

1. Strengthening normative and legal frameworks (paragraphs 40 (a) to (j))

- What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?

- Formulation and finalization of Regulation under Gender Equality Act (GE Act) 18/2016 , Article (40) of GE Act stating the roles and responsibilities of local councils in the implementation of GE Act and Regulation under Article (43) stating what needs to be reported under GE Act and the guidelines.
- Implementation of Minimum Standard of complaint mechanism which should be established in all public and private institutions under GE Act.
- Endorsement of National Gender Equality Policy.
- Formulation and finalization of Gender Equality Action Plan

- What specific actions have been taken to enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value in both the public and private sectors?

- Under Gender Equality Act, Article 20, states ‘ provide equal wages to men and women who perform the same responsibilities at the same place of employment’
- Monitoring of complaint mechanisms established under Gender Equality Act.
- Sensitization session on Gender orientation and Gender Equality Act conducted for state institutions.
- Within the Gender Equality Action Plan, which is currently in the finalization stage, policy goal 2 (economic empowerment), includes strategy to establish a national mechanism to recognize, measure and respond to women and men who contribute to families, communities and economy through unpaid work

- What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?

- Monitoring of complaint mechanisms established under Gender Equality Act, including a requirement to submit annual report of the cases reported.
- Sensitization session on Gender orientation and Gender Equality Act , Prevention of Sexual Harassment and Abuse conducted for state institutions , Law enforcement agencies and Judiciary.
- Nomination of Maldivian Gender Equality Models (MGEM) Advocates to play a primary role to ensure that government institutions have in place effective gender mainstreaming processes. Advocates will assist with the coordination of gender-focused initiatives including advocacy, planning, program and policy support, capacity development, and resource tracking and mobilization to improve gender equality outcomes. This may help flag gender discrimination issues including work place harassment which the ministry can help escalate.

2. Strengthening education, training, and skills development (paragraphs 40 (k) to (n))

- What measures have been taken to mainstream a gender perspective into education and training programmes in order to facilitate the effective transition from education or unemployment to work?

Within the Gender Equality Action Plan, which is currently in the finalization stage, policy goal 3 (Institutional Gender Mainstreaming), includes strategy to incorporate gender equality in school curriculum and activities in life skills training.

Increasing the opportunities for women to take part in the sectors they are currently under represented such as tourism sector (included in Gender Equality Action Plan, Policy goal 2) for example by expanding internship and mentoring programs for higher education students for resort and hotel management training in partnership with higher education institutes and introducing national recognition programs for resorts to improve rates of local hiring with a focus on female employment.

3. Implementing economic and social policies for women's economic empowerment (paragraphs 40 (o) to (mm)).

- What steps have been taken to promote decent paid care and domestic work in the public and private sectors?

- What actions and investments have been made to support gender-responsive social protection and care infrastructure and services?
DV shelters, Single parent allowance, Day care

- What specific measures have been implemented to promote women's entry, reentry and advancement in the labour market?
Addressing the growing informality of work and mobility of women workers (paragraphs 40 (nn) to (qq)

- What measures have been implemented to promote the transition from informal to formal paid employment for women?

4. Managing technological and digital change for women's economic empowerment (paragraphs 40 (rr) to (ss))

- What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?

Launching of Women in Science, Technology working Group. The purpose of the working group is to increase women participation in STEM by analyzing issues that women face in the field and act an advisory body for the Ministry of Environment, Climate Change and Technology

5. Strengthening women's collective voice, leadership, and decision-making (paragraphs 40 (tt) to (aaa))

- What specific efforts have been implemented to support women's participation and leadership in trade unions, workers' organizations and employers' organizations?

6. Strengthening the role of the private sector in women's economic empowerment (paragraphs 40 (bbb) to (eee)) U N I T E D N A T I O N S N A T I O N S U N I E S P A G E 3

- What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?
- What action has been taken to increase investment and support for women entrepreneurs?