

NATIONAL GENDER EQUALITY ACTION PLAN 2022 - 2026



Ministry of Gender, Family and Social Services
Republic of Maldives

ACKNOWLEDGEMENT

This document outlines the Government of the Maldives' policy targets and strategies pertaining to gender equality, for the five-year period 2022 – 2026. It sets out realistic strategic goals that would help achieve key milestones in national policy priority areas, as well as fulfilling international commitments regarding gender equality, including those under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and the Sustainable Development Goals (SDG).

This document would not have reached fruition without the assistance of multiple government agencies and non-governmental organisations, who contributed their technical input during the development of this plan. In particular, the support provided by our partner UNDP Maldives, and their consultant Ms. Athifa Ibrahim, in the process of reviewing and finalising this document is most valuable and noteworthy.

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 organisations and gender advocates to translate the Gender Equality Act and Policy into actions. The GEAP is a derivative of the National Gender Policy, which outlines the vision, mission, guiding principles, policy goals and strategies to attain gender equality in the Maldives, and was endorsed in September 2019.

Gender Equality 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

Policy Goals

Goal 1: Leadership and Governance

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

Goal 2: Economic Empowerment

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

Goal 3: 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).

Goal 4: Gender Based Violence

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

Goal 5: Access to Justice

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

List of Abbreviations

| | |
|-------|---|
| ADB | Asian Development Bank |
| AGO | Attorney General's Office |
| BCC | Business Centre Corporation |
| BML | Bank of Maldives |
| CAM | Communication Authority of Maldives |
| CPD | Continuous Professional Development |
| CSC | Civil Service Commission |
| CSO | Civil Society Organization |
| CSTI | Civil Service Training Institute |
| DHS | Demographic and Health Survey |
| DJA | Department of Judicial Administration |
| DRR | Disaster Risk Reduction |
| DV | Domestic Violence |
| DVNPS | Domestic Violence National Prevention Strategy |
| DVPA | Domestic Violence Prevention Act (Law No. 3/2012) |
| EC | Elections Commission |
| FCSC | Family and Children Service Centres |
| FGM | Female Genital Mutilation |
| FHH | Female Headed Households |
| FPA | Family Protection Authority |
| GBV | Gender Based Violence |
| GRB | Gender Responsive Budget |
| HIES | Household Income and Expenditure Survey |
| HPA | Health Protection Agency |
| HR | Human Resources |
| HRCM | Human Rights Commission of the Maldives |
| ICT | Information Communication Technology |
| IGMH | Indira Gandhi Memorial Hospital |
| JSC | Judicial Service Commission |
| LRA | Labour Relations Authority |
| MBC | Maldives Broadcasting Commission |
| MBS | Maldives Bureau of Statistics |
| MGEM | Maldivian Gender Equality Model |
| MIS | Management Information System |
| MLSA | Maldives Land and Survey Authority |

| | |
|--------|---|
| MMC | Maldives Media Council |
| MNDF | Maldives National Defence Force |
| MNU | Maldives National University |
| MoD | Ministry of Defence |
| MoE | Ministry of Education |
| MoECCT | Ministry of Environment, Climate Change and Technology |
| MoED | Ministry of Economic Development |
| MoF | Ministry of Finance |
| MoFMRA | Ministry of Fisheries, Marine Resources and Agriculture |
| MoGFSS | Ministry of Gender, Family and Social Services |
| MoH | Ministry of Health |
| MoHA | Ministry of Home Affairs |
| MoHE | Ministry of Higher Education |
| MoIA | Ministry of Islamic Affairs |
| 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 |

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 <i>Kiyeveni</i> portal/and other national level training institutes) |

| 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 <i>Handhuma</i> program with content covering equality and non-discrimination | N/A | Minimum of 1 Friday sermon and 1 <i>Handhuma</i> program (with gender equality content) per quarter every year | MoIA website and PSM records on <i>Handhuma</i> 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 | 9% (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 |

| 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 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 |
| 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 |

| 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 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 |
| 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 |

| 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 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 |
| 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, MoNPFI, 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 |

| 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) |
| 4.8 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 |
| 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 |

| 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) |
| 4.11 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) | N/A | 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/c 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 <i>Kiyeveni</i> 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 | | • | • | • | | FPA | MoGFSS, CSOs | Proportion of activities in DVNPS II funded | 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 |

| 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) |
| 3.3 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 |
| 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 (<i>Geveshi Gulhun</i> 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 |

| 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 |