

FENAKA signs MOUs with Maldives Polytechnic and TVET Authority to conduct technical courses with female participation.	FENAKA offers MQA accredited technical trainings through FENAKA Institute for Training and Research								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			Technical training on meter reading and billing provided to 3 female staff MD	Technical training on meter reading and billing provided to 20 female staff MD					Quarterly Target #s with country
									Achievement
FENAKA provides higher studies scholarships in collaboration with Ministry of Higher Education	FENAKA provides scholarship opportunities to female students for bachelor's and master'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 offered to 3 students who meets criteria set by Training Committee MD	Scholarship offered to 3 students who meets criteria set by Training Committee MD	Scholarship offered to 3 students who meets criteria set by Training Committee MD	Scholarship offered to 3 students who meets criteria set by Training Committee MD					Quarterly Target #s with country
									Achievement
FENAKA to promote gender equality awareness in supply chain to achieve	FENAKA to promote gender equality and women empowerment among at least 10 vendors								Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

greater outreach and sustainability	To reach out to 01 vendor for pilot project	To reach out to 03 vendors	To reach out to 03 vendors	To reach out to 03 vendors					Quarterly Target #s with country
	MD	MD	MD	MD					Achievement

(b) Pillar 2: Recruitment

Activities	In 2022				In 2023				Note
FENAKA participates in job fairs to create awareness on job opportunities available in the country.	FENAKA holds career opportunity sessions for 40 female students in the islands.								Total target #s in the year
	<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>	Aiming timeline
	FENAKA reached 10 female students	FENAKA reached 10 female students	FENAKA reached 10 female students	FENAKA reached 10 female students					Quarterly Target #s with country
	MD	MD	MD	MD					Achievement
FENAKA recruit women for technical roles and providing on the job training.	FENAKA recruits at least 10 women for technical roles and provide on the job training.								Total target #s in the year
	<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>	Aiming timeline
	For 05 women to be recruited and trained	For 05 women to be recruited and trained	For 02 women to be recruited and trained	For 02 women to be recruited and trained					Quarterly Target #s with country
	MD	MD	MD	MD					Achievement

FENAKA provides career guidance to school leavers, to encourage more female students to take up engineering fields for undergraduate courses	FENAKA reaches to 40 female high school leavers in collaboration with Women In Tech Maldives								<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 10 females	For 10 females	For 10 females	For 10 females					<i>Quarterly Target #s with country</i>
	MD	MD	MD	MD					<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2022				In 2023				Note
FENAKA provides mentorship programs to female engineers and technicians working in the company.	FENAKA provides mentorship program for total 5 female technicians and engineers.								<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 5 females	For 5 females	For 5 females	For 5 females					<i>Quarterly Target #s with country</i>
	MD	MD	MD	MD					<i>Achievement</i>

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

Activities	In 2022				In 2023				Note
FENAKA conducts workshops and sessions regarding sexual harassment and workplace harassment to provide a safe working environment to female employees.	FENAKA to hold sessions to understand how both men and women are sexually harassed, and aims to reach at least 20 female employees								<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 5 female employees MD	For 5 female employees MD	For 5 female employees MD	For 5 female employees MD					<i>Quarterly Target #s with country</i>

