

CURRICULUM VITAE

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6. **Education:** Doctorate in Business Administration (Reading)

Institution: Date from- Date to	Degree(s) or Diploma(s) obtained:
Asia Metropolitan University, Malaysia	Doctor of Business Administration (Reading), thesis focused on Women in Leadership
Australia Institute of Business	Master's in business administration (2017)
University of East Anglia, UK	Master's in international child Welfare (2006)

7. Language skills:

Language	Reading	Speaking	Writing
English	English	English	English

8. Membership of professional bodies:

- Executive Committee Member of Malaysia Professional Association of Speakers (MAPS)
- Area Director, District 102, Toastmasters International, 2022-2023
- District Administration Manager, District 102, Toastmasters International, 2021-2022
- Pathways Chair, District 102, Toastmasters International, 2020-2021
- Vice President of Education, MIM Toastmasters Club JB, Malaysia, 2020/2021
- District 102 Administration Manager, Toastmasters International, District 102, Malaysia
- Chartered Institute of Personnel and Development Member (CIPD) No: 4816497X
- Asia Disaster Risk Reduction (Ex-Vice Chairperson)
- Maldives Coordinator for South Asia for Global Network of Religions for Children (GNRC)
- Maldivian Network for Empowering Women (Ex-Vice Chairperson)
- Member of NGOs Network of Maldives Human Rights Commission
- Member of Global Network of Civil Society Organizations for Disaster Reduction (GNDR)

9. Professional qualifications:

International Coaching Federation Certified Coach
Certified Women Empowerment Coach
Diploma in Management, Certificate in Journalism
Training of Trainers in Child rights
Training of Trainers in Feminist Law and Practice 2018

10. Current Position: Independent consultant /Trainer/Facilitator/International Speaker

11. Years of work experience: 30

12. **Key qualifications:** Teaching, Group training, Knowledge on disability, child and women rights, gender equality, capacity building of civil society organisations in South Asian countries.
Founded 2 national NGO networks in the Maldives, one to advocate for the rights of women (Maldivian Network for Empowering Women) and the other to provide capacity building, training and empowerment programs to civil society organisations (Maldives NGO Federation).
Co-Founder GEWN (Gender Equality Women's Network) with 6 NGOs in South Asia.

13. Achievements/Recognitions

- Distinguished Toastmaster (The highest educational achievement in Toastmasters International)
- Toastmaster of the year 2021-2022

