



UNCT-SWAP Gender Equality Scorecard

Annual Progress Report
United Nations Country Team,
Maldives



UNITED NATIONS
MALDIVES



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I. BACKGROUND

The UNCT-SWAP Gender Equality Scorecard is a globally standardized rapid assessment of UN country level gender mainstreaming practices. The framework is designed to foster adherence to minimum requirements for gender equality processes across the UN system set by the United Nations Sustainable Development Group (UNSDG). The UNCT-SWAP Gender Equality Scorecard focuses on the performance of the UN system as a whole, rather than the achievements of any single agency. By focusing on gender mainstreaming processes at the country level, the tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and the empowerment of women (GEEW) results at the country level.

The Scorecard was endorsed by the United Nations Development Group (UNDG, now the UNSDG) in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The four-year Quadrennial Comprehensive Policy Review resolution (A/RES/72/233) passed by the UN General Assembly in December 2020 reaffirmed the centrality of gender equality to progress across the SDGs and called for enhancing and accelerating UN efforts to mainstream gender through the full implementation of the UNCT-SWAP Gender Equality Scorecard ('UNCT-SWAP').

Indicators as per UNSDG Technical Guidance June 2018





II. ANNUAL PROGRESS REPORT

The United Nations Country Team (UNCT) System-wide Action Plan (SWAP) Gender Equality Scorecard measures gender mainstreaming in UN common programming processes across 15 indicators that fall within seven-dimension areas: 1) planning; 2) programming and monitoring & evaluation; 3) partnerships; 4) leadership and organizational culture; 5) gender architecture and capacities; 6) financial resources; and 7) results. The participatory methodology relies on evidence-based analysis and consultation to rate the UNCT for each indicator based on standardized criteria.

The comprehensive UNCT-SWAP Gender Equality Scorecard exercise was conducted in the Maldives as a guided self-assessment in December 2020. Heads of Agencies (HOA) nominated members of the Interagency Assessment Team (IAT). Assessment team members worked collaboratively to provide a rationale and supporting evidence for each rating. Team discussions and consensus building over the assessment period helped to minimize subjectivity and improve the reliability of findings across all 15 performance indicators. Under overall guidance of the Resident Coordinator's Office (RCO) and UNFPA as Chair of the UN Gender Theme Group, the participatory methodology helped to deepen internal understanding of the indicators and ownership of results and related action plan.

In years when the comprehensive UNCT-SWAP exercise is not undertaken, UNCTs are required to submit an annual progress report. These reports must provide an update on progress against the baselines established through the comprehensive reports. Annual progress reports entail reassessment of minimum five performance indicators, and a report back on UNCT implementation of the UNCT-SWAP Action Plan. This report covers the reassessment of five indicators undertaken in October – November 2022. The report on UNCT implementation of the Action Plan is provided separately by the Chair of the UN Gender Equality and Human Rights Thematic Group (GEHRTG), previously the UN Gender Theme Group.

In October 2022, the UNCT directed the GEHRTG to coordinate the UNCT-SWAP annual progress report. Under the guidance of the GEHRTG Chair (UNFPA), and with support from the RCO, UNCT-SWAP performance indicators 1.1, 1.2, 1.3, 2.2, and 4.3 were selected for re-assessment.

Indicators 1.1, 1.2 and 1.3 were selected because the UN system in the Maldives has embarked on its new UN Sustainable Development Coordination Framework (UNSDCF) 2022 – 2026 since the last comprehensive UNCT-SWAP exercise. As a result, all three UNCT-SWAP indicators related to the planning dimension required reassessment. Indicator 2.2 was selected because the UNCT has developed a new Communications Strategy for the UNSDCF and a reinvigorated UNCT Communications Group had developed an Annual 2022 Work Plan. Indicator 4.3 was selected because challenges had been noted in the previous gender parity dataset compiled during the comprehensive UNCT-SWAP Scorecard exercise in December 2020 and it was determined that a new baseline was required in order to provide a foundation for future progress.

III. FINDINGS

The findings presented below reveal the scoring for each of the five re-assessed performance indicators across the Planning (three indicators), Programming and M&E (one indicator), and Leadership and Organizational Culture (one indicator) dimensions. The rating system consists of four levels as follows:

- Exceeds minimum requirements
- Meets minimum requirements
- Approaches minimum requirements
- Missing minimum requirements

UNCT Maldives should aim to meet minimum requirements across indicator areas in line with UNSDG guidance. Refer to [Annex A](#) for details on rating criteria for each of the five selected indicators. The overall results of the annual update reveal the following:

- UNCT-SWAP indicator 1.1 (CCA) has been assessed as approaches minimum requirements, representing the same scoring achieved in December 2020.
- UNCT-SWAP indicator 1.2 (UNSDCF) has been assessed as meeting minimum requirements. The UNDAF 2016 – 2020 was also assessed as meeting minimum requirements but the assessment team noted the UNSDCF was significantly stronger in the integration of gender analysis and visible gender mainstreaming across all parts of the Cooperation Framework.
- UNCT-SWAP indicator 1.3 (UNSDCF Indicators) has been assessed as meeting minimum requirements in relation to the UNSDCF Results Matrix. The UNDAF 2016 – 2020 Results Matrix was also assessed as meeting minimum requirements.
- UNCT-SWAP indicator 2.2 (Communications/Advocacy) progressed from being assessed as missing minimum requirements in 2020 to exceeding minimum requirements in November 2022.
- UNCT-SWAP indicator 4.3 (Gender Parity) has been assessed as missing minimum requirements representing the same scoring achieved in December 2020.

Detailed findings for each indicator are reported in [Annex B](#).

Maldives UNCT-SWAP: Progress on Select Indicators (November 2022 vs December 2020)

Indicator	Missing Minimum Requirements	Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1. Planning				
1.1 CCA (Nov 2022)				
1.1 CCA (Dec 2020)				
1.2 UNSDCF Outcomes (Nov 2022)				
1.2 UNDAF Outcomes (Dec 2022)				
1.3 UNSDCF Indicators – Nov 2022				
1.3 UNDAF Indicators – Dec 2020				
2. Programming and M&E				
2.2 Communications/Advocacy				
2.2 Communications/Advocacy				
4. Leadership and Organizational Culture				
4.3 Gender Parity (Nov 2022)				
4.3 Gender Parity (Dec 2020)				



Summary of progress against the five selected indicators

Dimension 1: Planning: The findings in this dimension area revealed a strong consideration of gender issues at the planning stages of the new UN Sustainable Cooperation Framework (UNSDCF) 2022 – 2026. An exception being on issues related to the environment and climate change where the integration of gender analysis and substantive references to gender equality and women's empowerment could have been improved across all aspects of UNCT planning, from the CCA to the UNSDCF and accompanying Results Matrix.

The 2022 CCA contained a stand-alone chapter on gender equality and women's empowerment, providing reference to CEDAW and national instruments such as the Gender Equality Act. Gender analysis is included across some sectors, but not all. A notable gap being the environment and climate change. The 2022 CCA includes some use of sex-disaggregated and gender sensitive data, particularly in education, health, attitudes regarding gender equality, women's participation in public life and politics.

The new UN Sustainable Development Cooperation Framework (UNSDCF) 2022 – 2026 met minimum standards with the inclusion of a gender-targeted outcome and visible gender mainstreaming in the majority – but not all – outcome areas. Across all chapters of the UNSDCF there are substantive references to gender equality. Discussions on all but one of the outcome areas (climate-resilient environment being the outlier) include gender analysis and visible gender mainstreaming. Had it not been for the lack of visible gender mainstreaming under Outcome 3, the UNSDCF would have exceeded minimum requirements for UNCT-SWAP indicator 1.2.

The UNSDCF 2022 - 2026 Results Framework met minimum requirements for gender sensitivity with 41 per cent (13 out of 32) of outcome indicators able to track progress toward gender equality, and 45 per cent (24 out of 53) output indicators either fully or partially gender-sensitive. These findings are in line with the previous UNDAF 2016 – 2020 in which 41 per cent of outcome and output indicators were assessed as being able to track progress towards gender equality, as reported in the Maldives UNCT-SWAP comprehensive Scorecard Assessment conducted in December 2020. The analysis of the current UNSDCF 2022 – 2026 results matrix identified variability in levels of gender tracking between outcome areas, with the greatest proportion of gender-sensitive indicators concentrated under Outcomes 1, 2 and 4 and fewer under Outcome 3. There were nearly a dozen instances where, despite gender-sensitive indicator descriptions, there was no explicit commitment by the UN to capture gender equality results through appropriately worded targets and/or means of verification. The majority of these examples were also identified under Outcome 3. Refer to [Annexes B and C](#) for further details.

Dimension 2: Programming and Monitoring and Evaluation: The re-assessment of UNCT-SWAP indicator 2.2 found strong evidence of joint UN action for GEWE communication and advocacy in the preceding year, positively correlated with the development of a comprehensive UNCT Communications Work Plan for 2022 and a dedicated UNCT communications strategy for the UNSDCF 2022 – 2026. Visible gender mainstreaming is evident in both documents which contain explicit reference to communication and advocacy on GEWE. The UN in Maldives exceeded the minimum requirements for GEWE communication and advocacy by meeting all four criteria, including for its collective efforts to promote GEWE in non-traditional thematic areas such as sport and sustainable tourism.





