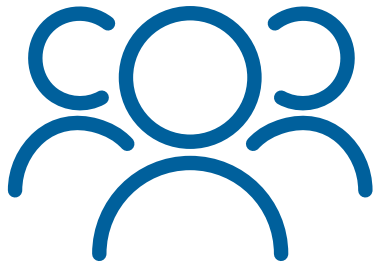


20

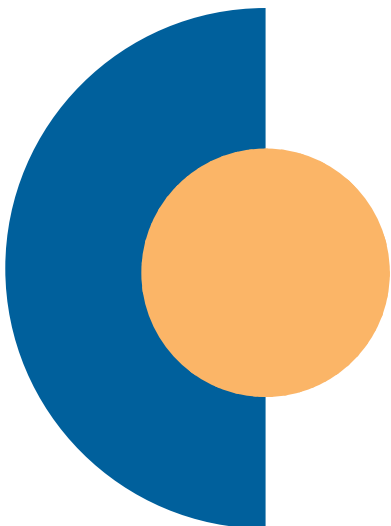
19

-



NFME

NATIONAL FEDERATION
OF MALDIVIAN EMPLOYERS



EMPLOYER'S FORUM, EXECUTIVE
COMMITTEE AND NATIONAL
FEDERATION OF MALDIVIAN
EMPLOYERS' INTERIM COUNCIL REPORT

Contents

Employers Forum Committee and National Federation of Maldivian Employers Interim Council Report.....	2
National Federation of Maldivian Employers.....	5
Obstacles faced during registration process.....	5
Registration of National Federation of Maldivian Employers.....	5
Logo and Flag of National Federation of Maldivian Employers	6
Symbol of National Federation of Maldivian Employers	6
Color palette of the logo	7
Flag of National Federation of Maldivian Employers	7
Activities by National Federation of Maldivian Employers	7
Interim Council of Federation and Employers Forum Members.....	12
Secretariat	12
Conclusion	13

Employers Forum Committee and National Federation of Maldivian Employers Interim Council Report

Maldives first joined International Labor Organization (ILO) in 2009 and in the consequent year of 2010, the first delegation representing Maldives participated in the International Labor Conference (ILC). This delegation comprised of a government representative, employer representative and an employee representative as former ILO regulation dictated.

The delegate representing employees in ILC 2010 was Vice President of Maldives National Construction Industry (MNACI), Mr. Adnan Haleem. During this conference, Mr. Adnan Haleem gained knowledge on how ILC operated and the role of ILO as an organization. After this conference, he compiled a report on his research and presented to the board of MNACI.

On this report he outlined that for future ILC participations, a separate entity representing employers is required as per the regulations of ILO and that this entity will be responsible for future communications between ILO and employers of Maldives. Further, he outlined the benefits for the three parties involved: the government, the employer and the employee when we follow the tripartite guidelines established by ILO.

Following this report, and considering the importance and urgency of the matter, the President of MNACI at the time, Mr. Mohamed Ali Janah took the initiative to work towards establishing an NGO to represent employers of all industries in the Maldives. The need for such an organization was at its peak since Maldives was a developing country, and required a voice to explain knowledge of the importance of including ILO and IOE in the work environment of Maldives and to represent and speak on behalf of the many employers in the progressing industries of the Maldives. Therefore, after contacting and communicating with the associations representing the industries of Maldives via scheduled meetings and phone calls the following was carried out.

A ceremony was held at Hotel Jen Male', Maldives on 23 February 2013, where a memorandum of understanding was signed between representatives of the industries of Maldives. The representatives are

1. Maldives National Association of Construction Industry (MNACI)
2. Maldives Association of Tourism Industry (MATI)
3. Maldives Association of Travel Agents and Tour Operators (MATATO)
4. Maldives Association of Yacht Operators (MAYA)
5. Liveaboard Association of Maldives (LAM)
6. Restaurant Association of Maldives
7. Maldives Seafood Processing and Exports Association (MSPEA)

The President of Maldives, His Excellency Dr. Mohamed Waheed Hassan graced this ceremony the Chief Guest and Minister of Economic Development Honorable Mr. Mohamed Saeed attended as a Special Guest in addition to the stakeholders and executive members from the many industries of Maldives. Ministry of Economic Development is responsible to oversee all labor undertakings.