14. Countries served as a gender consultant:

Sri Lanka
Maldives
India
Thailand
Somaliland
Malaysia
UK

Project Name	Part of the Assessment team on women in power and energy with focus on STEM in South Asia, Afghanistan, Maldives, Bangladesh, Bhutan, India, Sri Lanka and Pakistan
Year	2018 (April to October)
Location	Maldives, South Asia
Client	ADB
Position held	Researcher
Activities	<p>Conducted focus group discussions and individual interviews as required for the research in the Maldives. Provided technical input to the international leading team. Also, provided technical input during the design of the concept development & designing phase of the questionnaire.</p> <p>The researcher paid close attention cover the available statistics on women working in the energy sector and stem sector. This was the first time, such a comprehensive research undertaken, and it was after this that the civil society and government started to formulate more programs to promote engagement of more women in the STEM sector.</p> <p>The Consultant had consultations with the officials at all levels of FENAKA and STELCO and the women in the energy sector. These are the largest two companies that were working in the energy sector employing women. Researcher conducted one to one and group discussions were facilitated to generate information for the research.</p>
Project Name	Provision of rainwater harvesting in vulnerable islands in the Maldives
Year	12 th September 2017 to 15 th October 2017
Location	Maldives (4 Atolls, 20 islands), Haa Alif Atoll, Haa Dhaalu Atoll, Shaviyani Atoll and Noonu Atoll
Client	Ministry of Environment and Energy, Maldives under contract with Shah International Pvt. Ltd
Position held	Team Leader (recruited by Shah International Pvt Ltd as Sociologist)
Activities Performed	Conducted and led environment and social survey in the 20 islands. Trained 3-6 enumerators to conduct random sampling survey which amounted to over 1,060 forms on usage of rainwater. Arranged logistics, liaised with island Councils, Ministry and Shah International Pvt. Ltd (Maldives partner, DTM) and coordinated between the engineers and surveyors to conduct topographical survey and roof measurements for catchment of rainwater.
Project Name	Training Program on Accreditation Framework
Year	Jan – March 2016
Location	Afghanistan
Client	World University Service of Canada (WUSC)
Project Description	Exposure Field Trip and training of Afghanistan officials on Education Accreditation systems in foreign countries.
Position Held	Consultant
Activities Performed	Assisted with logistics and facilitating the training in Maldives.
Project Name	Rainwater harvesting in 20 vulnerable islands in the Maldives
Year	September 2017 to October 2017
Location	4 atolls, Maldives
Client	Shah Technical Consultants Pte Ltd, India
Project/Position Description	Team Leader
Activities Performed	Rainwater Harvesting system, 3 packages in 45 vulnerable Islands of Maldives. As Team Leader of one of the technical team that travelled to 20 islands of this project, organized logistics and other arrangements for the seven technical team members. Conducted a technical social survey on usage of the rainwater usage on more than 1060 households from 20 islands. Travelled to each island of the 20 islands and conducted meetings with the Island Councils, organized to cover larger public consultations, organized human resources to support the technical team. As primary Survey Primary Research Consultant recruited enumerators (more than 3-8 from each island) to conduct the survey and trained them before dispatching in different locations (rapid sampling methodology) with the assistance of the local councils. After the other technical team members identified the water catchment of the public roofs, tank locations and tap point locations, the tapping locations were shared during the public consultations. In public consultations from each

	island, more than 40 people attended on an average. During the public consultations, people were asked to raise issues of the provision of the current public drinking water, recommendations for better safe drinking water and what the public would be best options for the tapping locations.
Project Name	Assessment on women in power and energy sector
Year	April 2018 to August 2018
Location	Maldives
Client	World Bank
Project/Position Description	Gender Consultant
Activities Performed	Conducted an assessment on women in power and energy through desk review and primary data collection
Project name	Inclusive Micro, Small and Medium Enterprise Development Project, (MSME) funded by ADB, Project of Ministry of Economic Development, Maldives, Boduthakurufaanu Magu, Male'
Year	March to December 2016 (intermittent)
Location	Maldives
Client	Ministry of Economic Development
Project/Position Description	As a youth and gender consultant, I conducted training of trainers on gender mainstreaming to the officers in the Business Development Centers
Position Held	Youth and Gender Consultant
Activities Performed	Formulation of Gender Action Plan 2015-2020, Development of gender sensitive training module and tools. Collected case studies on challenges faced by female entrepreneurs in the Maldives
Project Name	GIS Maldives Report on Economic, Social and Cultural Rights Article 11 and the Internet. http://www.giswatch.org/en/country-report/economic-social-and-cultural-rights-escrs/maldives
Activities Performed	Conducted a review of the issues around economic, social and cultural rights in relation to article 11 and the internet.
Year	2016
Location	Male', Maldives
Client	Global Information Society Watch
Project/Position Description	Collected secondary data and collected written data by NGOs
Position Held	Co-Researcher/ National Consultant
Activities Performed	Maldives Gender Score Report (People's SAARC). This involved holding consultations and writing an evaluation report on the NGOs working on gender issues.
Project Name	Desk review and Research Report on Maldives to submit to United Nations Convention on the Rights of Persons with Disabilities funded by UNDP, Maldives
Year	June –Dec 2015
Location	Male', Addu Atoll, Gaafu Dhaalu Thinadhoo and Raa Atoll
Client	Care Society/UNDP
Project/Position Description	To gather secondary and primary data on challenges affecting people with disabilities and identify services available for them.
Position held	Researcher/National Consultant
Activities Performed	Conducted national consultations in four atolls in Maldives to collate secondary/primary data. Conducted desk review and prepared the research report based on analysis. Submission of raw data report to UNDP and Care Society. Part of this assessment involved conducting an evaluation on NGOs working with people with disabilities.
Project Name	Policy-In-Charge of Department of Family and Child Protection Services
Position Held	Deputy Minister
Activities Performed	Assisted with gender architecture, established the social security system for people with disabilities, and assisted writing the first guidelines on people with disabilities under the Disability law 8/2010.
Year	Dec 2010 – Feb 2012

