

AGRI. BUSINESS SUPPLEMENT

Zarai Taraqati Bank Limited



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BIO-ECONOMY: TOWARDS FINANCIAL STABILITY

By Dr. Maaz Hashmi and Abdullah Khalid (SDPI)

Considering the current scenario, Pakistan seems to be the most affected country regarding economic instability and climate concerns. Amongst all South Asian peer countries, Pakistan stands at the least position in terms of its rising inflation and constant currency depreciation. With the tax amendments implementation, the living power of the common man is adversely affected. The struggle to withstand financially is on its way with several initiatives that the government is considering. However, since that the country has an agricultural economic backbone, strengthening the green sources contributes to producers' capacity uplifting as well as the inland market. This will not only contribute to sustainable development but also create an opportunity to target international markets. Pakistan is a geographically rich country with almost 60% land under mountain area that hosts more than 2 million of inhabitants.

Since 1947 after the closure of the international borders, the natives of these areas are obliged to manage within the limited resources and leave behind the centuries old traditions of cross-border herding (transhumance livestock practices). The limited resources here involve land, fuel, agriculture, and value chain. The traditional animal herding routes were of great cultural importance and value back in history, which would not only support the cultural diversity but greatly contributed to the economic stability of these farmers through trading which is lost now. Moreover, barter trading used to be one of the main components of their livelihood by exchange of several exotic products. Another aspect of cross border relations involves genetic

diversity in the animals that gives naturally improved offspring.

Strengthening the agricultural value chains can support the cottage industry sector as well with low taxes, which may result in the stability of our society and may result in strengthening our ties with the cross-border traders. On a smaller scale, barter trade can support the small-scale farmers in the marginalized areas to experience the conventional mechanism of trading while attracting the tourism sector simultaneously. Ecotourism and agri-tourism are the two exemplary initiatives towards the revitalization of conventional practices and cultural values in addition to economic sustainability.

Conserving these traditional methods with advanced interventions will not only strengthen the culture but the local livelihoods will also nourish. Almost 60% of the area under vegetation is grassland and can support the herders throughout the year. A properly designed strategy given to those herders will increase the capacity of their productivity and increase the economic stability of the country with the advanced and unwrinkled agricultural practices.

The revival of these practices calls for the establishment of bio-economic models that successfully create a balance between the conservation of resource values and their economic, social, environmental, and cultural values.

The core idea behind the bio-economy is to use locally available, abundant natural resources to create services and goods with greater market value. This strategy is in line with the growing understanding of the significance of sustainability in modern times. Innovation is important in the context of bio-economy. It promotes the advancement of environmentally friendly

practices, goods, and technology that makes the best use of the resources at hand. This contributes to not only social well-being but also the preservation of cultural traditions and economic development.

Furthermore, a bio-economy encourages cross-disciplinary approaches to problem-solving by facilitating collaboration amongst various industries. It fosters research and development that adheres to sustainability principles, guaranteeing that economic progress is combined with environmental stewardship and respect for cultural norms. In a nutshell using bio-economic models is a progressive strategy for managing resources. It acknowledges that our natural, cultural, and economic resources are interconnected and that by maximizing their potential sustainably, we can create a more resilient and prosperous future for all.

A strategic framework for achieving this equilibrium is provided by bio-economic models. They entail a comprehensive view of resource management that considers the social, environmental, and cultural implications in addition to the economic ones. Communities and industries can adopt such models to improve resource usage while minimizing impact on the environment and local customs. Now-a-days, several western countries have been revising their sustainability action plans and implementing bio-economic systems to deal with climate change and economy at the same time. Pakistan can learn through the bigger economies globally to adopt such measures that are eco-friendly and help in sustaining the economy.

Finland being the first country to implement the bio-economic models for sustainable development took Finland's Bio-economy Strategy 2022–2035 strives to sustainably

increase value addition. The strategy seeks to make Finland climate neutral by 2035 and to multiply the value added of the bio-economy in a way that is environmentally, socially, and economically viable. Through the circular economy, the bio-economy is applied in a resource-conscious manner. The strategy firmly backs Finland's and the EU's transition to a greener economy. In 2019, it contributed more than €25 billion in value added annually, which is around 12-13% of the value added produced in the national economy. The implemented model involves several components, vision, and strategy as the first step guided/ followed by some key measures i.e., increased value added, advanced technology and interventions, efficient operative environment, sustainable utilization of the bio-resources, involvement, and connectivity of different sectors.