The signing of this MoU was the spark required to get the engine started to establish a non-profit governmental organization uniting and representing the employers of various industries of Maldives. The government accepted the forum created in this ceremony and documents were exchanged to grant this entity an official role.

The initial meeting by this forum was held on 14 March 2013 at 16:30hrs at the office of MNACI. Participants for this forum consisted of representatives from MNACI, MATI, MAYA, and Restaurant Association of Maldives. During this meeting, a map of what the role of the proposed new NGO will be and the most efficient way for this NGO to operate was discussed including the administrative operations. Therefore, in an unanimous vote of all participants, an Executive board for the Employers' Forum was established as below:

1. Chairman – Mr. Mohamed Ali Janah – Representative of MNACI
2. Vice-Chairman – Mr. Ahmed Nazeer – Representative of MATI
3. Secretary General – Mr. Adnan Haleem of Representative of MNACI
4. Assistant Secretary General – Mr. Mohamed Ali - Representative of MAYA
5. Treasurer – Mr. Ibrahim Amir - Representative of Restaurant Association of Maldives
6. Board Member – Ahmed Zubair - Representative of MATATO
7. Board Member – Mohamed Khaleel - Representative of MATATO
8. Board Member – Mohamed Waseem Ismail - Representative of MSPEA

As the representatives of MATI and MATATO failed to join future meetings held by this committee, they were officially dismissed from this committee. Further, discussions were held between the members of this committee on the importance of a conjoined effort by all industries and to get onboard other respective industry representative organizations of the Maldives at the earliest. In addition to this, the signing of a further MoU with the committed members of this organization was also agreed upon.

The first step to establish the proposed federation was to initiate the legal documentations required for the registration of this federation. Secretary General Mr. Adnan Haleem was given this task. The biggest obstacle we noticed during this process was the hesitancy by MATI Secretary General who played an active role in finding this federation and MATATO to become founder members of this association and later the withdrawal of these associations from the employers' forum committee due to not appointing another representative to represent their respective associations in this committee. Moreover, we did not get the backing and support by Maldives National Chamber of Commerce and Industry (MNCCI) for this initiative.

After all the documents required for the registration of this proposed federation was complete, Secretary General Mr. Adnan Haleem sent out invitations to the members on 8 May 2014. The Articles of Association of this federation was drafted by SG Mr. Adnan Haleem. This Articles of Association was revised by former Minister, former Attorney General and attorney at law Dr. Ahmed Ali Sawad. On this note, we take this opportunity to thank Dr. Sawad and Mr. Haleem for their valued contribution in drafting this document.

National Federation of Maldivian Employers

After review and approval from the lawyers, all the documents required as per the laws and regulation of the Republic of Maldives to register “National Federation of Maldivian Employers” was submitted to Ministry of Home Affairs on 15 March 2015.

Obstacles faced during registration process

We noticed that Ministry of Home Affairs took a very long period of time to go through the documents submitted. Chairman of the Employers Forum Mr. Mohamed Ali Janah and Secretary General Mr. Adnan Haleem followed up and requested on numerous occasions to hasten this process to various executive members and employees of the Ministry of Home Affairs. As a result, Ministry of Home Affairs wrote to Ministry of Economic Development for their advise on this matter as Ministry of Economic Development was responsible in all labor related undertakings. Subsequently, Ministry of Economic Development wrote to Labor Relations Authority for their advise. Employers Forum had met on various occasions with members of both Ministry of Home Affairs and Ministry of Economic Development to request to hasten this process. During this process the management of Ministry of Home Affairs changed, and with it the job descriptions of many employees in this Ministry. Therefore, the work required to understand the importance of such an organization for the Maldives, and the usefulness of the inclusion of ILO and IOE in the operations by the Maldives as per how neighboring countries have been implementing for over decades took a longer time than expected.

