



PMIC

Pakistan Microfinance Investment
Company Limited

PMIC CONNECT

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PORTFOLIO HIGHLIGHTS



Loan Portfolio
Rs. 23.20 billion
(Feb-21)



Total Clients:
763,000



Rural
65%
(Dec-20)



Women
83%
(Dec-20)



Youth Clients
36%
(Dec-20)

CEO MESSAGE

It has been more than one year that we started experiencing the ire of COVID 19. Initially, not many predicted or expected that it would last for more than a year. Lack of knowledge about the virus translated into fear of unknown. The perseverance and resilience shown by mankind is unprecedented and resulted in better knowledge about the virus and devising strategies to reduce its impact.



With your support and consultation PMIC devised a good strategy which has helped us in maintaining a good balance between safety of the team members and running day to day operations. You would appreciate that we are fortunate enough that none of the team members was infected through transmission within the office premises. We have tried to devise a routine which was flexible and cognizant of the developments. Our HSS played a vital role in devising this strategy. Moreover, with the joint effort we have not been exposed to a situation where existence and sustainability of PMIC has become questionable. We have observed that a number of organizations across the world have either closed down or had to reduce their strength or remuneration of the employees.

With ending of first quarter of year 2021 our results are satisfactory however, in order to maintain this trend your commitment and determination would be required in the future. Whereas the management and I would give priority to your health and safety and morale by interacting with you more frequently; we hope and expect that your commitment to achieve targets under constrained situation would be exemplary. Moreover, almost all the departments are working on new products/procedures/systems which would lead to further strengthening of our institution. It is a very good strategy in the times when the business growth is subdued. I wish you all the best in your new initiatives and offer my assistance and guidance in completing them.

During the month of Ramadan I wish you all a peaceful and fulfilling month. I hope that you and your family members stay safe and healthy.

Thank You

Yasir Ashfaq

PMIC NEWS BITES

ADVANS Meeting

PMIC and Advans Pakistan Microfinance Bank (APMBL) held a virtual meeting to discuss the business plan and future strategy. APMBL is a growing microfinance bank in the county with a balance sheet size of PKR 2 billion. The bank has a higher average loan size that caters to entrepreneurs and MSMEs.

Dr. Claude Falgon, Chairman APMBL appreciated and acknowledged PMIC's role in supporting their growth. Mr. Steven Duchatelle, board member and the group CEO of Advans International, highlighted the role of Advans Group in supporting their equity.

Mr. Yasir Ashfaq, CEO PMIC, appreciated the efforts made by the management of APMBL amidst the pandemic.