Dimension 4: Leadership and Organizational Culture: Findings on gender parity showed that the team in Maldives was missing the minimum requirements for Indicator 4.3. The UNCT has not yet put in place a system for monitoring parity levels. The assessment found that women comprise 61 per cent of UN staff in Maldives based on the data provided. Women were over-represented among general service staff (64 per cent female) and mid-level staff (64 per cent female). Refer to [Annex D](#) for further details. The UNCT Maldives Business Operations Strategy 2019 – 2020 does not include any gender-specific actions or indicators.



ANNEX A – SELECTED UNCT-SWAP GENDER EQUALITY SCORECARD INDICATORS

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
1.1 Common Country Assessment		
CCA or equivalent includes: a) Gender analysis across most sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b) Some sex-disaggregated and gender sensitive data.	CCA or equivalent includes: a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; and b) Consistent sex-disaggregated and gender sensitive data.	CCA or equivalent meets minimum requirements and includes: c) Targeted gender analysis of those furthest behind.
1.2 UNSDCF Outcomes		
a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. or b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5. and b) One UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.
1.3 UNSDCF Indicators		
Between one-fifth and one-third (20-33 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5.	More than one-half of UNSDCF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG 5



Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
2.2 Communications and Advocacy		
a) The UN system has contributed collaboratively to at least one joint communication activity on GEEW during the past year.	a) The UN system has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year. and b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.	Meets minimum standards and c) The UN system has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
4.3 Gender Parity		
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels in General Service and all Professional staff.	Approaches minimum requirements and a) The UNCT can demonstrate positive trends toward achieving gender parity commitments.	Meets minimum requirements and b) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.

ANNEX B – UNCT-SWAP GENDER EQUALITY SCORECARD FINDINGS BY INDICATOR

UNCT Maldives – Annual Progress Report November 2022

Dimension Area 1 - Planning

Indicator: 1.1 Common Country Assessment	Score: Approaches Minimum Requirements
Findings and Explanation	
a) Gender analysis is evidenced across <u>the majority of</u> sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG 5.	
<p>The Common Country Analysis (CCA) is in line with good practices as it contains a stand-alone chapter on gender equality and women's empowerment, providing reference to CEDAW and national instruments such as the Gender Equality Act. The CCA includes gender analysis across some sectors, but not all.</p> <p>Gender analysis is present in the chapter on social development and exclusion – noting that the strength of analysis varies across different sectors (for example – while a strong gender analysis including sex-disaggregated data is present in education, it is weaker in the health and social protection, and absent under drug abuse). Although briefly mentioned, a gender analysis is absent in the stand-alone chapters for economic transformation; environment and climate change and progress on global commitments; and governance and politics. However, the dedicated Chapter on gender equality and women's empowerment provides an analysis in the areas of governance and politics, health (including sexual and reproductive health), poverty, economic disparities and domestic violence/gender-based violence. Additionally, the chapter on Leaving No One Behind analyses aspects related to vulnerabilities faced by women.</p>	
b) Consistent use of sex-disaggregated and gender sensitive data.	
<p>Some use of sex-disaggregated and gender sensitive data is present, particularly with regards to education, health, attitudes regarding gender equality, women's participation in public life and politics. Gender aspects are also touched upon in other parts of the CCA, namely in the "Country Progress Toward the 2030 Agenda" as well as in the "Challenges and Gaps Towards Achieving the 2030 Agenda". It is noted in the CCA that 'The greatest limitation to the CCA has been gaps in data to support comprehensive thematic analyses, or to map national realities against SDG targets. Secondly, there is a severe limitation in the availability of data disaggregated geographically, by gender, age, and other relevant characteristics in the Maldives.' Analysis on the impact of lack of sex-disaggregated and gender sensitive data would support the gender analysis further.</p>	
Evidence or Means of Verification	
<ul style="list-style-type: none">• <i>UNCT Maldives Common Country Analysis, January 2022</i>	

Findings and Explanation

a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.

The UNSDCF 2022 – 2026 identifies **four outcomes** across the following **three strategic priorities**:

- Strategic Priority 1: Shared prosperity and inclusive human development for all.
- Strategic Priority 2: Sustainable and climate-resilient environment.
- Strategic Priority 3: Gender-responsive, rights-based, and accountable governance and justice.

The 4 outcomes are:

1. **Outcome 1:** By 2026, youth, women, and others at risk of being left behind, contribute to and benefit from inclusive, resilient, sustainable economic and human capital development, fostering innovative, entrepreneurship, and decent work.
2. **Outcome 2:** By 2026, people in the Maldives, especially the most vulnerable and marginalized benefit from increased access to and use of equality, equitable, inclusive, and resilient social and protection services, and have enhanced relevant skills and live fulfilled lives with wellbeing and dignity.
3. **Outcome 3:** By 2026, national and sub-national institutions and communities in Maldives, particularly at-risk populations, are better able to manage natural resources and achieve enhanced resilient to climate change and disaster impacts, natural and human-induced hazards, and environmental degradation, inclusively and in a sustainable manner.
4. **Outcome 4:** By 2026, Maldives has strengthened decentralized and accountable governance under the rule of law where people are empowered, meaningfully participate in transparent and transformative processes for public policy and fully enjoy access to justice, public services, human rights, gender equality and women's empowerment in a tolerant and peaceful society.

The UNSDCF has a high-level Theory of Change as well as separate theories of change for each Outcome. The high-level Theory of Change clearly articulates a focus on gender equality and women's empowerment (GEWE) across three of the four Outcomes (the exception being Outcome 3 on sustainable and climate-resilient environment). In addition, the UNSDCF states that "underpinning the Strategic Priorities are three fundamental strategies which together will promote a transformational and sustainable development trajectory for the Maldives". One of the strategies is identified as "addressing gender equality, women's rights and empowerment of women".

Gender is visibly mainstreamed across Outcome areas 1,2 and 4 in line with the high level the Theory of Change (and corresponding outcome-level specific theories of change) and SDG priorities, including SDG 5. Across all UNSDCF chapters there are substantive references to gender equality. Discussions on all but one of the outcome areas (Outcome 3 on climate-resilient environment being the outlier) include gender analysis and visible gender mainstreaming. Had it not been for the lack of visible gender mainstreaming in Outcome 3, the UNSDCF would have exceeded minimum requirements for UNCT-SWAP indicator 1.2.

Though Outcome 3 contains some gender-sensitive language (for example around gender-responsive sustainable planning) and references to ‘at-risk populations including women and children’ and UN support to ‘women’s groups as agents of change’, this was not assessed as being sufficient to constitute visible gender mainstreaming as defined in the UNSDG UNCT-SWAP Technical Guidance (2018).

Outcome 2 is one of two Outcomes under UNSDF Strategic Priority Area 1 on “*Shared Prosperity and Inclusive Human Development for all*” and aligns to ensure progress on SDG 5, as well as SDG 3 and SDG 16. Outcome 2 has mainstreamed gender equality in two of three thematic focused areas. The theory of change ensures the need for gender-responsive social protection from the onset. Outcome 2 whilst focusing on reaching the most vulnerable, is also strong on preventing gender-based violence and strengthening survivor-centered referral mechanisms as well as emphasizing behavioural change strategies targeting men and boys so that they adopt practices that protect women and children from abuse, violence, and harmful practices.

b) One UNSDCF outcome specifically targets gender equality.

One outcome in the UNSDCF 2022 - 2026 clearly articulates how gender equality will be promoted and specifically targets gender equality with a connection to SDG 5. The outcome statement reads: “By 2026, Maldives has strengthened decentralised and accountable governance under the rule of law where people are empowered, meaningfully participate in transparent and transformative processes for public policy and fully enjoy access to justice, public services, human rights, *gender equality and women’s empowerment* in a tolerant and peaceful society”.

Outcome 4 specifically targets gender equality and the empowerment of women (GEWE) and the theory of change carries a strong narrative on enabling GEWE. The outcome clearly articulates how gender equality will be promoted, with a visible focus on addressing discrimination and exclusion, “overcoming gender-based discrimination and disempowerment of women” as well its focus on addressing gender-based violence with gender-transformative legal reform and access to justice and promoting human rights, gender equality, rights of vulnerable groups, migrant groups, and persons with disabilities in line with SDG 5, as well as SDG 10 and SDG 16.

Evidence or Means of Verification

- **United Nations Sustainable Development Cooperation Framework. Republic of Maldives. 2022 – 2026.**



Findings and Explanation

Between one-third and one-half (33 – 50 per cent) of UNSDCF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

The UNSDCF 2022– 2026 Results framework consists of 32 outcome level indicators and 53 output level indicators that cover four Outcome areas under three Strategic Priorities.

A total of 13 out of 32 outcome level indicators (41%) were sensitive to measure progress in gender equality and the empowerment of women (GEEW).

A total of 24 out of 53 output level indicators (45%) were sensitive to measure progress in gender equality and the empowerment of women (GEEW).

The analysis shows that the indicator framework of the UNSDCF 2018 – 2022 meets minimum requirements. The breakdown across Outcome areas is shown below.

UNSCDF 2022 - 2026	Total # outcome indicators	# gender-sensitive outcome indicators (and as %)	Total # output indicators	# fully gender-sensitive and partially gender-sensitive* output indicators (and as %)
Outcome 1	7	4 (57%)	10	6 (60%)
Outcome 2	6	3 (50%)	17	4 (24%)
Outcome 3	9	1 (11%)	13	6 (46%)
Outcome 4	10	5 (50%)	13	8 (62%)
TOTAL	32	13 (41%)	53	24 (45%)

Half or more of outcome-level indicators for Cooperation Framework Outcomes 1 (sustainable economic and human capital development), 2 (social and protection services, relevant skills, wellbeing and dignity), and 4 (gender-responsive, rights-based, accountable governance and justice) are gender-sensitive. For Outcomes 1 and 4, 60% and 62% of output level indicators, respectively, are also fully or partially gender-sensitive. Only 1 out of 9 (11%) of outcome-level indicators for Outcome 3 (sustainable and climate-resilient environment) are gender-sensitive.

