

NATIONAL GENDER EQUALITY ACTION PLAN

2022 - 2026



MINISTRY OF GENDER, FAMILY AND SOCIAL SERVICES
REPUBLIC OF MALIDVES



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FOREWORD

Maldives has seen considerable progress in advancing gender equality in recent years. The Constitution of the Maldives, 2008, guarantees the same rights and freedoms to both women and men, and has removed the constitutional barrier for women to compete for the highest political office of the State. The legal framework for gender equality in the Maldives was further strengthened through the enactment of the Gender Equality Act (Law No. 18/2016), which prohibits both direct and indirect gender-based discrimination, and the duties and responsibilities of State institutions and other relevant parties to achieve gender equality in the country. The 2019 amendment to the Decentralization Act (Law No. 7/2010) established a 33% electoral quota for women in local councils, setting a precedent and facilitated women's increased meaningful participation in public life and governance. The same year, female judges were appointed as Supreme Court justices, for the first time ever. Gender parity in heads of missions in the diplomatic service was also a significant achievement, indicating women's increased access to leadership positions and opportunities.

Despite these significant advancements and the establishment of equality for women and men in the Maldives, structural inequalities remain and women continue to face challenges in accessing political and economic opportunities.

The Maldives is considerably behind in attaining the Sustainable Development Goals (SDGs), with SDG Goal 5 (Gender Equality) having a stagnant score, indicating that major challenges persist in achieving gender equality. The significant need for gender mainstreaming and increasing women's access to political and economic opportunities has also been identified, in the reporting of progress in our obligations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

Removing these barriers is imperative for us to make the much-needed advancements in gender equality and fulfil our legal obligations under the Gender Equality Act, as well as our international commitments. It is also vital that a concerted and

coordinated effort be made, to establish a strong framework for measurable actions to achieve gender equality.

Thus, the Gender Equality Action Plan (GEAP) has been developed with five main policy areas, with specific outcomes and strategies for each area outlined, along with the actions we will take to attain these goals. Each action has assigned stakeholders to act as implementing agencies, and a clear timeline and results framework, with output indicators for each action identified to ensure that progress made is measured and the implementing agencies are made accountable.

I would like to express my utmost gratitude to our partners and all stakeholders, without whom this document would not have reached fruition. The invaluable role played by our partners at UNDP Maldives and the Department of Foreign Affairs and Trade in the Government of Australia, who facilitated technical and financial support from the initial stages of developing the GEAP, and the contribution of their consultant Ms. Athifa Ibrahim is particularly notable. I am also most appreciative of the assistance provided by multiple government agencies and non-governmental organisations, who contributed their technical input during the development of this plan.

I hope that, alongside our partners and all stakeholders, and with the operationalisation of this plan, we will be able to mainstream gender institutionally across the Maldives, and ensure that gender equality is a key consideration in all our developmental interventions.

Aishath Mohamed Didi

Minister of Gender, Family and Social Services

LIST OF ABBREVIATIONS

ADB	Asian Development Bank	HRCM	Human Rights Commission of the Maldives
AGO	Attorney General's Office	ICT	Information Communication Technology
BCC	Business Centre Corporation	IGMH	Indira Gandhi Memorial Hospital
BML	Bank of Maldives	JSC	Judicial Service Commission
CAM	Communication Authority of Maldives	LRA	Labour Relations Authority
CPD	Continuous Professional Development	MBC	Maldives Broadcasting Commission
CSC	Civil Service Commission	MBS	Maldives Bureau of Statistics
CSO	Civil Society Organization	MGEM	Maldivian Gender Equality Model
CSTI	Civil Service Training Institute	MIS	Management Information System
DHS	Demographic and Health Survey	MLSA	Maldives Land and Survey Authority
DJA	Department of Judicial Administration	MMC	Maldives Media Council
DRR	Disaster Risk Reduction	MNDF	Maldives National Defence Force
DV	Domestic Violence	MNU	Maldives National University
DVNPS	Domestic Violence National Prevention Strategy	MoD	Ministry of Defence
DVPA	Domestic Violence Prevention Act (Law No. 3/2012)	MoE	Ministry of Education
EC	Elections Commission	MoECCT	Ministry of Environment, Climate Change and Technology
FCSC	Family and Children Service Centres	MoED	Ministry of Economic Development
FGM	Female Genital Mutilation	MoF	Ministry of Finance
FHH	Female Headed Households	MoFMRA	Ministry of Fisheries, Marine Resources and Agriculture
FPA	Family Protection Authority	MoGFSS	Ministry of Gender, Family and Social Services
GBV	Gender Based Violence	MoH	Ministry of Health
GRB	Gender Responsive Budget	MoHA	Ministry of Home Affairs
HIES	Household Income and Expenditure Survey	MoHE	Ministry of Higher Education
HPA	Health Protection Agency	MoIA	Ministry of Islamic Affairs
HR	Human Resources	MoNPHI	Ministry of National Planning, Housing and Infrastructure

MoT	Ministry of Tourism
MoYSCE	Ministry of Youth, Sports and Community Empowerment
MP	Member of Parliament
MPS	Maldives Police Service
NCIT	National Centre for Information Technology
NDMA	National Disaster Management Authority
NEET	Not in Education, Employment or Training
NIE	National Institute of Education
NSPA	National Social Protection Agency
PCB	Privatization and Corporatization Board
PGO	Prosecutor General's Office
PO	President's Office
PSM	Public Service Media
PWD	Persons with Disabilities
SAP	Strategic Action Plan
SDFC	SME Development Finance Corporation
SDG	Sustainable Development Goals
SO	Sexual Offences
SOE	State Owned Enterprises
SRH	Sexual and Reproductive Health
STEM	Science, Technology, Engineering and Mathematics
SYB	Statistical Yearbook
TOR	Terms of Reference
TVET	Technical and Vocational Education and Training
UN	United Nations

UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
WB	World Bank
WDC	Women's Development Committee

INTRODUCTION

The National Gender Equality Action Plan (GEAP) is developed in complete fulfilment of the requirements under Article 42 of the Gender Equality Act (Law No. 18/2016). The GEAP also intends to respond to the state obligations under international human rights instruments Maldives is party to, the United Nations Sustainable Development goals and the government's manifesto.

The GEAP is a framework which will enable state actors, private sector organizations and gender advocates to translate the Gender Equality Act and Policy into actions. The GEAP is a derivative of the National Gender Policy.

NATIONAL GENDER POLICY

VISION

To create a society that provides for and guarantees gender equality, equal opportunity and justice for all

MISSION

To promote gender equality and ensure the protection for all men, women and children in society from all forms of discrimination.