Pakistan is naturally rich with strong biological resources pool. However, bio-economy is not considered a potential model for socio-economic development. Most agricultural products are traded in raw or primitive forms while the country shows a potential of at least 1.6% reliance on bio-economy. This figure is driven/ drawn by very little data available on assessment of bio-resources such as livestock, agriculture, fisheries, forests, and non-timber forest products.

As per Economic Survey of Pakistan during 2022-23, agriculture sector performance was hit hard by Flash Floods that negatively impacted the crop production. The sector overall grew by 1.55% against last year's growth of 4.27%. For the first quarter of FY2023, floods engulfed a large part of agriculture land and disrupted the domestic supply. Flood damages, GDP loss, and rehabilitation expenditures are Rs. 3.2 trillion (US\$ 14.9 billion), Rs. 3.3 trillion (US\$ 15.2

billion), and Rs. 3.5 trillion (US\$16.3 billion), respectively.

Since agriculture contribution in the total GDP is of 5.6%. Therefore, exemplifying the bio-economic evolution in the sector can triplicate the produce over the next years. Livestock having share of 62.68% in agriculture and 14.36% in GDP contributes to the natural resource outputs, therefore, strengthening the conventional techniques with advanced interventions is expected to increase the profits from household levels to national GDP. From a policy perspective the country requires an independent policy framework for bio-economy which is missing. Nonetheless, formulating such initiatives can greatly contribute to dealing with the current economic crisis in the longer run and help in achieving sustainable growth. Inclusion of sub sectors such as tourism, agriculture, research and development, processing industries, value additions, and organic industry is believed to establish direct access of farmers to international markets.

Food security is the need of the hour and that's where we must bring bio-economy model into function. The policy makers must stringently focus on developing a separate policy for bio-economy which is a challenge for Pakistan especially while going through tough times, however, with continuous improvements to the agricultural policy we can address the economic instability.

- *The authors are associated with the Sustainable Development Policy Institute (SDPI).*
- *The article doesn't necessarily represent the views of the organization.*

METHODS TO IMPROVE QUALITY OF SOIL

Soil quality is the inherent capacity of a particular soil to support human health and habitation, maintain or enhance air and water quality, most importantly sustain plant and animal productivity. From an agricultural standpoint, soil quality is vital for improving long-term agricultural productivity and maximizing profits through sustainable productivity.



Good quality soil is essential to the successful allotment plot. Without fertile and nutrient-packed soil, careful efforts at sowing, weeding and tending garden or allotment will all be in vain. Soil provides the food, water and some air that plants need for healthy growth and development, so it's worth spending time trying to improve soil quality.

Types of Soil as a Growing Medium:

Soil can be judged as to whether it is sandy, silty, clay, loam, peaty or chalky. Each of these has its own characteristics, which can be improved in different ways. Sandy soil doesn't retain nutrients well, so needs to keep well supplied with organic matter.



Silty and loam soils are regarded as good for growing, and need less work. Clay soil is more problematic; it can lack aeration and good structure needed for growing. The best solution is to add lots of well-rotted organic matter in the autumn.

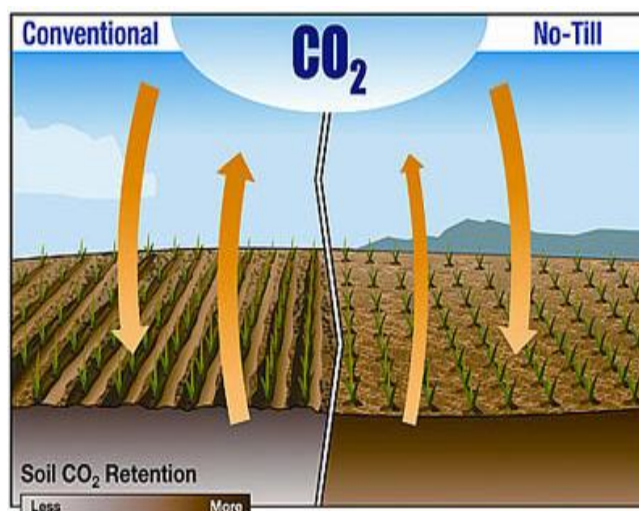
Chalky soil is worst for cultivation because it is naturally highly alkaline which causes mineral deficiencies. One way to rectify this is to add bulky organic matter to improve the soil's nutrient content and water retention.