In nearly all instances where outcome or output level indicators were assessed as partially, rather than fully, gender-sensitive (mostly under Outcome 3), indicator descriptions referenced ‘gender-sensitive’ or ‘gender-responsive’ mechanisms, strategies, policies, or plans but did not provide baselines, targets, and/or means of verification to show the UN intends to capture gender equality results.

At output level, the greatest proportion of gender-sensitive indicators were concentrated in the following areas: outputs on economic livelihoods and labour force participation (1.1 and 1.2), services to prevent and respond to violence (2.3), and governance, justice, and empowerment of women (4.1, 4.2 and 4.3). No gender-sensitive output level indicators were included in the following areas: health, nutrition, and care services (2.1), education (2.2), and social protection (2.4). This was considered surprising given the well-known gender issues related to social service provision in the Maldives.

Evidence or Means of Verification

- **Results Matrix (Annex 1): United Nations Sustainable Development Cooperation Framework 2022 – 2026. Republic of Maldives.**



Dimension Area 2 – Programming and M&E

Indicator: 2.2 Communication & Advocacy

Score: Exceeds Minimum Requirements

Findings and Explanation

- a) The UNCT has contributed to at least one joint communication activity on GEEW during the past year.
- b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the past year.

There are several examples of joint communications and advocacy on gender equality and the empowerment of women and girls. To cite two examples:

1. As part of the celebrations to mark the **International Women's Day** (8 March 2022), the United Nations in Maldives in partnership with Moodhubulhaa Dive, Aloha Beach Club, Beach Club Maldives and other key women leaders and partners held special event in Hulhumale', under the theme "Gender equality today for a sustainable tomorrow". The event was held from 1pm to 6pm on 8 March 2022 at Hulhumale' Beach. Several water sports and beach activities were available especially for women to try out as part of efforts to challenge harmful gender norms and stereotypes that discourage women and girls from participating in sports and other healthy activities, promote women's and girls' empowerment, and to advance gender equality in non-traditional thematic areas of work for the UNCT.
2. Several joint communication and advocacy activities were conducted by UNDP, UNICEF and UNFPA on issues of gender-responsive social protection, with a focus on safeguarding women from falling into poverty and protecting them from becoming vulnerable to violent situations due to COVID-19. These communication and advocacy activities were undertaken within the context of a joint UN programme supported by the COVID-19 Multi-Partner Trust Fund (MPTF).

In the context of the above joint programme funded through the COVID-19 MPTF, there was interagency collaboration on the 16 Days of Activism against Gender-Based Violence campaign in 2021. Between 25 November – 10 December 2021, a sustained social media campaign was developed for the 16 Days of Activism that focused on ending violence against women, the worsening situation for women and girls in the Maldives because of the pandemic, and the need to build back better.

Criteria a) and b) are therefore considered met.

c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEEW communication and advocacy.

Since the UNCT-SWAP comprehensive scorecard assessment was conducted in December 2020, the UNCT Communications Group was reinvigorated under the stewardship of the UN Resident Coordinator, who now serves as its Chair. There is a United Nations Maldives Annual Communications Work Plan for 2022 which visibly includes communication and advocacy on gender equality and the empowerment of women and girls. For example, activities are included related to International Women's Day and the International Day for the Elimination of Violence Against Women (within the context of the 16 Days' Campaign), together with messaging to encourage more women to be leaders in public and political sectors. Criterion c) is therefore met.

In the past year, the UNCT has also developed a dedicated communications strategy to accompany the UNSDCF 2022 – 2026 cycle. The strategy states “a special focus will be given to achieve balanced representation of women and girls in all UN Maldives communications in line with our efforts to accelerate achievement of SDG5, Gender Equality”.

d) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.

In the past year, there are several examples of UNCT communication/advocacy in non-traditional thematic areas, with the Resident Coordinator supporting and amplifying collective messages through the UN(CT) Maldives social media presence. Specific examples include:

1. Emphasizing and championing the role of sport in promoting women's empowerment (as well as promoting peace and development). This includes UN-supported efforts to foster community and social cohesion with a special focus on girls'/women's cricket.
2. Promoting the importance of women for sustainable tourism

Criterion d) is therefore considered met.

Evidence or Means of Verification

- United Nations Maldives Annual Communications Work Plan for 2022.
- United Nations Maldives Communications Strategy 2022 – 2026.
- Insights provided by members of the UN Gender Equality and Human Rights Theme Group and Resident Coordinator's Office.
- Annual Progress Report to the COVID-19 MPTF.
- <https://www.plus.mv/news-english/24182/>
- <https://twitter.com/UNMaldives/status/1537035992447586304>
- <https://twitter.com/maldivescricket/status/1563799048544366593>
- <https://nep.facebook.com/UNFPAMaldives/photos/a.3967455066632342/4759269770784197/>



Dimension Area 4: Leadership and Organizational Culture

Indicator: 2.2 Gender Parity

Score: Missing Minimum Requirements

Findings and Explanation

a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

The UNCT does not have a system in place for monitoring gender parity at the country level so criterion a) is not met.

b) The UNCT can demonstrate positive trends toward achieving gender parity.

Challenges in verifying the results and analysis of the gender parity data collection exercise in December 2020 (as part of comprehensive UNCT-SWAP Scorecard assessment) means that data collected as part of this annual update will instead serve as the baseline for regular monitoring at UNCT level. Consequently, as of November 2022 the UNCT is not able to conduct trend analysis so criterion b) is not met. The data collected through this exercise will serve as the baseline for future and regular monitoring at UNCT level.

From those UN entities that provided data, the assessment found that women comprise 64 per cent (53 out of 83) of UNCT Maldives personnel from General Service staff and specified professional levels. Women comprise:

- 64 per cent (29 out of 45) of General Service Staff (G1-G7)
- 75 per cent (15 out of 20) of mid-level staff (NOA, NOB, P1 – P3)
- 50 per cent (9 out of 18) of senior-level staff (NOC/P4 and above)

With gender parity defined as plus or minus three percentage points (47 – 53 per cent), there is no gender parity overall. There are also significant gender parity gaps, with women over-represented among General Service staff and mid-level staff. Understanding the reasons for such gender parity gaps require further investigation, particularly since (i) not all entities without a physical presence provided staffing data, and (iii) the staffing data provided was not always inclusive of all staffing categories particularly in relation to national staff. Refer to [Annex D](#) for detailed data.

c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster GEEW.

The current BOS (as of November 2022) does not include gender-specific actions or indicators (on the latter no KPIs are included at all). There are missed opportunities in sections on procurement and human resources to include gender-related targets and highlight initiatives that could foster GEEW. The current BOS states it “will go through an annual monitoring phase and is set to be reviewed on 01/01/2023”. The latter provides an opportunity for the OMT to build gender equality targets into joint operations (as well as requirements from other UNCT Scorecards including on Youth and Disability Inclusion). For example, engagement of Human Resource and/or Operations staff to support and monitor processes that ensure gender parity, diversity, and inclusion at all levels.

Evidence or Means of Verification

- HR data submitted by ESCAP, FAO, UNDP, UNFPA, UNICEF, UNODC, WHO.
- UN Maldives. Business Operations Strategy (Review No. 1, version dated 15 June 2020).



ANNEX C – UNSDCF 2022 - 2026 OUTCOME AND OUTPUT INDICATORS

Gender Sensitivity Assessment (Scorecard Indicator 1.3)

A total of **32** outcome level and **53** output level indicators were assessed for ability to track changes to gender equality and women's empowerment (GEWE). Indicators were drawn from the UNSDCF Results Framework 2022 – 2026.

Total Outcome Indicators: 32

Outcome Indicators Counted as Able to Track Progress Toward GEWE: 13 (41%)

Total Output Indicators: 53

Output Indicators Counted as Able to Track Progress Toward GEWE: 24 (45%)

UNSDCF 2022 - 2026	Total # outcome indicators	# gender-sensitive outcome indicators (and as %)	Total # output indicators	# fully gender-sensitive and partially gender-sensitive* output indicators (and as %)
Outcome 1	7	4 (57%)	10	6 (60%)
Outcome 2	6	3 (50%)	17	4 (24%)
Outcome 3	9	1** (11%)	13	6** (46%)
Outcome 4	10	5 (50%)	13	8 (62%)
TOTAL	32	13 (41%)	53	24 (45%)

* Partially gender-sensitive refers to instances where the indicator language is gender-sensitive but the baseline and/or target and/or means of verification may not be sufficiently clear to verify that the UNCT will monitor and report on related gender equality results.

