

# GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS AWARDS & CONFERENCE 2026



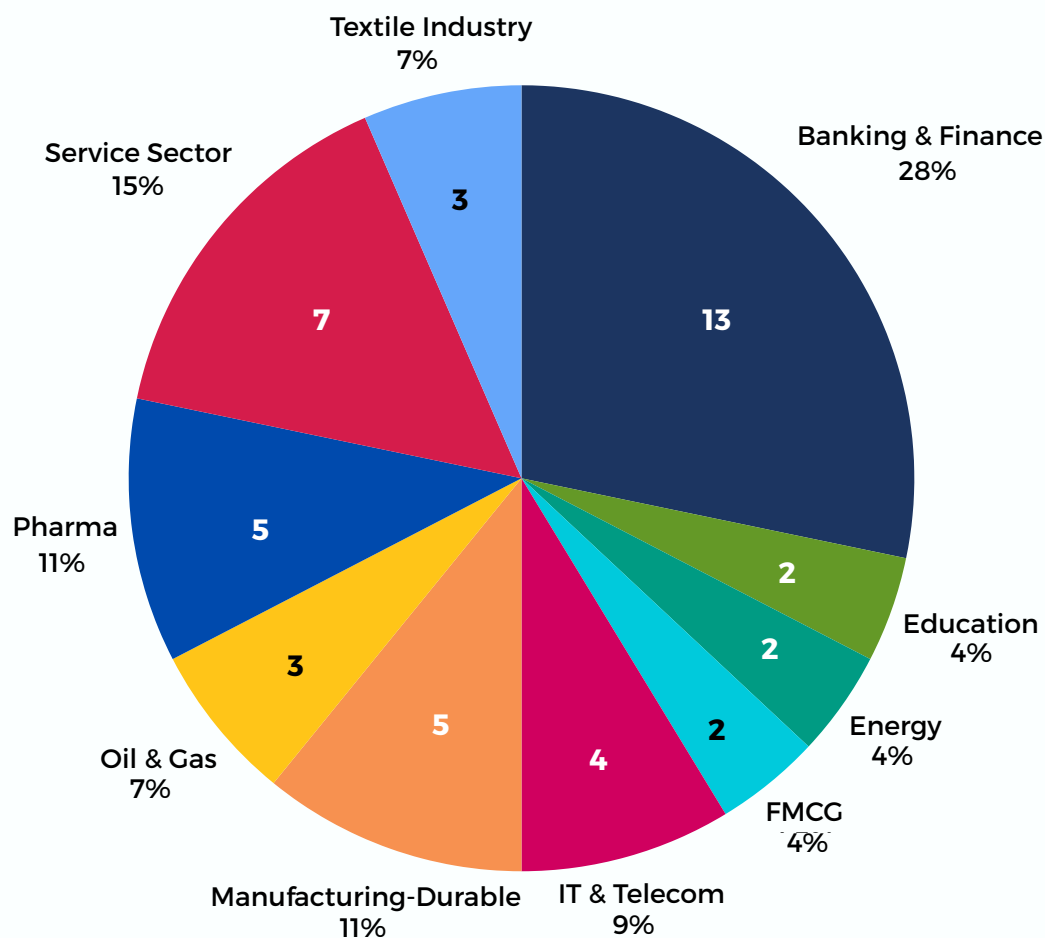
## Is Your Organization Ready to Be Recognized for Its DEI Excellence?

- Uphold Sustainable Development Goals 4, 5, 8, 9, 10 and 16 by having people, planet, prosperity, peace and partnership at the forefront of business agenda.
- Change your organisation to a purpose driven enterprise, by contributing towards greater good of society, promoting fairness, equity and inclusion for all stakeholders.
- Create a world where your employees, workers in the value chain and consumers of your products/services can sustain a high quality of life and enjoy prosperity
- Depart from using diversity defensively as a matter of legal/ethical compliance to position it as a strategic asset to compete in the market.
- Develop a business case for DEI by establishing its measurable linkage with organization's sustainability through social and financial impact indicators.

