

15 نوڤمڤر 2010 (12.10.2010)

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اَللّٰهُمَّ صَلِّ وَسَلِّمْ عَلٰى سَيِّدِنَا مُحَمَّدٍ وَعَلٰى اٰلِهِٖ وَسَلِّمْ
وَعَلٰى اَمَّتِهِٖ وَسَلِّمْ وَبَارِكْ وَسَلِّمْ

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عَدَدُ مَحْمُودٍ رُبُّ دُرِّهِ وَرَأْسُ كَرَامَتِهِ

۱. **مقدمه:** این سند به منظور تعیین و تثبیت مرزهای اراضی کشاورزی و باغی بین دو طرف امضاء شده است.

۲. **موضوع:** تعیین مرزهای اراضی کشاورزی و باغی واقع در بخش ...، شهرستان ...، استان ...

۳. **طرفین:** این سند بین آقای ... و خانم ... امضاء شده است.

۴. **محتویات:** این سند شامل نقشه و جدولی است که مشخصات اراضی را به تفصیل بیان می‌کند.

۵. **تأیید:** این سند در تاریخ ... در حضور ... و ... امضاء و مهر گردید.

۶. **تذکره:** این سند به عنوان سند معتبر و نافذ شناخته می‌شود.

۷. **امضاء:**

۸. **مهر:**

۹. **تاریخ:**

۱۰. **محل:**

مَرْبُوعٌ مَوْجِدٌ وَرَبُّكَ رَاقِدٌ

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[illegible][illegible]

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اَللّٰهُمَّ اِنِّىْ اَسْأَلُكَ بِرَحْمَتِكَ الَّتِىْ رَزَقْتَ بِهَا كُلَّ شَيْءٍ حَيًّا وَبِرَحْمَتِكَ الَّتِىْ لَمْ تَجْعَلْ لَهَا دَارًا بَعْدَ الدَّارِ اَنْ تُدْخِلَنِيْ رَوْحَكَ الْوَاسِعَةَ فِيْ رَوْحِهِمْ وَتُدْخِلَنِيْ جَنَّاتِكُمْ الْجَانَّةَ مَعَ اَوْلَادِهِمْ

هَـٰٓؤُلَآءِ أَمْثَلُ زَيْحٍ وَرَآئِرٍ لَّأَوْسَرٍ:

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اَللّٰهُمَّ اِنِّىْ اَسْـَٔلُكَ بِاَنَّكَ اَنْتَ الْغَفُوْرُ الْوَهَّابُ اَنْ تَغْفِرَ لِيْ ذَنْبِيْ
 اَللّٰهُمَّ اِنِّىْ اَسْـَٔلُكَ بِاَنَّكَ اَنْتَ الْغَفُوْرُ الْوَهَّابُ اَنْ تَغْفِرَ لِيْ ذَنْبِيْ

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Ok. I now give the floor to Dr.Jesper, who's here and on behalf of social affairs committee we warmly welcome you to this committee as well. So now you have the floor.

Dr. Jasper :

Thank you chair. I just like to thank you very much for allow me to speak. It's a great honor to be in the Marshals' of Maldives. I am sorry; I am not as well tired as I have to be given the warning that I would re-speaking today. So my apologies, I would normally coming on time. We have been working the, my union the international union of food workers. We have been working with team for number of years now. We are a global trade union. In fact union pretty much covers all of the economic sector of Maldives. Fisheries, Agriculture, tourism, hotels, restaurants. They are the sectors that the I.F.O presents. We have member trade unions in more than 120 countries worldwide. Throughout Asia, throughout Europe, Africa, the Americas. So our experience is from a global experience. And trade union our organization is more than 100 years old. We are not an organization which is brand new; we are not an organization that is just European or Americans or Australians. We are global. In working with team we have been trying to show them the kinds of things and conditions which exist in other countries. The kind of standard that operate under the law. And within the industry that they represent within tourism industry and under the laws, countries around the world. Not just countries like America. But countries like India, Pakistan countries in the region, countries from Asia. So I think it is important the employment Act was a great step forward for Maldives. And it gave people some clear rights. And these amendments that the team has submitted that has being discussed now are not amendments that are drawn from the sky. They are amendments that are part, and parcel of laws in other countries. And they are reflection of basic rights. I think one of the conditions that very important is a principal of 8 hours work, 8 hours rest, 8 hours sleep. This idea that a day. And if we have to work more than that, they should be compensation. And if people have to work on holidays. They should be proper compensation. Of course work must continue. But there should be a proper reflection on their compensation. And I think from what I understood in translation the discussion at the beginning of this meeting is really about that right. That right that if workers if people have to work beyond 8 hours in a day. There should be compensation. That they have to be allowed to actually live their life. You know we don't only live to work. We have to have our lives. And that is something I think that exists everywhere. It is not something unique. So this is an important issue. I think for the employment act to be very clear that the standard is 8 hours in a day. That is something important. When that standard is lost there should be proper compensation. The resort industry it seems to me is little bit like the industry for workers who work in the oil industry. In the off shore rigs, you know. Because you are asking workers to leave their home. You are asking workers to leave their environment and they have to performed duties that they would

