



BAR COUNCIL OF THE MALDIVES

MISSION

The Bar Council of the Maldives regulates the legal profession, fosters high standards of professional and ethical conduct for lawyers, enables its members to better serve their clients and the public, and increases access to justice in the Maldives.

2022-2023 VISION

The Bar Council of the Maldives is a trusted and independent organization that has created a solid structural foundation, and is steadily evolving and strengthening its core functions that serve lawyers and the public.

ORGANISATIONAL VALUES

Integrity & Independence

We strive to earn and maintain your trust through a commitment to truth, transparency, and accountability for what we say and do as individuals, as professionals, and as an organization.

Member Driven

We will work to ensure general members are invested and engaged in the work of the BCM.

Innovation

We will continually explore and advance new ways to efficiently carry our mission, always seeking to make the BCM as accessible as possible to members and the public.

Inclusion

We recognize we are more effective when we bring different perspectives, experiences and backgrounds to our collective activities and decision making.

Responsiveness

We will seek out and listen to the needs of members and the public and be flexible as we adjust to the changing environment.

2022 STRATEGIC ACTIONS & ANNUAL WORK PLAN

STRATEGIES	NSAP		Activities	Timeline for the Activity			
	SAP STRATEGY	KEY ACTIONS		Q1	Q2	Q3	Q4
GOAL 1: THE BAR COUNCIL OF THE MALDIVES EFFICIENTLY AND EFFECTIVELY REGULATES THE LEGAL PROFESSION							
		Issue practicing license, permits for lawyers and register legal services	(a) Process applications, issue permits, and maintain registry of lawyers with higher rights of audience at the High Court	x	x	x	x
			(b) Process applications, issue permits, and maintain registry of lawyers with higher rights of audience at the Supreme Court	x	x	x	x
			(c) Process applications, issue permits, register and maintain registry of Public Notaries	x	x	x	x
			(d) Process applications, register and maintain registry of law firms	x	x	x	x
			(e) Process applications, register and maintain registry of legal practices	x	x	x	x
			(f) Process new applications for practicing license, register and maintain registry of practicing lawyers		x	x	
			(g) Conduct bar admission ceremony			x	
		Formulate procedures for issuance, renewal	(a) Prepare Initial Draft Regulation on Lawyer Relicensing				
			(b) Conduct 2nd review of regulation on law firm and legal practices		x		

(1) Establish and Implement Licensing & Registration Standards	and review of licensing for lawyers and legal practices including a uniform written bar examination	(c) Conduct 2nd review of regulation on public notaries		x		
		(d) Conduct 3rd review of licensing regulation		x		
		(e) Conduct 1st review of the Statutory Subcommittee regulation			x	
	Develop Bar Exam that evaluates law graduates' preparedness to practice	(a) Work with local SMEs and item writers to develop and test bar exam questions	x			
		(b) Work with international experts to develop BCM staff capacity to implement the bar exam	x	x		
		(c) Provide international best practice training to BCM staff on the administration of the Bar Exam	x			
		(d) Conduct Bar Exam Feasibility Study	x			
		(e) Formulate Guidelines for Bar Exam Administration		x		
		(f) Develop bar exam paper and marking criteria		x		
		(g) Conduct bar exam		x		
	(a) Review the 1-Yr Licensing Training Guidelines		x			

		Build the capacity and efficiency of the 1 year licensing training program	(b) Conduct quarterly meetings with the supervisors and trainees to enhance program effectiveness	x	x	x	x
			(c) Conduct awareness sessions on the 1-Yr Licensing Training Guidelines for law graduates and students		x		x
(2) Establish and Implement Ethical and Professional Standards	Strategy 5.1: Regulate the legal profession through Bar Council[M179]	Action 5.1c: Formulate and implement ethical and professional standards of conduct for legal practitioners in Maldives including procedures to implement disciplinary sanctions	(a) Conduct 2nd review of rules governing disciplinary proceedings against lawyers		x		
			(b) Conduct process monitoring exercise on disciplinary complaints received at the BCM, and submit report to Executive Committee (Internal Performance Review)	x	x	x	x
			(c) Review performance of individual Ethics Panels, and submit report to Executive Committee	x	x	x	x
		Action 5.1d: Establish an accessible complaints mechanism with regards to lawyers and legal practices	(a) Process complaints received at the Bar Council and assign accepted cases to the ethics panels	x	x	x	x
			(b) Implement Exco decisions on violations of ethical and professional standards	x	x	x	x
			(c) Organise consultation meetings with interested parties to identify challenges and develop strategies to address issues related to the current complaint's mechanism		x	x	
			(a) Draft CPD regulations and subsequently support the development and administration of a CPD system		x	x	
			(b) Conduct desk review of professional development needs for legal professionals		x	x	