It is important for soil to both function optimally for current needs and remain healthy for future use. Soil organic matter, tillage, soil compaction, soil structure, depth of soil, water-holding capacity, electrical conductivity, pH, ground cover, microbial biodiversity, carbon-to-nitrogen ratio (C: N ratio) and nutrient management are some of the important parameters of soil quality.

Enhance Organic Matter:

Improving and maintaining soil organic matter content is the most important quality parameter. Increasing organic matter improves soil structure as well as water and nutrient holding capacity, supports soil microbes, and protects soil from erosion and compaction. Organic matter can be improved by using no-till or minimum till methods, growing cover crops, leaving crop residues, and using rotations with crops that balance optimal water and nutrient management practices.

Use Reduced Tillage / Prevent Soil Compaction:



Using reduced tillage practices will protect the soil surface, which decreases soil erosion and soil compaction, and decreases the loss of organic matter. Reduction in tillage also decreases the potential for destroying soil structure. Soil compaction can be caused by using heavy equipment on the surface when the soil is wet. Compaction will reduce the amount of air, water and space for growth of both soil microbes and plant roots. Soil compaction can be reduced by minimizing equipment use when the ground is wet and combining multiple farm tasks, such as applying both herbicides and fertilizer in one trip.

Keep the Ground Covered:

Bare soil is susceptible to wind and water erosion, and to drying and crusting. Ground cover protects soil, provides habitats for larger soil organisms, such as insects and earthworms, and can improve water availability. Ground can be covered by leaving crop residue on the surface or by planting cover crops. In addition to ground cover, living cover crops provide additional organic matter, and continuous cover and food for soil organisms. Ground cover must be managed to prevent problems with delayed soil warming in spring, diseases, and excessive build-up of phosphorus at the surface.

Microbial Diversification:

Soil quality also relies on microbial organisms. Diversity in soil microbes may be helpful in controlling pest populations, diseases and weeds. Biodiversity can be achieved by increasing long-term crop rotations, since each plant in rotation contributes to unique soil structure and plant residue.

Carbon-to-Nitrogen (C: N) Ratio:

Understanding how to improve soil quality is aided by knowledge of the carbon-to-nitrogen (C:N) ratio for managing cover crops and nutrient cycling. The C:N ratio is the amount of carbon to the amount of nitrogen in a residue or other organic material applied to soil. If material with a higher C:N ratio residue is applied, it takes longer to decompose and may immobilize inorganic fertilizers that are applied. This problem can be reduced by growing a low C:N ratio crop (e.g., vetch or other legumes) in rotation with a high C:N ratio crop (e.g., wheat straw).

Managing Nutrients:

Efficient nutrient management is important in maintaining soil quality. Test soils regularly and make sure that you store all your records. Examining records over time will tell whether the management practices that were followed increased or depleted soil nutrients. Too much fertilizer or manure may cause groundwater contamination or may run off and enter water bodies and degrade water quality. Application of nutrients based on a soil test will alleviate this problem.

What works on one farm may not work on another. Adjust management plan by observing changes in soil quality on your farm. Wise management decisions will improve the overall quality of the soil. Being proactive, rather than reactive, will make a better steward of this limited resource.

Manage Pests Efficiently

Chemical management: An important function of soil is to buffer and detoxify chemicals, but soil's capacity for detoxification is limited. Pesticides and chemical fertilizers have valuable benefits, but they also can harm non-target organisms and pollute water and air if they are mismanaged. Nutrients from organic sources also can pollute when misapplied or over-applied. Efficient pest management means testing and monitoring soil and pests; applying only the necessary chemicals, at the right time and place to get the job done; and taking advantage of non-chemical approaches to pest such as crop rotations, cover crops, and manure management.