CEF News

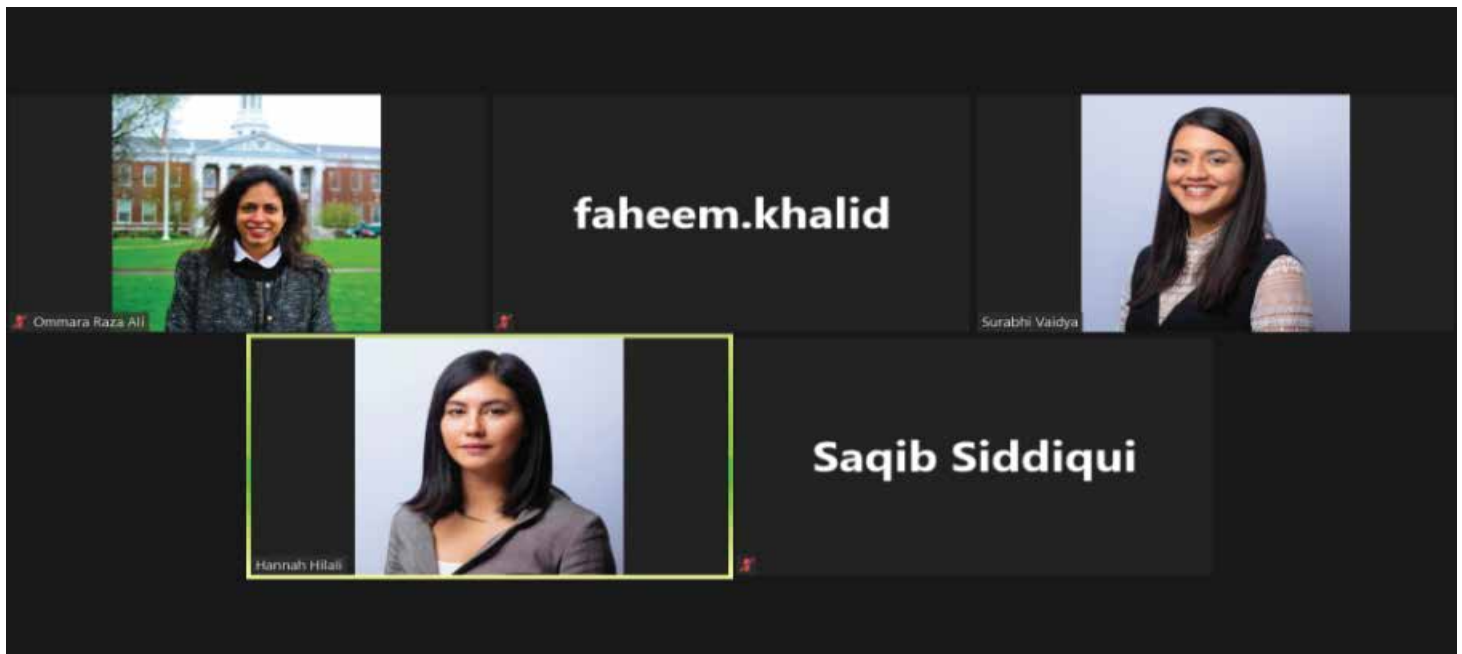
The PMIC's Credit Ensure Facility (CEF) aims to act as credit enhancer and incentivize Commercial Funding into the sector. CEF will provide partial guarantees to cover the principal amount and will help in easing credit constraints. It will be aimed to minimize perceived risk premium.

PRIME

PMIC designed the component based SHS Design and Installation guidelines and shared these with KfW for their review. Further, PMIC and KfW are in process of hiring a Implementation Consultant for the PRIME project. In this regard ToRs for the assignment were designed and finalized with mutual consent – the firm is expected to be hired with 2-3 month time period. Proposal for the new PRIME project for year 2021 is being developed and will be shared with MRC for approval.

LCPS Project

PMIC had discussions with Opportunity International for designing and implementation of LCPS project for 2021. Considering the closure of schools – amid covid-19 – PMIC and OI had decided to organize online training sessions for staff of MFIs on Credit scoring model, Financial product development and School Learning Management Systems. These trainings will help prepare MFIs for deploying the project, once schools start reopening



Livestock Loan Insurance

PMIC continued work on designing of the Livestock Loan Insurance project. PMIC and insurance company finalized the premium rate of 2% for insurance project, which is expected to be initiated from June 2021. In this regard, a proposal is being drafted and will be shared with MRC for approval towards end of April 2021.

CLIENT SUCCESS STORY

PMIC recognizes emerging Pakistani talent and their outstanding abilities. PMIC is making dreams come true and energizing livelihoods around the country, in addition to its efforts in enhancing financial inclusion and outreach in underserved areas.

Parveen Akhtar an entrepreneur, running her stitching and embroidery unit from her home in Vehari. This was accomplished through a microfinance loan.

From a young age, Parveen was skilled in decorative works and bridal clothing. She transformed the idea into a reality by successfully applying for a microfinance loan from Agahe Pakistan, and with the assistance of her young girls, she soon managed to establish a name for herself in the nearby markets. Within a short span of time, Parveen Akhtar was receiving orders from renowned tailors/shops across the city, who would adorn garments with accessories made in her house.