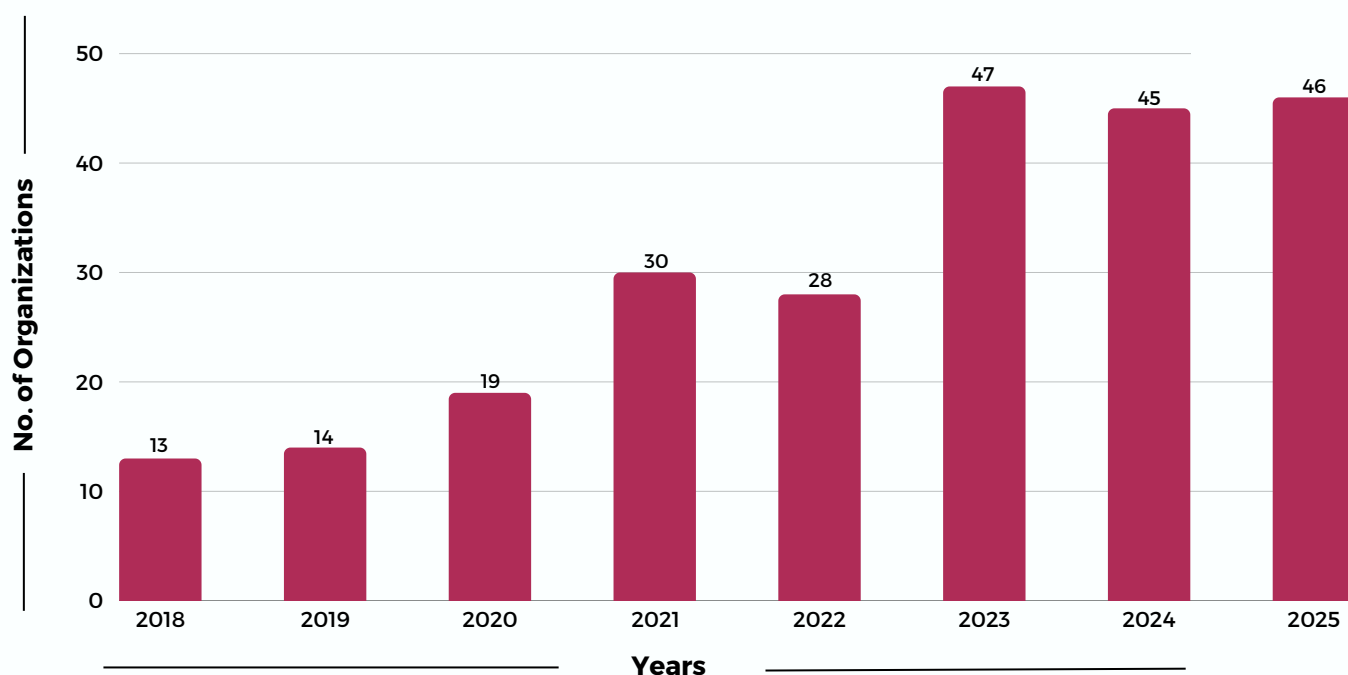
# Timeline for GDEIB Awards 2026

<b>1 JUN 2025</b>	<b>Early Alert</b>
<b>1 JULY 2025</b>	<b>Call for Submission Opens</b>
<b>31 AUG 2025</b>	<b>Call for Submission Closes</b>
<b>16 SEP - 31 OCT 2025</b>	<b>Data Validation</b>
<b>1 - 30 NOV 2025</b>	<b>Jury Review</b>
<b>1 - 31 DEC 2025</b>	<b>Result Compilation</b>
<b>1 JAN 2026</b>	<b>Result Announcement</b>
<b>15 APR 2026</b>	<b>GDEIB Awards Ceremony &amp; Conference</b>

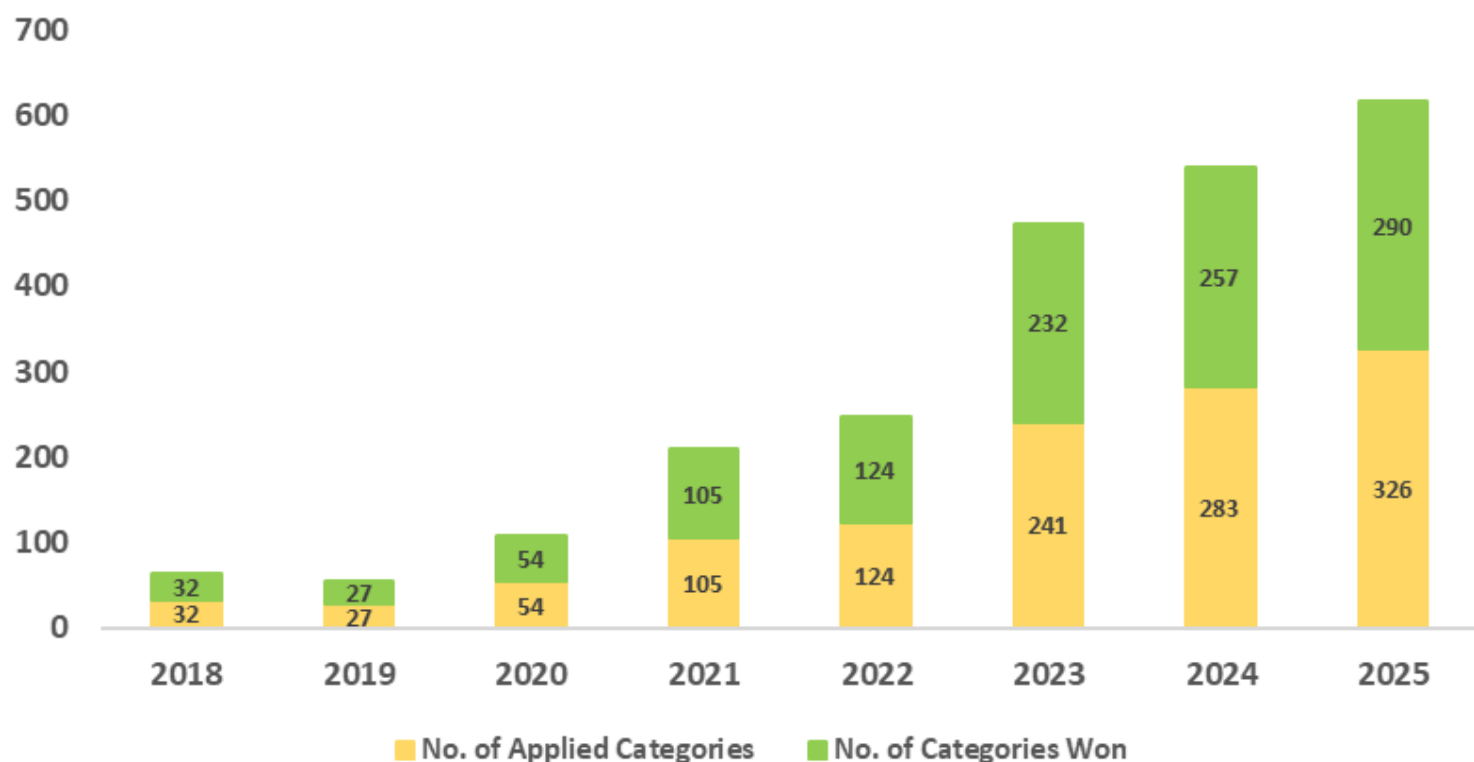
## GDEIB AWARDS PARTICIPATION BY SECTORS (2025)



