**Format for Mid the Term Evaluation of the Achievement of Sector Outcomes of the Strategic Action Plan (2009 – 2013) of the Government of Maldives**

GENDER

1. **Sector Overall Progress (500 words)**

***{A description of the extent to which the Sector Outcomes as specified in the policy goals were realized in the period under review}***

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| **Sector outcome 1:**  **Policy, legislation and Institutional frame work for establishment of gender equality developed:**   1. To promote substantive equality through a dual approach: Gender mainstreaming in all areas and strategic action on empowerment and advancement of women in all area a Gender Equality Policy was developed and endorsed by the Cabinet. 2. Domestic Violence bill was submitted to majilis in 2011. 3. To ensure that gender is incorporated in Strategic Action Plan, gender gaps were identified with the assistance of an international consultant. 4. For better coordination and networking and for a coherent approach to gender mainstreaming, Gender focal points were appointed in all respective ministries at Deputy Minister Level. 5. General bill on Micro small, Small and Medium Enterprises was drafted in 2011. This bill was drafted under the fiscal and economic reform agenda announced by the President in June. MSME Bill has already been submitted to the Parliament.   **Sector outcome 2:**  **Women empowered to seek and avail benefits from available opportunities:**   1. Some NGOs have shown their interest to work for the rights of women, and their empowerment.   **Sector outcome 3:**  **Culture of non discrimination of women and respect for women’s rights developed:**   1. To create awareness in changing public perceptions and attitudes towards VAW and DV, and to show that DV and VAW is a legitimate social problem, awareness campaigns were launched targeting 500 girl guides and other sectors. 2. Similarly Leaflets and other awareness raising materials on VAW/DV were distributed to the public and stakeholders. 3. To address the needs of abused women and girls, a temporary shelter for victims of VAW/DV, is being set up in Maldives and also a SOP and other relevant guidelines have been produced. 4. In 2010, Violence against Women campaign was launched in Maldives, where DGFPS was able to capture a wider audience. |

* 1. **Progress on Key Sector Outcomes**

***{For each sector outcome briefly describe the achievement made and the extent to which implementation was carried out as envisaged by the Strategies / Intervention List of the SAP. If there were any deviations what were they and the causes}***

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| Outcome | | Progress | Issues |
| 1. | Policy, legislation and Institutional frame work for establishment of gender quality developed. | * DV Bill developed, consulted with relevant stakeholders and tabled in Parliament * Gender Architecture formulated and a Gender Mainstreaming Policy endorsed by the Cabinet, Gender focal points and technical working group was formulated * Sample IWDCS regulation with amendments shared with ministry of home affairs * National forum for IWDC was held in Jan 2010. * With the assistance of an international consultant, Gender Gaps within the sectors were identified * Training programs conducted for Gender focal points, Gender working group, and other relevant stakeholders. * TOR of Gender Focal Points developed. * Tool and skill for Gender Mainstreaming developed. * Inputs shared for the draft SME Bill. * New GFPs appointed and first meeting held on July 2011 to finalize their ToR and a date to conduct workshop on gender mainstreaming * Orientation on gender responsive budgeting was provided through an International Consultant to Ministry of Health and Family and also to the Ministry of Finance and Treasury. In addition orientation was also provided to senior colleagues from MOHF and DNP and Gender Focal Points (GFPs) |  |
| 2. | Women empowered to seek and avail benefits from available opportunities: | * There has been a significant increase in the number of NGO’s working for the rights of women. |  |
| 3. | Culture of non discrimination of women and respect form women’s rights developed: | 1. Awareness creating programmes launched targeting 500 girl guides and a silent walk was held in male’ in collaboration with NGOs on combating acts of DV. 2. Awareness raising materials on VAW/DV were distributed to the public and stakeholders. 3. A temporary shelter for victims of VAW/DV is being set up in VilliMale’ and also SOP and other relevant guidelines have been developed. 4. Advocating for reducing violence against women, promoted through Movie Producers and Directors 5. Training was provided to staff on providing shelter services to victims of gender based violence in 2011. |  |

