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2. سَوْرَتِ سُوْر سُورَتِ قُرْآنِ

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3. دَیْرُکَسَرِ دُسُرُنْ دُسُرْمَا دُسُرْمُو

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4. وَجَعُ قُرْأَنِهِ سُبْحَانَ مَلِكٍ مُّجِيدٍ وَأَمْرُهُ أَتَى بِلَهٍّ عَزِيزٍ

(۱) دعوہ بحسبہ

[illegible]

۞ وَفِي الْجِبَالِ جُدَدٌ خضَرٌ مُتَّبِعٌ ۖ وَآخَرُهَا سُوْدٌ مُتَّبِعٌ ۚ ذَٰلِكَ فِي الْغَايَةِ
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(۴) $\frac{1}{2} \frac{d}{dt} \left(\frac{1}{2} \frac{d^2 x}{dt^2} \right) = \frac{1}{2} \frac{d^3 x}{dt^3}$

[illegible][illegible][illegible][illegible]

(ر) نِسْمَ قَوْلِي هَيْدِي دِسْوَ سِرْ سِرْ

[illegible]

6. رَجْعُ بَرٍّ، رِسْرَسُو رِيسْرَسُو، رَصِرْ قُرْعَ لَقْرَسَاو

(۱) مَکْرُورِی اَرَم دَسْمَن: دَسْمَن کَرْسُو سِر کرور نَجَز اَرَم (سُرور اَرَم کَسو قَرور قَرِسو رَسر) دَوَرِمج قَر

سَرَدَی اَر مَحْرَجِی هَسَنَدَی دَرُو زَرُو اَر اَر سَرَج سَرُو. رَسَدِ دَسَر دَرُو دَسَر اَر دَسَر دَرُو دَسَر دَرُو
سَر دَسَر دَرُو سَرُو.

[illegible]

(س) خُذْ لَوْ كُنَّا نَعْلَمُ مَا فِي قُبُورِ الْمَيِّتِينَ أَفْئِدَتُهُمْ بِمَا عَمِلُوا أَمْ لَمْ يَلْبِسْ لَهُمُ اللَّهُ غِلَظًا مِنْ حَبِّ خَبَرٍ ۚ وَمَنْ يَنْصُرْ بِطَعْنِهِ مَنْ يَلْتَمِسْ عَلَيْهِ دَمَ بَلَدٍ ۚ وَاللَّهُ يَفْعَلُ مَا يُنَاصِرُ

[illegible][illegible][illegible]

7. $\frac{d}{dt} \left(\frac{1}{r^2} \right) = -\frac{2}{r^3} \frac{dr}{dt}$

[illegible]

(۱) $\frac{1}{x^2} = x^{-2}$ $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$ $\frac{d}{dx} \frac{1}{x^2} = -\frac{2}{x^3}$

(ر) سَمْعُوْهُمۡ لَمۡ يَسْمَعُوْا وَاَعۡيُنُهُمۡ لَمۡ يَبۡصُرُوْا وَاَنۡفُسُهُمۡ سَوَّيٰتٌۢ بۡرَآءٌۭ لِّمَآۤ اُنۡزِلَ فِيۤهِنَّ مِنَ الرُّسُلِۚ اُولٰٓئِكَ يَاسُوْۤا عَذَابًاۭ لِّۤىۤسَٔوْاۤ اَنۡ يَّخۡشٰوْاۤ اِلٰهَآءَهُمۡ يَومَ تَحۡشُرُوْنَۙ

(س) جی جی جیسو سراسر: دو درج ذی جی جیسو سراسر، اسکا دیکڑا برائے ذی جیسو سراسر اور جیسو سراسر کو قتر مرانا ہو

میرا سر سو سراسر:

(ج) زُيِّنَ لِي رُحْمَاكَ يُرِي لِي أَنِّي رِجُلٌ كَرِيمٌ
 رَدَّ رَأْسَهُ فَوَجَدَ الْإِسْمَ الْكَبِيرَ