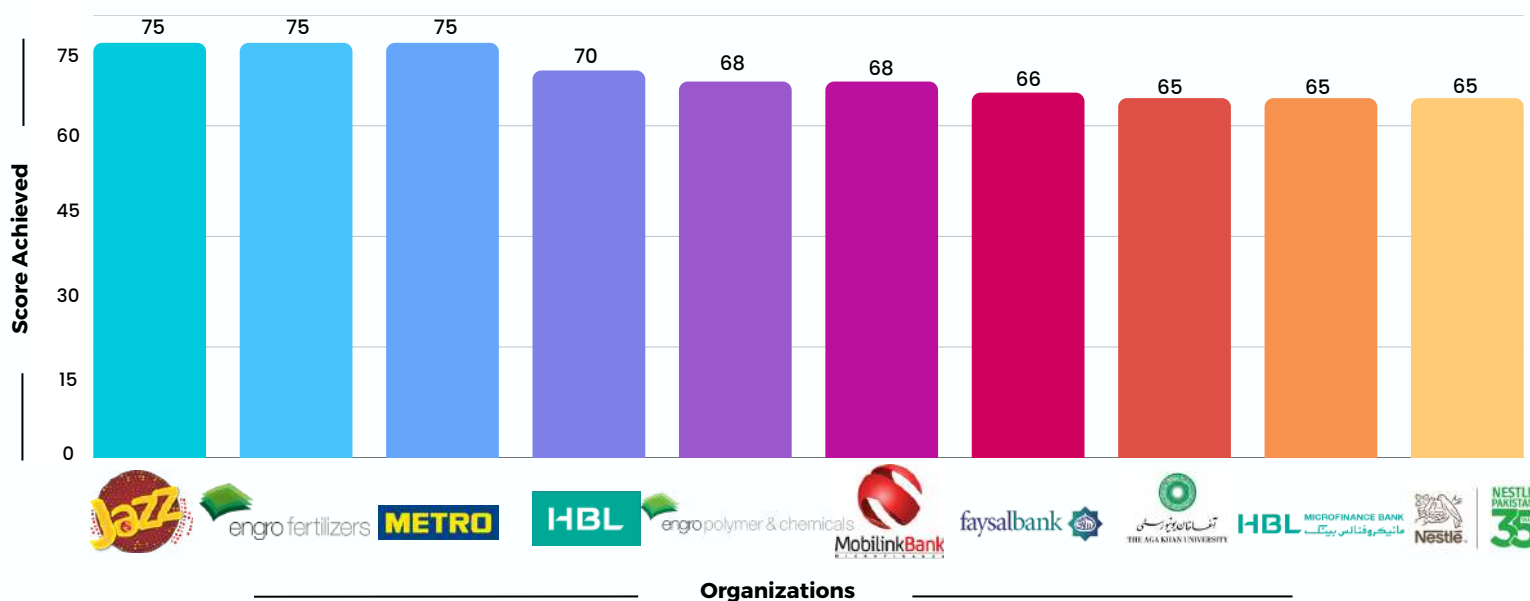
## GDEIB AWARDS PARTICIPATING COMPANIES GROWTH RATE (2018-2025)



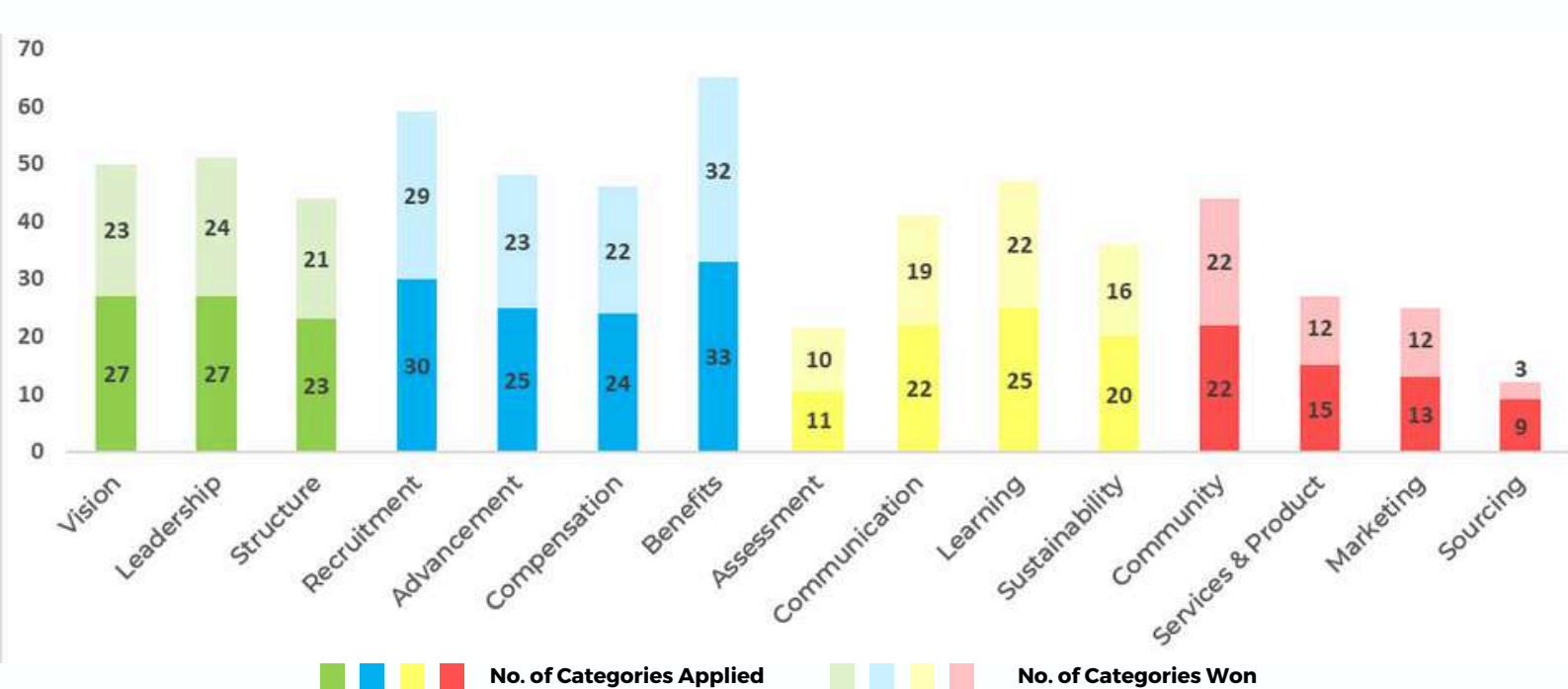
## GDEIB AWARDS: PARTICIPATING VS. WINNING CATEGORIES (2018-2025)



## TOP 10 COMPANIES DEI SCORE 2025



## APPLIED VS. WINNING CATEGORIES – GDEIB AWARDS 2025



*Akif Saeed, Chairman Securities and Exchange Commission of Pakistan*

# 2025 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



Jazz



Engro Fertilizers Limited



METRO Pakistan (Pvt) Limited



HBL



Engro Polymer and Chemicals Ltd.