not normally perform and during the normal community. They remove from their community. So they need extra protection. We give workers in oil rigs and things like that off shore workers. They are given extra protections. Things like extra time off. One of the things that we have seen consistently across working industries when people work. If they have to work more than 8 hours a day workers who doing 10, 11, 12 hours a day. And they are doing this for years on end. Their health and safety is very bad. It has very negative effects on people's health. And that is a social impact on a society. People have stress things like heart disease from over work. And this contributes very negative legatine to the society. So it is not just that you want to say protect the workers' rights. Or workers give proper compensations to workers. And that is also when workers work all the time, when they don't have proper leaving proper holidays there's a negative impact on society. They loose time with their families. They loose time developing their own community. And there is a negative health effect from over work and stress. And that has clear health implications. There are many studies that look at the impact of over work. And we can provide them to TEAM. And they can share them with you. But I think that the concern here is not just a concern about the actual individual worker having extra wage or extra holiday. But this is also a social concern. What happens when you take people away from their family and their communities and they are separated? I think that it is important to think about. Because a lot of other countries trade unions, governments, employers are concern about what we called a work life balance. Does life come for work or its work allow us to live our lives? What is the balance? And what kind of balance. And I think that's what these amendments are about. It's about securing a proper work life balance. So *shukriyya*, thank you very much for your time.

Chairperson:

Thank you doctor Jasper.

Ahmed Nihan Hussain Manik, MP of Vilimaafannu constitutional area:

Start with the answering what Jasper had said. And bit of what I understood from yours. And as well to start up with, I think the social service government here at this moment currently going through with those amendments which is submitted by honorable member Ahmed as well as the existing at here of by which is of course 2/2008. Which means a relative reason developing for the Maldivian? The whole communities itself. I mean the tourism has been here since 1973. And of course we are here with a very much free constitution on 2008. We are by given a lot of lot of lot of rights, rather than any other concision never exists in Maldives. So hereby at this time, we do have to

consider really about I mean thinking about the whole implication as far as you have mention. Not only health of course socially a lot. Because I was one's a resort worker. And I know the implication very well. And most of these members have good greater understanding in this. But our point of meeting with honorable member and as well as TEAM for today, particularly about finding why these amendments are. Because there are very close terminologies on both. As well as in the act and as well as from the amendments. The terminology the translation on which we get contemporary words for this, like for an example when we say quarter of 100 is 24 and 24% 100 is 24. Vice versa. I mean there are quite contemporary votes which do come exist in these amendments what we find today, we ask directly from TEAM asking about specific one article no 32 section (*noon*) the differentiation. That is what we want and finally at the end of the time line we found out from all of you that the translation in the end of this phrase like there are no obstacle, the both translation in the similar manner but somehow referring to the chair as well and our concern in that we have to find a way to implement these things. I think most important fact is to find the implementation order in this. As per honorable members explanation while ago. Even though there are still cases spending in the, ya, civil court and as well as higher courts. None even the government or the political arena doesn't allow the general employees to participate and contribute their ideas into these things. Will have to now find these things. I know the 2/2008 hasn't been really coordinate with the general public of Maldives, workers itself. Since we do not have a trade union, since we do not have such an affiliation at the time. Now it is there. And let's finds and I hope this committee of this committee social service committee will do consider the points what you have highlighted here and obviously all these amendments. We are not simply eradicating these things. And simply that there is amendment on that and we are crossing it now. In fact we are counting navigating between both the original act and the amendment we are trying to find the best solution for these things. For the time being and of course it is in the infancy. I would like to highlight these notes, repeatedly that we are in the infancy in the field of our employment act and as well as the political freedom and the right of freedom in Maldives. And will try our level. I am sure that we can get a good result out of these things. I give you assurance that I will do my level best to bring the comprehensive and the freezable amendments on both sides. And here by we got the clarification today. I get that our chair have understood even we spoke in the same manner yesterday. Trying to find why these amendments are there, which is quite similar at this moment, And let us find a good solution for these. Thank you very much.

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مَرْثِيٍّ مَرْثِيٍّ وَرَأْفَتِ رَأْفَتِ:

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Once again I put on record our thanks to Dr.Jesper, thank you very much

اَللّٰهُمَّ اِنِّىْ اَسْـَٔلُكَ بِاَنَّكَ اَنْتَ الْغَفُوْرُ الْوَهَّابُ