GENDER POLICY PRINCIPLES

- Equitable participation and representation of women and men in decision-making and governance
- Improved environment for greater participation of women and men in economic development
- Strengthened gender-responsive systems in key institutional processes
- Strengthened systems for effective prevention of violence against women, men and children, and to protect victims and prosecute perpetrators
- Ensuring redress for victims of gender based discrimination, violence and suffering

NATIONAL GENDER POLICY GOALS



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LEADERSHIP AND GOVERNANCE

Ensure equal participation and a more equitable representation of men and women in leadership positions and governance.

ECONOMIC EMPOWERMENT

Ensure equal participation of men and women in the country's economic development and enjoys equitable benefits from economic engagement and empowerment.

INSTITUTIONAL GENDER MAINSTREAMING

Strengthen Maldivian Society with improved systems within government institutions to understand and address the specific needs of women and men (girls and boys).

ELIMINATION OF GENDER-BASED VIOLENCE

Ensure Maldivian families benefit from greater personal security in the home and reduced violence against women, men and children.

ACCESS TO JUSTICE

Ensure equal access justice, redress and effective remedies for men and women and boys and girls.

POLICY GOAL 1: LEADERSHIP AND GOVERNANCE



Policy Statement 1: Ensure equal participation and a more equitable representation of men and women in leadership positions and governance (National Gender Equality Policy, 2019)

OUTCOME INDICATORS	BASELINE 2021 (CURRENT SITUATION)	TARGET AT THE END OF 2026	MEANS OF VERIFICATION (SOURCE OF INFORMATION)
1.1 Proportion of seats held by women in national parliaments (SDG target 5.5.1 indicator)	4.6%	33%	SYB/MBS
1.2 Proportion of seats held by women in local governments (SDG target 5.5.1 indicator)	39.5%	45%	SYB/MBS
1.3 Proportion of women in managerial positions (SDG target 5.5.2 indicator)	22.3% (2019)	35%	HIES/MBS
1.4 Percentage of female judges and magistrates	11% (20/183 judges)	15%	DJA
1.5 Global Gender Gap Index score	0.642 (2021)	0.68	World Economic Forum

STRATEGY 1

Create awareness by working with the community, stakeholders and political parties to increase percentage of women's participation in electoral process and representation in political institutions

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.1 Advocate for political parties to set targets for increased numbers of female candidates in local and national elections in line with policy targets	●	●	●	●	●	MoGFSS	PO, LGA, EC, CSOs, and media	Ratio of female to male candidates contesting in local and parliamentary elections, by political party	37 females and 349 males (Parliamentary Elections 2019), 833 females and 1401 males (Local Council Elections 2021) – all contestants including independent candidates	0.5:1	EC reports
1.2 Raise awareness of gender and political finance issues, pursuing dialogue with political parties on options to give funding to female candidates	●	●	●	●	●	EC	PO, Parliament, AGO, CSOs, and political parties	Percentage of female candidates funded by political parties	N/A	At least 30% of the candidates funded by the parties to be female	Political party administrative records
1.3 Increase the participation of women in political party governance	●	●	●	●	●	EC	Political parties, PO, MoGFSS, Parliament, CSOs, UN agencies	Percentage of females in the political party councils	N/A	At least 40%	EC records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.4 Advocate for greater awareness of options to introduce temporary special measures to redress imbalance at the national level elections, in line with Article 17(b) of the Constitution	●	●	●	●	●	MoGFSS	PO, EC, CSOs, media, political parties, and UN agencies	Progress made in introducing temporary special measures in Parliamentary Elections	N/A	33% quota of national parliamentary seats reserved for women introduced and endorsed	Parliament records
1.5 Assess media's role on the coverage and representation of male and female candidates and design strategies to encourage media to promote gender equality and the value of women's representation in governance			●	●	●	MoGFSS	PO, LGA, EC, political parties, CSOs, MMC, MBC, and media	Number of articles or programs published or broadcasted supporting women and governance	N/A	At least 20 articles/programs per election	Media Monitoring Report to be done post-election
1.6 Build the capacity of women and men leaders, especially youth to advocate for gender equality by conducting training and refresher programs to increase women's political participation throughout the country (SAP Action 6.2b of Accountable State 5.4 added)	●	●	●	●	●	MoGFSS	MoYSCE, CSOs, LGA, and UN agencies	Number of youth (disaggregated by sex) completing capacity building programs on gender equality and political participation	Annual YLP since 2017 total: 86 (39 males and 47 females) youth in Haa Dhaal Atoll, Baa Atoll, Male' and Addu City) and other national level programs	100 annually	MoGFSS (to collate from Kiyeveni portal/and other national level training institutes)

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ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.7 Conduct public awareness-raising campaigns about the benefits of women's (and other under-represented groups') participation in governance, putting forth positive role models that highlight women's contributions to Maldivian society	●	●	●	●	●	MoGFSS	CSOs, media, UN agencies	Number of people reached by the campaigns	N/A	70% of the Maldivian adult population	Campaign Evaluation Report
1.8 Develop media interventions, and multiple means of conveying messages such as through Friday sermons on equality and non-discrimination as well as women's role as leaders in society	●	●	●	●	●	MoIA	MoGFSS	Number of Friday sermons and Handhuma program with content covering equality and non-discrimination	N/A	Minimum of 1 Friday sermon and 1 Handhuma program (with gender equality content) per quarter every year	MoIA website and PSM records on Handhuma program
1.9 Develop a module on gender equality and non-discrimination as part of the induction packages for key public officials	●					MoGFSS	Parliament, LGA, DJA, CSC, and UNDP	Module on gender equality and non-discrimination	Session on gender taken by a resource person	Standard module on gender equality and non-discrimination used in all orientation programs conducted	MoGFSS records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.10 Conduct gender sensitisation training as part of orientation programs for MPs, local councils, judges and other key public officials	●	●	●	●	●	Parliament, LGA, DJA, PO	MoGFSS and CSOs	Number of public officials completing the orientation programs disaggregated by broad institutions (judiciary, Parliament, civil service, and other independent institutions)	Local councillors (162), Judiciary (2 judges and 9 magistrates), Parliamentarians (N/A)	All newly appointed/elected personnel to complete the orientation program	HR/Training records

STRATEGY 2

Recognise and promote shared work and parental responsibilities between men and women to participate in public life

