

Policy on Women Empowerment and Reducing Inequality

Introduction

Women empowerment is a critical issue that has been gaining global attention over the years. It is essential to address the issue of gender inequality and to create a safe and conducive environment for women to thrive. The prevalence of gender-based violence, harassment, and discrimination are significant obstacles to women empowerment. The goal of this policy is to ensure the elimination of such obstacles and the provision of equal opportunities for all women. This policy is in alignment with the United Nations Sustainable Development Goals 5 and 10.

SysReforms International is committed to creating a diverse and inclusive workplace that empowers women and promotes gender equality. As part of this commitment, we have developed a detailed policy aimed at preventing harassment, women empowerment and reducing inequality in our workplace.

We believe that creating a sustainable and prosperous future for all requires the elimination of gender-based violence, harassment, and discrimination.

Scope

This policy applies to all employees, contractors, and stakeholders of SysReforms International. It covers all forms of harassment, including sexual harassment, discrimination, and other behaviors that create an intimidating, hostile, or offensive environment. The policy also covers the steps that will be taken to prevent and address such behavior and the consequences of violating the policy.

Objectives

The objectives of this policy are:

- a. To provide a safe and respectful work environment free from harassment and discrimination.
- b. To promote gender equality and empower women by providing equal opportunities for growth and advancement.
- c. To reduce the gender wage gap and promote equal pay for equal work.
- d. To promote work-life balance for women.
- e. To promote the participation of women in decision-making processes at all levels.
- f. To ensure that all employees are aware of their rights and responsibilities in preventing harassment and discrimination.
- g. To encourage reporting of incidents of harassment and discrimination and ensure prompt and effective response.
- h. To align the policy with the UN Sustainable Development Goals (SDGs) 5 and 10, article 25 of the Constitution of Pakistan which guarantees equality of all citizens, regardless of gender and the Women's Protection Act, 2006 which provides legal protection to women from violence, abuse, and harassment.

Policy

1) Prevention of Harassment and Discrimination

- a) SysReforms International does not tolerate any form of harassment or discrimination against any employee, contractor, or stakeholder. This includes but is not limited to, gender-based harassment, sexual harassment, racial harassment, and discrimination based on age, gender, race, ethnicity, religion, disability, sexual orientation, or any other protected characteristic.
- b) All employees are required to respect the dignity and rights of their colleagues and other stakeholders. They must avoid behavior or language that is discriminatory, offensive, or inappropriate.
- c) The company will provide training to all employees and stakeholders to promote awareness of harassment and discrimination and how to prevent it.

2) Women Empowerment

- a) SysReforms International is committed to empowering women in the workplace. We will provide equal opportunities for women to grow and advance in their careers.
- b) The company will provide training and mentoring programs to support women in their career development.
- c) We will ensure that women have equal access to leadership positions and decision-making roles.

3) Reporting and Investigation of Incidents

- a) Employees are encouraged to report incidents of harassment or discrimination immediately. Reports can be made to a supervisor, HR manager, or through the company's reporting system.
- b) All reports will be taken seriously, and the company will promptly investigate all allegations of harassment or discrimination.
- c) Confidentiality will be maintained during the investigation, and the company will take appropriate action to prevent retaliation against the complainant.

Current Initiatives

- a. Equal Pay: We ensure that all employees receive equal pay for equal work, regardless of their gender or other characteristics.
- b. Diversity and Inclusion: We promote diversity and inclusivity in our hiring and retention practices, and strive to create a workplace culture that values and respects all employees.
- c. Fair and Respectful Treatment: We assure that all employees are treated fairly and with respect, and that our policies and practices are inclusive and free from discrimination. We also aim to provide training to employees on issues related to gender equality and the prevention of discrimination and harassment.

Future Initiatives

- 1) Advocacy: We will use our platform to advocate for policies and practices that promote gender equality and reduce inequality at the local, national and international levels.
- 2) Alignment with Sustainability SDGs 5 and 10: This policy is in alignment with Sustainable Development Goals 5 and 10, which aim to achieve gender equality and reduce inequality, respectively.
 - a) SDG 5 calls for the elimination of all forms of discrimination against women and girls and the empowerment of women through education and skills training.

- b) SDG 10 seeks to reduce inequality by promoting the inclusion of all individuals regardless of their gender, age, or background. This policy seeks to address the root causes of gender inequality and discrimination against women, thereby promoting sustainable development.
- 3) **Women in Leadership:** We will create leadership development programs to increase the representation of women in senior leadership positions across the organization. **Education and Employment Opportunities:** We believe that access to education and employment is key to empowering women. We will work to provide equal opportunities for women in education and employment, including training and support to help them advance in their careers and take on leadership roles.
- 4) **Education and Training:** We provide opportunities for education and training to enhance the skills and knowledge of women employees, and offer support to help them succeed in their careers.

Conclusion

This policy is a commitment by SysReforms International to creating a diverse and inclusive workplace that empowers women and promotes gender equality. It is aligned with the UN SDGs 5 and 10, article 25 of the Constitution of Pakistan, and the Women's Protection Act, 2006.

Overall, SysReforms International is committed to promoting women's empowerment and gender equality, and to creating a workplace that is inclusive, diverse, and free from discrimination and harassment.