**Contribution to the Call for Inputs on contemporary forms of slavery as affecting currently and formerly incarcerated people**

1. **Exploitation of currently incarcerated people**
2. ***Please provide the details of labour programme(s) implemented in your country for incarcerated individuals, including;***
3. ***Legislative/ regulatory frameworks***

Pursuant to Section 113 and 114 of the Act Number 14/2013 (Prisons and Parole Act, incarcerated individuals are afforded employment opportunities throughout their period of incarceration. These opportunities are allocated based on individual capabilities encompassing mental and physical health, good conduct and a willingness to work.

Section 12 of the Regulation Number 79/2020 (Regulation on Basic Services and Incentives to be provided to individuals in detention) provides the rules pertaining to work for incarcerated individuals. As such, in addition to the above-mentioned rules the section provides that individuals should be afforded minimum one day of rest per week, and that the work should not be overly laborious or intended to cause harm or injury to the individuals. It also provides that individuals should be remunerated for their work. Maldives Correctional Service (MCS) provides all equipment necessary for the work and measures are implemented to ensure the safety of individuals.

1. ***Types of work performed (choices available, appropriateness in terms of age, gender, religion, indigenous status, disability and other relevant factors, types of work available depending on the length of the sentences, and differences (s), if any, between public and privately contracted correctional facilities)***

Within the incarcerated community, opportunities for employment encompass a spectrum of skilled, semi-skilled, and labour-intensive roles. These include welding, maintenance, construction, gardening, food service, housekeeping, woodworking, handicrafts, laundry services, and barber services.

Vacancies are announced periodically, allowing interested inmates access to pertinent information and assistance with the application process. Selection criteria are based on individual capabilities and capacity. It is important to underscore that seeking employment is entirely voluntary, with inmates retaining the right to withdraw their application or request termination without incurring any adverse consequences.

1. ***Working environment/conditions, including wages, working hours, and provisions for health & safety***

As per Section 12 of the above-mentioned Regulation, the Director of Prison issues a prison order that defines the tasks of the available job categories, determine working hours, remunerations, and promotions. Furthermore, it is ensured these adhere to all laws, regulations and principles of Mandela Rules to ensure the protection of human rights.

1. ***Alternatives to labour programme(s)***

In accordance with Section 113 subsection (b) of Prisons and Parole Act, individuals in incarceration are encouraged to undertake some work during their period of detention, considering the physical and mental health of the individual as determined by the medical officer. Both participation in employment and rehabilitation programmes are voluntary. Therefore, if an individual chooses to forgo the employment opportunity, they can then submit a request to partake in rehabilitation programmes, or in skills development training programs available.

1. ***Performance of labour before criminal conviction (e.g. during pre-trial detention)***

Currently employment opportunities during the period of detention are exercised only for individuals serving a prison sentence. Section 113 of the Prisons and Parole Act refers to individuals serving a prison sentence being afforded the opportunity to work during detention.

1. ***The nature and extent of the involvement of private businesses/employers, including working conditions and arrangements for supervision by public authorities.***

Opportunities for such collaborations are limited due to the risk factors, and limitations in infrastructure. However, there have been some instances where parolees have been afforded job opportunities in State Owned Enterprises. Further work is ongoing to obtain more opportunities for people who are being sentenced for community service.

1. ***Is there evidence of labour practices which may amount to exploitation (e.g. excessive working hours, extremely low/no wages, unhealthy/dangerous working environment, discriminatory treatments against certain groups of individuals, and lack of access to medical facilities) ? If so, please provide details.***

The Human Rights Commission of the Maldives (HRCM) has observed that several incarcerated individuals have raised concerns regarding low remuneration or wages for the work done. Further, HRCM observes that foreign detainees perceive a preference for local detainees in terms of prospects for employment although there is no evident discrimination in allocation of employment. Additionally, HRCM notes that few inmates have reported instances where their wages are deducted on days when they are escorted outside prison premises for Court appearances or medical appointments. HRCM as the NPM of Maldives, notes similar observations on the visits conducted to detention facilities.

Furthermore, the NPM observed that the allowance wage structure within the primary prison facility comprises eight levels, with limited availability of positions at higher tiers. The incremental increase in wage, amounting to MVR1.00 (One Rufiyaa) year, was also noted.

1. ***What arrangements exist with regard to educational and vocational support for incarcerated individuals in your country? Are they adequately tailored to meet individual needs and to promote their successful economic and social reintegration? Are there examples of good practice, including collaboration with non-State actors like civil society and businesses, employers’ organisations and trade unions in this regard?***

MCS conducts Rehabilitation Programs for incarcerated individuals through a rehabilitation framework. The main objectives of this program are to rehabilitate and reform convicts, educate and develop skills that will enable them to seek an income once they are reintegrated into the community. Some of the programs are conducted by MCS in collaboration with educational institutions and NGOs.