Mobilink Bank



Faysal Bank Limited



The Aga Khan University



HBL Microfinance Bank



National Bank of Pakistan



Abacus



Standard Chartered Bank Pakistan Limited



Pakistan Tobacco Company



Soneri Bank Limited



AGP Limited



BAT - CBS Pakistan



TPL Corp Limited



Engro Vopak Terminal Limited



Martin Dow Group



Jubilee Life Insurance



K-Electric



Engro Energy Limited



Yunus Textile Mills Limited



Bayer

# 2025 Global Diversity, Equity & Inclusion Benchmarks Awards' Winners



foodpanda Pakistan  
(Delivery Hero)



Jaffer Brothers (Pvt) Limited



Jaffer Business Systems Pvt Ltd



HRSG



HABIBMETRO Bank



Fatima Group



Mari Energies



Mashreq



Telenor Pakistan



JS Bank



Liberty Mills Limited



Pakistan Petroleum Limited



Pakistan Kuwait Investment  
Company (Private) Limited



Pakistan State Oil



DVAGO Pharmacy &  
Wellness Experts



The Millennium Education Group



Descon Engineering Limited



Kay and Emms (Pvt) Limited

# Why Diversity, Equity & Inclusion is Important?

On 25 September 2015, all of 193 member countries of the United Nations adopted the “2030 Agenda” a plan of Action for People, Planet, Prosperity, Peace, and Partnership” for Sustainable Development Goals (SDGs). 6 out of 17 SDGs focus on D&I through effective, accountable and inclusive institutions.

According to McKinsey & Company 2020 research, companies with greater gender diversity were 25% more likely to experience above-average profitability compared to their counterparts. Similarly, companies with greater ethnic and cultural diversity were 36% more likely to experience above-average profitability compared to their counterparts.

Organizations today are dedicated to serving all stakeholders, including customers, employees, suppliers, regulators, shareholders and society at large. Future-focused organizations want to ensure long-term sustainability of our world and the people in our world. Stakeholders are becoming more globally diverse and networked, as organizations are increasingly mobile in their teams, supply chains, shared services, operational processes and outsourcing.

To optimize organizational results, creativity, problem solving, talent management and engagement, operations and innovation, organizational leaders need to adopt inclusive approaches, management strategies and styles that incorporate different perspectives, cognitive, cultural and linguistic differences, and collaboration.



*Dr. Ishrat Husain, Former Governor State Bank of Pakistan*



*Tazeen Shahid, Chief People Officer Jazz*

## What is GDEIB?

The Global Diversity, Equity & Inclusion Benchmarks (GDEIB) are designed to help organizations implement DEI best practices. Structured around 15 categories, the GDEIB model enables leaders and DEI professionals to develop and execute integrated, effective strategies. These benchmarks serve as a global standard, guiding organizations worldwide in shaping their DEI efforts.

To explore how organizations around the world are using these standards, all users are encouraged to visit and download the standards from:

<https://globaldeibenchmarks.org/alliances/>.

## How GDEIB Supports Sustainable Development Goals 2030?

The 2030 Agenda for Sustainable Development contains 17 Sustainable Development Goals (SDGs) with 169 targets. It expands the integration of environmental, social, and economic policies and raises the bar on the role that all types and sizes of organizations in various sectors should play in supporting the global sustainable development agenda. It mentions and supports workplace D&I and describes People, Planet, Prosperity, Peace, and Partnership as its focus.

While many would make the case that all 17 goals support D&I, below are six goals that are especially consistent with the GDIB Categories and Benchmarks:



### **SDG 4: Quality Education**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



### **SDG 5 : Gender Equality**

Achieve gender equality and empower all women.



### **SDG 8: Decent Work and Economic Growth**

Promotes sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



### **SDG 9: Industry, Motivation and Infrastructure**

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.



### **SDG 10: Reduce Inequalities**

Reduce inequality within and among countries.



### **SDG 16: Peace, Justice and Strong institutions**

Promote peaceful and inclusive societies for sustainable development, inclusive institutions at all levels.

# What is the Purpose of GDEIB?

Global DEI Benchmarks Award is a mechanism to recognize and encourage organizations using Global standards to align D&I with organizational policies for sustainable financial and social performance.

## What are the Ultimate Goals of GDEIB?

GDEIB Standards help creating more equitable and better functioning organizations, confronting racism, sexism, and all forms of oppression, cultivate trust, acceptance, physical and psychological safety, lead inclusively, respond with agility, and thrive through disruption, promote wellness and self-care as ingredients for lasting change and contribute to creating a sustainable world. GDEIB awards is a mechanism to recognize and encourage progressive organizations who use GDEIB standards to align D&I with organizational policies for sustainable financial and social performance.



Engro Fertilizers Limited

## What are the Benefits of GDEIB?

### 1. Contribute to the greater good of society

- Create a world which is fair, just and respectful of individuals and their similarities and differences;
- Create a world where everyone can sustain a high quality of life and enjoy peace and prosperity.

### 2. Improving Organizational Performance

A well-designed and well-executed D&I strategy can help an organization:

- Achieve its organizational vision, mission, strategy and annual goals/objectives;
- Attract and retain diverse talent;
- Build strong and high-performing teams;
- Cultivate leaders who inspire inclusion and champion diversity;
- Leverage an extensive range of backgrounds and skills to enhance creativity, innovation and problem solving;
- Increase engagement, motivation, and productivity;
- Improve the quality of work/life integration;
- Enhance the organization's reputation/brand as an employer of choice;
- Minimize risk/exposure and ensure compliance with legal requirements;
- Sustain an environment that treats people fairly.

# What is the Usage of GDEIB in Organizations?

## Usage in Organizations

- a. To assess the current state of D&I;
- b. Realize the depth, breadth, and integrated scope of D&I practices;
- c. To set and stretch standards and agree on your desired state;
- d. Determine strategy;
- e. To determine short-term and long-term goals;
- f. To engage employees;
- g. To measure progress;
- h. To assist in hiring D&I staff & consultants;
- i. Measure progress in managing diversity and fostering inclusion.



# What are the 15 Actions needed for World Class DIVERSITY, EQUITY & INCLUSION?

These 15 Actions in four groups are from "Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World" by Nene Molefi, Julie O'Mara, Alan Richter and 112 Expert Panelists. <https://globaldeibenchmarks.org/alliances/> will navigate to Global Diversity, Equity & Inclusion Benchmarks (GDEIB), and use GDEIB standards for gap analysis, benchmarking and strategy formulation.