To conclude, this process became complete and Ministry of Home Affairs approved the registration of “National Federation of Maldivian Employers”

Registration of National Federation of Maldivian Employers

National Federation of Maldivian Employers was registered at Ministry of Home Affairs on 30 October 2018. Secretary General Mr. Adnan Haleem received the registration certificate from the Ministry on behalf of the Federation. Upon receiving of the original certificate of registration of the Federation, congratulatory messages were exchanged in the official viber group consisting of the founder members. And upon invitation of

Chairman of Employers Forum Mr. Mohamed Ali Janah, all founder members met at 16:30hrs at Hotel Jen Male' on the same day (30 October 2018) for a celebratory meeting.

During this meeting, it was agreed that the next step to take for this federation would be to create an interim council who would assist in the works needed to carry this federation forward. In addition to this, the founding members were requested to nominate three more members of their associations to include in this federation.

On 8th January 2019, Dr. Abdulla Shiham was appointed as the Honorary Senior Legal Counsel of this Federation.

Logo and Flag of National Federation of Maldivian Employers

The design of the logo and flag for National Federation of Maldivian Employers was outsourced to a local design company and was directly overseen by Interim Council's President. Three separate options for logo and flag for this federation was presented to the council members for their comments and later approved and finalized in a unanimous vote.

Symbol of National Federation of Maldivian Employers

The three persons in the logo represent the three parties: the government, the employers and the employees united and efficiently working together to exchange information for the progression of the industries and to solve any disputes without complications.



Color palette of the logo

PNATONE P 107-7C		PANTONE P 20-5 C	
R0	C95·18%	R251	C0%
G95	M64·64%	G181	M32·9%
B155	Y13·21%	B104	Y67·29%
	K1·27%		K0%

Flag of National Federation of Maldivian Employers

The flag of this federation consists of the Federation's logo in the middle of a white rectangular background



Registration of logo and flag of National Federation of Maldivian Employers was submitted on 8 January 2019. The approval of the registration of logo and flag for National Federation of Maldivian Employers was granted on 11 April 2019 after around 4 months. On behalf of the federation, Secretary General Mr. Adnan Haleem received the registration certificates from the Ministry.

Activities by National Federation of Maldivian Employers

Since the establishment of the initial Employers Forum, many administrative works have been carried out to include and represent all industries of Maldives. With the official registration of this Federation on 30 October 2018, the federation became a legal entity

for the representation of respective industries of the Maldives and discussions were carried forward with all the stakeholders. Notable activities as follows:

Interim Council

An Interim council was established as soon as National Federation of Maldivian Employers was officially registered at the Ministry of Home Affairs. The main objective for this council was to work together to get onboard members representing all industries of Maldives, to support each other to find solutions for any dispute, to act as a united voice to represent employers to the government, to create a support system between industries, exchange opinions between members, to make arrangements for the first general meeting of this federation and to discuss on required legal assistance to operate this federation. The following interim council was agreed upon:

1. Mr. Mohamed Ali Janah – Interim President
2. Mr. Mohamed Waseem Ismail – Member
3. Mr. Ismail Hameed – Member
4. Mr. Mohamed Ali – Member
5. Mr. Ibrahim Amir – Member
6. Mr. Adnan Haleem – Secretary General

It was also agreed to nominate further 3 members from each representative founder member industries for the furtherance of activities by this Federation. We noticed that while some associations did nominate members, few associations failed to nominate names. We would like to note below names nominated by respective founder member associations.

1. Mr. Abdulla Salih – Maldives National Association of Construction Industry (MNACI)
2. Mr. Abdulla Mohamed – Maldives National Association of Construction Industry (MNACI)
3. Ms. Aminath Suzan – Maldives National Association of Construction Industry (MNACI)
4. Mr. Adnan Ali – Maldives Seafood Processing and Exports Association (MSPEA)
5. Mr. Aasif Abdulla – Maldives Seafood Processing and Exports Association (MSPEA)
6. Mr. Yasir Waheed – Maldives Seafood Processing and Exports Association (MSPEA)

The 2 members below has also contributed to the council as proxies on behalf of Mr. Ismail Hameed.