(۵) $\frac{1}{x^2} = x^{-2}$ $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$ $\frac{d}{dx} \frac{1}{x^2} = -\frac{2}{x^3}$



POLICY ON EXPATRIATE STAFF WELFARE

Policy Number:	MNU/UC/2026/7
Version:	1.0
Approved on:	5th October 2026
Effective from:	5th October 2026
Approved by:	University Council

1. Introduction and Purpose

The Maldives National University (MNU) recognizes the vital contribution of its international faculty and staff to the academic and research excellence of the Maldives. This policy ensures that all expatriate employees are provided with a safe, dignified, and legally compliant working and living environment.

The primary objectives are:

- To ensure full compliance with the Employment Act (2/2008), the Regulation on the Employment of Expatriates (2023/R-111), the Anti Human Trafficking Act (12/2013), relevant immigration requirements, and applicable occupational safety and health obligations.
- To protect international staff from exploitation, debt bondage, and document withholding.
- To provide a structured framework for the recruitment, housing, and repatriation of non-Maldivian nationals.
- To promote an inclusive and supportive working environment that respects cultural diversity, equality, wellbeing, and professional dignity.

2. Scope

This policy applies to all non-Maldivian nationals employed by MNU, including permanent academic faculty, technical experts, administrative consultants, and visiting professors.

Relevant provisions of this policy may also apply to expatriate personnel engaged through outsourced or third-party arrangements where MNU provides accommodation, supervision, or workplace access.

3. Key Definitions and Guidelines

- a) **Expat Online System:** The mandatory governmental platform for managing work permits, quotas, and expatriate records.
- b) **Work Permit Deposit:** The security sum required by the State, which remains the financial responsibility of MNU as the employer.
- c) **Dignified Accommodation:** Housing that meets or exceeds the sanitation, privacy, and safety standards set out in Schedule 6 of Reg. 2021/R-115.
- d) **Forced Labour:** Any work or service exacted through coercion, threats, deception, withholding of documents, debt bondage, abuse of vulnerability, restriction of movement, or other unlawful means.

4. Recruitment and Ethical Documentation

a) Financial Responsibility

In accordance with Regulation 2023/R-111, MNU shall bear all mandatory recruitment costs, including Quota fees, Work Permit fees, and the Work Permit Deposit. No expatriate employee shall be required to reimburse the University for these costs or pay any fee to secure their position.

MNU shall take reasonable steps to ensure that recruitment agencies, intermediaries, and third-party representatives engaged on behalf of the University also comply with ethical recruitment standards and applicable laws.

Where MNU becomes aware that unlawful recruitment fees or exploitative practices have occurred in connection with recruitment to MNU, the matter shall be reviewed and may be referred to the relevant authorities where appropriate.

b) Contractual Transparency

Every expatriate staff member shall receive a written contract prior to arrival in the Maldives. The contract must be in a language the employee understands and clearly states the salary, benefits, and job description to prevent "contract substitution."

Employees shall be provided with reasonable access to University policies, grievance procedures, and relevant employment related information upon appointment or orientation.

5. Identity Documents and Freedom of Movement

a) Prohibition of Passport Retention

Under the Anti-Human Trafficking Act (12/2013), MNU and its officers are strictly prohibited from withholding the original passport or identity documents of any expatriate staff member. MNU may only hold a passport temporarily for the duration of a specific administrative process (e.g., visa stamping) and must return it immediately upon completion. Employees shall, where reasonably possible, receive written acknowledgement when original documents are temporarily submitted for administrative processing.

b) Personal Freedom

Expatriate staff enjoy full freedom of movement during non-working hours. MNU does not impose curfews or travel restrictions, subject only to the national laws of the Republic of Maldives. Employees shall not be subjected to intimidation, threats of deportation, cancellation of permits in retaliation, or coercive pressure relating to lawful exercise of their rights.