Diversify Cropping Systems

Diversity is beneficial for several reasons. Each plant contributes a unique root structure and type of residue to the soil. A diversity of soil organisms can help control pest populations, and a diversity of cultural practices can reduce weed and disease pressures. Diversity across the landscape can be increased by using buffer strips, small fields, or contour strip cropping. Diversity over time can be increased by using long crop rotations. Changing vegetation across the landscape or over time not only increases plant diversity, but also the types of insects, microorganisms, and wildlife that live on farm.

- **Source: www.soilhealth.com**



زرعی سفارشات برائے کسان

کپاس

- ☆ ستمبر کا مہینہ کپاس کی فصل کے لیے اچھائی اہم ہے۔ موسمی حالات پر نگاہ رکھیں۔ اس کے مطابق آبپاشی؛ سپرے اور دوسرے امور سرانجام دیں۔ بارش کی صورت میں اگر زیادہ پانی کھیت میں کھڑا ہو جائے تو اس کی نکاسی کا بندوبست کریں۔ اس مقصد کے لیے کھیتوں کے ارد گرد چھوٹے تالاب یا کھالیاں بنائیں۔
- ☆ جہاں فصل پانی کھڑا رہنے کی وجہ سے کمزور حالت میں ہے وہاں فصل پر بڑھوتری کو تیز کرنے والے کیٹیکل کا سپرے کریں۔
- ☆ رس چوسنے والے کیڑے مثلاً چست تیلہ؛ ست تیلہ، سفید کھسی اور تھرپس تیزی سے افزائش نسل کرتے ہیں اور رس چوس کر فصل کو کمزور کر دیتے ہیں۔ ستمبر میں ان کے ساتھ ہی سنڈیوں کا حملہ بھی ہو جاتا ہے۔ لہذا اگلے زراعت تو سب سے عملہ کی ہدایات کے مطابق ایسی زرعی ادویات استعمال کریں جو ان دونوں قسم کے کیڑوں کو تلف کر دیں لیکن ان کے استعمال سے پہلے پیسٹ کاؤٹنگ کے ذریعے نقصان کی معاشی حد معلوم کرنا اچھائی ضروری ہے۔
- ☆ چٹائی شروع کرنے کا موزوں ترین وقت صبح 10:00 بجے کے بعد شروع ہوتا ہے۔ جس وقت فصل پر ٹینڈوں پر سے رات کی شہنم خشک ہو جائے۔ کپاس بدرنگ نہ ہونے پائے اور ٹی کی وجہ سے چٹنگ کے دوران مشکلات کا سامنا بھی نہیں ہوتا۔ شام 4:00 بجے چٹائی بند کر دینی چاہیے۔
- ☆ چٹائی ہمیشہ پودے کے نچلے حصے سے مکمل کھلے ہوئے ٹینڈوں سے شروع کریں اور بتدریج اوپر کو چٹائی کرتے جائیں تاکہ پودے کے سوتھے چنے چنی ہوئی کپاس میں شامل نہ ہوں۔ چٹائی کرتے وقت ٹینڈوں سے کپاس کو اچھی طرح نکال لینا چاہیے۔
- ☆ چٹائی کے لیے استعمال ہونے والا کھڑا (جھولی) سوتی ہونا چاہیے اور چنی ہوئی چھٹی کو صاف اور خشک سوتی کپڑے پر رکھا جائے اور اس کے بعد صاف اونچی اور خشک جگہ پر اکٹھا کیا جائے تاکہ پھٹی آلودگی سے محفوظ رہ سکے۔
- ☆ چٹائی کے بعد چھٹی کو ایک دو دھوپ ضرور لگوائیں تاکہ نمی کو مناسب سطح پر لایا جاسکے۔ بارش کے دنوں میں چٹائی نہ کریں بلکہ جب کپاس سوکھ جائے تو چٹائی کریں۔