1. Mr. Mohamed Ignaz Ali – National Boating Association of Maldives
2. Mr. Afrah – National Boating Association of Maldives

Timeline of Activities

- ❖ Representing National Federation of Maldivian Employers, Honorary Senior Legal Counsel Dr. Abdulla Shiham and SG Mr. Adnan Haleem participated in the minimum wage discussions carried out by the Ministry of Economic Development.
- ❖ Interim Council President was invited to join the Salary and Wage Advisory Board (SAWAB) implemented by His Excellency President Ibrahim Mohamed Salih on 1 May 2019 as a representative on behalf of the National Federation of Maldivian Employers. However, due to personal reasons, Mr. Mohamed Ali Janah resigned from this board and appointed SG Mr. Adnan Haleem as the representative from this Federation.
- ❖ On 20 May 2019, Geneva based Ms. Mariyam Shahida Mohamed was officially appointed as the representative of this federation for International Labor Organization (ILO), International Organization of Employers (IOE), United Nations offices in Geneva and the European Union. This was a very important step taken by this federation to connect the international platform to the Maldives. Ms. Shahida has contributed invaluable and is still continuing to do an excellent job to highlight our international presence.
- ❖ Official appointment letter was handed over to Ms. Shahida in a small meeting held at The Kitchen. The most important role assigned to Ms. Shahida was to carry out all works related for the registration of our federation as members of IOE.
- ❖ Ms. Shahida represented National Federation of Maldivian Employers as an observer at the annual general council of IOE on 4 June 2019. Further, she officially notified IOE of our interest for their membership during this attendance.

- ❖ Ms. Shahida also represented National Federation of Maldivian Employers as a representative at the Asian Employers Regional Group Meeting held at Geneva, Switzerland on 13 June 2019.
- ❖ Furthermore, Ms. Shahida represented National Federation of Maldivian Employers at the 108th International Labor Conference (ILC) of 2019 held from 10 June 2019 to 21 June 2019 at Geneva, Switzerland. During the course of this conference, Ms. Shahida met with Secretary General of ILO and introduced our federation and discussed about the notable activities carried out by us. In addition to this, she was able to meet with Secretary General of IOE on 20 June 2019 and inform of our avid interest in becoming a member of IOE and the steps to take to become a registered member of IOE. Ms. Shahida has contributed comprehensively to mark Maldives on ILO's map of the world.
- ❖ On 25 June 2019 Secretary General Mr. Adnan Haleem participated in the “Minimum Wage Stakeholders Meeting” organized by ILO in K. Male’, Maldives on behalf of our federation.
- ❖ On 3 July 2019, Ms. Mariyam Shahida Mohamed participated in the “Global Peace Index 2019 – Measuring Peace in a Complex World” Conference held at Geneva, Switzerland, on behalf of our federation.
- ❖ Ms. Mariyam Shahida Mohamed also participated and represented National Federation of Maldivian Employers at the “Implementing the Sustainable Development Goals Conference” held at Geneva, Switzerland from 25 July 2019 to 26 July 2019.
- ❖ Our Federation participated in the Minimum Wage Workshop organized by Ministry of Economic Development and ILO held at Male’, Maldives on 10 July 2019.
- ❖ On 17 September 2019, Interim Council President took the initiative to meet with MATI SG Mr. Ahmed Nazeer to discuss on possible membership opportunities.
- ❖ On 02 November 2019, National Federation of Maldivian Employers gained official membership of IOE and announced on 05 November 2019 to the federation members.

This was a notable achievement by our federation in a short period of time. On this note, we would like to thank, Interim Council President Mr. Mohamed Ali Janah, Representative Ms. Mariyam Shahida Mohamed, Council Members, Secretary General Mr. Adnan Haleem and Secretariat for their continued support and contributions.