** All indicators assessed as partially gender-sensitive.

UNSDCF 2022 – 2026 RESULTS MATRIX: ANALYSIS FROM GENDER PERSPECTIVE

UNSDCF STRATEGIC PRIORITY 1: SHARED PROSPERITY AND INCLUSIVE HUMAN DEVELOPMENT					
INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE	GENDER CONSIDERED (YES/NO)	COMMENT
OUTCOME 1: BY 2026, YOUTH, WOMEN AND OTHERS AT RISK OF BEING LEFT BEHIND, CONTRIBUTE TO AND BENEFIT FROM INCLUSIVE, RESILIENT, SUSTAINABLE ECONOMIC AND HUMAN CAPITAL DEVELOPMENT, FOSTERING INNOVATION, ENTREPRENEURSHIP AND DECENT WORK.					
Contributing to SDGs: Goal 1. End poverty in all its forms everywhere Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all Goal 5. Achieve gender equality and empower all women and girls Goal 8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation Goal 10. Reduce inequality, within and among countries Goal 14. Conserve and sustainably use the oceans, seas, and marine resources for sustainable development Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development					
1(a) Proportion of population living below the national poverty line, by sex and age, employment status (SDG 1.2.1)	Male: 8.1% Female: 8.2% Children (0 -14 yrs) 10.1% Working age population (15 - 64 yrs): 7.5% Elderly (65+): 6.2%	Reduce by 50% across all	Household Income and Expenditure Survey	YES	Sex-disaggregated indicator and baseline
1(b) Unemployment rate, by sex and persons with disabilities (SDG 8.5.2)	Both sexes: 5.3 (2019) Male: 5.6 Female: 4.8 PWDs both sexes: 7.1% (2019) Male: 4.2% Female: 10.2%	Under 5% overall and for each sex, including people with disabilities	Household Income and Expenditure Survey and Census	YES	Sex-disaggregated indicator and baseline
1(c) Proportion of youth (aged 15–24 years) not in education, employment or training by sex (SDG 8.6.1)	Both Sexes: 29% (2019) Male: 15% Female: 41%	Below 10%	Census and Household Income and Expenditure Survey	YES	Sex-disaggregated indicator and baseline
1(d) Manufacturing value added as a proportion of GDP (SDG 9.2.1)	2.20 (2019)	4.4% by 2030	National Bureau of Statistics	NO	Gender blind due to the nature of the indicator.
1(e) Value of Fisheries to the GDP	MVR 2,779.1m (2019)	MVR 5,558.2m (double) by 2030	National Bureau of Statistics Maldives Monetary Authority	NO	Gender blind due to the nature of the indicator.
1(f) Proportion of domestic budget funded by domestic taxes (SDG17.1.2)	31.8% (2020)	Above 40%	Ministry of Finance	NO	Gender blind due to the nature of the indicator.

1(g) Women's labour force participation rate	45.6% (2019)	Above 60%	Household Income and Expenditure Survey	YES	Gender-targeted indicator
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OUTPUT 1.1: THE GOVERNMENT HAS STRENGTHENED CAPACITY TO ESTABLISH AND IMPLEMENT POLICIES AND INITIATIVES WHICH PROMOTE A DYNAMIC, DIVERSIFIED AND SUSTAINABLE ECONOMY THAT DELIVERS PROSPERITY AND OPPORTUNITIES TO ALL, PARTICULARLY FOR WOMEN.

<i>Indicative contributing UN agencies:</i> FAO, IFAD, IOM, UNDP, UNEP				GENDER CONSIDERED (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Economic Development, Ministry of Finance, Ministry of Environment, Climate Change & Technology, Ministry of Fisheries, Marine Resources and Agriculture, Ministry of Tourism, Ministry of National Planning, Housing & Infrastructure, The President's Office					
1.1.1 Number of policies and regulations developed and implemented to support private sector growth and innovations with UN support	Not applicable	At least 6 (in areas of skills and employment, human resource management, labour migration management, occupational safety and health, social protection)	Published Government regulations and policies	NO	Gender blind
1.1.2 Level of implementation of actions to improve the enabling environment for sustainable enterprises' creation and growth. including for women Level 1 - No strategy or action plan Level 2 - Strategy or action plan exists but yet to be implemented. Level 3 - Strategy or action plan partially operationalised Level 4 - Strategy or action plan fully operationalised	Level 3 (SAP)	Level 4	Independent analysis of SAP progress	Partially	Baseline, target and MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (i.e., Strategy or action plan, that includes specific actions to address women's economic empowerment, partially/fully operationalized...)
1.1.3 Status of initiatives under the national fisheries and agriculture plans implemented as a result of strengthened institutional capacities provided through UN initiatives particularly for women	Partially operationalised	Initiatives fully operationalised	National Fisheries and Agriculture Plan	Partially	Baseline, target and MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (i.e., Strategy or action plan, that includes specific actions to address women's economic empowerment, partially/fully operationalized...)

OUTPUT 1.2 : THE GOVERNMENT, PUBLIC AND PRIVATE SECTOR AND OTHER STAKEHOLDERS HAVE STRENGTHENED CAPACITIES TO PUT IN PLACE AND OPERATIONALISE ENABLING CONDITIONS AND INITIATIVES THAT ENSURE EQUAL AND INCLUSIVE ACCESS TO SUSTAINABLE LIVELIHOODS AND DECENT EMPLOYMENT, WITH A PARTICULAR FOCUS ON INCREASED LABOUR PARTICIPATION OF WOMEN, YOUTH, PERSONS WITH DISABILITIES AND THOSE LIVING ON OUTER ISLANDS.

<i>Indicative contributing UN agencies:</i> FAO, IFAD, ILO, IOM, UNDP, UNFPA, UNODC, UN-WOMEN, WHO, UNICEF				GENDER CONSIDERED? (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Economic Development, Ministry of Higher Education, Ministry of Education, Ministry of Environment, Climate Change and Technology, Ministry of Fisheries, Marine Resources and Agriculture, Ministry of Finance, Ministry of Tourism, Ministry of National Planning, Housing & Infrastructure, Employers and Workers organizations, Labour Relations Authority, Trade Unions and Associations, Department of Judicial Administration, Local Government Authority, Civil Society Organizations					
1.2.1 Existence of a developed and operationalized national strategy for youth employment, particularly for young women as a distinct strategy or as part of a national employment strategy (SDG 8.b.1) Level 0 - The country has not developed any national strategy for youth employment or taken steps to develop or adopt one. Level 1- The country is in the process of developing a national strategy for youth employment Level 2 - The country has developed and adopted a national strategy for youth employment Level 3 - The country has operationalized a national strategy for youth employment	Level 1	Level 3	Published national strategy/ Government report	Partially	Baseline, target and MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (i.e., National strategy for youth employment, that includes specific actions to address young women's employment and labour force participation, is developed and adopted/operation alized...)
1.2.2 Number of new interventions to enhance day care facilities and re-skilling of women to enhance their Labour Force Participation Rate, as a result of UN support	No baseline required	15	UN and partner workplan and implementation reports	YES	Excellent example of gender equality-targeted indicator
1.2.3 Existence of a national policy for internal migration for enhancing sustainability of livelihoods at the island level	No	Yes	Ministry of Planning, Housing and Infrastructure	NO	Gender blind indicator

OUTPUT 1.3: THE GOVERNMENT, PUBLIC AND PRIVATE SECTOR HAVE ENHANCED CAPACITIES TO DESIGN AND DELIVER INCLUSIVE, ADAPTIVE, AND MARKET-RELEVANT, LIFELONG LEARNING, AND SKILLS DEVELOPMENT OPPORTUNITIES THAT MEET REAL MARKET NEEDS AND PROSPECTS.

<i>Indicative contributing UN agencies:</i> FAO, ILO, IOM, UNDP, UNESCO, UNICEF				GENDER CONSIDERED? (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Economic Development, Ministry of Higher Education, Ministry of Education, Ministry of Fisheries, Marine Resources and Agriculture, Ministry of Finance, Ministry of Tourism, Ministry of National Planning, Housing & Infrastructure, private sector,					
1.3.1 Level of implementation of evidence-informed national strategic plan for education and labour force skills. Level 1 – No new evidence or plan Level 2 – Analysis of education system and skills completed but no plan. Level 3 – Approved plan based on analysis but not operational Level 4 – Approved plan based on analysis and partly operational Level 5 - Approved plan based on analysis and fully operational	Level 1	Level 4	Government plan and reports	NO	Gender blind indicator. Could be strengthened by requiring gender analysis as part of analysis in Level 2.
1.3.2 Number of TVET teachers and experts newly trained with UN support, by sex.	No baseline required	250	UN and partner reports	YES	Sex disaggregated indicator
1.3.3 Number of women/men/youth with upgraded, market-oriented skills/extension services skills to deliver lucrative value chains supported by advanced agriculture and fishery technologies directly linked to private sector players, as a result of UN support	No baseline required	5,000	UN and partner reports from Ministry of Fisheries, Ministry of Education, Ministry of Higher Education & Universities, Ministry of Economic Development	Partially as target is not disaggregated by sex or age	Recommendation to ensure target is sex and age disaggregated
1.3.4 Number of migrants who successfully complete re-skilling training with UN support	No baseline required	2000	Ministry of Economic Development, Labour Relations Authority, UN and partner reports	NO	Not sex-disaggregated

