

23. FENAKA Corporation Limited (FENAKA)

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(a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
FENAKA conducts STEM outreach programs to attract more female students to STEM and especially engineering fields.	FENAKA reaches to 100 primary, secondary and high school female students. [Revised the targets due to COVID-19]				FENAKA reaches to 200 primary, secondary and high school female students.				Total target #s in the year
	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 MD	For 4 schools with 50 female students MD	For 4 schools with 50 female students MD	For 4 schools with 50 female students MD	For 4 schools with 50 female students MD	Quarterly Target #s with country
				1 school with 03 intereste			19 females participat	Postponed	Achievement

				d female students			ed from two schools		
FENAKA provides career guidance to school leavers, to encourage more female students to take up engineering fields for undergraduate courses.	FENAKA reaches to 50 female high school leavers.				FENAKA reaches to 50 female high school leavers.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				For 50 females IMD		For 50 females MD			<i>Quarterly Target #s with country</i>
				Not done		Not done			<i>Achievement</i>
FENAKA signs MOUs with Maldives Polytechnic and TVET Authority to conduct technical courses with female participation.	FENAKA signs MoUs with Maldives Polytechnic and TVET Authority.				FENAKA continues the MoUs with Maldives Polytechnic and TVET Authority.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				Fenaka signed MoU with Polytechnic and TVET Authority MD	Continued the MoU MD	Continued the MoU MD	Continued the MoU MD	Continued the MoU MD	<i>Quarterly Target #s with country</i>
				(Fenaka registered its own institute to provide			Technical training related to meter reading and billing	Technical training related to meter reading and billing	<i>Achievement</i>

				technical training)			was provided to 3 female staff	was provided to 20 female staff	
FENAKA provides higher studies scholarships in collaboration with Ministry of Higher Education	FENAKA provides scholarship opportunities to female students for bachelor's degree in technical fields				FENAKA continues the provision scholarship opportunities for female students for bachelor's degree in technical fields				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				Scholarship to 3 female students MD		Scholarship to 3 female students MD			Quarterly Target #s with country
				Not done		Scholarship provided to 1 female student			Achievement

(b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
FENAKA participates in job fairs to create awareness on job opportunities	-- [Revised the targets due to COVID-19]				To participate in at least one job fair for targeting 50 female students.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
							FENAKA joins the job fair for		Quarterly Target #s with country

available in the country.							50 female students.		
							MD		
							1 awareness session organized for 12 female students		<i>Achievement</i>
FENAKA recruits women for technical roles and providing on the job training.	-- [Revised the targets due to COVID-19]				FENAKA recruits at least 10 women for technical roles and provide on the job training.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
					For 2 women recruited and trained MD	For 3 women recruited and trained MD	For 3 women recruited and trained MD	For 3 women recruited and trained MD	<i>Quarterly Target #s with country</i>
					No applications	1 woman recruited and trained	No applications	No applications	<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

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

programs to female engineers and technicians working in the company.	[Revised the targets due to COVID-19]								
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				For 3 females participated MD	For 5 females participated MD	For 5 females participated MD	For 5 females participated MD	For 5 females participated MD	<i>Quarterly Target #s with country</i>
				3 females participated	Not done	Not done	3 Employee supervisors currently provide mentorship	3 Employee supervisors currently provide mentorship	<i>Achievement</i>

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

Activities	In 2020				In 2021				Note
FENAKA conducts workshops and sessions regarding sexual harassment and workplace harassment to provide a safe working environment to female employees.	FENAKA holds sessions for all staff working in the Head Office 50 employees. [Revised the targets due to COVID-19]				FENAKA holds sessions for at least 50 employees, including both male and female employees working in island branches.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				Follow up sessions for 50 employees MD	For 30 employees in 3 branches MD	For 30 employees in 3 branches MD	For 30 employees in 3 branches MD	For 30 employees in 3 branches MD	<i>Quarterly Target #s with country</i>
				1 session with 70				Provided awareness	<i>Achievement</i>

				female staff				ess to 151 female staff	
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(e) Pillar 5: Policy and Institutional Change

Activities	In 2020				In 2021				Note
FENAKA adjusts working hours for female technicians in shift duties to early hours.	FENAKA adjusts shift duties for all female technicians to early hours.				1.FENAKA continues the adjusted shift duties for all female technicians.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Adjusted MD	Continued MD	Continued MD	Continued MD	Continued MD	Continued MD	Continued MD	Quarterly Target #s with country
	Policy continues				Policy continues				Achievement
FENAKA establishes occupational health and safety standards across the company for safer work environment.	FENAKA establishes Occupational Health and Safety Standards compliant to ISO standards in all 153 branches by July 2022				FENAKA continues the Occupational Health and Safety Standards compliant to ISO standards in all 153 branches by July 2022				Total target #s in the year
	[Revised the targets due to COVID-19]				[Revised the targets due to COVID-19]				
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Work in progress MD	Continued MD	Continued MD	Continued MD	Continued MD	Continued MD	Continued MD	Continued MD	Total target #s in the year
	Policy continues				Policy continues				Achievement
FENAKA conducts studies and gender scans for	FENAKA carries out gender scans in collaboration with Ministry of Environment and Gender Ministry across all the branches in FENAKA.				FENAKA reports results of gender scans to government organizations.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

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