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.1 Create an experience sharing platform for women in public offices and families of aspiring women leaders (sharing stories of family experiences of women in public office/leadership positions)	●	●	●	●	●	MoGFSS	Media and CSOs	Number of stories (profiles of women and their families) broadcasted	N/A	Annual series with at least 10 profiles	Program records
2.2 Launch a media campaign to increase the visibility of women and men contributing to families and the society in non-stereotypical ways	●	●	●	●	●	MoGFSS	Media, MBC, CSOs and private sector	Number of stories (profiles of women and their families) broadcasted	N/A	Annual series with at least 10 profiles	Media campaign reports

STRATEGY 3

Review electoral laws to ensure women have access to political leadership and to identify and address cultural, institutional and financial barriers to the political leadership of women working with political parties

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.1 Pursue possible means of allocating additional funding to political parties that promote female candidates via the Political Parties Act including bonuses for parties that achieve results with improved rates of female candidates and elected officials	●	●				MoGFSS	AGO, PO, EC, Parliament, MoF, Political Parties	Amendment made to Political Parties Act	N/A	Amendment gazetted	Government Gazette
3.2 Prepare an assessment on the role of women's contribution in local governance in implementing the provision for 33 percent quota of women in local councils		●				LGA	MoGFSS, Local Councils, CSOs, WDCs, and UNDP	Assessment conducted	N/A	Assessment Report available on public domain	LGA publications

STRATEGY 4

Take affirmative action and adopt supportive national measures to ensure systemic support for equal representation of women

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
4.1 Set national policy targets to ensure increase in women at decision making levels and female political appointees	●					PO	MoGFSS, Parliament	Percentage of women in decision making positions	22.3% (2019)	35%	HIES (2025/2026)
4.2 Set national policy targets to ensure increase in women on boards and corporations in public institutions		●				PO	MoGFSS, PCB	Percentage of women in boards and corporations	16% (33 out of 203) SOE board members are women	33%	PCB administrative records
4.3 Set national policy targets to increase number of female magistrates and judges	●	●	●	●	●	JSC	DJA, Judiciary, PO and Parliament	Percentage of women judges/ magistrates	11% (2021)	15%	DJA records
4.4 Set national policy targets to ensure increase in women at management positions in MPS and MNDF	●					MPS and MNDF	MoHA, MoD and PO	Share of female officers in police and defence force	14% female officers employed in MPS 5.5% female officers employed in MNDF	16% female officers employed in MPS 10% female officers employed in MNDF	MPS and MNDF HR records

POLICY GOAL 2: ECONOMIC EMPOWERMENT



Policy Statement 2: Ensure equal participation of men and women in the country's economic development and enjoy equitable benefits from economic engagement and empowerment (National Gender Equality Policy, 2019)

OUTCOME INDICATORS	BASELINE 2021 (CURRENT SITUATION)	TARGET AT THE END OF 2026	MEANS OF VERIFICATION (SOURCE OF INFORMATION)
2.1 Proportion of women with ownership of land (SDG Indicator 5a 2)	N/A	Target to be formulated based on baseline	MLSA records
2.2 Unemployment rate of women (SDG Indicator 8.5)	4.8% females (2019)	4% females	HIES
2.3 Labour Force Participation Rate of women	45.6% of females, 77.1% of males (2019)	60% females	HIES
2.4 Percentage of women Not in Education, Employment or in Training (NEET)	41% (18-35 years) females; 15% (18-35 years) males (2019)	30% (18-35 years) females	HIES
2.5 Percent of women in informal employment (SDG 8.3.1)	44% of females, 36% of males (2019)	35% females	HIES
2.6 Proportion of time spent on unpaid domestic and care work by sex (SDG 5.4)	15% females, 5% males (2019)	10% for both	HIES

STRATEGY 1

Adopt measures to support programs and activities developed for economic empowerment of women, including the especially vulnerable groups such as persons with disabilities, the elderly, women heading single-headed households, victims of gender-based violence and migrant workers

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.1 Update and digitise the land and household registers at island and city level, to assess share of women's property ownership	●	●				LGA	Local councils (island and city councils)	Digital updates of land housing unit registers	Manual registers not updated	Digital updates accessible to all relevant stakeholders	Local council records (GEMEN housing module)
1.2 Conduct an assessment of property ownership patterns and impacts of policies to promote joint ownership to foster more gender equitable control over productive assets including matrimonial properties		●	●			MoNPHI	MLSA, LGA, MBS, MoGFSS, local councils	Information on property ownership of women	N/A	Report on the assessment of property ownership available on public domain	MoNPHI report
1.3 Conduct programs to improve awareness about pre-nuptial rights	●	●	●	●	●	Judiciary (Family Court)	FPA, MoGFSS and CSOs	Percentage of marriages with prenuptial agreements	N/A	25%	Family Court records
1.4 Prepare and implement a guideline to ensure each partner is given his/her rightful share of joint property after divorce	●	●	●	●	●	Judiciary (Family Court)	FPA, MoGFSS and CSOs	Possibility of obtaining equal share of joint property after divorce	Judiciary initiated the drafting of guideline	Guideline published	Judiciary (Family Court) website

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.5 Amend social housing schemes to ensure joint ownership by spouses and link to other property ownership programs	●					MoNPHI	PO and MoGFSS	Possibility of obtaining joint ownership of social housing	N/A	Social housing scheme terms of ownership amended	MoNPHI website, government Gazette
1.6 Ensure implementation of mechanisms to address harassment in the workplace including staff training on rights and case handling and establish a case monitoring system	●	●	●	●	●	HRCM	CSC, DJA, public institutions, independent institutions, private sector institutions, LRA and Employment Tribunal	Percentage of reported cases of sexual harassment in the workplace investigated within 60 days	N/A	100 percent of reported cases' investigation completed within 60 days of reporting, and appropriate action taken	HRCM website
1.7 Establish and expand career pathways and entrepreneurship opportunities for women with disabilities	●	●	●	●	●	MoGFSS	MoED, TVET, higher education institutes, MoHE, MoE, LGA, island and city councils, CSOs, all employers	Employment rate of PWDs by sex	4.5% (300 – 226 males and 74 females – out of 6,606 total registered adult PWDs)	Increase the rate of employment of PWDs by at least 10% of baseline figure	NSPA and MoGFSS records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.8 Establish and expand career pathways and entrepreneurship opportunities for vulnerable adolescents and out-of-school youth	●	●	●	●	●	MoGFSS	MoED, TVET, higher education institutes, MoHE, MoE, LGA, island and city councils, CSOs, all employers	Proportion of youth Not in Employment, Education or Training (NEET), by age and sex	Youth (18-35 years) NEET, 41% females and 15% males (2019)	Lower the NEET percentage of youth (18-35 years) to 30% of females and 10% of males	HIES/MBS
1.9 Conduct qualitative research into life experiences of female headed households based on DHS findings	●	●				MoGFSS	MBS, FPA, UN agencies and CSOs	Information on life experiences of FHHs	N/A	Report on the life experiences of FHHs available on public domain	MoGFSS published research report
1.10 Design programs to respond to the needs of such families in light of the findings of the research			●	●		MoGFSS	FPA, UN agencies and CSOs	Progress made in designing programs targeted to FHHs	N/A	Programs that target FHHs available	MoGFSS administrative records
1.11 Conduct programs to encourage men to advocate for gender equality in the workplace	●	●	●	●	●	MoGFSS	All employers (public/private), CSOs	Number of men actively advocating for gender equality in the workplace	N/A	At least 10 male champions of gender equality advocating in the public domain	Media (including social media) monitoring reports