1. ***Is there evidence of sexual exploitation among incarcerated individuals? If so, please provide details.***

While no cases of sexual exploitation have been reported, NPM has noted that it has received complaints of sexual harassment among prisoners during inspections of the main Prison in 2018, which were brought to the attention of prison staff.

1. ***Are victims of labour and sexual exploitation able to seek justice and remedies? Please provide details, including legislative frameworks and complaint mechanisms.***

Complaint mechanisms exist within prison facilities, and the incarcerated individuals have the opportunity to submit complaints to Inspector of Correctional Service and HRCM.

Inspector of Correctional Service is an appointment mandated by law to ensure that the prison facilities and services are in compliance with the human rights standards. HRCM is a constitutional body established to act as a watchdog institution for all human rights violations within state institutions.

1. ***What are the main challenges in eliminating labour and sexual exploitation among incarcerated individuals, and what recommendations would you make to address them effectively?***

HRCM observes that lower wages continue to be a challenge in eliminating exploitation.

1. **Exploitation of formerly incarcerated people**
2. ***Is there evidence of formally incarcerated individuals experiencing labour or sexual exploitation in your country? If so, please provide details with regard to:***
3. ***Profiles of victims (age, gender identity/sexual orientation, race, ethnicity, indigenous, migration, socio-economic and other status)***

There is no recorded evidence of this.

**b*. Employment sectors where they experience exploitation.***

While there are no records of them experiencing exploitation, it has been observed that previously incarcerated individuals often faces difficulties in securing employment.

1. ***Does your government provide tailored support to formerly incarcerated individuals which effectively meets their needs? Please provide details particularly in relation to access to temporary/long term accommodation, education/training, decent work, finance and pension, and other essential services.***

Among previously incarcerated individuals, assistance to secure employment is provided for parolees during their parole period. However, after their parole duration is completed, lack of resources severely limits the possibility of continuing such assistance. In order to ensure that employers are incentivised to hire them, MCS proactively provides documentation pertaining to the trainings undertaken during the time spent in detention, and provide them with feedback about their rehabilitation and conduct in prison.

1. ***What is the role of other stakeholders, including educational institutions, jobs/training centres, housing providers, businesses/employers’ organisations, financial institutions, trade unions and civil society organisations, in providing support to formally incarcerated individuals? Does your government actively coordinate or cooperate with them?***

Other stakeholders do actively engage with incarcerated individuals throughout the rehabilitation process, including training centers, NGOs and CSOs. Furthermore, MCS collaborates with these entities, as well as with the Ministry of Homeland Security and Technology, to ensure the implementation of programs in alignment with government policies. The programs conducted by MCS focuses on various aspects of areas, including education, skills development, psychosocial support, vocational training, and religious initiatives, all aimed at facilitating the successful reintegration of prisoners into society. For instance, MCS coordinates closely with Ministry of Islamic Affairs, Ministry of Education, Maldives National University, Maldives Polytechnic to effectively deliver these programs to incarcerated individuals.

1. ***What are ongoing challenges in promoting successful economic and social reintegration formally incarcerated individuals in your country, which may include discrimination (including intersecting forms based on age, gender identity/sexual orientation, race, ethnicity, indigenous, migration, socio-economic and other status), corruption, lack of opportunities and support?***

Some of the challenges to successful reintegration of formerly incarcerated individuals are:

* Stigmatization of incarcerated persons by the community, family, friends and often times by employers;
* Lack of tailored opportunities for education and employment despite efforts from government agencies;
* The absence of a formal system to support them financially during reintegration process;
* Limited resources and policies to support and monitor individuals during reintegration process.

And within detention facilities, the following challenges persist to successfully rehabilitating individuals :

* Absence of a prison infrastructure conducive to conducting rehabilitation programs; Lack of technical human resource:
* Lack of proper mechanism to evaluate the effectiveness and success of programs.

1. ***What recommendations would you make to overcome the existing obstacles and prevent formally incarcerated individuals from being subjected to labour and sexual exploitation?***

* Allocating sufficient funding to ensure fair wages for incarcerated individuals engaged in various prison jobs, as well as enhancing employment opportunities to facilitate regular employment for a many people.
* To ensure the implementation of awareness programs aimed at educating both staff and inmates regarding pertinent issues such as sexual abuse.
* Implementing a comprehensive support system for individuals formerly incarcerated, facilitating their access to temporary or long-term accommodations, educational and vocational training opportunities, and other essential services.