Location	Maldives
Client	Family Protection & Service, Ministry of Health and Family
Project/Position Description	As the head of the Department was responsibility to functioning of the department aligning with national agenda specifically focusing on child and women's rights, disability, elderly people and family protection matters of importance at local and national level.
Position Held	Deputy Minister
Activities Performed	Responsible for advocating & implementing the gender & child protection architecture. Also responsible for improving the lives of women, children and families. Oversee the family and child protection services in Male', capital city as well as the Family and Children Service Centers' in the outer Atolls and supervision of the staff.
Project Name	Strategic Review of Care Society and Development of a Five-Year Strategic Plan
Year	Nov 2012 - Dec 2012
Location	Maldives
Client	Care Society
Project Description	Lead the formulation of the 5-year Strategic Report in consultation with key stakeholders.
Position Held	Consultant
Activities Performed	Developed a Five-year strategic plan of Care Society for 2010 – 2015. Focusing on rights of children, women and people with disabilities in the strategic plans and actions. As head of Care Society, I also was responsible to handle Human Resource related work and training.
Project Name	Development of a Five-Year Strategic Plan 2010 - 2015
Year	Jan 2009 – Dec 2010
Location	Maldives
Client	Maldives NGO Federation (MNG)
Position Held	President (2009-2010) & Consultant (2012)
Project Description	During 2009-2010 filled the position as a President. Assisted in the formulation of NGO Federation 5-year Strategic Plan in 2012 as a consultant.
Activities Performed	As the President, coordinated efforts to advocate bringing policy changes to NGO sector with increasing NGO Federation membership from 10 to 40 NGOs. Assisted to formulate strategic Plan & Action Plan from 2010 - 2015. This project involved the initial exercise of conducting an evaluation on the 45 NGO member NGOs of MNG to understand the needs of the stakeholder, their scope, projects implemented, and identifying their future development plans. Consultation was held one-to-one and focus group discussions with in-depth interviews for case studies.
Project Name	Multi-country Research on Violence Against Women in Thailand, India, Maldives, Sri Lanka and Somali Land
Year	March 2005 – Dec 2008
Location	Maldives, Sri Lanka, India, Thailand
Client	Action Aid International
Project Description	Cross-country reconstruction and rehabilitation program in Sri Lanka, India, Thailand, Somali land, Indonesia, and Maldives implemented by Action Aid.
Position Held	National Representative & Committee Member of International Tsunami Management Team
Activities Performed	Assisted to formulate Strategic Plan & Action Plan. Represented as one of the International Tsunami Management Team (ITMT) member to oversee the cross-country program in decision / policymaking. Provided policy and guidance direction. Conducted cross-country visits and supervision. Most of the travel and monitoring trips involved holding meetings with civil society organizations partners as part of the evaluation of the program.
Project Name	Strategic Policy Plan 2011 – 2015
Year	February-April 2010
Location	Maldives
Client	Maldivian Network on Violence Against Women
Project Description	Development of Strategic Plan & Action Plan
Position Held	Consultant
Activities Performed:	Assisted to formulate Strategic Plan & Action Plan. Provide policy and guidance direction. This exercise involved having consultations with the partners and partner NGO/CBOs/experts working on rights of women.