دھان

- ☆ اگر چوں پر سیاہی مائل بھورے دھبے نظر آئیں جو بعد میں زنگ آلود دکھائی دیں تو یہ زنگ کی کمی کی علامت ہے۔ ایسی صورت میں پتھلی کے 30 دن بعد سوکادیں۔
- ☆ زیادہ کی صورت میں 10 کلوگرام زنگ سلفیٹ (21 فیصد) کا کھڑے پانی میں چھو دیں۔
- ☆ اگر کھیت میں پتھلی اور سنے کی سنڈی کا حملہ نظر آئے تو پیسٹ کاؤٹنگ کے بعد اس کے نقصان کی معاشی حد کی کوئی نظر رکھ کر خشک زراعت کے عملہ سے مشورہ کر کے سفارش کردہ مناسب اور محفوظ زرعی زہروں کا استعمال کریں۔
- ☆ دھان کے بھیکا سے بچاؤ کے لیے گوبھی سے لیکر دانہ بننے تک کھیت میں پانی کھڑا رکھیں۔
- ☆ دھان کی کٹائی کے لیے تریچا راکس ہارویسٹر استعمال کریں اور فصل پوری طرح پکنے پر کٹیں اور اس کو اچھی طرح کر کے ذخیرہ کریں۔

کماڈ

- ☆ کانگیا ری سے متاثرہ پودے نکال کر زمین میں دبا دیں۔ جن کھیتوں میں کانگیا ری اور ریزروگ کا حملہ ہو تو ان کو موٹو مٹی فصل کے لیے نہ رکھیں اور نہ ہی وہاں آئندہ کاشت کیا جائے۔
- ☆ چار چار پودوں کو آپس میں ملا کر باندھ دیا جائے تاکہ خراب موسم میں فصل نہ گرے۔
- ☆ ستمبر کاشت کے لیے زمین کو اچھی طرح تیار کریں۔ نیز اگلے زراعت کی سفارش کردہ اقسام اگیتی تیار ہونے والی اقسام کاشت کریں۔

اگیتی تیار ہونے والی اقسام:

- ☆ سی پی 400-177 ایچ ایس ایف 242 سی پی ایف 237 سی پی ایف 250 اور سی پی ایف 251

درمیانی تیار ہونے والی اقسام:

☆ ایچ ایس ایف۔ 240 ایس پی ایف 234 ایس پی ایف 213 سی پی ایف 246 سی پی ایف 247 سی پی ایف 248 سی پی ایف 249 سی پی ایف 253 سی پی ایف جی 2525 اور ایس ایل ایس جی 1283

☆ پختی تیار ہونے والی قسم

سی پی ایف 252

- ☆ کھاد کی بہتر کاشت یکم ستمبر سے 15 اکتوبر تک مکمل کریں۔
- ☆ مکمل کھادیں: کم روز میں 3 بوری ڈی اے پی اور 2 بوری ایس او پی / پونے 2 بوری ایم او پی درمیانی زمین میں 2.5 بوری ڈی اے پی اور 2 بوری ایس او پی / پونے دو بوری ایم او پی اور زرخیز زمین میں 2 بوری ڈی اے پی اور 2 بوری ایس او پی / پونے دو بوری ایم او پی فی ایکڑ بوائی وقت ڈالیں۔
- ☆ زبک کی صورت میں زبک سلیفٹ (33 فیصد) بحساب 6 کلوگرام فی ایکڑ یا اس کے متبادل کوئی دوسرا مرکب بوقت بوائی استعمال کریں۔

☆ مٹی

- ☆ پودوں کے ساتھ مٹی چڑھائیں تاکہ فصل گرنے سے محفوظ رہے۔
- ☆ کھاد کی دوسری قسط بحساب ایک بوری یوریا فی ایکڑ ڈالیں۔
- ☆ موسمی حالات کے مطابق ہر سات دن کے بعد پانی لگائیں اور فصل سے جڑی بوٹیوں کو تلف کریں۔
- ☆ کوئیل کی کھٹی کے حملہ کی صورت میں زراعت کی سفارش کردہ دانے دار زہروں کو کوئیلوں میں ڈالیں اور پانی لگا دیں۔

☆ کیڑا

- ☆ کیڑا کی بروقت کاشت کے لیے زمین کی تیاری کریں اور سفارش کردہ اقسام کے معیاری اور صحت مند بیج کی کاشت وقت پر کریں۔

☆ ہنریات

- ☆ آلو کی کاشت کے لیے صحت مند بیج کا بندوبست کریں تاکہ بوقت کاشت پریشانی نہ ہو اور زمین کی تیاری کھاد مزدور اور مشینری کا انتظام بھی بروقت ہونا چاہیے۔
- ☆ سرخ مرچ کی برداشت جاری رکھیں۔
- ☆ بیج کے لیے اگیتی تندرست اور خوش نما مرچ کا انتخاب کریں۔ برداشت کردہ مرچوں کو ڈھیری کی شکل میں نہ رکھیں۔

