


GOVERNMENT OF PAKISTAN
(REVENUE DIVISION)
FEDERAL BOARD OF REVENUE

Subject: **INVITATION TO BE PART OF REGULATORY TASK FORCE FOR
ADOPTING AND IMPLEMENTING GENDER MAINSTREAMING
POLICIES TO CREATE A LEVEL PLAYING FIELD**

I am directed to enclose copy of Competition Commission of Pakistan, Islamabad's letter dated 29.04.2022 on the above subject and to say that Competition Commission of Pakistan (CCP) has requested FBR to nominate a senior female/male officer to participate as a member of the "Regulatory Task Force" on Gender mainstreaming that shall be steered by CCP under the leadership of Chairperson, CCP along with members of other organizations/regulatory bodies. The objective of forming such a task force is to endeavor working on policies and regulations that fall within the purview of respective mandates through a gender lens for creating a level playing field in any/or all fields and markets.

2. In view of above, it is requested that Competition Commission of Pakistan, Islamabad's letter dated 29.04.2022 may be placed on Admin Notice Board of FBR website with the request that the interested BS-19 and above officers of IRS (male/female) may submit their willingness to the undersigned positively by **25.05.2022**.

Encls: **As above**


(Waqas Ahmed)
Secretary (HRMIR-I)
Ph# 051-9205406

Chief (PR), Federal Board of Revenue (HQ), Islamabad.

U.O No. 13(1)/S.HRMIR-I/2021(Pt.)/120581-R dated 16.05.2022



DIRECTOR (HR)

COMPETITION COMMISSION OF PAKISTAN
GOVERNMENT OF PAKISTAN

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29 April 2022

Dr. Ijaz Ahmed Bajwa
Chief (HR & IR)
Federal Board of Revenue (FBR),
Islamabad

Put up

SUBJECT: INVITATION TO BE PART OF REGULATORY TASK FORCE FOR ADOPTING AND IMPLEMENTING GENDER MAINSTREAMING POLICIES TO CREATE A LEVEL PLAYING FIELD.

Dear Sir,

This letter is with reference to participation of your esteemed organization in a seminar organized by the Competition Commission of Pakistan (CCP) on "Policy and Regulation through a Gender Lens" to mark the Women's Day 2022. We are grateful for the support extended through active participation of your female officers.

Now, further to successful holding of the Women's Day and keeping in view the keen interest of the participants in gender mainstreaming, our Chairperson, Ms. Rahat Kaunain Hassan has proposed forming of the "Regulatory Task Force" on Gender mainstreaming that shall be steered by CCP under her leadership along with members of other organizations/regulatory bodies.

The objective of forming such a task force is to endeavor working on policies and regulations that fall within the purview of our respective mandates through a gender lens for creating a level playing field in any/or all fields and markets. To ensure joint ownership of all the regulatory bodies and to extend cooperation and collaboration among all, CCP invites you to join the Regulatory Task Force as a member participant.

As a first step in this regard; for the benefit of all we are sharing a copy of the CCP's Gender Mainstreaming policy (**copy enclosed**).

To formalize this Regulatory Task Force, we request you to nominate a senior female/male officer on behalf of your respective organization to participate as a member of the Task Force.

We look forward to your valuable support and active participation in the Regulatory Task Force.

Yours sincerely,

Maria Osman

Encl: As Above

Copy to:

- Chairman, Federal Board of Revenue (FBR),
- Chairperson, Competition Commission of Pakistan (CCP).
- Office copy

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COMPETITION COMMISSION OF PAKISTAN

GENDER MAINSTREAMING POLICY

1. POLICY STATEMENT

CCP is committed to providing a level playing field to all professionals of merit and to achieving gender equality and inclusiveness by ensuring that rights of women and men are equally promoted and protected in the work environment.

2. OBJECTIVE

The aim of this policy is to provide equal opportunities to both men and women through policies and institutional processes which give due attention to gender considerations. CCP shall endeavor to incorporate the concerns of its workforce regarding gender issues as an integral dimension of its HR initiatives.

The objectives of the policy are to:

- Identify gender related inequalities in terms of policies and institutional processes.
- Initiate gender sensitive measures to reduce gender gap in all HR policies and facilitate both men and women to work in an inclusive and gender fair environment.
- Encourage the process of learning on gender related issues.
- To create a level playing field with an enabling environment.

3. OPERATIONAL MECHANISM

Gender equality shall be ensured in all organizational policies and systems including strategic planning and decision making, recruitment & selection, performance appraisal, compensation, etc. CCP endeavors to implement interventions that promote gender responsive institutional practices.

i. Gender representation at Senior Management/Committees/Sub-Committees

CCP shall encourage equal representation of men and women at the decision making positions. There shall be no glass ceiling for women at any level. Where possible, in all the management committees formed for various purposes, there shall be atleast one woman representative.

ii. Recruitment & Selection

CCP shall endeavor to recruit men and women at all levels based on merit. All advertisements shall clearly include a statement regarding equal opportunity employment especially encouraging qualified women to apply. Managers shall be discouraged from gender bias questioning (if any) during interviews.

HR shall regularly analyze the gender ratio of overall staff prior to any recruitment in order to ensure that a gender balance is maintained.

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iii. Learning & Development

HR shall organize awareness programs for men and women on gender inclusion and diversity. Executives shall be trained on gender sensitization particularly for performance evaluations. HR shall also ensure both genders are given equal opportunities for learning and development.

iv. Performance Evaluations and Progression

Men and women shall not be targeted for matters specific their gender e.g. maternity leave/any serious health or other issues. The management shall ensure that there is no gender bias in cases of promotions.

v. Compensation & Benefits

CCP shall ensure that there is parity in compensation of employees working at the same level. In this regard, HR shall annually review salaries to minimize discrepancies (if any) in overall compensation.

vi. Organization Culture:

CCP shall implement a policy for respectful workplace to ensure a conducive and enabling working environment for employees at all times. CCP shall endeavor to eliminate gender bias (if any) at individual and institutional level; special needs of all employees shall be given due consideration.

vii. Gender Inclusive Communication

All communication within the CCP shall project men and women equally and fairly to gradually enable transformation of attitudes and behaviors related to gender bias. Gender-neutral language shall be encouraged; use of discriminatory words shall be minimized in communication at all levels.

viii. Advocacy on Gender Equality

CCP shall actively participate in local events promoting gender equality and will strive for immediate compliance with all applicable laws related to gender diversity and women rights as and when implemented.

ix. Ancillary facilities

For a good work life balance for employees and a conducive work environment, provision of facilities like daycare, dedicated prayer area, flexible timings, work from home for urgencies only (not exceeding four times a month subject to approval of the HoD for reasons to be recorded in writing), two weeks paternity leave that can be utilized two weeks prior to expected date of delivery or until first three months of child birth.

Employees may contact Head of HR for any concerns regarding breach of principle of this policy. The Head of HR shall then report to the Chairperson regarding redressal/disposal of such concerns.

4. MONITORING AND EVALUATION

CCP shall periodically analyze and evaluate the key variables of this policy to assess the implementation of initiatives and corresponding impact to make improvements in all areas of application. The annual budget for supportive measures regarding implementation of this policy shall be allocated separately.