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.12 Design and implement programs for economic empowerment of victims of GBV	●	●	●	●		MoGFSS	BCC, MoED	Number of GBV victims employed or engaged in an income generating activity	N/A	At least 10 annually	MoGFSS administrative records
1.13 Support women wanting to engage in local economic activities through financial assistance programs	●	●				MoGFSS	PO, MoED, NSPA, ADB	Number of women supported through financial assistance programs	N/A	100 individuals	MoGFSS administrative records

STRATEGY 2

Address gender stereotyping and promote non-stereotypical roles to address root causes that impede economic empowerment of women

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.1 Assess growth industries such as construction, manufacturing, mariculture and STEM and invest in professional women in these areas	●	●	●	●	●	MoED	MoGFSS, MoECCT, MoHE, MoFMRA, private sector, CSOs	Percentage of professional women engaged in growth industries (construction, manufacturing, mariculture and STEM)	Construction: N/A Manufacturing: 11.4% – both sexes Mariculture: N/A STEM: N/A (Census, 2014)	At least 5% increase from baseline figure in each growth industry	Census
2.2 Develop and implement targeted higher education programs to increase male representation in occupations where they are under-represented such as nursing, teaching (selected subjects), social work etc.	●	●	●	●	●	MoHE	Higher education providers (universities and colleges), MoH, MoGFSS, MoE, CSOs	Percentage of professional men engaged in nursing, teaching (selected subjects) and social work	N/A	At least 5% increase from baseline figure in each occupation	MoHE/higher education institutions' annual reports
2.3 Review and restructure TVET programs to offer skills training for young men and women in line with market demands, promoting non-traditional options for both sexes	●	●				TVET Authority	MoED, MoGFSS, MoHE, Maldives Polytechnic, private TVET institutions, CSOs, and private sector	Percentage of women enrolled in TVET programs (non-traditional programs)	N/A	Increase enrolment rates by 15% based on baseline figures for both sexes	TVET Authority annual report

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.4 Launch a media campaign to increase the visibility of women and men contributing to families and the society in non-gender stereotypical ways (e.g. women and providers and men engaged in domestic or caretaking work)	●	●	●	●	●	MoGFSS	Media and CSOs	Number of stories (profiles of men and women in non-stereotypical roles) broadcasted or published	N/A	Annual series with at least 10 profiles	Media campaign reports

STRATEGY 3

Create inter-agency communication and joint working methods to review employment legislation and civil service regulations to consider greater flexibilities in parental leave schemes for working men and women

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.1 Implement flexible working arrangements for professional jobs, including the civil service	●	●	●	●	●	CSC	MoGFSS, AGO	Availability of flexible working arrangements in professional jobs in Civil Service (Define flexible working arrangements in the national context)	Breastfeeding mothers of children below 1 year - flexible arrangement option given to the respective Ministry/institution	Implement the flexible working arrangements as per the agreed national definition	CSC and Institutions under Civil Service-administrative records
3.2 Introduce and implement more part-time employment options	●	●	●	●	●	CSC and SOEs		Availability of part-time employment options in the civil service	N/A	1% of all jobs are part-time	CSC records
3.3 Introduce and implement part-time employment options for civil servant on maternity leave/break and child-care related long-term absence from work	●	●	●	●	●	CSC	MoGFSS, PO, AGO	Availability of part-time employment options targeting civil servants who go on maternity leave	N/A	10% retention of civil servants going on maternity related leave	CSC administrative records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.4 Introduce and implement the facilitation of affordable and accessible childcare options for working men and women through workable subsidies for safe and quality childcare institutions	●	●	●	●	●	MoGFSS	PO, MoF, MoNPHI, ADB	Usage of childcare facilities by employees of Civil Service	N/A	At least 80% occupancy of childcare centre maintained	MoGFSS administrative records

STRATEGY 4

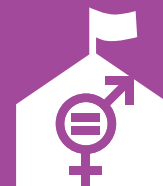
Enforce and establish economic empowerment schemes and opportunities for all across all sectors

