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## **PRESS RELEASE**

### **BML to introduce flexible working options for staff**

#### **- CEO says employers can do more to support working women**

Bank of Maldives, one of the largest employers in the country, has said it plans to introduce a range of family-friendly human resources policies which will particularly seek to support working women.

Speaking at a CMDA Seminar today on ‘Women on Boards’, BML CEO Andrew Healy said “We want to make flexibility and work-life balance an integral part of our culture and how we operate. Best practise employers have flexible working hours, provide child care facilities and give career breaks with re-entry programs for parents – and these proactive steps increase dramatically the number of women who are willing to work even after parenthood, because their family commitments are accommodated and supported”.

Healy elaborated “I’m quite satisfied there are no barriers which currently limit the prospects for female employees holding senior positions in our Bank – this is perhaps evidenced by the fact that 4 of the Bank’s executive team are women. But at the same time we can be more proactive and supportive in facilitating the reconciliation of working life and family life for both women and men. We expect to soon introduce flexible working hours including part-time work and we may even support working from home in certain circumstances.”

At today’s conference, the BML CEO expressed the view that organisations who fail to provide the right opportunities for women are not only discriminating but are damaging their own performance. “Women represent around half the population and therefore half of the potential talent base. It is obvious then that the success of the country depends greatly on the way it utilizes its female population. Maldives has a great platform of equally well-educated women and men. Getting more women into the workforce and into senior roles can only benefit this country”.

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