### 23. FENAKA Corporation Limited (FENAKA)

### **Contact Information**

Partner representative: Suha Hussain
Position: Assistant Director

Address: Port Complex, 7th Floor, Hilaalee Magu, 20307, Male'Maldive

Telephone: +960 982 6489 / +960 301 8290

E-mail: suha@FENAKA.com.mv

Partner representative: Ahmed Azleem

Position: Director

Address: Port Complex, 7th Floor, Hilaalee Magu, 20307, Male'Maldive

Telephone: +960 777 6216 / +960 301 9257 E-mail: azleem@FENAKA.com.mv

#### (a) Pillar 1: STEM Education

Activities		lı	n 2022			I	n 2023		Note
FENAKA conducts	FENAKA co	ollaborates wi	ith Women in To	ech Maldives,					Total target #s
STEM outreach	which	is an NGO th	at promotes Sci	ence and					in the year
programs to attract	Technology	, to conduct	outreach progra	ams to at least					
more female students		100 fem	nale students.						
to STEM and especially	ht	tps://www.w	omenintechmv	.org/					
engineering fields.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	For 4	For 4	For 4 schools	For 4 schools					Quarterly
	schools	schools	with 50	with 50					Target #s with country
	with 50	with 50	female	female					country
	female	female	students	students					
	students	students							
			MD	MD					
	MD	MD							
									Achievement

FENAKA signs <b>MOUs</b>			ccredited techni	•					Total target #s in the year	
with Maldives			ite for Training a				T	1	·	
Polytechnic and TVET	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
Authority to conduct	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
technical courses with			Technical	Technical					Quarterly	
female participation.			training on	training on					Target #s with country	
			meter	meter reading					Country	
			reading and	and billing						
			billing	provided to						
			provided to 3	20 female						
			female staff	staff						
			MD	MD						
			1112						Achievement	
FENAKA provides	FENAKA provides scholarship opportunities to female									
higher studies	students fo	r bachelor's ai	nd master's degi	ree in technical					in the year	
scholarships in			fields							
collaboration with										
Ministry of Higher	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
Education	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
	Scholarshi	Scholarshi	Scholarship	Scholarship		,			Quarterly	
	p offered	p offered	offered to 3	offered to 3					Target #s with	
	to 3	to 3	students	students who					country	
	students	students	who meets	meets criteria						
	who meets	who meets	criteria set	set by						
	criteria set	criteria set	by Training	Training						
	by Training	by Training	Committee	Committee						
	Committee	Committee								
			MD	MD						
	MD	MD	1115	1415						
	1112	IVID							Achievement	
FENAKA to promote	FENAKA	to promote g	ender equality a	and women					Total target #s	
gender equality			nong at least 10						in the year	
awareness in supply	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
<b>chain</b> to achieve	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		

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

## (b) Pillar 2: Recruitment

Activities		Ir	2022			In 2	2023		Note
FENAKA participates	FENAKA hol	ds career oppo	ortunity sessions	for 40 female					Total target
in <b>job fairs</b> to create		students	in the islands.						#s in the year
awareness on job	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
opportunities	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
available in the	FENAKA	FENAKA	FENAKA	FENAKA					Quarterly
country.	reached 10	reached 10	reached 10	reached 10					Target #s with country
	female	female	female	female					With country
	students	students	students	students					
	MD	MD	MD	MD					
									Achievement
FENAKA recruit	FENAKA re	cruits at least	10 women for te	chnical roles					Total target
women for technical		and provide o	n the job trainin	g.					#s in the year
roles and providing	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
on the job training.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	For 05	For 05	For 02	For 02					Quarterly
	women to	women to	women to be	women to be					Target #s with country
	be	be	recruited and	recruited and					With country
	recruited	recruited	trained	trained					
	and	and trained							
	trained		MD	MD					
		MD							
	MD								
									Achievement

FENAKA provides career guidance to			emale high scho Vomen In Tech N						Total target #s in the year
school leavers, to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
encourage more	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
female students to	For 10	For 10	For 10	For 10					Quarterly
take up engineering	females	females	females	females					Target #s with country
fields for									With country
undergraduate	MD	MD	MD	MD					
courses									Achievement

# (c) Pillar 3: Development for Female professionals

Activities		In	2022			In 2	2023		Note	
FENAKA provides	FENAKA	provides ment	orship prograr	n for total 5			Total target #s in the year			
mentorship programs	fe	emale technicia	ans and engine	eers.						
to female engineers	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
and technicians	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
working in the	For 5	For 5	For 5	For 5					Quarterly	
company.	females	females	females	females					Target #s with country	
									country	
	MD	MD	MD	MD						
									Achievement	

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

Activities		In	2022			In	2023		Note
FENAKA conducts	FENAKA to l	nold sessions t	o understand h	now both men			Total target #s in		
workshops and sessions	and women	are sexually h	arassed, and ai	ms to reach at					the year
regarding <b>sexual</b>		least 20 fem	nale employees	i					
harassment and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
workplace harassment to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
provide a safe working	For 5	For 5	For 5	For 5 female					Quarterly Target
environment to female	female	female	female	employees					#s with country
employees.	employees	employees	employees						
	MD			MD					
		MD	MD						

					Achievement

## (e) Pillar 5: Policy and Institutional Change

Activities		Ir	า 2022			In	2023		Note	
FENAKA adjusts working	FENAKA ac	ljusts shift duti	es for all femal	e technicians to					Total target #s in	
hours for female		ear	ly hours.						the year	
technicians in shift duties	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
to early hours.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
	Continued	Continued	Continued	Continued					Quarterly Target #s with country	
	MD	MD	MD	MD						
									Achievement	
FENAKA establishes	FENAKA	to continue Oc	cupational Hea	alth and Safety					Total target #s in	
occupational health and	occupational health and Standards compliant to ISO standards.								the year	
safety standards across	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
the company for safer	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
work environment.	Continued	Continued	Continued	Continued					Total target #s in the year	
	MD	MD	MD	MD						
	Policy	Policy	Policy	Policy					Achievement	
	continues	continues	continues	continues						
FENAKA conducts studies	FENAKA to	research and cr	reate a report	regarding female					Total target #s in	
and gender scans for	decision-m	aking challenge	es and the hidd	den/covert male					the year	
identifying and		inf	luence.							
eliminating employment	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
and wage gaps between	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
female technicians and	Carry out	Create the							Total target #s in	
their male counterparts.	the	report							the year	
	surveys									
		MD								
	MD									
									Achievement	