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
4.1 Introduce national recognition programs for resorts to improve rates of local hiring with a focus on female employment	●	●	●	●	●	MoT	MoGFSS, MoED, MoHE, resorts, private sectors	National recognition program initiated	N/A	Top 3 resorts recognised annually	MoT report
4.2 Provide proper and safe accommodation options for women in tourist establishments	●	●	●	●	●	MoT	MoGFSS, private sector, resorts	Proportion of women with safe accommodation in resorts	N/A	100%	MoT quality inspection reports
4.3 Include a special focus on female employment in the tourism sector and other underrepresented areas for both women and men	●	●	●	●	●	MoT	MoED, MoGFSS, private sector, tourism establishments	Percentage of females employed in the tourism sector	3% (Resort Employees Survey 2020)	At least 25% of employees working in the tourism sector are female	Census/MBS
4.4 Pilot and promote opportunities for locals (men and women) to advance in leadership in the tourism sector	●	●	●	●	●	MoT	MoED, MoGFSS, private sector, MoHE, tourism establishments	Percentage of males and females employed in leadership positions in the tourism sector	N/A	Increase by 5% from baseline for each gender	MoT administrative records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
4.5 Continue and expand internship and mentoring programs for higher education students for resort and hotel management training in partnerships with higher education institutes	●	●	●	●	●	MNU and higher education institutions	MoT, MoHE, resorts, private sector, other tourism establishments	Percentage of students completing internship at a tourism establishment	N/A	100% of all students requiring an internship to be completed as part of studies	Higher education institution records
4.6 Improve mechanisms to increase women's access to commercial loans and to increase the availability of loans, ensuring special provisions for rural women and women from low-income households	●	●	●	●	●	MoED	BML, SDFC, BCC, other financial institutions	Proportion of commercial loan schemes with a special provision for women	3 out of total 7 loan schemes	All loan schemes have special provisions	MoED monitoring reports
4.7 Improve women's access to finance for MSMEs (create mechanisms to secure investment funds for women including considering spousal income in loan applications)	●	●	●	●	●	MoED	BML, SDFC, BCC, other financial institutions	Proportion of women receiving SME loans	20% approved loans for female-based businesses under SDFC loan products	At least 25% of loans given to women	SDFC records
4.8 Introduce and implement business start-up kits to facilitate women entrepreneurship	●	●	●	●	●	BCC	MoED, MoGFSS	Number of women attending orientation sessions on the start-up kits	Business start-up kit manuals being developed	At least 100 women oriented annually	BCC training records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
4.9 Conduct trainings on financial and ICT skills development, marketing platforms, negotiation and communication skills, etc.	●	●	●	●	●	BCC	MoED, MoGFSS	Number of women attending training sessions on skill development	Business start-up kit manuals being developed	At least 100 women trained annually	BCC training records
4.10 Disseminate the findings of nation-wide survey on home-based and informal work	●					BCC	MoED, MBS	Report on the survey on home-based and informal work available	Survey completed	Report published in public domain	BCC website
4.11 Establish and maintain a database of women involved in agriculture and food production and conduct programs through Business Centres to improve the capacity of female producers to network, link and negotiate markets	●	●	●	●	●	BCC	MoED, local councils, MoFMRA, MBS, CSOs, WDC. private sector	Database established	N/A	Regular updating of database with the number of producers linked with markets visible	BCC website
4.12 Introduce and implement a recognition program to increase female representation at senior management in private sector businesses, including on boards, in line with national targets and accordingly launch the MGEM certification program for private sector	●	●	●	●	●	MoED	Private sector, MoGFSS	Number of businesses given MGEM certification	N/A	Top 3 businesses recognised annually with MGEM certification	MoED report

POLICY GOAL 3: INSTITUTIONAL GENDER MAINSTREAMING



Policy Statement 3: Strengthen Maldivian Society with improved systems within government institutions to understand and address the specific needs of women and men and girls and boys (National Gender Equality Policy, 2019)

OUTCOME INDICATORS	BASELINE 2021 (CURRENT SITUATION)	TARGET AT THE END OF 2026	MEANS OF VERIFICATION (SOURCE OF INFORMATION)
3.1 Percent of Maldivian Gender Equality Model (MGEM) advocates with gender mainstreaming tasks incorporated in their job descriptions (in all State Institutions)	4.6%	100%	Job descriptions of MGEM Advocates
3.2 Number of state institutions with established complaint mechanisms per the minimum standards under the Gender Equality Act	Complaint mechanism established in 24% of public institutions	Complaint mechanism established in 100% of public institutions	MoGFSS administrative records
3.3 Number of private institutions/companies with established complaint mechanisms per the minimum standards under the Gender Equality Act	N/A	Complaint mechanism established in at least 50% of private institutions	MoGFSS administrative records
3.4 Number of institutions implementing Gender Responsive Budgeting (GRB)	N/A	GRB implemented in at least 3 Ministries	Annual State Budget - MoF website
3.5 National gender specific statistics produced	57% of SDG indicators available	Data for at least 80% indicators made available	MBS publications

STRATEGY 1

Update mandate of the Ministry of Gender, Family and Social Services to enhance responsibility for implementing the National Gender Policy including designation of Maldivian Gender Equality Model (MGEM) advocates

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.1 Establish clear guidelines for selection and nomination of MGEM Advocates and with tailored TORs for each state institution and incorporate the responsibilities in their job descriptions	●	●				MoGFSS	CSC and all state institutions	MGEM advocates appointed in State institutions	16 out of 18 Ministries have appointed MGEM advocates	MGEM advocates in all state institutions	MoGFSS administrative records
1.2 Conduct orientation and training for appointed MGEM advocates and have a support mechanism to implement gender mainstreaming activities	●	●	●	●	●	MoGFSS	CSC and all state institutions	MGEM advocates trained	N/A	100% of MGEM advocates oriented and trained	MoGFSS administrative records
1.3 Design strategies to assist supervisors to evaluate the performance of MGEM advocates including short training methods and knowledge tools	●	●	●	●	●	MoGFSS	CSC and all state institutions	Supervisors of MGEM advocates trained	N/A	All supervisors of MGEM advocates trained	MoGFSS administrative records
1.4 Develop and implement guidelines for certification process for MGEM achievement status in a participatory manner involving key stakeholders	●	●	●	●	●	MoGFSS	PO and all state institutions	Number of institutions MGEM certified	N/A	At least 5 institutions MGEM certified annually	MoGFSS administrative records

STRATEGY 2

Established inter-agency mechanisms to advance the “MGEM”

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.1 Conduct sectoral gender audits of selected programs and initiatives implemented towards achieving gender equality	●	●	●	●	●	MoGFSS	MoE, MoHE, MPS, MoF, MBS, LGA, local councils and Judiciary	Number of sectors with gender audits	National Gender Statistical Audit completed in 2020	At least one sector audited annually (total 5 sectors: education, judiciary, police services, health, and local governance)	Gender audit reports, agency/institution websites
2.2 Compile a national database of experts and advocates to support all interagency mechanisms	●					MoGFSS	PO, MBS, NCIT and UN Agencies	Number of sectors supported by the experts in the data base	N/A	Each sector audit supported by listed experts in the database	Gender audit reports, agency/institution websites
2.3 Regular meetings of MGEM advocates of state institutions on progress of activities	●	●	●	●	●	MoGFSS	All MGEM advocates	Number of meetings held	N/A	At least one meeting every quarter	MGEM advocates annual report, MoGFSS website

STRATEGY 3

Conduct a review of existing legislations and regulations and amend legislative and regulative frameworks in accordance with the provisions of the Gender Equality Legislation and CEDAW

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.1 Review the existing minimum standards of the complaints mechanisms to be established by employers	●	●	●	●		MoGFSS	AGO, PO, Employment Tribunal	Minimum standard of the complaints mechanism reviewed	N/A	Minimum standard of the complaint mechanism endorsed	MoGFSS website
3.2 Establish complaints mechanism in all state institutions	●	●	●	●	●	MoGFSS	All public institutions and state-owned enterprises	Number of institutions with complaint mechanism established	24% (75 public institutions and SOEs) with established complaints mechanisms	Mechanisms established in all state institutions	MoGFSS administrative records
3.3 Establish complaints mechanism in all private institutions	●	●	●	●	●	MoGFSS	All Private Sector institutions/ companies	Number of institutions with complaint mechanism established	N/A	Mechanisms established in at least 50% of private sector institutions	MoGFSS administrative records

