



Water for All

Gender Equality Plan

The Pakistani government is actively working on gender equality initiatives, particularly within the Small and Medium Enterprises (SMEs) sector. The Strategic Trade Policy Framework 2020-25, for example, includes a dedicated chapter on gender mainstreaming and has established women entrepreneurship facilitation desks at the Trade Development Authority of Pakistan (TDAP). These desks focus on facilitating international trade participation, providing business support services, and access to finance for women entrepreneurs.

Oasis Water Solutions (Pvt.) Ltd. while acknowledging Government of Pakistan Gender Equality Initiatives for SMEs, addresses following measures as detailed under each point in *Italic*:

- 1. Be public document: The GEP should be a formal document signed by the top management.*
 - 2. This document is signed by the Managing Director and the CEO (A women) of the Oasis Water Solutions (Pvt.) Ltd. and is placed at company website. Have dedicated resources: Resources for the design, implementation, and monitoring of GEPs. CEO, Oasis Water Solutions (Pvt.) Ltd., is responsible for this task along with her other responsibilities.*
 - 3. Includes arrangements for data collection and monitoring: GEPs must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress, and be reported annually.*
- A third-party independent survey by a Social Group, ideally an NGO, will be conducted for GEP related matters of all employees (Full Time, Part Time or Free Lancers) annually and the report will be shared with all concerned and it may follow any action recommended by the NGO.*
- 4. Be supported by training and capacity-building: Actions should address gender equality and unconscious gender biases and may include developing gender competence, establishing working groups dedicated to specific topics and raising awareness through workshops and communication activities.*

Awareness among all employees including CEO and Managing Director for GEP related matters will be made through quarterly workshops by local and international experts that will be mandatory for all concerned to attend (Full Time, Part Time, Freelancers). The top management of Oasis Water Solutions (Pvt.) Ltd. will ensure monthly meetings with all

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employees to address the following matters and to address the concerns of the employees as soon as possible:

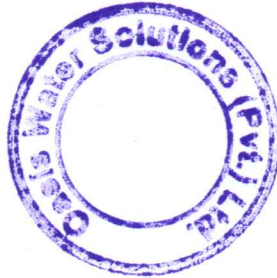
1. *Work-life balance and organizational culture*
2. *Gender balance in leadership and decision-making*
3. *Gender equality in recruitment and career progression*
4. *Integration of the gender dimension into research and teaching content*
5. *Measures against gender-based violence including sexual harassment*

The quarterly workshops related to GEP matters and monthly meetings of employers and employees will be hybrid and will be conducted for two hours and one hour respectively during the working hours.

for Oasis Water Solutions (Pvt.) Ltd.,

(Wasim Ahmed Khan)

Managing Director



(Sadaf Wasim Khan)

CEO

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