☆ باغات (آم)

- ☆ برداشت کے بعد شاخ تراشی کریں۔ بڑا ذہ خٹک شائیں کاٹ دیں۔ نئے پودے لگائیں اور نانے پر کریں۔
- ☆ موسمی حالات کو مد نظر رکھتے ہوئے ستمبر میں ایک آپاشی ضرور کریں۔

☆ ترشاوہ پھل

- ☆ اس موسم میں پھل کی بڑھوتری کی کا عمل جاری رہتا ہے اور نئے ٹھکانے نکلتے ہیں۔ پورا کھاد کی تیسری قسط اگر نہ ڈالی گئی ہو تو ماہ ستمبر میں ڈال دیں۔

☆ امرود

- ☆ پھل کی برداشت کا عمل جاری رکھیں۔
- ☆ اگر گوبر اور نامیاتی کھادیں اگست میں نہ ڈالی گئی ہوں تو ستمبر میں ڈال دیں۔
- ☆ موسمی حالات کو مد نظر رکھتے ہوئے 15 دن کے وقفہ سے آپاشی جاری رکھیں۔
- ☆ پھل کی کھٹی کے تدارک کے لیے امرود کے باغات میں جنسی پھندے لگائیں اور لگائے گئے پھندوں کو تازہ کرتے رہیں۔ گرا ہوا پھل فوری طور پر تلف کریں۔

SBP UPDATES

SBP's Mid-Year Performance Review of the Banking Sector

The review covers the performance and soundness of Pakistan's banking sector for the period January to June 2023 (H1CY23). It also briefly covers the performance of financial markets as well as the results of Systemic Risk Survey (which represents views of independent experts about key potential risks to financial stability). The macroeconomic environment continued to remain challenging during the first half of CY23. Domestic financial conditions tightened while the operating environment remained under stress due to elevated inflation and prolonged uncertainty. Nonetheless, banking sector's balance sheet expanded by 14.0 percent during H1CY23.

<https://www.sbp.org.pk/publications/HPR/H1CY23.pdf>

Press Release of Workers' Remittances in August 2023

Workers' remittances recorded an inflow of US\$2.1 billion during Aug 23. In terms of growth, during Aug 2023, remittances increased by 3.1 percent on m/m. Workers' remittances inflow of US\$ 4.1 billion has been recorded during Jul-Aug FY24 on cumulative basis. Remittances inflows during Aug 2023 were mainly sourced from Saudi Arabia (\$490.1 million), United Kingdom (\$331.3 million), United Arab Emirates (\$308.0 million) and United States of America (\$262.4 million).

<https://www.sbp.org.pk/press/2023/Pr-11-Sep-2023.pdf>

Launch of Agriculture Finance Literacy Program

The SBP Banking Services Corporation (SBP BSC) has launched the Agriculture Finance Literacy Program (AFLP) through a series of five workshops conducted nationwide. This flagship initiative, as recommended by the Agricultural Credit Advisory Committee, seeks to raise awareness among the farming community regarding available financial schemes and

government-driven initiatives. AFLP stands out as a pioneering effort, as it unites all major stakeholders, including SBP, commercial banks, federal, and provincial governments departments, to engage with farmers collectively.

<https://www.sbp.org.pk/press/2023/Pr-18-Sep-2023.pdf>

Monetary Policy Statement

The Monetary Policy Committee (MPC) has decided to maintain the policy rate at 22 percent. The MPC noted four key developments since its July meeting. First, agriculture outlook has improved, based on the latest data on cotton arrivals, better input conditions, and satellite data indicating healthy vegetation of other crops. Second, global oil prices have been rising and are now hovering over \$90/barrel level. Third, as anticipated, the current account posted a deficit in July after remaining in surplus for the last four months, partly reflecting the impact of the recent ease in import restrictions. Finally, recent administrative and regulatory measures aimed at improving availability of essential food commodities and curbing illegal activities in the foreign exchange market have begun to yield results. This has helped in narrowing the gap between the interbank and open market exchange rates.

