raising, and it can be a good exercise.
- Chairman reminded us that the overlap of STZA with other ministries is also raising questions, and can also affect politically on our relations with other government departments. He recommended two steps: 1) P@SHA sends a formal list of asks and questions once, and 2) Schedule a meeting with the entire CEC, before moving forward with any plan of action.
- Bilal said that the Committee Chair is there to represent CEC, and the entire CEC should trust the Chair.
- Barkan responded in agreement to give Bilal freedom and will step aside to allow the Chair to function freely.
- Khuram responded that we should work together as a team, and accept disagreements instead of stepping out. Barkan responded that he agrees, but the Chair has specially raised and asked for him to be not in his committee. He tendered his resignation from STZA Committee, to allow Committee Chair to continue with his strategy.
- The conclusion of the discussion supported the Chair STZA committee's request to be given a chance to work collaboratively with the STZA and reconstruct the committee (if desired by the chair).

Board Resolution: The chair of the STZ Committee will have freedom in running the committee, as he deems appropriate, and CEC will respect his approach.

- Other updates included P@SHA Nominations for different organizations and committees.
- SG updated on planned policy activities including recommendations for IT industry, members' inputs on P@SHA recommendations, comparative analysis of IT industry in Pakistan vs. other countries, STZA questions, etc.
- Membership Update: SG updated on membership update, and updated CEC that we have crossed a milestone of **500+ members** in this quarter. She shared historic data from previous years, and also on growth over the quarters. She shared that it's the first time we have had more Associate members than Corporate members. Khuram Rahat said that we should celebrate this milestone and share it on P@SHA's

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social media to project P@SHA's growing member base! SG agreed and said that this will be done as conclude this year's membership numbers.

- Industry Engagement Update: SG updated on all completed activities, and also discussed Salary Survey making available for the public for free after February.
- Events and International Delegations: Zohaib as Chair for the branding committee updated on all activities, and also shared that 24 companies will be participating in the LEAP conference. CEC members appreciated the progress.
- Nest I/O Update: SG updated that the asset sale has been concluded during this quarter
- SG updated on all planned activities for Q1 2022

P@SHA's Journey of Institutionalization

- SG updated that there are three phases of institutionalization: 1) financial stability and sustainability, 2) compliance, and 3) organizational development. She updated on progress on all three aspects
- SG updated that organization development has three aspects: people, processes, and tools. She updated on the team management activities, including P@SHA's first bi-annual evaluation cycle, quarterly progress update mechanism, etc.
- SG also updated on the hiring and the detailed process for hiring. She updated that 6 resources have been finalized, while 3 will be joining from February.

PSEB RFP for Industry-led Boot Camps

- SG updated on all activities done to facilitate members in the submission of proposals for the industry-led boot camps. Ali Ihsan added to the update that the model is promising now, and highlighted the effort that has gone into it. Chairman P@SHA appreciated the efforts of the secretariat and the skills committee.

Other agenda items

- Work timing should be 9 AM – 6 PM for Secretariat Staff
 - No voting was done – the hybrid working model was proposed in general by the CEC members
- Formation of P@SHA Diplomat Committee
 - CEC members suggested that Brands Committee can be duplicated as P@SHA Diplomat Committee, and be chaired by Zohaib Khan
- Travel Approval for CEC Members
 - It was discussed between CEC members that only Chairman should be reimbursed
 - It was discussed that a budget was allocated for Chairman's travel, and the same should be used

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- P@SHA should be able to participate in tenders, we should clear the legal and liability hurdles
 - It was discussed and agreed in principle by a majority of the CEC members. Governance Committee will evaluate AoA & MoA and identify legal hurdles, to proceed
- Chairman's right to review letters
 - It was discussed and finalized that SG can sign the standard letters. SG can escalate to Chairman if she feels that they are not aligned with P@SHA's position.

Next meeting

- The next meeting is scheduled for February 16, 2022
- Khuram Rahat suggested moving CEC meetings to Tuesday.
- CEC members agreed, and the next meeting was scheduled for February 15, 2022

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