UNSDCF STRATEGIC PRIORITY 2: SHARED PROSPERITY AND INCLUSIVE HUMAN DEVELOPMENT FOR ALL

INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE	GENDER CONSIDERED (YES/NO)	COMMENT
OUTCOME 2: BY 2026, PEOPLE IN THE MALDIVES, ESPECIALLY THE MOST VULNERABLE AND MARGINALIZED BENEFIT FROM INCREASED ACCESS TO AND USE OF QUALITY, EQUITABLE, INCLUSIVE AND RESILIENT SOCIAL AND PROTECTION SERVICES, AND HAVE ENHANCED RELEVANT SKILLS AND LIVE FULFILLED LIVES WITH WELLBEING AND DIGNITY.					
Contributing to SDGs: Goal 1. End poverty in all its forms everywhere Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all Goal 5. Achieve gender equality and empower all women and girls Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels					
2(a) Proportion of population covered by social protection floors/systems (SDG indicator 1.3.1)	32%	50%	Ministry of Gender, Family & Social Services/ National Social Protection Agency	NO	Gender blind (not disaggregated)
2(b) Prevalence of malnutrition (SDG indicator 2.1.1)	Under 5 children: i. Stunted U5: 15% ii. Wasted U5: 9% ii. Overweight / obese U5: 5% (DHS 2016-17)	i. 10%. ii. 5% iii. maintain at <5%.	Ministry of Health, Demographic & Health Survey	NO	Gender blind (could be strengthened by adding sex disaggregated data)
2(c) Prevalence of anaemia amongst women of reproductive age	63% (2016/17)	20.5%	Ministry of Health, Demographic & Health Survey	YES	Gender targeted indicator
2(d) Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods (SDG indicator 3.7.1)	29.4% (2016/17)	32.3%	Ministry of Health, Demographic & Health Survey	YES	Gender targeted indicator
2(e) The proportion of the target population covered by all vaccines included in national programme (SDG indicator 3.B.1)	76.4 % of children < 2yrs	90% by 2026	Ministry of Health, Demographic & Health Survey	NO	Gender blind indicator (could strengthen by adding sex disaggregation to target/data collection)
2(f) Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex. (SDG 4.2.1)	92.0% (2016-17)	97%	Ministry of Health, Demographic & Health Survey	YES	Gender sensitive/mainstreamed indicator

OUTPUT 2.1: THE GOVERNMENT AT ALL LEVELS AND OTHER STAKEHOLDERS HAVE IMPROVED CAPACITIES TO DELIVER EQUITABLE, HIGH-QUALITY AND GENDER-RESPONSIVE HEALTH, NUTRITION AND CARE SERVICES THAT PROMOTE PREVENTATIVE PHYSICAL AND MENTAL WELL-BEING THROUGHOUT THE LIFE COURSE.

<i>Indicative contributing UN agencies:</i> FAO, IFAD, IOM, UNESCO, UNDP, UNFPA, UNICEF, WHO				GENDER CONSIDERED (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Health, Ministry of Fisheries, Agriculture and Marine Resources, Ministry of Economic Development, Ministry of Youth, Sports and Community Empowerment, Sports and Community Empowerment, Health Protection Agency, Maldives Food and Drug Authority, Ministry of Education, Ministry of Gender, Family and Social Services, Ministry of Arts, Culture, and Heritage, Ministry of National Planning, Housing and Infrastructure, Ministry of Finance, Local Government Authority and Local Councils, sporting associations, Centre for Mental Health, Civil Society Organizations.					
2.1.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population, including migrants (SDG indicator 3.8.1))	No	Yes	Ministry of Health	NO	Gender blind
2.1.2 Existence of new or revised policies to improve primary health care coverage and quality and enable health, nutrition, and care services accessible to all across the lifecycle, especially the most vulnerable including migrants (Y/N)	No	Yes	Ministry of Health	NO	Gender blind
2.1.3 Level of integration of Emergency Preparedness and Response Plans/disaster risk reduction strategies into health system plans and PHC interventions Level 1 – Not integrated Level 2 – Partial integration Level 3 – Full integration in all education system plans/ programs	Level 2	Level 3	Ministry of Health	NO	Gender blind
2.1.4 Proportion of health facilities assessing developmental milestones of under 5 children through growth monitoring platform (contributes to SDG 4.2.1)	5% (estimate)	50% by 2026	Health Administrative data/ Survey	NO	Gender blind

OUTPUT 2.2: THE EDUCATION SYSTEM AND OTHER STAKEHOLDERS AT ALL LEVELS HAVE STRENGTHENED CAPACITIES TO DELIVER INCLUSIVE, EQUITABLE, ADAPTIVE, SAFE AND QUALITY LIFELONG EDUCATION, LEARNING AND SKILLS DEVELOPMENT WHICH IS ACCESSIBLE TO ALL AND RELEVANT FOR LIFE AND WORK.

<i>Indicative contributing UN agencies:</i> IOM, UNESCO, UNDP, UNFPA, UNICEF, WHO,				GENDER CONSIDERED (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Education, Ministry of Higher Education, Teacher Education and Tertiary Education Institutions, Local Councils, Civil Society Organizations, Research Institutes, Private Sector, State-owned Enterprises					
2.2.1 Existence of Lifelong Learning national policy framework developed (Y/N)	No	Yes	Ministry of Health	NO	Gender blind
2.2.2 Existence of skills development opportunities for the migrants (including the Maldivians looking forward to migrating abroad for work) (Y/N)	No	Yes	Ministry of Economic Development	NO	Gender blind
2.2.3 Percentage of children with disabilities and children requiring alternative pathways enrolled in schools, meeting minimum learning requirements outlined in Individualized learning plans.	No % available. 520 students with special needs enrolled in special classes (2019)	100%	Education Management Information System, Ministry of Education	NO	Gender blind
2.2.4 Existence of school-based comprehensive sexual and reproductive health curricula in accordance with international standards	No	Yes	Ministry of Education	NO	Gender blind
2.1.5 Level of integration of Emergency Preparedness and Response Plans/ disaster risk reduction strategies including protection into education system, plans and programmes plans and PHC interventions Level 1 – Not integrated Level 2 – Partial integration Level 3 – Full integration in all education system plans/ programs	Level 2	Level 3	Education Management Information System, Ministry of Education	NO	Gender blind

OUTPUT 2.3: THE GOVERNMENT AND OTHER STAKEHOLDERS AT ALL LEVELS HAVE STRENGTHENED CAPACITIES AND COORDINATION TO DEVELOP AND IMPLEMENT EVIDENCE-BASED POLICIES, PROGRAMMES AND QUALITY SERVICES TO PREVENT AND RESPOND TO VIOLENCE, EXPLOITATION, ABUSE AND NEGLECT.

<i>Indicative contributing UN agencies:</i> IOM, UNDP, UNFPA, UNICEF, UN-WOMEN, WHO				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: Ministry of Gender, Family & Social Services, Ministry of Health, Family Protection Authority, Ministry of Defence, Maldives Police Service, Maldives Immigration, Ministry of Economic Development, Labour Relations Authority, National Drug Agency, Ministry of Youth, Sports and Community Empowerment, Sports & Community Empowerment, The President's Office, Department of Juvenile Justice, Ministry of Education, Local Government Authority, Local Councils, Civil Society Organizations, Media					
2.3.1 Quality of inter-operable information management system that supports and tracks case management, incident monitoring and programme monitoring by sex. Level 1 – No system or SoPs Level 2 – System and SoPs in place but not operational Level 3 - Quality system in place & operational in some areas Level 4 – Quality system in place and operational nationwide	Level 1	Level 3	Maldives Police Service, Maldives Immigration, Ministry of Economic Development Labour Relations Authority Ministry of Education	YES	Gender sensitive indicator
2.3.2 Existence of a national, multi-sectoral plan or strategy for coordinated action to prevent and respond to violence against women and children that meets key criteria for quality, according to status of plan. Level 1 –No plan exists Level 2- Plan and mechanisms developed Level 3- Partial implementation of the plan Level 4 – full implementation of the plan	Level 1	Level 4	Administrative data from Ministry of Gender, Family & Social Services and/or Maldives Police Service	YES	Gender targeted indicator
2.3.3 Number of women, girls and boys reached with risk mitigation, prevention, or response interventions to address gender-based and other forms of violence through UN-supported programmes in the reporting year.	No baseline required	5,000 per year	Administrative data from Ministry of Gender, Family & Social Services and/or Maldives Police Service	YES	Gender sensitive indicator
2.3.4 Percentage of human trafficking cases reported and resolved, with data disaggregated by gender	No baseline required	100%	Ministry of Defence, Maldives Police Service, Ministry of Economic Development, Labour Relations Authority	YES	Gender sensitive indicator

OUTPUT 2.4: THE GOVERNMENT AT ALL LEVELS HAS IMPROVED CAPACITY TO DELIVER ADEQUATE GENDER AND CHILD-SENSITIVE AND SHOCK-RESPONSIVE QUALITY SOCIAL PROTECTION MECHANISMS AND SERVICES AND IMPLEMENT POLICIES, SERVICES AND PROGRAMMES ACROSS THE LIFECYCLE, PARTICULARLY FOR THE MOST VULNERABLE.

