23. FENAKA Corporation Limited (FENAKA)

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(a) Pillar 1: STEM Education

Activities		ln 2	020			In 2	.021		Note
FENAKA conducts STEM outreach programs to attract more female students to STEM	second	KA reaches dary and hi studed the targe 19	gh schoo ents. ets due t	ol female	FENAKA re	Total target #s in the year			
and especially engineering fields.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				For 2 schools with 25 female students	For 4 schools with 50 female students	For 4 schools with 50 female students	For 4 schools with 50 female students	For 4 schools with 50 female students	Quarterly Target #s with country
				1 school with 03 intereste			19 females participat	Postpone d	Achievemen t

				d female			ed from		
				students			two		
							schools		
FENAKA provides	FENAK	(A reaches	to 50 fer	nale high	FENAKA	reaches to 5	50 female hig	gh school	Total target
career guidance to		school	leavers.			leav	vers.		#s in the year
school leavers, to		Γ	Т	T	1	,			
encourage more	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
female students to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
take up engineering				For 50		For 50			Quarterly Target #s
fields for				females		females			with country
undergraduate									
courses.				IMD		MD			
				Not done		Not done			Achievemen t
FENAKA signs MOUs	FENAK	KA signs Mo	oUs with	Maldives	FENAKA (continues the	e MoUs with	Maldives	Total target
with Maldives		echnic and			Poly	ytechnic and	TVET Autho	rity.	#s in the
Polytechnic and TVET	,			,					year
Authority to conduct	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
technical courses	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
with female				Fenaka	Continue	Continue	Continue	Continue	Quarterly
participation.				signed	d the	d the	d the	d the	Target #s with country
				MoU	MoU	MoU	MoU	MoU	mun soundry
				with					
				Polytech	MD	MD	MD	MD	
				nic and					
				TVET					
				Authority					
				MD					Achievemen
				(Fenaka			Technical	Technical	t Acnievemen
				registere			training	training	
				d its own			related	related	
				institute			to meter	to meter	
				to			reading and	reading and	
				provide					
							billing	billing	

				technical			was	was	
				training)			provided	provided	
							to 3	to 20	
							female	female	
							staff	staff	
FENAKA provides	FEN	IAKA provid	des schol	arship	FENAKA c	ontinues the	provision so	cholarship	Total target
higher studies		unities to fe		-		tunities for f	-		#s in the
scholarships in		or's degree				elor's degree			year
-	Dacriei	or s degree	in techi	licai fielus	Dacine	eior s degree	in technical	Helus	
collaboration with		T	1	1		T	Т	1	
Ministry of Higher	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Education	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
				Scholarsh		Scholarsh			Quarterly
				ip to 3		ip to 3			Target #s
				female		female			with country
				students		students			
				students		students			
				MD		MD			
				Not done		Scholarsh			Achievemen
						ip			t
						provided			
						to 1			
						female			
						student			

(b) Pillar 2: Recruitment

Activities		In 2020 In 2021								
FENAKA participates in	[Rev	- ised the t	- argets du	ue to	To participat	targeting 50	Total target #s in the year			
job fairs to		COVII	D-19]							
create	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
awareness on	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
job						Quarterly				
opportunities						Target #s with country				
							job fair for		country	

available in the country.							50 female students.		
							MD		
							1		Achievement
							awareness		
							session		
							organized		
							for 12		
							female		
							students		
FENAKA		-	<u>-</u>	<u> </u>	FENAKA recri	uits at least 1	ı 0 women for te	echnical roles	Total target #s
recruits					ar	in the year			
women for	[Rev	ised the t	argets du	ie to					
technical roles		COVII	D-19]						
and providing	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
on the job	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
training.					For 2	For 3	For 3	For 3	Quarterly Target #s with
					women	women	women	women	country
					recruited	recruited	recruited	recruited	,
					and trained	and	and trained	and trained	
						trained			
					MD	MD	MD	MD	
					No	לואו 1 woman	No	No	Achievement
					applications	recruited	applications	applications	
					аррисацииз	and	applications	applications	
						trained			

(c) Pillar 3: Development for Female professionals

Activities	In 2020	In 2021	Note
FENAKA	FENAKA provides mentorship	FENAKA provides mentorship program for total 5 female	Total target #s
provides	program for total 3 female	technicians and engineers.	in the year
mentorship	technicians and engineers.		

programs to female engineers	[Re		ne targe DVID-19	ets due to 9]					
and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
technicians	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
working in				For 3	For 5	For 5	For 5	For 5	Quarterly
the company.				females	females	females	females	females	Target #s with country
				participated	participated	participated	participated	participated	ocum, y
				MD	MD	MD	MD	MD	
				3 females	Not done	Not done	3	3	Achievement
				participated			Employee	Employee	
							supervisors	supervisors	
							currently	currently	
							provide	provide	
							mentorship	mentorship	

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities		In 2	020			In 202	21		Note
FENAKA conducts workshops and sessions regarding sexual harassment	wo	KA holds ses rking in the emplo d the target	Head Of oyees.	fice 50	FENAKA employees, employee	Total target #s in the year			
and workplace harassment to	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
provide a safe working environment to female employees.				Follow up sessions for 50 employees MD	For 30 employees in 3 branches	For 30 employe es in 3 branches	For 30 employ ees in 3 branche s	For 30 employ ees in 3 branche s	Quarterly Target #s with country
				1 session with 70				Provide d awaren	Achievement

female	ess to
staff	151
	female
	staff

(e) Pillar 5: Policy and Institutional Change

Activities		In:	2020			In 2	021		Note
FENAKA	FENA	KA adjusts shif	t duties for al	l female	1.FENAKA d	continues the	adjusted shi	ft duties for	Total target
adjusts		technicians	to early hours				#s in the year		
working	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
hours for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
female		Adjusted	Continued	Continued	Continued	Continued	Continued	Continued	Quarterly
technicians		,							Target #s
in shift duties		MD	MD	MD	MD	MD	MD	MD	with country
to early		Policy o	continues			Policy co	ontinues	l	Achievement
hours.						·			
FENAKA		establishes C	•				Occupational		Total target #s in the
establishes	Safety Star	ndards compl					liant to ISO st		year
occupational		153 branche	es by July 2022	2	al	22			
health and									
safety	[Revi	sed the targe	ts due to CO'	VID-19]	[Revise	ed the target	s due to CO\	/ID-19]	
standards	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
across the	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
company for	Work in	Continued	Continued	Continued	Continued	Continued	Continued	Continued	Total target
safer work	progress								#s in the year
environment.		MD	MD	MD	MD	MD	MD	MD	yeu.
	MD								
		Policy o	continues			Policy co	ontinues		Achievement
FENAKA	FENAKA ca	arries out gen	der scans in c	ollaboration	FENAKA	reports resu	lts of gender	scans to	Total target
conducts	with N	Ainistry of Env	rironment and	l Gender			#s in the year		
studies and	Ministr	y across all th	e branches in	FENAKA.					yeur
gender scans	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline

identifying	Started	Continued.	Continued.	Continued.	Published			Total target
and	the				the study			#s in the year
eliminating	study	MD	MD	MD	results			yeur
employment	with				(by			
and wage	MoE in				January			
gaps	February				2021)			
between								
female	MD				MD			
technicians								
and their				Completed		Policy	Policy	Achievement
male				data		revisions	revisions	
counterparts.				collection.		are	are	
				(Working		currently	currently	
				to publish		ongoing	ongoing	
				report)				