STRATEGY 4

Create inter-agency plans to ensure that the national curriculum for education incorporates gender equality messaging and is designed to address elimination of gender stereotyping and gender based discrimination

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
4.1 Incorporate gender equality in school curricula and activities in life skills training informed by the findings of the gender balance in text books analysis by Cambridge University	●	●	●	●	●	NIE	MoE, schools, higher education institutions training teachers, UNFPA, MoGFSS, CSOs	Progress made in incorporating Gender Equality concepts in the national curriculum school text books	Text books of grade 1 (key stage 1) reviewed	All text books reviewed and updated	Published updated text books - NIE administrative reports
4.2 Introduce gender studies in mainstream education curricula at tertiary level	●	●				MoHE	Universities and colleges, MoGFSS	Tertiary gender studies course offered nationally	Policy discussion on introduction of gender studies at tertiary level held in 2019 with MoHE	At least one university/college offer a tertiary course on gender	University/ College prospectus

STRATEGY 5

Create inter-agency plans to introduce Gender Responsive Budgeting and gender audits in the planning, implementation, monitoring and evaluation of the national planning and budgetary process

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
5.1 Design, pilot and implement a comprehensive Gender Responsive Budgeting (GRB) strategy that is tailored to the Maldivian context and feasible for a comprehensive rollout	●	●				MoF	MoGFSS and all state institutions	National Gender Responsive Budgeting Strategy in place	Implementation arrangements to initiate GRB nationally started	GRB strategy endorsed	MoF website
5.2 Implement Gender Responsive Budgeting in selected sectors	●	●	●	●		MoF	MoGFSS and selected ministries, CSOs	Number of institutions implementing Gender Responsive Budgeting (GRB)	None	GRB implemented in at least 3 ministries	National State Budget
5.3 Incorporate gender themes in disaster risk reduction (DRR) and emergency response informed by research on environment and climate change	●	●	●	●		NDMA	MoGFSS, MoECCT, UN agencies, CSOs	Extent of gender responsiveness to DRR strategies and disaster response plans	N/A	Disaster risk reduction strategies and emergency responsive plans are gender responsive	NDMA program records

STRATEGY 6

Create inter-agency plans to amend the Civil Service Appraisal system to introduce annual gender training or refresher gender trainings as a component for Civil Servants' Professional Development

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
6.1 Develop civil servants training manual for gender sensitisation and conduct gender training for public and private sector employees via the Civil Service Training Institute	●					CSC/CSTI	MoGFSS, UN agencies	Manual for gender sensitisation training developed	Westminster Foundation for Democracy (WFD) has recently developed and published a training manual on gender sensitisation	Manual for gender sensitisation training endorsed	CSTI records
6.2 Implement a mandatory gender sensitivity training in the orientation program for civil servants	●	●	●	●	●	CSC/CSTI	All civil service institutions	Percentage of new civil servants trained	N/A	100% of new civil servants trained	CSTI records
6.3 Incorporate gender training as a mandatory training need as part of Continuous Professional Development (CPD) requirement for performance appraisal of civil servants		●	●	●	●	CSC/CSTI	All civil service institutions	Percentage of civil servants completing gender training as CPD	N/A	100% of civil servants complete gender training as CPD	CSTI records
6.4 Establish an online training portal for gender sensitisation of private sector employees and civil servants working in the atolls and conduct trainings		●	●	●	●	CSC/CSTI	LGA, local councils, private sector institutions	Number of employees (private sector, and atoll based) completing online gender training	LGA Kiyeveni Portal (training portal) available	At least 100 employees annually	CSTI/LGA records

STRATEGY 7

Revise national data collection and collation systems to ensure disaggregation of national data by sex and age and the inclusion of gender perspectives to inform policy decisions

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
7.1 Publish statistical information on gender, made available through enactment of legislation on statistics	●	●	●	●	●	MBS	Parliament, PO, AGO, and all institutions	National Gender specific Statistics produced	57% of SDG indicators are available	Data for at least 80% indicators made available	MBS website
7.2 Develop a national strategy for gender statistics to maintain and collate sex and age segregated data across all state institutions	●					MBS	MoGFSS and all institutions	Number of State institutions producing statistics as per the national strategy on collating gender statistics developed	N/A	At least half of public institutions producing regular and updated sex and age segregated data/statistics	MBS website
7.3 Develop a management information system to collect data on all gender related SDGs across state institutions	●	●	●	●		MBS	MoGFSS, MoNPHI and all institutions	Number of state institutions entering data into the system	N/A	All state institutions identified inputs timely data into the MIS	MBS website
7.4 Build capacity of staff responsible for implementing the national guideline on gender management information system	●	●	●	●		MBS	MoGFSS and all institutions	Number of staff trained	N/A	At least 3 staff trained in all relevant institutions	MBS website

POLICY GOAL 4: ELIMINATION OF GENDER-BASED VIOLENCE



Policy Statement 4: Ensure Maldivian families benefit from greater personal security in the home and reduced violence against women, men and children (National Gender Equality Policy, 2019)

OUTCOME INDICATORS	BASELINE 2021 (CURRENT SITUATION)	TARGET AT THE END OF 2026	MEANS OF VERIFICATION (SOURCE OF INFORMATION)
4.1 Percentage of ever married women age 15-49 who have experienced various forms of violence (emotional/physical and or sexual) ever or in the 12 months committed by their current or most recent husband/partner	16.7% (2016/2017)	Reduce women experiencing forms of violence to less than 10%	Demographic and Health Survey (DHS)
4.2 Prevalence of circumcision/Female Genital Mutilation (FGM) among girls (0-14 year age group) and women (15-49 year age group) (SDG Indicator 5.3.2)	13% for 14-49 year olds and 1% for 0 to 14 year olds (2016/2017)	Eliminate FGM among girls (0-14 year olds)	DHS
4.3 Proportion of women age (15-49 years) who make their own informed decisions regarding their own sexual relations, contraceptive use and reproductive health care (SDG Indicator 5.6.1)	53.9% (2016/2017)	Increase to at least 60%	DHS
4.4 Proportion of women (15-49 years) who have their need for family planning satisfied with modern methods (SDG Indicator 3.7.1)	29.4% (2016/2017)	Increase to at least 32%	DHS

