

**Comments from HRCM to Gender Equality Action Plan sent by
the Ministry of Gender and Family**

General Comments

- To include specific action points for each strategy instead of a list of actions for each goal and to include shorter time frames for each action. This will lead to more effective realization and follow up of the specific actions.
- To add a column to specify relevant stakeholders and identify leading party for all the action points.
- To include an activity on identifying gaps between commitments and action taken under the action plan and to include HRCM and Ministry of Gender and Family as relevant stakeholders for this activity.
- Include civil society organizations with specialized knowledge and access to individuals at grass root levels as an important partner in relevant action points and include actions on engaging civil society by exchanging information, collaborating on trainings and undertaking joint advocacy.
- To include an action point on the protection of women human rights defenders who may face gender-specific risks and include HRCM and Ministry of Gender and Family as relevant stakeholders for this action.
- To include action points to introduce temporary quota systems for a period of 10 – 20 years for the judiciary, legislature, executive, local councils, public and private sector businesses.

Specific Comments

- Goal 1: To include more specific action points such as a quota system to ensure equal representation at leadership levels in the judiciary, parliament, executive branch, local councils, state and private businesses.
- Goal 1: Last policy target: To include a specific target for the percentage of female candidates in local council elections across political parties. We propose this percentage to be at 45%, similar to the target set for increasing percentage of party candidates for parliamentary elections.



- Goal 2: Action Point 2.6: Add 6 months to 1 year as the time frame to improve options for work from home via the internet.
- Goal 2: Action Point 2.6: Add 2 years as the time frame to link home-based professionals with relevant employers and markets.
- Goal 2: Action Point 2.7 – To include a list of specific fields such as Engineering, Science, Technology, Mathematics, Teaching, Service industry and the Tourism sector where gender disparity exists and include specific actions to improve more equitable gender representation in these fields.
- Goal 2: Action Point 2.8: Include Ministry of Education, Ministry of Gender and Family, NGOs, Media and Ministry of Youth and Sports as relevant stakeholders.
- Goal 2: Action Point 2.13: To set a target percentage to work towards achieving this action. The target can be set between 30-50%.
- Goal 2: Action Point 2.14: To include specific action points targeting tourist resorts, guest house businesses and other local employers in order to facilitate on-island jobs and jobs in nearby islands which can be accessible after a commute. This will vastly increase employment opportunities for women living in islands outside Male' City.
- Goal 3: Collect data on discrimination in the private sector and undertake promotion strategies to address complaints about women's rights and gender equality. Identify LRA, HRCM, Employment Tribunal, Ministry of Gender and Family and Ministry of Economic Development as relevant stakeholders.
- Goal 3: Set a 2-year period as the time frame for Strategy 1 on strengthening the mandate of Ministry of Gender and Family to enhance responsibility for implementing the National Gender Policy.
- Goal 3: Strategy 6: Add 2 years as the time frame to implement the proposed strategy of creating inter-agency plans to amend the Civil Service Appraisal system to introduce annual gender training or refresher gender trainings.
- Goal 4: Include an action to conduct a follow up research of the UNFPA Report on Gender Based Violence in the Maldives conducted in 2004.
- Goal 4: Include actions to strengthen legal aid and free legal representation for victims of gender based violence.
- Goal 4: Include actions to support civil society organizations and members working for prevention of domestic violence and gender based violence.