<https://www.sbp.org.pk/press/2023/Pr-14-Sep-2023.pdf>

Digital transactions sustained its growth during the fiscal year 2022-23

Digital transactions continued its growth trajectory. Overall, mobile and internet banking transactions witnessed an annual growth of 57% by volume and 81% by value. e-Banking transactions through Banks and Microfinance Banks (MFBs) grew by 29% while value increased by 21% during the year. Similar growth pattern was also observed in Branchless Banking (BBs) transactions with number of transactions increasing by 28% and value by 45% during FY23.

<https://www.sbp.org.pk/press/2023/Pr-27-Sep-2023.pdf>

MANAGEMENT TIPS

5 effective leadership tips for new managers to help increase your overall performance.

Be Decisive

Leaders who make decisions in a timely fashion build stronger trust with their team. A quality leader needs to make decisions and stick to them. People do not feel comfortable with someone who changes his or her mind on a whim. You only have to look at the public's opinion of government U-turns to see how easily confidence in a leader can be weakened or lost altogether. Strive to be a decisive leader.

Help your Team See the Big Picture

Your team will be working on the front-line which means they can't always envision your goals as a manager. Remind them each week of the bird's eye view and how they are performing. Take time to explain to your team how their assignments and projects fit into the company's larger goals and overall objectives. This will help demonstrate that every task they complete can have an impact on the company's reputation, success, and bottom line.

Create a Learning and Development Environment

Managers who invest in training for their team are 80% more likely to see better performances. The environment you create for your team dictates your chances of succeeding as a manager.

Encourage your team to explore new methods for reaching their individual and team goals. Be realistic, allow your employees to make mistakes and be sure to reward new and innovative ideas. Treat your people like machines and eventually their output and productivity will decline. Poor managers make this terrible mistake.

Provide Professional Guidance

A good manager and leader will also be a mentor. Make yourself available to staff members and show interest in their career development within the company. Don't overlook the motivational power of positive reinforcement – your staff will appreciate your commitment to their progress.

Be Patient with Yourself

Developing strong team leadership skills takes time – especially as you adjust to your new position. Avoid doing it all alone! Seek guidance from colleagues, your line manager, or join a professional network on LinkedIn. If you are serious about enhancing your leadership abilities and making strides toward becoming a great manager, look for support.

Leadership Skills for Managers to Develop

- 1. Great leaders learn every day – from everyone*
- 2. A leader is an effective listener*
- 3. Leaders embrace the past when planning for the future*
- 4. Leaders help everyone feel like part of the solution*
- 5. Leaders are optimistic and model positive behavior*

NATIONAL NEWS

ECONOMIC REVIVAL PLAN

According to the Ministry of Finance's Monthly Economic Update and Outlook of September 2023, the key measures under the economic revival include revenue enhancement strategies including tax revisions in sectors such as retail, agriculture, and real estate, alongside a wealth tax on movable assets, as deemed appropriate. In addition, tax exemptions worth billions will be limited to essential sectors only such as food and medicine, whereas, austerity measures to rationalize government expenditures, along with a review of subsidies and grants are also on the cards. The government will also review the Development Plan and emphasize Public Private Partnership (PPP) projects besides compliance with quarterly budget targets and IMF agreements, including tax collection and debt liabilities. The proposed plan also includes state-owned enterprises (SOEs) reforms including an SOE policy to be enacted while Central Monitoring Unit (CMU) and SOE performance reports will also be prepared while focus on the implementation of a treasury single account (TSA), remittance incentives, energy conservation, and price controls. The Privatisation Commission will also privatise selected public sector enterprises using various modes. Initiatives include assessing privatisation options for DISCOs, restructuring options for PIA-CL, and unbundling studies for SNGPL and SNGPL will also be conducted. The government under the proposed plan will reduce corporate taxes in order to improve non-bank finance and promote the capital market. In the agriculture sector, the arrival of cotton in September 2023 posted a remarkable growth of 79.9 percent to 3.93 million bales compared to 2.19 million bales during the same period last year. This surge reflects a growing focus on enhancing cotton

production which is encouraging for the export and overall economic outlook in FY2024.

CDA TO DISTRIBUTE 7,000 SEED BALLS

The Environment Department of Capital Development Authority (CDA) has distributed 7,000 seed balls of various types of plants among the citizens for plantation during monsoon season at Trail 5.