## Drive the Strategy

1. Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.
2. Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.
3. Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.



## Align & Connect

8. Ensure that assessments, measurement, and research include a DEI lens.
9. Make communication clear, simple to understand, and a crucial force in achieving the organization's DEI goals.
10. Educate all to achieve a level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.
11. Connect the organization's DEI and sustainability initiatives to increase the effectiveness of both.



## Attract & Retain People

4. Ensure that attraction, sourcing, and recruitment is done through the lens of DEI.
5. Ensure that DEI is integrated into talent development, performance management, advancement, and retention strategies.
6. Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
7. Achieve work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.

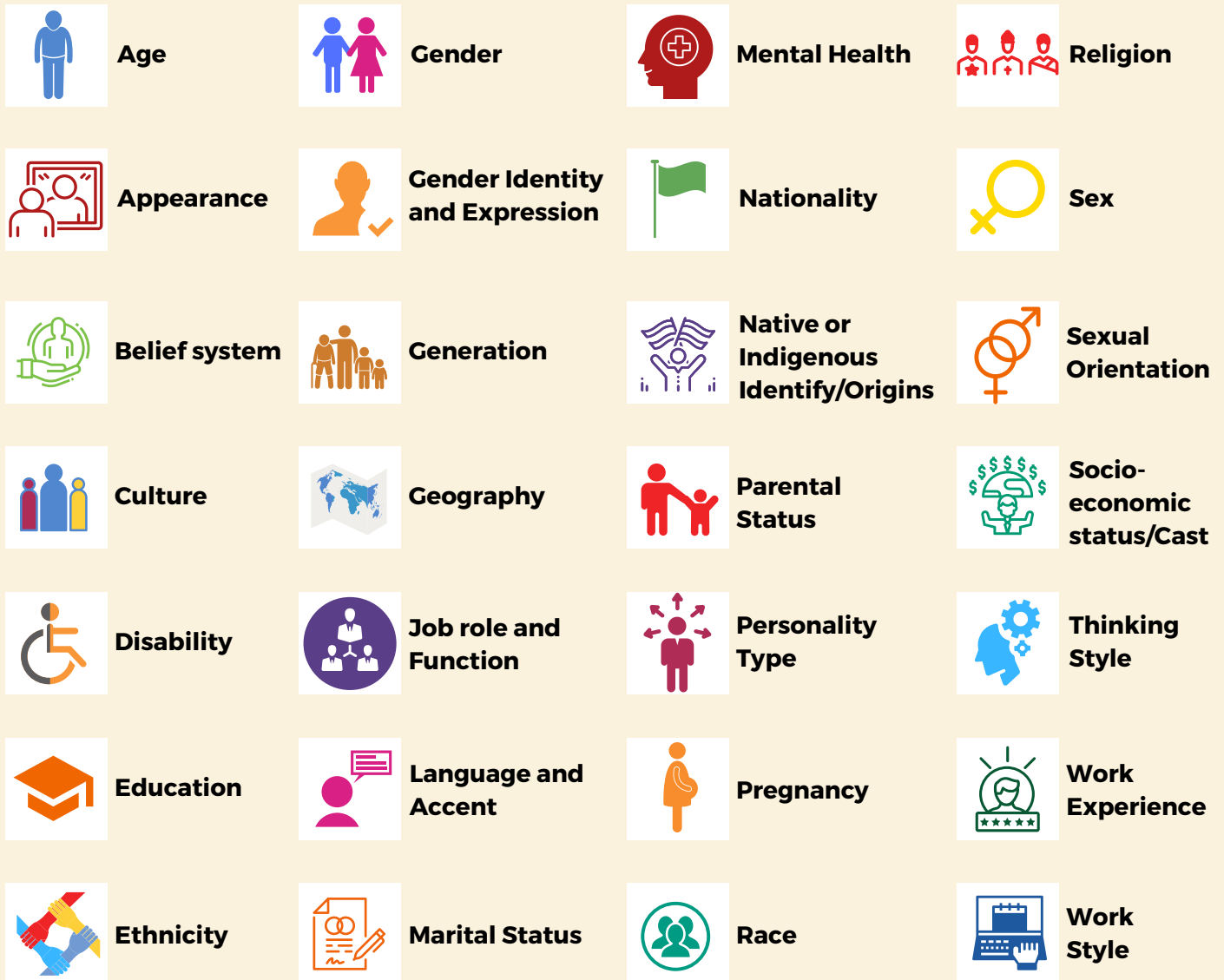


## Listen to & Serve Society

12. Be proactive in working with community, public and private partnerships, government, and society at large, and through philanthropy.
13. Embed DEI in services and products development to serve diverse customers and clients.
14. Integrate DEI into marketing and customer service.
15. Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

# How many Dimensions of Diversity are there?

GDEIB has 28 dimensions of diversity. Organizations have the flexibility to choose any dimension(s) according to their business or social needs.



# How many Categories of Awards are there?

Global DEI Benchmarks Awards exist in 15 categories:

01

## VISION, STRATEGY, AND BUSINESS IMPACT AWARD

Developing a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.

02

## LEADERSHIP AND ACCOUNTABILITY AWARD

Holding leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.

03

## DEI STRUCTURE AND IMPLEMENTATION AWARD

Providing visible, dedicated support and structure with authority and budget to effectively implement DEI.

04

## RECRUITMENT AWARD

Ensuring that attraction, sourcing, and recruitment is done through the lens of DEI.

05

## ADVANCEMENT AND RETENTION AWARD

Ensuring that DEI is integrated into talent development, performance management, advancement, and retention strategies.

06

## JOB DESIGN, CLASSIFICATION, AND COMPENSATION AWARD

Ensuring that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.

07

## WORK-LIFE INTEGRATION, FLEXIBILITY, & BENEFITS AWARD

Achieving work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.

08

## ASSESSMENT, MEASUREMENT, AND RESEARCH AWARD

Ensuring that assessments, measurement, and research include a DEI lens.

09

## DEI COMMUNICATIONS AWARD

Making communication clear, simple to understand, and a crucial force in achieving the organization's DEI goals.