Project Name	3 Year Strategic Work Plan
Year	Jan 2010
Location	Sri Lanka
Client	South Asia Network on Women's Rights in Disasters (SANWRID)
Project Description	Development of Strategic Plan & Action Plan
Position Held	Consultant
Activities Performed	Assisted to formulate Strategic Plan & Action Plan. Provide policy and guidance direction. During the formulation 16 NGOs participated and an evaluation was conducted.
Project Name	Promote and advocate women's rights in Disasters
Year	Jan 2009 – Dec 2009
Location	Maldives
Client	South Asia Network on Women's Rights in Disasters (SANWRID)
Project Description	As the President of SANWRID, lead the Network for 1 year until resignation to serve a Government political post.
Position Held	Chairperson
Activities Performed	Chaired the Regional meetings in Sri Lanka. Assisted to formulate Strategic Plan and Action Plan from 2010 - 2014
Project Name	Five-Year Strategic Plan 2010 – 2015
Year	June-December 2009
Location	Maldives
Client	Maldivian Network on Violence Against Women
Project Description	Development of Strategic Plan & Action Plan
Position Held	Consultant
Activities Performed	Assisted to formulate Strategic Plan & Action Plan. Provide policy and guidance direction.
Project Name	Five Year Strategic Plan 2010 – 2015
Year	May 2009
Location	Maldives
Client	Maldives NGO Federation (MNF)
Project Description	Development of Strategic Plan & Action Plan
Position Held	Consultant
Activities Performed	Assisted to formulate Strategic Plan & Action Plan. Provide policy and guidance direction.
Project Name	Shadow NGO report on Convention on the Rights of the Child to the Committee on Child Rights
Year	August – Dec 2007
Location	Maldives
Client	Committee on Child Rights
Project Description	NGO Shadow Report to Committee on the Rights on Child Rights. The process involved consultations with key Government authorities, NGOs and conducting field trips in 4 Atolls.
Position Held	Co-Author
Activities Performed	Provided technical assistance to conduct research & develop research questions. Provided assistance to write research document, conducted focus group discussions, individual interviews and assisting to write the final report.
Project Name	Development of a Five-Year Strategic Plan 2010 - 2015
Year	Jan 2009 – Dec 2010
Location	Maldives
Client	Maldives NGO Federation
Project Description	During 2009-2010 filled the position as a President.

	Assisted in the formulation of NGO Federation 5-year Strategic Plan in 2012 as a consultant.
Position Held	President (2009-2010) & Consultant (2012)
Activities Performed	As the President, coordinated efforts to advocate bringing policy changes to NGO sector with increasing NGO Federation membership from 10 to 40 NGOs. Assisted to formulate strategic Plan & Action Plan from 2010 - 2015.
Project Name	Research on Children with Disabilities school going children in Villingili
Year	June 2006
Location	Maldives
Client	UNICEF
Project Description	Research on drop out school children in Villimale' part of capital island.
Position Held	Team Leader
Activities Performed	Provided technical assistance to conduct research, development of research questions, research document format and writing the final report.
<p>Researcher's work engagement with the Government: President's office. Worked as Deputy Minister at Ministry of Gender Ministry</p> <p>1. Intermittent Consultant at Ministry of Economic Development, this project required working with Youth Ministry, Ministry of Finance, Gender Ministry, Telecommunications & Government owned companies other related ministries.</p> <p>Publications:</p> <p>Co-author of Shadow CRC Maldives report submitted to Committee of United Nations Convention on Rights of Children by Care Society and Hama Jamiyaa in 2006.</p> <ul style="list-style-type: none"> • Published several articles in National Print media of Haveeru Agency & Miadhu News. • Booklets on various types of disabilities such as Intellectual, physical, down syndrome and how to take care of children with disabilities. • Editor of Care Newsletter published by Care Society from 2000-2005 • Team Researcher to various reports published by Action Aid International Aid on Maldives. • Desk review and Research Report on Maldives to submit to United Nations Convention on the Rights of Persons with Disabilities funded by UNDP, Maldives • GIS Maldives Report on Economic, Social and Cultural Rights Article 11 and the Internet. • https://www.acccrn.net/blog/there-any-real-engagement-women-planning-resilience-building. • President of International Students Club, Asia Metropolitan University. • Vice President of Public Relations, MIM Toastmasters Club of Johor Bahru, Malaysia. Published blogging posts, content development for publication on website and social media. 	