STRATEGY 1

Strengthen support mechanisms including the institutional and legislative framework to understand, identify and address Gender Based Violence and Domestic Violence in our society

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.1 Create inter-agency platform for the effective implementation of Domestic Violence Prevention Act including other related legislations such as Sexual Harassment and Abuse Prevention Act, the Sexual Offenses Act, the Anti-Human Trafficking Act, and Child Rights Protection Act	●	●	●	●	●	MoGFSS	FPA, MoH, Health service providers (IGMH and all hospitals), HRCM, MPS, MoH, MoIA, CSOs, school system, MoE, local councils, Immigration, Customs, all employers (public and private), Parliament, UN agencies	National Steering Committee on the protection of all forms of violence and abuse in place	Individual Steering Committees and Councils exist for different legislation	Functional inter-agency platform	Administrative records
1.2 Review status of the implementation of the Domestic Violence Act and update the second Domestic Violence Prevention National Strategy (DVNPS I) with costing and a special focus to address societal and gender norms, and male engagement	●	●				FPA	MoGFSS, AGO, CSOs	Updated DVPNS II	Planned review of DV Act ongoing and DVNPS II planned for next year	Updated DVNPS II by 2022	FPA

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.3 Mobilise resources and secure funding (national budget and external developmental partners) for the implementation of updated DVNPS II		●	●	●		MoGFSS, CSOs	Proportion of activities in DVNPS II funded	National Steering Committee on the protection of all forms of violence and abuse in place	N/A	All planned activities for the year funded	FPA
1.4 Conduct a follow-up study to the 2007 assessment of prevalence of gender based violence in the country 'The Maldives Study on Women's Health and Life Experiences'	●	●				FPA	MBS, MoGFSS, ADB, CSOs, local councils	Updated information on the prevalence of GBV in the country	Family wellbeing and life experiences study will be carried out by FPA in 2021	The study report available in public domain by 2023	FPA website
1.5 Establish and operationalise shelters for GBV/DV survivors	●	●	●	●	●	MoGFSS	FPA, FCSCs, ADB, UN agencies, CSOs, MPS	Number of survivors of GBV/DV accessing services from DV shelters	20 survivors accessed services from DV shelters (2021)	Up to 160 survivors (needing the service) provided temporary accommodation and other rehabilitation services from the shelters annually	MoGFSS records

STRATEGY 2

Create support mechanisms to ensure universal access to sexual reproduction health rights education, information and services

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.1 Review and revive the social life skills program in schools with inclusion of SRH skills and education in secondary and higher grades as an extracurricular program until it is fully rolled out in the new curriculum (refer to action 2.2 below)	●	●	●	●	●	MoE	MoH, MoGFSS, UN agencies, CSOs and private health care providers	Number of secondary schools implementing social life skills program	N/A	All schools teaching secondary and up	MoE school records (MEMIS)
2.2 Introduce a module on life skills and SRH education in teaching courses (diploma/degree level)	●					MoHE	MNU, and other colleges and Universities, UN agencies	Number of teaching courses with a module on life skills and SRH	N/A	At least 3 teaching courses includes a module on life skills and SRH	University and college administrative records - annual reports
2.3 Ensure that sexual reproductive health (SRH) education is implemented in the life skills training program for schools	●	●	●	●	●	MoE	MoH, MoGFSS, UNFPA, CSOs and private health care providers	Like Skills program with SRH education implemented as per the revised curriculum	SRH and life skills incorporated in the new curriculum content; however it is not delivered	Revised curriculum with SRH and life skills fully delivered in schools	MoE school records (MEMIS)
2.4 Introduce and implement student health services at local colleges and university with a focus on providing information and skills for SRH and psycho-social well-being	●	●	●	●	●	MoHE	MoH, MoGFSS, Universities and colleges (public and private)	Number of colleges/universities with student health services	None	At least 2 (MNU and 1 other)	University and college administrative records - annual reports

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.5 Conduct a rapid assessment into prevalence of practices of Female Genital Mutilation (FGM) in the country	●					MNU - Research Development Office	HPA (MoH), MoGFSS, FPA, MBS, UNFPA and CSOs	Prevalence of practices of FGM	National prevalence of female circumcision available from DHS, however practices of FGM not available	Prevalence of practices of FGM identified	HPA website
2.6 Conduct SRH awareness programs through focused group discussions/sessions with the aim of reaching out especially to high-risk groups (adolescents, drug users, PWDs, and migrant workers) and assess knowledge	●	●	●	●	●	HPA (MoH)	MoGFSS, FPA, NDA, UNFPA and CSOs	Percentage of people with correct knowledge of SRH	Correct knowledge of fertile period for women (15-49 year age group) 18% measured in DHS 2016/2017	Information on the correct knowledge on SRH disaggregated by high-risk groups available	DHS
2.7 Assess the reasons for high unmet need for family planning and put in place measures to meet the demand	●					HPA (MoH)	MNU (Research Development Office), UNFPA and CSOs	Information available on the reasons for high unmet need for family planning	Prevalence of unmet need for family planning available in DHS, however the reasons for this high unmet need not available	Reasons for high unmet need for family planning identified	HPA website

STRATEGY 3

Strengthen Health Sector Response to Gender Based Violence and the second Domestic Violence Prevention Strategic Plan 2017-2022

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.1 Review and update the existing guidelines on Sexual Reproductive Health (SRH) and Gender Based Violence (GBV) for Health Professionals and Health Service Providers including in times of emergencies/crises	●					HPA	FPA, MPS, MoGFSS, CSOs, UN agencies, MoH, health service providers (public and private) and local councils	Updated guideline on SRH and GBV for health professionals	Guideline formulated	Updated guideline available on public domain by 2022	MoH website
3.2 Revise the existing e-module to include SRH and GBV and explore other innovative information technology platforms to run trainings to health professionals	●					HPA	FPA, MPS, MoGFSS, CSOs, UN agencies, MoH, health service providers (public and private) and local councils	Updated e-module on SRH and GBV for health professionals	e-module developed	e-module updated based on updated guideline	MoH administrative records
3.3 Roll out trainings using the e-module to health care providers (public and private)	●	●	●	●		MoH	FPA, MPS, MoGFSS, CSOs, UN agencies, HPA, health service providers (public and private) and local councils	Proportion of health care providers completing the e-module	N/A	100% of all health care providers (who provide clinical and public health services) complete the e-module	MoH training records