10

## DEI LEARNING AND DEVELOPMENT AWARD

Educating all to achieve a level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.

11

## CONNECTING DEI AND SUSTAINABILITY AWARD

Connecting the organization's DEI and Sustainability initiatives to increase the effectiveness of both.

12

## COMMUNITY, GOVERNMENT RELATIONS & PHILANTHROPY AWARD

Being proactive in working with community, public and private partnerships, government, and society at large, & through philanthropy

13

## SERVICES AND PRODUCTS DEVELOPMENT AWARD

Embedding DEI in services and products development to serve diverse customers and clients.

14

## MARKETING AND CUSTOMER SERVICE AWARD

Integrating DEI into marketing and customer service.

15

## RESPONSIBLE SOURCING AWARD

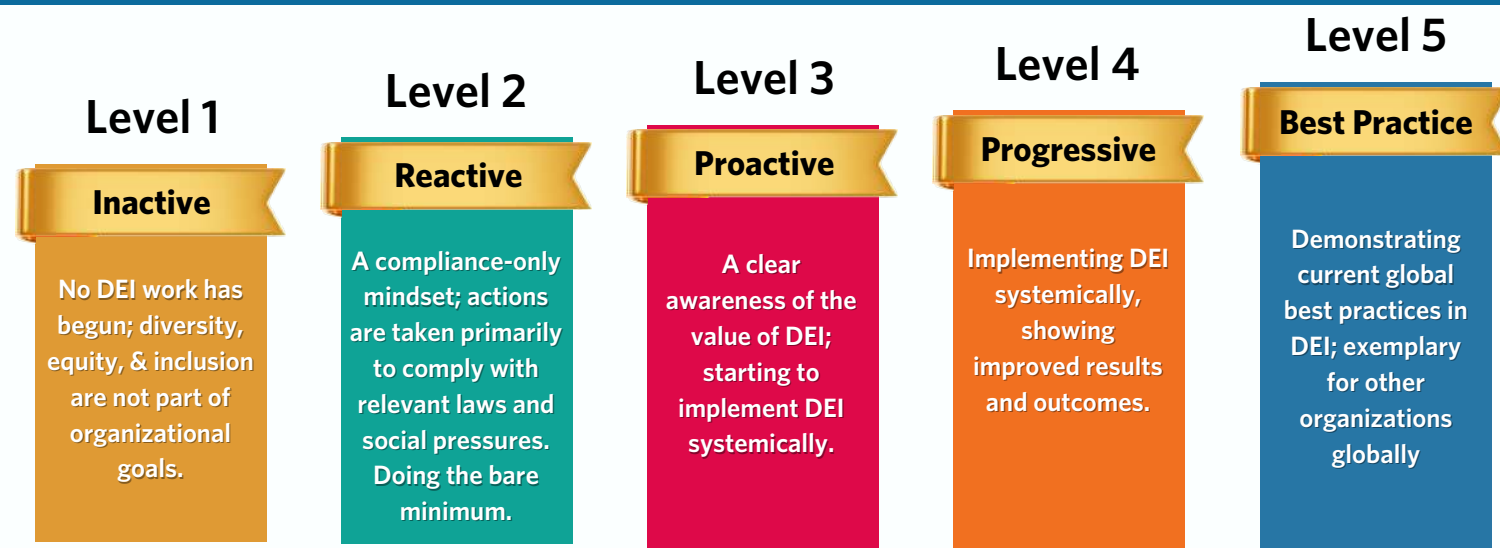
Practicing responsible and ethical sourcing. Develop and nurture underrepresented suppliers.



Global Diversity, Equity & Inclusion Benchmarks

# How many Levels of Awards exist?

GDEIB standards provides 5 levels of DEI maturity in organizations. Awards are applicable to top 3 levels (Level 3, 4, 5 only).



## What are the Takeaways for GDEIB Award Winner Organizations?



# What is the Submission Process for GDEIB Awards for 2026?

## Please Note:

- Call for DEI Awards will start on 1 Jul 2025 and close on 31 Aug 2025.
- DEI initiatives/ programs for award submission should be undertaken during period 1 July 2024 - 30 June 2025. If started in previous years, then it must be ongoing.

## Please read following guidelines for GDEIB Awards 2026:

1. GDEIB Awards submissions will be based on GDEIB Standards. To obtain copy of the standards, please visit: <https://globaldeibenchmarks.org/alliances/>.
  2. Submissions will be made via an online portal. Access will be provided to the organization's Focal Person by HR Metrics.
  3. The GDEIB Awards has total 15 categories.
  4. Each category will include five levels:
    - a. Inactive
    - b. Reactive
    - c. Proactive
    - d. Progressive
    - e. Best Practice
- Awards are applicable to top three levels: Proactive, Progressive, and Best Practice.
5. Organizations can apply for at least 1 category and a maximum 15 categories.
  6. To win an award, an organization must comply with more than 50% of the benchmarks in each category. For example, if a category has 6 benchmarks, compliance with at least 4 benchmarks will be required.
  7. Each award submission is required to include a description (not exceeding 300 words) for relevant benchmark.
  8. Each award submission is required to include evidence-supporting description for relevant benchmark.
  9. Evidence can include extracts from annual reports, sustainability reports, internal communication, and external communication in the form of pictures, JPG, PNG images, videos, and URLs. All the evidence must be tagged for relevant benchmarks and embedded in a pdf document. In case of any video evidence, please upload the video on YouTube and provide the URL in the PDF document so that it is clickable for the jury to review.
  10. Upload PDF document for relevant category(s) on the awards portal.
  11. HR Metrics will ensure the confidentiality of all information provided. If the applicant organization wants HR Metrics to sign a "Confidentiality Agreement", it can provide. HR Metrics authorized person will sign and return the contract before accepting data.