<i>Indicative contributing UN agencies:</i> FAO, IOM, UNDP, UNFPA, UNICEF, WHO				GENDER CONSIDERED (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Gender, Family & Social Services, National Social Protection Agency, National Bureau of Statistics, Ministry of National Planning, Housing and Infrastructure, Ministry of Finance, Local Government Authority and Local Councils, Department of National Registration, Ministry of Youth, Sports & Community Empowerment, Ministry of Economic Development					
2.4.1 Existence of new or revised national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits	No	Yes	Ministry of Economic Development, Ministry of Gender, Family & Social Services, National Social Protection Agency	NO	Gender blind
2.4.2 Level of development of social protection data management system (management information systems, social and beneficiary registries, M&E systems) Level 1 - None of the criteria are in place Level 2 - One or two of the criteria are in place Level 3 – All three are in place	Level 2	Level 3	Ministry of Economic Development	NO	Gender blind
2.4.3 Integration / coordination mechanisms for social protection systems established countrywide (level of the existence and functioning of coordination mechanisms between social protection actors at central and local levels). Level 1 - System is fragmented with no functioning formal social protection coordination mechanisms at central or local levels Level 2 – Social protection coordination mechanism is established and functioning at the central level only with a clear mandate, responsibilities and operating modalities Level 3 - Social protection coordination mechanism is established and functioning at both central and local levels with clear mandates, responsibilities and operating modalities	Level 2	Level 3	Ministry of Gender, Family & Social Services/ National Social Protection Agency	NO	Gender blind
2.4.4 Level of operationalisation of a universal child grant scheme Level 1 – No universal child grant scheme Level 2 – Strategy and plan in place but not operationalised Level 3 - Strategy and plan in place and partly operational Level 4 – Child grant scheme fully operational and universal	Level 1	Level 3	Ministry of Gender, Family & Social Services/ National Social Protection Agency	NO	Gender blind

UNSDCF STRATEGIC PRIORITY 2: SUSTAINABLE AND CLIMATE RESILIENT ENVIRONMENT

INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE	GENDER CONSIDERED (YES/NO)	COMMENT
OUTCOME 3: BY 2026, NATIONAL AND SUB-NATIONAL INSTITUTIONS AND COMMUNITIES IN MALDIVES, PARTICULARLY AT-RISK POPULATIONS, ARE BETTER ABLE TO MANAGE NATURAL RESOURCES AND ACHIEVE ENHANCED RESILIENCE TO CLIMATE CHANGE AND DISASTER IMPACTS, NATURAL AND HUMAN-INDUCED HAZARDS, AND ENVIRONMENTAL DEGRADATION, INCLUSIVELY AND IN A SUSTAINABLE MANNER.					
Contributing to SDGs: Goal 1. End poverty in all its forms everywhere. Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 5: Achieve gender equality and empower all women and girls. Goal 6. Ensure availability and sustainable management of water and sanitation for all. Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all. Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. Goal 11. Make cities and human settlements inclusive, safe, resilient. and sustainable. Goal 12. Ensure sustainable consumption and production patterns. Goal 13. Take urgent action to combat climate change and its impacts. Goal 14. Conserve and sustainably use the oceans, seas, and marine resources for sustainable development. Goal 15. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.					
3(a) Proportion of population using safely managed drinking water services by sex (SDG indicator 6.1.1)	61.7% (2019)	85%	Household Income and Expenditure Survey, Progress Reports on National Water and Sewerage Strategic Plan	NO	Gender blind. This indicator can be made gender-sensitive with disaggregated data
3(b) Renewable energy share in the total final energy consumption (SDG indicator 7.2.1)	4% (2018)	24% by 2023	SDG Data Update by National Bureau of Statistics State of the Environment Report by Ministry of Environment Biennial Update Reports under the United Nations Framework Convention on Climate Change	NO	Gender blind due to nature of indicator
3(c) Proportion of urban solid waste regularly collected and with adequate final discharge out of total urban solid waste generated, by cities (SDG Indicator 11.6.1)	0%	30%	SDG Data Update by National Bureau of Statistics, State of the Environment Report Ministry of Environment, Climate Change and Technology and Waste Management Corporation	NO	Gender blind due to nature of indicator
3(d) Existence of sustainable consumption and production (SCP) national action plan or SCP mainstreamed as a priority or a target into national policies (SDG indicator 12.1.1)	No	Yes	SDG Data Update by National Bureau of Statistics	NO	Gender blind due to nature of indicator



3(e) Existence of a gender-sensitive and integrated policy/strategy /plan which increases the Maldives ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other) (SDG indicator 13.2.1)	Partially Established	Fully established and partially operationalised	SDG Data Update by National Bureau of Statistics	PARTIALLY	Gender sensitive indicator description but baseline, target and MOV don't clearly reflect GE focus. Baseline, target and MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (i.e., policy/strategy/plan, that includes specific actions to address women's adaptive capacity and factors that places women and girls at high risk of suffering loss and damage from climate change).
3(f) Proportion of national exclusive economic zones managed using ecosystem-based approaches (SDG Indicator 14.2.1)	0.0006%	20% of the Exclusive Economic Zones under Protected Area Management	SDG Data Update by National Bureau of Statistics Gazetted list of Protected Areas	NO	Gender blind due to nature of indicator
3(g) Status towards phaseout of HCFC and HFC consumption	HCFC baseline: 4.60 ODPT HFC baseline: average HFC consumption of 2020-2022 plus 65% of HCFC baseline	Phaseout HCFC consumption to zero by 2025 Freeze HFC consumption at its baseline by 2024	UNEP: Article 7 report under the Montreal Protocol	NO	Gender blind due to nature of indicator
3(h) Percentage reduction of GHG emissions across all sectors that contribute to the achievement of the NDC targets.	No baseline required	50% achievement of NDC target	Biennial Update Reports	NO	Gender blind due to nature of indicator
3(i) Existence and implementation of National Disaster Risk Management Plan in line with the Sendai Framework (SDG Indicators 1.5.3 and 11.b.1)	No National Disaster Risk Management Plan in line with Sendai Framework	Plan adopted and being implemented	National Disaster Management Authority reporting under the Sendai Framework	NO	Gender blind due to nature of indicator

OUTPUT 3.1: THE GOVERNMENT AT ALL LEVELS, COMMUNITIES, THE PEOPLE AND OTHER STAKEHOLDERS IN THE MALDIVES ARE BETTER ABLE TO SUSTAINABLY MANAGE NATURAL RESOURCES AND PROTECT VITAL ECOSYSTEMS.

Indicative contributing UN agencies: FAO, ILO, IOM, UNEP, UNDP, UNFPA, UNICEF, UNESCO

**GENDER
CONSIDERED
(YES/NO)**

COMMENT

Key partners: Ministry of Fisheries, Marine Resources and Agriculture, Ministry of National Planning, Housing and Infrastructure, National Bureau of Statistics, Ministry of Environment, Climate Change and Technology, Ministry of Finance, Ministry of Economic Development, Ministry of Tourism, Local Government Authority (LGA), Local Councils and Women's Development Committees, Youth Groups & CSOs.

INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE		
3.1.1 Number of government institutions and local councils with strengthened skills on in areas of evidenced-based and gender-responsive local development planning, climate resilience, disaster risk reduction and enhanced protection, governance and management of terrestrial and marine ecosystems through UN- supported capacity development initiatives.	10 islands	60 islands	Local Development Plans	PARTIALLY	Gender sensitive indicator description but MOV doesn't clearly reflect GE focus. MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (e.g. Local Development Plans provide evidence of gender-responsive planning and women's leadership and participation...)
3.1.2 Number of CSOs and NGOs (including GEWE CSOs/NGOs) provided with support by the UN to develop localised innovative programmes on natural resource management, sustainable energy transitioning, conservation and related areas during CF period.	77 NGOs and CSOs	152 NGOs and CSOs	Small Grants Programme Annual Reports, UNDP	PARTIALLY	Reference to GEWE CSOs/NGOs in indicator description but not reflected in target, baseline or MOV. In order to be a gender-sensitive indicator target and baseline needs to be disaggregated by type of CSO/NGO including women's/ gender equality CSOs
3.1.3 Level of integration of sustainable practices in major contributing sectors - tourism, fisheries, transport, agriculture, waste management and water and sanitation (by sector) Level 1 – Limited or no integration in policies, strategies or plans but no implementation. Level 2 - Partial integration in policies, strategies or plans and limited implementation. Level 3 – Institutionalised integration and full implementation in sectoral policies, strategies or plans	Level 1	Level 2	Implemented Policy Documents, Case Studies, Introduction of Industry Standards (e.g., ISO, Blue Seal etc)	NO	Gender blind due to nature of indicator
3.1.4 Proportion of government sectors prioritised within NDCs reflecting climate change adaption and mitigation in planning and budgeting systems	Limited systematic mainstreaming of climate change adaptation in regular planning and budgeting systems	100%	Government reports, UNEP	NO	Gender blind due to nature of indicator

OUTPUT 3.2: THE GOVERNMENT AT ALL LEVELS, COMMUNITIES, THE PEOPLE AND OTHER STAKEHOLDERS IN THE MALDIVES HAVE ENHANCED CAPACITIES TO MITIGATE AND ADAPT TO CLIMATE CHANGE AND DISASTER RISKS.