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.4 Include a module on GBV in all courses conducted by Faculty of Health Sciences	●	●	●	●		FHS	MoGFSS, MoH, UN agencies	Proportion of courses at FHS that include a module on GBV	None	100% of courses	FHS records
3.5 Implement the national campaign on DV (Geveshi Gulhun campaign) with measures to monitor effectiveness	●	●	●			MoGFSS/ FPA	MPS, CSOs, UN agencies	Proportion of population reached via the GG campaign	N/A	20% of population	Campaign' records
3.6 Establishment of GBV/DV helpline including a mobile application and expanding service delivery for victims of GBV/DV including in times of emergencies/crises	●	●				MoGFSS	FPA, MPS, CAM, UN agencies, WB	Number of DV/GBV victims provided support via helpline including the mobile application	N/A	800 victims provided support annually	Helpline/mobile app records

POLICY GOAL 5: ACCESS TO JUSTICE



Policy Statement 5: Ensure equal access justice, redress and effective remedies for men and women and boys and girls (National Gender Equality Policy, 2019)

OUTCOME INDICATORS	BASELINE 2021 (CURRENT SITUATION)	TARGET AT THE END OF 2026	MEANS OF VERIFICATION (SOURCE OF INFORMATION)
5.1 Percentage of female judges and magistrates	11% (20/183) females	15%	DJA
5.2 Percentage of DV/GBV cases reported that are being submitted for prosecution	3% (quarter 3 of 2020)	Increase to 30%	MPS case records
5.3 Proportion of women who received legal assistance to access justice in cases of DV and GBV (from the initial reporting to any State institution)	3.7% (14 out of 375 women) received legal assistance in cases of DV and GBV	Increase to 30%	MoGFSS records

STRATEGY 1

Develop inter-agency plan to create awareness and work towards legal empowerment in order to advance women's access to justice

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.1 Develop a training manual on GBV and gender and law enforcement, and train instructors at the National College of Policing and Law Enforcement	●	●				MPS	National College of Policing and Law Enforcement, MoGFSS, UN agencies	Number of trained instructors on using the manual to conduct trainings	None	At least 5 trained instructors in service	MPS training records
1.2 Conduct trainings for police officer refresher courses and recruitment courses, using the manual		●	●	●	●	MPS	National College of Policing and Law Enforcement, MoGFSS, UN agencies	Percentage of MPS personnel trained	None	Train 20% MPS personnel annually	MPS training records
1.3 Conduct trainings using the "Training Manual for the Orientation on DVPA and SO Act for Judges" (GBV, Gender and Law) for Judges and Magistrates		●	●	●	●	Judicial Training Academy	Judicial Institutions (courts, JSC, DJA) MoGFSS, UN agencies	Percentage of Judges and Magistrates trained	Training manual developed	Training conducted for all Judges and Magistrates	Judicial training records
1.4 Develop and conduct a training program on gender/victim sensitive reporting in published and online media platforms	●	●				MoGFSS	MBC, MMC, media (traditional and online media) and UN agencies	Percentage of program producers and journalists trained	None	30% of all program producers and journalists	MoGFSS program records

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ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
1.5 Conduct value clarification exercises as part of Continuous Professional Development to ensure that the Judiciary operates independently, not influenced by the personal values and beliefs of personnel employed in all justice sector institutes	●	●	●	●	●	DJA and Judicial Academy	Justice Sector Institutions, UN agencies	Number of judges/magistrates who have completed value clarification exercise	N/A	All judges/ magistrates to complete at least 1 exercise by 2026	Judicial Academy Records
1.6 Create awareness on the importance of victims/survivors' participation in criminal justice process	●	●	●	●	●	PGO (Victim Support Unit)	MPS, MoGFSS, Judiciary, CSOs	Number of people participating in awareness sessions	N/A	At least 100 people reached annually	PGO administrative records
1.7 Review and program audit the work of victim support units in MPS and PGO	●	●				AGO	MPS, MoGFSS, FPA, Judiciary, CSOs and UN agencies	Availability of Review Report	N/A	Review Report published and available for stakeholders	MPS and PGO website
1.8 Develop and continue programs to provide psychosocial support and necessary assistance to empower the victims to participate in the criminal justice process	●	●	●	●	●	MoGFSS and MPS	PGO, FPA, Courts, CSOs and UN agencies	Number of people who benefit from the psychosocial programs	N/A	At least 200 reached annually	MoGFSS, MPS and PGO case records

STRATEGY 2

Establish and strengthen mechanisms to facilitate the acquisition of protection orders for victims of gender-based violence

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
2.1 Implement the recommendations from the report on the challenges in obtaining protection orders and taking proactive measures for the breach of protection orders for victims of DV and sexual offences	●	●	●	●		FPA	MoGFSS, MPS, PGO, Courts, CSOs and UN agencies	Recommendations identified in the report implemented	Report on the challenges in obtaining protection orders prepared	100% of the recommendations identified in the report implemented	FPA website
2.2 Create a solution focused dialogue among stakeholders on challenges in obtaining parenting orders in the process of protection order procedures	●	●	●	●	●	FPA	MoGFSS, MPS, PGO, Courts, CSOs and UN agencies	Quarterly dialogue among stakeholders held	N/A	Challenges identified in the dialogue addressed	FPA website

STRATEGY 3

Strengthen practices that will enable men and women to participate equally as employees and decision makers of the law and justice sector, including law enforcement agencies to ensure equal access to justice for men, women and children

ACTION	TIMELINE					IMPLEMENTING AGENCIES		RESULTS FRAMEWORK			
	2022	2023	2024	2025	2026	Lead Agency	Supporting Agencies	Output Indicators	Baseline 2021 (current situation)	Target at the end of 2026	Means of Verification (source of information)
3.1 Conduct an assessment to identify existing challenges to women's participation in the justice sector (judges and management of justice sector institutions)	●					DJA	Judiciary	Availability of assessment report	N/A	Challenges identified in the report addressed through policy advocacy	DJA administrative records
3.2 Advocate to increase the participation of women in decision making positions of the Judiciary	●	●	●	●	●	JSC	PO, DJA, Courts, MoGFSS, CSOs, Parliament, UN agencies	Number of women in senior management positions (including judges/magistrates) in the Courts and DJA	32.6% women in senior management positions of the Judiciary	Increase to at least 40%	DJA administrative records
3.3 Ensure protection of female human rights defenders by identifying gender specific risks and establishing a protection mechanism	●	●	●	●	●	HRCM	MoGFSS, CSOs, UN agencies	Progress made in providing protection to female human rights defenders	NGOs, media and other sectors given protection through the Whistleblower Protection Act	Individual female human rights defenders included in giving protection under the provisions of Whistleblower Protection Act	HRCM data

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