(3) Enhance professional competence of legal professionals	Strategy 5.2: Strengthen and improve quality of legal education and improve the capacity of legal professionals	Action 5.2a: Formulate and conduct continuous professional development programs for legal professionals	(c) Establish ToR and hire consultants		x	x	
			(d) Develop CPD programs		x	x	
			(e) Training in core legal subjects and practice skills as well as modules focused on representation of vulnerable groups		x	x	
			(f) Design, establish and implement specialized training curriculum for legal practitioners on technical areas - Conduct CPD program on Advocacy skills.		x	x	
			(g) Design, establish and implement specialized training curriculum for legal practitioners on technical areas - Conduct CPD program on legal writing, research and analysis		x	x	
			(h) Design, establish and implement specialised training curriculum for legal practitioners on technical areas - Conduct CPD program on conducting due diligence		x	x	
			(i) Conduct CPD program - ethics and disciplinary training for lawyers	x	x	x	x
		Formulate and implement legal education standards	(a) Conduct workshop to validate Draft Legal Education Rules (Establish standards for curricula, program and institution approval, accreditation and monitoring, law teaching and all related functions of legal education)	x			
			(b) Adopt Legal Education Rules		x		
			(a) Process and approve revised and new law school curricula for Law Degree programs at first degree level	x	x	x	x

(4) Enhance and Maintain Standards in Legal Education	Strategy 5.2: Strengthen and improve quality of legal education and improve the capacity of legal professionals	Action 5.2b: Review and amend curricula in all Maldivian Law Schools	(b) Adopt and implement new curricula standards for ALL OTHER law programs except the law degree program at first level	x	x		
			(c) Oversight of compliance - Communicate with law schools and ensure amendment of law school curricula to align with minimum standards		x	x	x
		Formulate and implement clinical and legal education support initiatives for law students	(a) Support clinical initiatives and programs at law schools	x	x	x	x
			(b) Organize and facilitate national mooting competition		x	x	x
			(c) Organize and facilitate workshops public lecture series on various topics for law students	x	x	x	x
			(d) Facilitate and support short term internships for law students	x	x	x	x
		Action 5.2c: Strengthen recruitment process of law teachers in all Maldivian Law Schools	(a) Conduct stakeholder consultations with law schools to identify ways to strengthen the recruitment process of law teachers		x		
			(b) create minimum standards / baseline criteria for law teacher recruitment in all Maldivian law schools (covered within the Legal Education Regulation)		x		
			(c) communicate minimum standards / baseline criteria for law teacher recruitment in all Maldivian law schools (covered within the Legal Education Regulation), with all law schools		x		
		Action 5.2d: Review and implement Teacher	(a) Conduct stakeholder consultations with law schools to establish a TQA framework for law teachers in the Maldives		x		

		Implement Teacher Quality Assessments in all Maldivian Law Schools	(b) create TQA framework		x		
			(c) provide training for assessors		x		
GOAL 2: THE BAR COUNCIL OF THE MALDIVES EXPANDS COMMUNITY ACCESS TO LEGAL INFORMATION AND SERVICES							
(5) Enhance Access to Justice, Human Rights & Public Confidence in the Legal Prfofession/ System		Action 5.1e: Design and undertake awareness campaigns and public relations events to increase confidence in the legal profession	(a) participate in media programs to disseminate information and enhance awareness of the legal profession and the legal system	x	x	x	x
			(b) develop and conduct programs on awareness campaigns and public relations events to increase confidence in the legal profession	x	x	x	x
			(c) Establish BCM legal aid fund	x			
			(d) Establish BCM client protection fund	x			
			(e) Create and maintain BCM Facebook Account, Club House Account, Viber Group	x	x	x	x
			(f) Develop small media clips to enhance knowledge of the law and the legal profession		x		
			(g) Translation of all BCM rules and procedures	x	x		
			(h) Publish (Quarterly) policy briefs on law reform	x	x	x	x

	Strategy 5.1: Regulate the legal profession through Bar Council [M179]		(i) Support civil society groups, NGOs and individuals working for the advancement of human rights and access to justice	x	x	x	x
			(j) Engage in high-level dialogue on various legal subjects	x	x	x	x
			(k) Support civil society groups, NGOs and individuals engaging in diverse public interest litigation cases	x	x	x	x
			(l) Engage on various social media platforms	x	x	x	x
	5.1f: Conduct trial monitoring in MDV courts to gather information on the quality of justice and assess court accessibility		(a) Provide technical expertise to conduct trial monitoring in the MDV courts (ABA-CEPPS)	x	x	x	x
			(b) Provide support to design and pilot a Trial Monitoring Initiative, led by civil society actors. (This activity is meant to develop and pilot a monitoring system to track selected court cases and document judicial responses.) (ABA-CEPPS)	x	x	x	x
	5.1g: Increased access to legal assistance		(a) Establish BCM Pro Bono Clearing House		x		
			(b) Design a legal aid program, complementing the work of the AGO, and what will be foreseen in the future with the legal aid bill once adopted by the Parliament				
			(c) Establish Legal Aid Assistance Network for Migrant Workers		x		
			(d) Establish and maintain a register of Pro Bono Lawyers		x	x	x