- ❖ On 6 November 2019, “100 years to ILO” was celebrated in a collaborated ceremony held at Dharubaaruge, K. Male’, Maldives by NFME and MNACI. ILO Country Director Ms. Simrin Singh graced this ceremony as a Special Guest and gave a speech on the occasion. Interim Council President Mr. Mohamed Ali Janah also gave a speech thanking and congratulating ILO on a century of active participation in ensuring decent work for all. After the speeches, a cake was cut during this ceremony by Chief Guest Minister of National Planning and Infrastructure Honorable Mr. Mohamed Aslam, ILO Country Director Ms. Simrin Singh, President of MNACI and Interim President of NFME Mr. Mohamed Ali Janah as a celebratory gesture.
- ❖ On 7 November 2019, IOE informed us that they will present their board recommendations of our federation at the IOE Genera Assembly on 24 May 2020.
- ❖ On 14 December 2019, Geneva based Ms. Mariyam Shahida Mohamed was officially appointed as the “Permanent Representative” of this federation for International Labor Organization (ILO), International Organization of Employers (IOE), United Nations offices in Geneva and the European Union. This change was brought to strengthen the works done to gain international presence for our federation.
- ❖ On 2 January 2020, at a meeting held at Hotel Jen, Male’, Maldives, our federation met with members of Tourism Employees Association of Maldives (TEAM) to discuss on how we can assist to solve the dispute between TEAM and Ministry of Tourism regarding the service charges of tourism sector employees. Consequently, on 3 January 2020, our federation released a press release urging both parties involved to utilize tripartite dialogue to solve this dispute and stop using social media as a medium to communicate.

- ❖ On 24 January 2020, it was decided to change the “Interim Council” to "Executive Council”. This change was decided after consultation with international experts, as the word “Interim” was not appropriate to represent our federation in some conferences and to avoid administrative challenges arising from this. Therefore, it was also decided by the council that “Interim President” would now be “President” in future communications.
- ❖ Ms. Mariyam Shahida Mohamed represented our federation at the “Global Summit on the Future of Work” organized by IOE and held from 5 February 2020 – 6 February 2020 at Kuala Lumpur, Malaysia.

Interim Council of Federation and Employers Forum Members

A total of 10 meetings (12hours and 30minutes) was held by the Employers Forum prior to registration of our Federation. After registration on 30 October 2018, a total of 11 meetings (17hours) has been held by this federation.

For the refreshments of these meetings and MoU signing ceremony, a total of MVR134,500.00 has been spent. Furthermore, an additional MVR1500.00 was spent on a legal assistance to fill the forms for registration of this federation. These expenses were contributed by Council President Mr. Mohamed Ali Janah.

Secretariat

Secretariat has been managed so far with minimum expenses, minimum paperwork and prints and as environment friendly as possible. The main tasks for the secretariat is to organize and coordinate meetings, and provide administrative support to the federation. Secretary General Mr. Adnan Haleem is in charge of managing the secretariat. However, Council President Mr. Mohamed Ali Janah has been contributing his personal staff to manage the secretarial works of the federation. On this note, we would like to thank Persona Assistant of Mr. Janah, Ms. Aminath Shimna for her contributions in providing administrative support to the federation.

Conclusion

To conclude, we would like to give our heartfelt gratitude to the Employers Forum, later National Federation of Maldivian Employers, President of Council Mr. Mohamed Ali Janah, and Executive Council Members for their continuous support and guidance given to us. It is without a doubt, that the secretariat has been working without fail to ensure a smooth and efficient operation of our federation and on this note, we would like to thank the founder members and Secretary General Mr. Adnan Haleem for his active role in administrative operation of this federation. Furthermore, we would like to give a very special thanks to Ms. Mariyam Shahida Mohamed for her important works in the role as Permanent Representative of this federation for International Labor Organization (ILO), International Organization of Employers (IOE), United Nations offices in Geneva and the European Union.