## Submission Process of GDEIB Awards 2026

1. Organizations will express their interest in the GDEIB Awards 2026 through registration at the HR Metrics website or email to [info@thehrmetrics.com](mailto:info@thehrmetrics.com) before 1 July 2025.
2. Once HR Metrics will confirm the interest of organization the team will create your account on GDEIB Submission portal. **(Please note that HR Metrics does NOT accept any financial support or sponsorship for the award. The processing fee is meant to cover administrative costs. Awards submissions are evaluated by an Independent Jury. Payment of the fee is not a guarantee of winning the award).**
3. Applicant organization needs to make the payment for the processing fee within 30 days or issue a "promise to pay" undertaking.
4. Upon confirmation, HR Metrics will provide access to the Online GDEIB Submission portal.
5. Focal Person will receive an email containing the username and password for the respective organization along with the link of portal.
6. The organization's Focal Person can log in and enter the essential information about the organization.
7. After filing out the registration form on the portal you will login in and should see 15 categories of GDEIB for which awards are applicable.
8. You should select the category(s) for which you wish to apply, then choose the relevant level.
9. You should select more than 50% of benchmarks for the level selected.
10. Write or paste a narrative of up to 300 words for each selected benchmark.

11. Submit one PDF document containing all relevant evidence for each benchmark. Clearly label each piece of evidence with the corresponding benchmark number for clarity.
12. After uploading the narratives and evidence, press the submit button.
13. HR Metrics Team will review the submission and provide feedback on whether the benchmarks' narratives and evidence are complete/incomplete.
14. Feedback is meant to ensure the completeness of submissions and documents. It is NOT an indication or guarantee of winning the award, because awards will be assessed by an independent jury and not by HR Metrics.
15. Feedback from the HR Metrics Team is an optional feature for you. HR Metrics Team can provide the above feedback if the submission is made before 31 Aug 2025.
16. You can modify/update your submission till 31 Aug 2025.
17. You will get an alert that awards submissions have been processed for jury review. From this point onward, your access to the portal will be closed.
18. The Jury will assess all submissions and provide results to HR Metrics for compilation.
19. Awards will be announced on 1 Jan 2026 (4-5 pm Pakistan Time) via Zoom.
20. A press release will also be published in leading national newspapers.
21. The GDEIB Awards presentation ceremony is held on the eve of International Women's Day on 8 March. Given the holy month of Ramadan in February, the awards ceremony will be held on 15 Apr 2026 at Marriott Karachi.

## Processing Fee

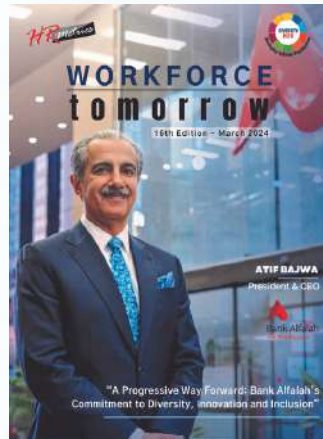
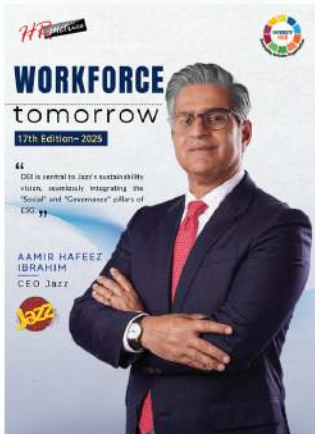
- **Assessment fee for GDEIB Awards 2026 is Rs 125,000 per category.**

### IMPORTANT

#### **Processing fee is meant to cover following costs:**

- Remuneration of assessment team.
- Awards venue booking, event management, seating and branding.
- Souvenirs for winner organizations.
- Food and refreshments during awards ceremony.
- Publication of DEI magazine to publish organizations success stories.
- Awards are decided by independent assessors and jury members on a merit-based criteria.
- Payment of processing fee is NOT a guarantee to win the award.
- Organizations participating in awards are not eligible to sponsor awards.

# What are the Guidelines for Publishing DEI story in Magazine?



1. HR Metrics issues DEI magazine annually. It features DEI accomplishments of award-winning organizations.
2. The magazine is published at the time of awards ceremony.
3. This magazine has printed circulation to top 500 companies in Pakistan, digital copy to 1,000+ users globally.
4. Awards participating organizations are allotted 1 page per company.
5. If you wish to publish your organization's DEI story in this magazine, please provide following content of maximum 500 words with supporting pictures.
  - Name of DEI initiative.
  - Purpose of the initiative.
  - Policies/ activities/ processes initiated/ undertaken by organization.
  - Result/ outcome
  - High resolution picture of CEO/CHRO/Diversity Manager with exact names and titles.
6. Nov 15, 2025 will be the last date of contents for magazine.
7. Magazine also has space for paid advertisement companies' product/services.
8. For any further information, please contact [info@thehrmetrics.com](mailto:info@thehrmetrics.com).

# 2025

# Global DEI Benchmarks Awards

## DISTINGUISHED JURY MEMBERS



**MONEEZA USMAN BUTT**

Partner  
KPMG Taseer Hadi and Co.  
Pakistan



**KAREN B. FRANCIS, PH. D.**

VP, Chief Diversity, Equity,  
and Inclusion Officer  
American Institutes for Research  
USA



**NENE MOLEFI**

CEO  
Mandate Molefi Consultants  
South Africa



**LYNDA WHITE**

President, McLeod White  
McLeod White and Assoc  
Canada



**GAMIEL YAFAI**

Founder and CEO  
Diversity Marketplace  
Milton Keynes  
College Group  
UK



**FARRAH QURESHI**

CEO & Founder  
Global Diversity Practice  
UK



**HOWARD ROSS**

Co-Founding Partner  
Udarta Consulting,  
LLC  
USA



## 2025 AWARD WINNER COMPANIES



# Global DEI Benchmarks Awards

## GUESTS OF HONOUR & DISTINGUISHED SPEAKERS

2017 - 2025



**Dr. Shamshad Akhtar**

Former Governor  
State Bank of Pakistan



**Akif Saeed**

Chairman  
Securities and Exchange  
Commission of Pakistan



**Dr. Ishrat Husain**

Former Governor  
State Bank of Pakistan



**Conrad Tribble**

US Consul General  
Karachi



**Elizabeth A Sunday**

Consular Chief  
U.S. Consulate General  
Karachi



**Matthew Ference**

Deputy Chief of Mission  
U.S. Embassy Ulaanbaatar



**Robert Silberstein**

Former US Consul General  
Karachi



**Engr. Rukhsana Zuberi**

Member  
Senate of Pakistan



**Sima Kamil**

Deputy Governor  
State Bank of Pakistan



**Sadia Khan**

Commissioner  
Securities Exchange  
Commission Pakistan (SECP)