Under the Enterprise Development Initiative implemented by Pakistan Microfinance Investment Company (PMIC) and Agahe Pakistan, Parveen and other microentrepreneurs from the community were imparted trainings on business development, skill enhancement, financial literacy & book-keeping by expert trainers.

She has become a source of inspiration for other women in the neighborhood and gives back to the community by voluntarily training at least 10-15 girls on a regular basis. She is grateful to PMIC for supporting her when most needed, and for continuously working towards financial inclusion of vulnerable communities.



PEOPLE & CULTURE

PMIC Quarterly Meeting 2021

PMIC undertook Business review meeting for Quarter 1,2021. Such review meetings ensure alignment and creates a shared perspective. The session was chaired by CEO PMIC Mr. Yasir Ashfaq. All departments presented their achievements, accomplishment, and upcoming initiatives vis a vis over all business goals. Strict implementation of Covid-19 business code of conduct was kept in place. All team members joined the session online while only HOD's were physically present in the session. All functions are linked to PMIC's overall strategy and objective achievement.



Total Remuneration Survey 2021 launch meeting with EY

PMIC HR attended Total Remuneration Survey 2021 that had been initiated by EY to gain insights for financial industry benchmarks and best practices. PMIC will participate to help align and keep PMIC salary and benefits market competitive.

HR and Admin Activities

- a The HSS committee is regularly reviewing the current COVID situation in the country. Based on their conclusions, a mix of WFH and 50 % staff attending office with shortened timings has been adopted, to protect our employees from Covid 19 during third wave. The Admin team conducted thorough cleaning and disinfecting of the office to contain the spread of COVID 19.
- b Three (3) new hotels have been onboarded.
 - i. Millennium Hotel, Islamabad
 - ii. Roomy Hotel, Islamabad
 - iii. Ramada, Lahore
- c Employee trainings have been launched for Quarter 1 & 2, including offsite and online (launch of e-learning platforms).
- d The Objective Setting Exercise had been launched for the year 2021 concluded as part of the Performance Management System and concluded in April.

CEO Club

PMIC strongly believes in employee recognition, it is all about acknowledging the hard work and accomplishments of the individuals and teams within the organization.

PMIC introduced a CEO's Club for encouragement, this shall motivate PMIC Team members



by recognizing and appreciating efforts and hard work of high performing team members. The team members will have an opportunity to directly interact and communicate with the CEO and Head of HR. Club members will be encouraged to share ideas and suggestions regarding PMIC business and Culture.

Quarter 1, high performers were recognized this week during the first Quarterly review meeting of 2021.

CONGRATULATIONS to the **CEO CLUB** MEMBERS



AILYA FATIMA ZAIDI
RISK MANAGEMENT



MUHAMMAD SHUJA
CORP FIN & IB



**MUHAMMAD
FARRUKH REHAN KHAN**
INTERNAL AUDIT



**MUHAMMAD
FAHEEM KHALID**
SECTOR DEVELOPMENT



HAJRA HABIB
FINANCE AND ACCOUNTS

NEW JOINER

Mr. Safwat Khalid joined us as our Chief Financial Officer on the 19 of April 2021. We wish you a warm welcome on board. We know that you're going to enjoy becoming part of our team. We run a tight ship where everyone supports everyone else with great positivity and a can-do attitude. We are sure that you will fit right in and become an indispensable addition to our team.



BIRTHDAY CELEBRATIONS

Due to Covid 19, birthday celebrations within the office facility were put on hold for this month. We wish you all a very Happy Birthday.



Read for the Month

Micro and small enterprises (MSEs) are a vital part of the livelihoods and resilience strategies of poor households across emerging markets. There is evidence that lack of access to finance is one of the several binding constraints that limit MSEs' potential. Even so, the impacts of MSE finance are not comprehensively understood. This deck reviews existing impact literature and identifies key knowledge gaps: evidence base shows that the impacts of finance on MSEs are often small and inconclusive; borrower mindset, gender and loan characteristics influence impacts of finance; and impacts may be hiding between the many gaps in today's evidence base.