



Strategic Plan

2021 - 2025



Core Values



Neutrality



Respect



Transparency



Integrity



Open
Communication

Neutrality, respect, integrity and transparency are values inherent in everything we do. Open communication fosters an atmosphere of trust and common purpose.

Objectives of the plan

As the human rights institution mandated by law to promote and protect human rights, HRCM has over the years registered major strides in this regard. However, a great more still needs to be done to ensure human rights are recognized, respected, enjoyed and protected for all without any discrimination in the Maldives.

The Strategic Plan (2021-2025) sets out a bold and ambitious vision for HRCM. Building on the successes of the previous Strategic Plan (2015-2020), it articulates the HRCM's commitment in shaping and improving the human rights landscape over the next five years. The plan focuses on human rights promotion and protection, capacity building, stakeholder participation and collaboration as well as communication and visibility of the Commission.

This plan is a result of an intense and rigorous process of thought and wide consultations among working groups, staff and commissioners.

- The right balance in maintaining what we do well and responding to future requirements and opportunities.
- The plan is guided by the conviction of effective promotion and protection of human rights in the Maldives.



Vision

We envision an equitable, inclusive Maldives where every resident understands human rights, values diversity, engages in the responsibilities of their citizenship, and respects the rights of others.



Mission



We envision an equitable, inclusive Maldives where every resident understands human rights, values diversity, engages in the responsibilities of their citizenship, and respects the rights of others.



Our mission is to champion human rights by promoting and protecting dignity, diversity, and equality within Maldives.

Systemic change to inculcate the culture of human rights

We aim to instill the culture of human rights in Maldives through regulatory and procedural reform. It is important that we work to build a culture that respects human rights and protect and promote human rights across the country. This area will focus on ensuring new regulations are in line with human rights standards while continuously monitoring human rights situations to ensure effective implementation of human rights laws and conventions.

Goal 1: Increase human rights awareness across the nation through modern technology in delivering awareness programs, trainings and media campaigns.

Goal 2: Facilitate procedural reform, and implementation of pertinent laws and regulations, in public and private establishments.

Goal 3: Establish robust whistle blower protection mechanisms in all institutions in the Maldives by 2025.

Goal 4: Enhance visibility and public outreach mechanisms to achieve a high standard of community awareness on human rights.

Goal 5: Establish a cohesive legal mechanism and supporting systems for pertinent redress and protection for human rights violations.

Goal 6: Prevention of torture and other cruel, inhuman or degrading treatment or punishment

Goal 7: Monitor and review the progress of work related to human rights

Goal 8: Lead in human rights related studies



Exemplary National Human Rights Institution (NHRI)

We strive to be a reputable, independent, transparent and leading NHRI at the local, regional and international levels through responding quickly and effectively to human rights issues. HRCM will be a model to other NHRI's in promoting and protecting human rights and will build and sustain strong relationships with civil society as well as international organizations.

Goal 1: Conduct effective investigations within 90 days, through modern technology and forensic science.

Goal 2: Establish robust mechanism for compensation for victims of human rights violations.

Goal 3: Build and sustain strong alliances with civil society and international organizations, in research, monitoring and inspections.

Goal 4: Achieve A Status NHRI and be fully compliant with the Paris Principles.



Organizational Excellence

We endeavor establish internal monitoring mechanisms and professional advancement opportunities through modern technology and long term solutions. We will create a safe working environment where staff are empowered. Our organization will function smoothly and innovatively through the contribution of qualified and skilled staff working at all departments of the Commission.

Goal 1: Establish mechanisms to ensure effective and efficient delivery of our services to citizens and foreigners within the Maldivian territory.

Goal 2: Streamline organization structure for good governance and foster greater access to our services across the Maldives via modern technology.

Goal 3: Establish policies, procedures and practices to ensure the institution is adequately staffed with qualified and competent employees.

Goal 4: Establish mechanisms to motivate and continuously develop employees of the commission.

Goal 5: Utilize the potential of ICT to modernize and innovate operations of HRCM.



Performance Indicators

- A high satisfaction rate from public.
- Lead and participate in key human rights events and activities.
- Successful interventions resulting in improved human rights outcomes.
- Strengthen strategic relationships with government agencies, non-government organizations and the private sector where human rights are most at risk.
- Compliance with reporting requirements and achievement of service delivery targets.

Contribute to realizing the sustainable development goals