Indicative contributing UN agencies: FAO, IOM, UNDP, UNEP, UNHCR, UNICEF, UNOPS, UNICEF, WHO				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: Ministry of Environment, Ministry of Fisheries, Marine Resources and Agriculture, Ministry of Tourism, Ministry of Transport, Ministry of Education, Ministry of Youth, Ministry of National Planning, Housing and Infrastructure, Local Government Authority, National Statistics Bureau, National Disaster Management Authority, Ministry of Health, Local Councils, Women's Development Committees, utility service providers					
INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE		
3.2.1 Number of islands practising gender responsive, decentralised, sustainable Integrated Water Resource Management model with focus on clean energy through community-level management of water resources including safe rainwater harvesting, sustainable groundwater recharge, water quality testing and advocacy with UN support	3 islands	32 Islands	Green Climate Fund (GCF) Project Annual Reports Local Government Authority Reports	PARTIALLY	Gender sensitive indicator description but MOV doesn't clearly reflect GE focus. MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (e.g. GCF and LGA reports provide visible evidence of gender responsive management of water resources...).
3.2.2 Percentage of local councils that adopt and implement participatory, gender-sensitive local disaster risk reduction strategies in line with national disaster risk reduction strategies. (SDG indicator 11.b.2 and 13.1.3; Sendai indicator E-2	5%	30%	Local Development Plans, Island Disaster Management Plans	PARTIALLY	Gender sensitive indicator description but MOV doesn't clearly reflect GE focus. MOV could be strengthened to ensure contribution to GEWE can be tracked and reported on by UNCT (e.g. LDP/IDMP provide visible evidence of gender-responsive planning and implementation...)
3.2.3 Number of islands implementing integrated solid waste management with circular economy principles through UN support	9 islands	20 islands	Small Grants Programme Annual Reports) Local Government Authority Reports	NO	Gender blind due to nature of indicator
3.2.4 Percentage of farmers engaged in sustainable food production and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	0	50% of registered farmers	AgroNat Annual Reports Farmers National Registry	NO	This indicator can be gender sensitive and include gender disaggregated data

OUTPUT 3.3: THE GOVERNMENT AT ALL LEVELS, COMMUNITIES, THE PEOPLE AND OTHER STAKEHOLDERS IN THE MALDIVES HAVE STRENGTHENED CAPACITIES TO DEVELOP AND IMPLEMENT ENVIRONMENTALLY SUSTAINABLE AND RISK-INFORMED PRACTICES TO PROTECT THE PLANET AND PROMOTE HUMAN HEALTH AND WELLBEING.

<i>Indicative contributing UN agencies:</i> IOM, UNDP, UNEP, UNESCO, UNICEF, UNOPS				GENDER CONSIDERED (YES/NO)	COMMENT
<i>Key partners:</i> Ministry of Fisheries, Marine Resources and Agriculture, Ministry of National Planning, Housing and Infrastructure, Local Government Authority, Local Councils, Civil Society Organizations					
INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE		
3.3.1 Level of implementation of gender-sensitive National Action Plans on Sustainable Consumption and Production (SCP) Level 1 – no plans Level 2 – plans approved but not operationalized Level 3 – plans exist, approved and partly operationalized Level 4 – plans exist, approved and fully operational nationwide	Level 2 – plans approved but not operationalized.	Level 3 – plans exist, approved, and partly operationalized	Government reports	PARTIALLY	Gender sensitive indicator description but target, baseline & MOV doesn't clearly reflect GE focus. Baseline and target could be strengthened to reference "gender-sensitive plans approved..."
3.3.2 Existence of regulatory frameworks for the sound management and disposal of (a) chemicals, (b) persistent organic pollutants and (c) waste.	(a) - Yes (b) - No (c) - No	(a) – Yes (b) – Yes (c) – Yes	National reports to Stockholm and Minamata Conventions, and Montreal Protocol	NO	Gender blind due to nature of indicator
3.3.3 Status of availability of climate change information for medium- and long-term adaptation planning.	Partly available	Fully available	UNEP	NO	Gender blind due to nature of indicator
3.3.4 Percentage of local councils with programmes for community education, awareness and engagement for climate change action. Including focusing on women, youth and marginalized communities.	Not available	20%	Local Government Authority	PARTIALLY	Reference to focus on women in indicator description but target, baseline & MOV doesn't show that UNCT will be capturing GEWE results. Target and MOV could be strengthened to make it more explicit how contributions to GEWE will be tracked and reported on.
3.3.5 Status of availability of multi-hazard early warning alerts and disaster preparedness information for all resident in Maldives	Partly available	Fully available	National Disaster Management Authority	NO	Gender blind due to nature of indicator

UNSDCF STRATEGIC PRIORITY 3: GENDER-RESPONSIVE, RIGHTS-BASED AND ACCOUNTABLE GOVERNANCE AND JUSTICE

INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE	GENDER CONSIDERED (YES/NO)	COMMENT
OUTCOME 4: BY 2026, MALDIVES HAS STRENGTHENED DECENTRALISED AND ACCOUNTABLE GOVERNANCE UNDER THE RULE OF LAW WHERE PEOPLE ARE EMPOWERED, MEANINGFULLY PARTICIPATE IN TRANSPARENT AND TRANSFORMATIVE PROCESSES FOR PUBLIC POLICY AND FULLY ENJOY ACCESS TO JUSTICE, PUBLIC SERVICES, HUMAN RIGHTS, GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN A TOLERANT AND PEACEFUL SOCIETY.					
Contributing to SDGs: Goal 5. Achieve gender equality and empower all women and girls Goal 10. Reduce inequality within and among countries Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development					
4(a) Percentage of seats held by women in (a) national parliament and (b) local governments. (SDG 5.5.1)	4.3% (2019) 6% (2020)	(a) 33% (b) 33%	Parliament records, Election Commission of the Maldives, Local Government Authority records	YES	Gender equality indicator
4(b) Existence of a system/s to track and make public allocations for gender equality and women's empowerment. (SDG 5.c.1)	No	Yes	Ministry of Finance	YES	Gender equality indicator
4(c) Percentage of (i) women and (ii) men aged 15-49 years who consider a husband to be justified in hitting or beating his wife for at least one of the specified reasons	W: 25.8% M: 20.7% (Not 2016 - 17)	W: 15% M: 10%	Demographic & Health Survey	YES	Gender equality indicator
4(d) Whether the country (a) has conducted at least one population and housing census in the last 10 years; and (b) has achieved 100 per cent birth registration and 80 per cent death registration (SDG 17.19.2)	Yes	Yes	National Bureau of Statistics	NO	Gender blind indicator
4(e) Existence of a gender-responsive and inclusive mechanism to enhance policy coherence of sustainable development. (SDG 17.14.1)	No	Yes	Ministry of National Planning, Housing and Infrastructure	YES	Gender equality indicator
4(f) Percentage of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics. (SDG 17.18.1)	26% (2018)	100%	National Bureau of Statistics	YES	Full disaggregation includes by gender and age (SDG Target 17.18). 17.18.1 is also acknowledged to be a "gender-relevant" indicator (see here).
4(g) Percentage of accepted UPR recommendations implemented by the Government.	6% (11 out of 192 – accepted and partially accepted) for UPR	80% of the accepted and partially accepted recommendations	Attorney General's Office (NMRF and NRTD)	NO	Gender blind indicator (with no explicit reference to GEWE-relevant UPR recommendations)



4(h) Score on the Corruption Perception Index (CPI)	43/100 (2020)	50/100	Transparency International	NO	Gender blind indicator
4(i) Number of new treaties ratified	No baseline required	1 Treaty	Ministry of Foreign Affairs/ OHCHR	NO	Gender blind indicator
4(j) Level of meeting the minimum standards for the elimination of trafficking in persons	Tier 2 Watchlist	Tier 1	US State Department Report on Trafficking in Persons	NO	Gender blind indicator

OUTPUT 4.1: THE GOVERNMENT AT ALL LEVELS DEMONSTRATES STRENGTHENED CAPACITY TO PLAN AND DELIVER DECENTRALISED DEMOCRATIC GOVERNANCE, ADMINISTRATION, AND SUSTAINABLE NATIONAL DEVELOPMENT IN A TRANSPARENT AND ACCOUNTABLE MANNER.

<i>Indicative contributing UN agencies:</i> IOM, UNDP, UNFPA, UNODC, UNICEFS				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: The President's Office, Ministry of National Planning, Housing & Infrastructure, Ministry of Home Affairs, Ministry of Economic Development, National Counter Terrorism Centre, Prosecutor General's Office, Attorney-General's Office, Anti-Corruption Commission, Election Commission, Maldives Media Council, Maldives Broadcasting Commission, National Integrity Commission, Local Government Authority & Local Councils, Women's Development Committees, Ministry of Gender, Family and Social Services, Ministry of Defence, Ministry of Foreign Affairs, Civil Service Commission, Maldives Police Service, Maldives Correctional Service, Ministry of Finance					
INDICATOR	BASELINE	TARGET	MOV/DATA SOURCE		
4.1.1 Existence of gender-responsive long-term national development vision and strategy towards achievement of Agenda 2030 and the SDGs	No	Yes	Ministry of National Planning, Housing and Infrastructure	YES	Gender sensitive indicator
4.1.2 Proportion of Local Councils provided with administration capacity development support on participatory and gender-responsive development planning and public finance management standards through UN support.	Trained councils on new Gender based Planning Methodology 0 (2020), Councils trained in e-council software and public finance management 20 (2020)	All councils	Local Government Authority	YES	Gender sensitive indicator
4.1.3 Number of new or updated gender-responsive migration governance-related policies and strategies to facilitate orderly, safe, regular and responsible migration (SDG Indicator 10.7.2)	No baseline needed	Migration Policy, Integrated Border Management Strategy	Government reports	YES	Gender sensitive indicator

OUTPUT 4.2: STATE INSTITUTIONS HAVE ENHANCED CAPACITY AND DEMONSTRATE COMMITMENT TO ENSURE ACCESS TO NON-DISCRIMINATORY JUSTICE, RULE OF LAW AND TRANSITIONAL JUSTICE FOR ALL.