**Kashmala Tariq**

Federal Ombudsperson  
for Protection Against  
Harassment



**Roshan Khursheed Bharucha**

Former Provincial Minister  
& Senator Member  
National Commission for  
Human Development



**Marvi Memon**

Member of the National  
Assembly of Pakistan



**M. Aurangzeb**

Former President & CEO  
HBL



**Atif Bajwa**

President & CEO  
Bank Alfalah

# Global DEI Benchmarks Awards

## GUESTS OF HONOUR & DISTINGUISHED SPEAKERS

2017 - 2025



**Musharaf Hai**  
Former CEO  
Unilever and L'Oréal  
Pakistan



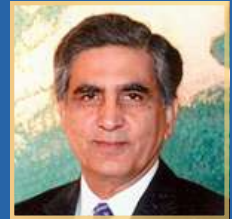
**Maleeha Mimi Bangash**  
CEO  
BAJO Digital Ventures



**Jehan Ara**  
CEO  
Katalyst Labs



**Moneeza Usman Butt**  
Partner  
KPMG Taseer Hadi & Co.



**Zaffar A. Khan**  
Former CEO  
Engro Corporation



**Fatima Asad-Said**  
CEO  
Abacus



**Qazi Azmat Isa**  
CEO  
PPAF



**Nadir Salar Qureshi**  
Former CEO  
Engro Fertilizers Limited



**Shazad Dada**  
Former CEO  
SCBPL



**Usman Zahur**  
Former MD & CEO  
PTC



**Abul Fazal**  
Former CEO  
SEMC



**Shafaq Fauzil Azim**  
President & CEO  
PICG



**Omair Ahmad**  
CEO  
NOWPDP



**Azima Dhanjee**  
Co-Founder & CEO  
ConnectHear



**Zahid Mubarik**  
SHRM-SCP, GPHR, SPHRI  
CEO  
HR Metrics

# 2015 Foreign Diplomats Roundtable



To gather ideas on Diversity & Inclusion Global best practices, the SHRM Forum Pakistan in collaboration with Ladies Fund Dawood Global Foundation and Fulcrum Consulting organized round table discussion (Diplomats Dinner) at Swiss Consulate Karachi on 31 Mar 2015.

Following eminent Consular Generals shared valuable insight regarding their country best practices on Gender Diversity & Inclusion:

1. Emil Wyss, Consular General of Switzerland.
2. Brian Heath, Consular General of United States of America
3. Francois Dall'Orso, Consular General of France
4. Akira Ouchi, Consular General of Japan
5. Gill Atkinson, Deputy Head of Mission I British Deputy High Commission
6. Oleg N.Avdeev, Consular General of the Russian Federation
7. Hadi Santoso, Consular General of Republic of Indonesia.
8. Charmaine H. Hidayataullah, Consular General De Monaco
9. Noor-E Helal Saifur Rahman, Deputy Hight Commissioner Bangladesh
10. Naheed Irshaduddin, Honorary Consular General of Denmark
11. Sadia Khan, Honorary Consular General of Finland
12. Laila Jamil, Senior Consultant Business Development, British Council
13. Kimberley D'Souza, Secretary General of Switzerland.
14. Rukhsana Asghar, CEO Fulcrum Consulting
15. Tara Uzra Dawood, President Ladies Fund, Dawood Global Foundation
16. Zahid Mubarik, President SHRM Forum Pakistan



## About HR Metrics



HR Metrics is a leading provider of consulting and innovative advisory solutions in the areas of sustainable people analytics, professional competencies and inclusion strategies, dedicated to transforming how organizations manage their workforce. Through advanced HR standards and analysis tools, HR Metrics enables businesses to make informed decisions by optimizing workforce productivity, impact and ROI.

## About Diversity Hub - HR Metrics



Diversity Hub-HR Metrics has introduced Global Diversity, Equity and Inclusion Benchmarks Standards and holds annual GDEIB Conference & Awards with a mission to help organizations become sustainable through inclusive cultural and behavioral change. Diversity Hub reviews emerging global best practices, carries out local research to understand industry need, produces data driven research reports, and designs bespoke solutions to facilitate desired outcomes. Diversity Hub also maintains Equal Opportunity Advocacy Council and Women for Board Program at higher level.

# About

## CEO HR Metrics

**Zahid Mubarik** SHRM-SCP, GPHR, SPHRi

President SHRM Forum Pakistan

SHRM Partner Pakistan

Founding Member ISO Geneva Technical Committee 260 for HR Standards

Former Member Pakistan Stock Exchange ESG Task Force

Zahid Mubarik is an internationally acclaimed visionary thinker, writer, speaker, thought leader and influencer on human capital analytics, diversity and inclusion. He is the SHRM Partner Pakistan and founding member of ISO Geneva Technical Committee 260 for developing HR global Standards. He actively took part in ISO in-person meetings for developing global HR Standards, organized by American National Standards Institute (Washington DC), British Standards Institute (London), Standards Australia (Melbourne), The Royal Netherlands Standardization Institute (Rotterdam), Association Française de Normalization (Paris), Singapore Standards Council (Singapore), The National Standardization Agency of Indonesia (Bali) and UNI-Ente Nazionale Italiano di Unificazione (Milan), Canada Standards (Montreal) and Japan Standards (Tokyo).



Zahid served as Global Chair of ISO Working Group on HR Metrics Standards. During his leadership, ISO published two global HR standards including ISO30410: Impact of Hire and ISO30411: Quality of Hire. He also served as member of Working Group developing ISO30414: Guidelines for Internal and External Human Capital Reporting. He facilitated certification of 950+ consultants and practitioners worldwide on ISO 30414 with a heavy concentration in Tokyo Japan. He collaborated with HC Produce Inc Tokyo in certification of 2 companies in Japan on ISO 30414. Zahid has the honour of being a distinguished speaker in international conferences and seminars on human capital analytics at Las Vegas, Beijing, Moscow, Baku, Hanoi, Dubai and Abu Dhabi. His analytical papers and expert talks have been featured by national and international media including CNBC, DAWN, Business Recorder, Business Plus TV, Gulf Economist and Microfinance Gateway World Bank Washington.