CM ORDERS PREPARATION OF PACKAGE FOR FARMERS

On the direction of Caretaker Chief Minister Punjab Mohsin Naqvi, a special package would be prepared to provide facilities to farmers of the province. The CM sought comprehensive recommendations for preparation of the special package. Chairman Planning & Development Board, secretaries Agriculture, Livestock, Irrigation, Finance and a team comprising officials of Punjab Bank would prepare recommendations for the package.

WATER RESOURCE BOOST: SIFC DIRECTS MINISTRY TO MAP OUT 5-YEAR PLAN

The Special Investment Facilitation Council (SIFC) has directed the Ministry of Water Resources to chalk out a five-year plan in consultation with the Ministry of Planning, Development and Special Initiatives on water resource development with financing plan, particularly for agriculture sector. Senior officers from the Pakistan Army shared comprehensive and detailed information regarding the scope and investment potential in agriculture & livestock, mines & minerals, and information technology sectors, respectively. Agriculture being the biggest contributor to national GDP a detailed briefing was given on Green Pakistan Initiative. It was inaugurated on July 10 2023, with a focus on large scale farming in Bahawalpur, through pivot system (taking 25 percent less water and preserving the resources) and tube wells, making Cholistan Green.

Source: Business Recorder

ZTBL NEWS

EXTENSION IN LAST DATE FOR ENCASHMENT/CONVERSION/REDEMPTION OF RS. 40,000/-, RS.25,000/-, RS.15,000/- & RS. 7500/- DENOMINATION NATIONAL PRIZE BONDS WITHDRAWN FROM CIRCULATION

The Finance Division, Government of Pakistan has extended the last date for encashment/replacement/conversion of Rs. 40,000/-, Rs. 25,000/-, Rs. 15,000/- & Rs. 7,500/- denomination National Prize Bonds (bearer) respectively up to June 30, 2024, vide Notification Nos. F.16(3)GSI/2014-1683, 1684, 1685 & 1686 dated September 5, 2023. All branches have been advised to accept requests for encashment/conversion/redemption of cited denominations from general public till June 30, 2024. The banks shall submit branch/region wise consolidated data of cited denomination NPBs held by them on last date i.e. June 30, 2024 latest by July 2, 2024. Moreover, it is advised that all commercial banks shall surrender the cited prize bonds latest by July 31, 2024.

CONTINUATION OF GOP MARKUP SUBSIDY SCHEME (GMSS) FOR REVIVAL OF AGRICULTURE/LIVESTOCK SECTORS IN FLOOD AFFECTED AREAS AND INTEREST FREE LOANS AND RISK SHARING SCHEME FOR LANDLESS FARMERS (IF&RSLF) IN FLOOD AFFECTED AREAS

SBP has approved extension in the validity above mentioned schemes till 31st December, 2023 vide its Letter No. ACFID/AFPD/Fin.Dvn/2023-7056 dated 05.09.2023. Hence, GMSS and IF&RSLF schemes have been resumed by the Bank with few amendments.

LAUNCHING OF ZTBL-ISLAMIC LOADER RICKSHAW FINANCING

Islamic Loader Rickshaw financing has been launched by the Bank under the Islamic Tractor/Farm Transport Machinery Musharakah

Financing Product on the principles of Diminishing Musharakah. The transaction starts with the formation of a partnership, between the Bank and the Customer, which enables customer to purchase an asset jointly with the Bank. During the financing period, the customer will periodically purchase the Shares/Musharakah units of the Bank' along with payment of rent against the usage of outstanding Musharakah units owned by the Bank. Hence ownership of customer will be transferred accordingly. After purchase of all the Musharakah units of Bank by the Customer, the title of the asset will be transferred in favor of the customer. The scheme will be operational through Islamic Banking Branches/Windows. Asset will be jointly registered in the name of the Bank and the customer and would not be transferable within currency period of outstanding customer liabilities. Maximum financing limit under the scheme is 0.500 million per customer and maximum tenure of financing shall be 5 years.

CELEBRATION OF EID MILAD UN NABI AT ZTBL



Eid Milad Un Nabi was celebrated at ZTBL with zeal and zest. Milad un Nabi was organized at ZTBL Head Office Islamabad on the occasion of Eid Milad un Nabi. The building of ZTBL head Office was decorated and illuminated with lights.