<i>Indicative contributing UN agencies:</i> UNDP, FAO, UNICEF, UNFPA, IOM, UNODC, OHCHR, RCO				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: Ministry of Home Affairs, Prosecutor General's Office, Attorney-General's Office, Department of Judicial Administration, Anti-Corruption Commission, Election Commission, National Integrity Commission, Human Rights Commission of the Maldives, Judicial Services Commission, Maldives Police Service, Maldives Bar Council, Ministry of Gender Family and Social Services, Office of the Ombudsperson for Transitional Justice, Office of the Ombudsperson for Child Rights					
4.2.1 Proportion of targeted institutions with enhanced capacity after legal and judicial education initiatives supported by UN	No baseline required	50% of all magistrate courts, superior courts, High Courts and Supreme Court	Department Judicial Administration, Bar Council of Maldives	NO	Gender blind indicator
4.2.2 Level of implementation of legislation enabling the rights of groups facing vulnerabilities, in particular children, women, and migrants - associated regulations. Level 1 – Laws and regulations not in place Level 2 – All required laws and regulations enacted. Level 3 – Level 2 + human and financial resource and mechanisms partially available and in place Level 3 – Level 3 + legislations fully operationalised	Level 2	Level 3	Attorney General's Office	YES	Indicator should capture GEWE results (in terms of legislative frameworks)
4.2.3 Status of development of a comprehensive juvenile justice system. Level 1: Juvenile Justice Act enabled Level 2: Level 1+ juvenile detention and rehabilitation Facility established Level 3: Level 2 + specialised and adequately trained professionals (specialised judges, prosecutors, correctional officers and police officers) in place	Level 1	Level 3	Department of Juvenile Justice	NO	Gender blind indicator
4.2.4 Status of implementation of sexual harassment and offences legislation Level 1: Sexual Harassment Act and Sexual Offences Act enacted Level 2: Mechanisms and regulations in place for implementation Level 3: Level 2 + specialised and adequately trained professionals for its implementation (specialised judges, prosecutors, correctional officers and police officers)	Level 1	Level 3	Department Judicial Administration	YES	Indicator will capture GEWE results re: implementation of legislation, regulations

OUTPUT 4.3: THE GOVERNMENT AND STATE INSTITUTIONS AT ALL LEVELS AND OTHER DUTY BEARERS, ARE BETTER ABLE TO UPHOLD STANDARDS, PRACTICES AND NORMS THAT PROMOTE SOCIAL COHESION, HUMAN RIGHTS, EQUALITY, NON-DISCRIMINATION AND EMPOWERMENT OF WOMEN AND VULNERABLE POPULATIONS.

<i>Indicative contributing UN agencies:</i> ILO, IOM, OHCHR, UNDP, UNFPA, UNHCR, UNICEF, UN-WOMEN, UNODC				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: Key partners: Academia, National Human Rights Commission of the Maldives, Faith Based Organizations, Civil Society Organizations, Community Based Organizations, Unions, Maldives Media Council, Maldives Broadcasting Commission, Ministry of Gender Family and Social Services, Ministry of Health, Ministry of Education, Ministry of Economic Development, Ministry of Fisheries Marine Resources and Agriculture, Family Protection Authority, Maldives Police Service, Prosecutor General's Office, Department of Judicial Administration, Attorney General's Office, Ministry of Home Affairs, Ministry of Youth, Sports and Community Empowerment, Sports and Community Empowerment, Local Government Authority, Local Councils, National Counter Terrorism Centre					
4.3.1 Level of implementation of the National Action Plan on the Prevention of Violent Extremism (NAP-PVE) Level 1: No or very limited implementation Level 2: Evidence exists of partial implementation but not institutionalized Level 3: Evidence exists of systematic institutionalized implementation	Level 1	Level 3	National Counter Terrorism Centre	NO	Gender blind indicator
4.3.2 Extent of interest and participation in politics and governance affairs by young people	Among Maldivians aged 18 - 34, 41% express interest in politics and governance affairs (2015)	60%	Transparency Maldives	NO	Gender blind indicator
4.3.3 Level of implementation of Gender Equality Policy Level 1 - Gender Equality Law and Gender Equality policy exists Level 2 – national action plan exists, approved and partly operationalized Level 3 – national action plan exists, approved and fully operational	Level 1	Level3	Ministry of Gender Family and Social Services, Family Protection Authority	YES	Gender equality indicator
4.3.4 Level of implementation of national action plan to end violence against women/domestic violence and other vulnerable groups Level 1 – national action plan exists and approved but not operationalized Level 2 – national action plan exists, approved and partly operationalized Level 3 – national action plan exists, approved and fully operational	Draft National Action Plan pending approval	Level 3	Ministry of Gender Family and Social Services Family protection Authority	YES	Gender equality indicator

OUTPUT 4.4: THE GOVERNMENT HAS ENHANCED CAPACITY TO COLLECT, MANAGE AND ANALYSE DISAGGREGATED DATA FOR MONITORING, DECISION-MAKING AND FOR REPORTING ON PROGRESS TOWARDS SDG ACHIEVEMENT AND ON HUMAN RIGHTS TREATIES AND OTHER REGIONAL AND INTERNATIONAL COMMITMENTS.

<i>Indicative contributing UN agencies:</i> FAO, IFAD, ILO, OHCHR, UNESCO, UNDP, UNFPA, UNHCR, UNICEF				GENDER CONSIDERED (YES/NO)	COMMENT
Key partners: National Bureau of Statistics, Ministry of Foreign Affairs, Ministry of National Planning, Housing & Infrastructure, Ministry of Gender, Family & Social Services, Ministry of Education, Ministry of Higher Education, Ministry of Health, Ministry of Environment, Climate Change and Technology, Ministry of Fisheries, Marine Resources & Agriculture, Ministry of Arts, Culture & Heritage, Ministry of Home Affairs, Ministry of Finance, Ministry of Economic Development, Ministry of Youth, Sports and Community Empowerment, Maldives Police Service, Family Protection Authority, Civil Society Organizations					
4.4.1 Percentage (and number) of State party reports on international human rights treaties/ Conventions submitted within stipulated timeframes	40%, 3 reports submitted in the past 5 year out of the 7 Conventions signed	70% (7 including the common core document)	Treaty body database at OHCHR	NO	Reference to CEDAW not sufficiently explicit to justify indicator being tagged as gender-sensitive or gender-equality focused.
4.4.2 Level of establishment of an integrated national database that identifies vulnerable population, including by age, nationality, and sex, in real-time. Level 1: No database Level 2: Evidence that database exists and partly operational Level 3: Evidence that database exists and is institutionalized and systematically used by social sectors.	Level 1	Level 3	Government reports	YES	Requires database to be disaggregated by sex

ANNEX D – GENDER PARITY DATA UN SYSTEM

Maldives 2022

	GS 1-7 Female	GS 1-7 Male	NOA/ NOB Female	NOA/ NOB Male	P1 – P3 Female	P1 – P3 Male	NOC/ NOD Female	NOC/ NOD Male	P4 – P6 Female	P4 – P6 Male	D1/ D2 Female	D1/ D2 Male
ESCAP	0	0	0	0	1	0	0	0	0	0	1	0
FAO	0	0	0	0	0	0	0	0	0	0	0	1
UNDP	16	8	4	1	1	0	2	2	1	0	0	1
UNFPA*	1	1	2	0	0	0	1	0	0	0	0	0
UNICEF	3	2	3	2	0	0	3	2	0	1	0	0
UNODC	0	0	0	0	0	1	0	1	0	0	0	0
WHO	9	5	4	0	0	1	0	0	1	1	0	0
Subtotal	29	16	13	3	2	2	6	5	2	2	1	2

* Includes a new female staff member who joined in November 2022 at GS 6 level.

Total data set: 83: 53 females (64 per cent); 30 male (36 per cent).

Women comprise:

- 64 per cent (29 out of 45) of General Service Staff (G1-G7)
- 75 per cent (15 out of 20) of mid-level staff (NOA, NOB, P1 – P3)
- 50 per cent (9 out of 18) of senior-level staff (NOC/P4 and above)

Sex-disaggregated staffing data for ESCAP, FAO, UNDP, UNFPA, UNICEF, UNODC, WHO collected October - November 2022. The information is from entities that provided data by the close of the exercise. More comprehensive assessments should follow for future monitoring, and could expand staffing categories to reflect a broader range of contract modalities where these allow for comparable analysis across entities.



ANNEX E - STAFF MEMBERS WITH LEAD RESPONSIBILITIES FOR SCORING INDICATORS

UNCT-SWAP Gender Equality Scorecard Annual Progress Report 2022

NAME OF ASSESMENT TEAM MEMBERS	ORGANIZATION	INDICATORS SCORED
Working Group 1		
Enrico Boninsegna Head of Office a.i. enrico.boninsegna@un.org	UNODC	1.1 CCA
Mariyam Maasha Ahmed Child Protection Officer mariahmed@unicef.org	UNICEF	
Working Group 2		
Bimali Ameresekere Sub-regional Gender Specialist bimali.ameresekere@undp.org	UNDP	1.2 UNSDCF
Jeremie Delage Economist jeremie.delage@un.org	Resident Coordinator's Office	
Working Group 3		
Faithmath Huda National Professional Officer hudhaf@who.int	WHO	1.3 UNSDCF Indicators
Fathimath Zuhana Programme Analyst zuhana@unfpa.org	UNFPA	
Working Group 4		
Shaha Shakeeb UN Coordination Officer shaha.shakeeb@un.org	Resident Coordinator's Office	2.2 Communication/Advocacy 4.3 Gender Parity
Shadiya Ibrahim Head of Office ibrahim@unfpa.org	UNFPA	