			(e) Support Annual National Pro Bono Conference			x	
GOAL 3: THE BAR COUNCIL OF THE MALDIVES PROMOTES MEMBER ENGAGEMENT TO CONNECT MEMBERS WITH EACH OTHER, THE BAR AND ITS RESOURCES, AND OTHER LEGAL SYSTEM PARTNERS							
(6) Promote the Legal Profession	Action 6.1: Improve the public perception of lawyers	(a) Establish a BCM Quarterly Bulletin	x	x	x	x	
		(b) PR firm / consultant engaged and begins work on developing marketing material to promote the BCM and the legal profession	x				
		(c) PR firm / consultant develops BCM communication plan (Comms Plan)		x			
		(d) Conduct baseline assessments to identify ways to strengthen lawyer's reputation			x		
	Action 6.2: Increase the number of specialised law firms and legal practices	(a) Establish a mechanism for ranking lawyers and law firms including giving a mark of excellence			x	x	
(7) Increase Member	Action 7.1: Increase member engagement and voluntary subscription to BCM activities	(a) Survey members and develop innovative solutions to enhance member engagement	x	x	x	x	
		(b) Conduct BCM Forum to provide networking opportunities for members of the BCM	x	x	x	x	
		(c) Conduct AGM to share annual achievements and next steps with Members of the BCM	x				
		(d) Increase touchpoints through regular information sharing and cause-related marketing	x	x	x	x	

Engagement and Satisfaction	Action 7.2: Increase the percentage of members using the database and online social platforms	(a) Conduct baseline assessments on developing a database for members	x			
		(b) Conduct baseline assessments on developing user-friendly APPS for members	x			
		(c) Develop mentorship programs for young lawyers			x	
		(d) Develop technology platforms for collaborative projects and social networking (slack and trello)	x	x	x	x

GOAL 4: THE BAR COUNCIL HAS THE ORGANISATIONAL CAPACITY TO EFFECTIVELY CARRY OUT ITS FUNCTIONS

	Action 8.1: Improve corporate governance - Exco, SSC and secretariat capacity	(a) Conduct 1st review of BCM Exco Election Regulation	x			
		(b) Establish human resources and financial e-management systems for the BCM	x			
		(c) Build the capacity of the BCM staff and leadership through mentoring from staff and leadership of sister bar associations (Technical expertise)	x	x	x	x
		(d) Provide specialised training for the BCM staff - consultant to be placed at the BCM - on legislative drafting, legal writing, litigation, human rights, project writing, management, office administration, finance, etc.		x	x	x
		(e) Seek expert technical assistance to the BCM to create a system for oversight of law schools, ensure compliance with curriculum requirements and to take action to improve and maintain the quality of legal education provided by higher education institutions in the Maldives		x	x	x

(8) Build a Self - Sustaining Institution/ Strong, Independent and Effective Bar

Capacity	(f) Provide technical trainings needed in handling ethics and discipline cases	x	x	x	x
	(g) Provide technical trainings needed for law reform, advocacy and involvement in legislative reform	x	x	x	x
	(h) Provide technical trainings needed for legal education, qualifications, accreditation and institution monitoring	x	x	x	x
	(i) Participate in international bar conferences/ meetings	x	x	x	x
	(j) Develop performance-based management instituted with clear job descriptions and SMART objectives for staff		x	x	
	(k) Finalize Standard Operating Procedures (SOPs) for all functions of BCM	x	x		
Action 8.2: Improve perception of BCM as a valued organization	(a) Publish BCM Quarterly Bulletin	x	x	x	x
	(b) Develop and implement a strategic plan for the leadership transition expected to take place with the BCM elections in 2022	x	x	x	
	(c) Develop a comprehensive online presence through a more interactive website, social media engagements	x	x	x	x
Action 8.3: Establish and develop international	(a) Survey potential partnerships for the BCM (local and international leaders in legal practise, research and education, donor agencies and membership organisations)	x	x	x	x
	(b) Strengthen BCM engagement and partnership with Commonwealth Lawyers Association	x	x	x	x

	and national partnerships	(c) Strengthen BCM engagement and partnership with LAWASIA	x	x	x	x
		(d) Strengthen BCM engagement and partnership with IBA	x	x	x	x