6. Remuneration, Insurance, Health and Wellbeing

- a) **Banking and Payments:** Salaries must be paid in Maldivian Rufiyaa (or the agreed currency) into a local bank account opened in the employee's name no later than the last day of the relevant month.
- b) **Mandatory Medical Insurance:** MNU shall provide and fund medical insurance for all expatriate employees as required by law.
- c) **Medical Check-ups:** MNU shall facilitate and cover the costs of the mandatory medical examinations required for the issuance and renewal of Work Permits.
- d) **Occupational Health and Safety:** Expatriate staff shall be entitled to the same workplace safety protections, training, and reporting mechanisms available to local staff.
- e) **Mental Health and Wellbeing:** MNU shall endeavour to provide expatriate staff with access to appropriate staff support services, wellbeing support, or referral mechanisms where reasonably available.
- a) **Emergency Assistance:** MNU shall establish reasonable procedures for responding to medical emergencies, accidents, serious incidents, or crises involving expatriate employees.

7. Housing and Accommodation Standards

Where MNU provides physical accommodation, it must meet the following criteria:

- a) **Living Conditions:** Adequate ventilation, lighting, and constant access to clean drinking water.
- b) **Sanitation:** Access to hygienic toilet and bathing facilities.
- c) **Privacy:** Secure living quarters that respect the individual's right to privacy and rest.
- d) **Housing Allowance:** If MNU does not provide physical housing, a housing allowance shall be paid as per the employment contract to enable the staff member to secure adequate independent housing.
- e) Accommodation provided by MNU may be subject to reasonable inspection for safety, maintenance, sanitation, and compliance purposes, with reasonable respect for privacy and dignity.

8. Leave and Repatriation Rights

a) Leave and Public Holidays

Expatriate staff are entitled to the same statutory leave as local staff. Expatriate staff shall not be required to work on public holidays unless otherwise agreed in the contract, in which case overtime pay or an alternative holiday must be provided. Annual leave, sick leave, emergency leave, and other statutory entitlements shall be administered without discrimination based on nationality.

b) Repatriation

Upon the legal completion of an employment contract, MNU is responsible for the cost of a return air ticket to the employee's Point of Hire. The University may be exempt from this cost if the employee is dismissed for "Serious Misconduct" (Section 25 of the Employment Act) or terminates the contract prematurely without cause.

Where repatriation obligations arise, MNU shall endeavour to ensure that arrangements are conducted in a reasonable, humane, safe, and timely manner.

9. Grievance, Support, and Consular Access

- a) **Cultural Orientation:** HR shall establish an "Orientation" program covering local laws, cultural norms, and University policies.
- b) **Non-Retaliation:** Expatriate staff may file grievances or approach the Employment Tribunal without fear of their work permit being cancelled in retaliation.
- c) **Consular Access:** MNU shall never prevent or obstruct an employee from contacting their respective Embassy or High Commission.
- d) **Confidentiality:** Grievances and welfare concerns shall, to the extent reasonably possible, be handled confidentially and with procedural fairness.
- e) **Support During Emergencies:** In situations involving serious illness, death, detention, abuse, trafficking concerns, or major emergencies, MNU shall endeavour to provide reasonable institutional support and coordination with relevant authorities and diplomatic missions where appropriate.

10. Equality, Inclusion, and Respect

Expatriate staff shall be treated with dignity, professionalism, and respect and shall not be subjected to discrimination, harassment, bullying, or exclusion based on nationality, ethnicity, religion, language, gender, or cultural background.

The University shall endeavour to promote inclusion, intercultural understanding, and equal professional opportunity for expatriate employees within the institutional environment.

11. Related Policies

This policy is reinforced by and should be read alongside:

- Prohibition of Forced Labor Policy
- Equivalent Rights for Third-Party Workers Policy
- Workplace Anti-Discrimination Policy