

OpenVoiceNews Pakistan

Transparent. Unbiased. Yours.

Pakistan Proposes Gender Reform Policy to Elevate Women's Role in Business and Finance

July 16, 2025

– Categories: Finance



In a move aimed at strengthening women's participation in Pakistan's financial and corporate landscape, the Securities and Exchange Commission of Pakistan (SECP) has released a draft policy titled *Women EquiSmart Policy 2025–2028*. The proposal outlines a structured, long-term strategy to promote gender inclusion in sectors such as capital markets, insurance, and non-banking financial institutions.

Unlike previous diversity initiatives that have been voluntary and inconsistent, this new policy marks a more unified regulatory approach. The SECP, Pakistan's primary financial regulatory body, stated the draft reflects a "strategic shift" from fragmented efforts to a cohesive framework aligning with both national development goals and international commitments. Among the proposed reforms are mandatory gender-disaggregated data reporting, increased representation of women on company boards, and the introduction of gender-focused financial products.

The policy framework is structured around six key pillars: promoting women's leadership at board levels, improving reporting mechanisms on gender inclusion, supporting women's entrepreneurship, offering gender-smart financial services, enhancing inclusivity in workplace practices, and building institutional capacity. Each of these pillars is designed to address specific regulatory and structural gaps that continue to marginalize women in the country's business ecosystem. Crucially, the SECP also outlines timelines, stakeholder responsibilities, and potential regulatory actions to ensure practical implementation.



Although efforts to increase female representation in business leadership have been previously introduced through corporate codes and guidelines, they have remained largely optional and rarely enforced. This latest initiative signals an intention to move beyond mere symbolism. While it remains a draft and open for public consultation, the *Women EquiSmart Policy* has already sparked conversations around accountability and practical change in Pakistan's business sector. By embedding gender inclusion within regulatory frameworks, the SECP appears to be setting the stage for more measurable progress, provided the implementation matches the ambition.