* 1. **Institutional Achievements in relation to the Sector Outcomes**

**{Briefly d*escribe the role of key institutions in relation to the key sector outcomes and their achievements*}**

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| Name of Institution(s) | | Major Responsibilities towards outcomes | Achievement |
| 1. | Department of Gender and Family Protection Services | -Ensure that equality of women and men are upheld, women and girls enjoy fundamental rights and freedom on an equitable basis, and both women and men, boys and girls are able to realize their full potential and participate in a benefit form democracy and development both in public and private life. | * DV Bill developed, consulted with relevant stakeholders and tabled in Parliament * Gender Architecture formulated and a Gender Mainstreaming Policy endorsed by the Cabinet. * National forum for IWDC was held in Jan 2010. * Training programs conducted for Gender focal points, Gender working group, and other relevant stakeholders. * Tool and skill for Gender Mainstreaming developed. * Inputs shared for the draft SME Bill. * Significant increase in the number of NGO’s working for the rights of women. * Awareness creating programmes launched targeting 500 girl guides and a silent walk was held in male’ in collaboration with NGOs on combating acts of DV. * A temporary shelter for victims of VAW/DV is being set up in VilliMale’ and also SOP and other relevant guidelines have been developed. * Advocating for reducing violence against women, promoted through Movie Producers and Directors * Atoll consultations held in H.dh for the purpose of collecting information for the 4th and 5th Combined CEDAW state report during march 2012. First draft of this report was discussed at a validation workshop held on 20 March 2012 with all stakeholders. * 5 video spots produced on creating awareness among women on their political empowerment and role in decision making. * Sensitization on gender and gender based violence and violence against women carried out for youth groups and during CEDAW Atoll consultations |

1. **Overall Assessment of Sector Performance related to key aspects**

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| Operational Progress (300 words)  **{*Explain the Extent to which implementation was carried out as envisaged by the Strategies / Intervention List of the SAP. If there were any deviations why was this and what where they.*}** |
| * Gender gaps in the sectoral action plans were identified with the technical assistance from an International consulted based at the Presidents Office * A half day workshops were held for gender focal points and senior policy level on gender mainstreaming * Mainstreaming gender and Social Inclusion in SAP Results Framework * Orientation provided through an International Consultant on Gender Related Budgeting (GRB) * Atoll consultations held in H.dh for the purpose of collecting information for the 4th and 5th Combined CEDAW state report during march 2012 * First draft of this report was discussed at a validation workshop held on 20 March 2012 with all stakeholders. |
| Financial Performance (200 words)  **{*To what extent was the budget allocation utilized and if budgetary shortfalls were encountered what were the likely causes what impact did it have in regard to pursuing the Strategies / Intervention List of the SAP*}** |
| * In order to implement the strategies in SAP, detailed budget worked out and proposed every year. However, approved budget we received is limited and thus we have to re-prioritize our activities which have implications on achieving the outcomes identified in SAP. * The international donor agency funds that we receive are utilized to achieve outcomes in SAP as the work plans are in lined with SAP |
| Institutional Linkages (100 words)  **{If *any institutional linkages were expected to be developed during the implementation, to what extent were they achieved. If not what were the main causes and what was the affect on the implementation.*}** |
| * For the operationalisation of the Women’s Shelter, an International Consultant was hired by UNFPA to produce SOPs and other relevant guidelines and procedures required for Shelter. * Moreover, UNFPA provided technical and financial support in the drafting of the gender mainstreaming/equality policy. * A consultant has been hired with the assistance of UN women to build capacity of staffs who will be working in the Women’s Shelter. * in addition, UNDP, WHO and UNICEF have also provided immense support for Gender equality and empowering by providing international expertise’s and other necessary technical and budgetary support * Linkages and support provided by other relevant sectors for Gender includes President’s Office, Department of National Planning, Ministry of Economic Development, Ministry of Health and Family (DDPRS, CCHDC, and NSPA), Maldives Police Services (FCPD, SOCU), Courts/Judiciary, Family Protection Unit in IGMH, Attorney General’s Office, Ministry of Education (Vocational Training Centres), Procedure General’s Office, HRCM, Ministry of Finance and Treasury, Ministry of Housing, Transport and Environment, Ministry of Home Affairs ( DPRS, JJU), Ministry of Human resources, youth and sports, Parliament, Local Government System, Civil Society, private sector and external organization (commonwealth, world bank and UN agencies). * Initially the combined 4th and 5th CEDAW state report writing was contracted to a local consultancy firm and an international consultant was attached. However the local consultancy firm was unable to compile a constructive draft during the contracted period, the contract was terminated. Currently the international consultant with the final assistance from UN Women is compiling the report. So far, we have had atoll consultations and validation workshop with stakeholders. |
| Sustainability (100 words)  **{*To what degree could the operational aspects; including institutional linkages if any can be carried forward and describe any essential criteria required to facilitate this*}** |
| * Strengthen linkages with all relevant sectors in their response to Gender Based violence issue by * formulating a mechanism for referral and development of guidelines and SOPs * To ensure that gender is mainstreamed, implemented and enforced in all the sectors periodical evaluation and monitoring needs to be established and strengthened. * Domestic Violence bill be enacted by the parliament and hence the relevant regulation to be developed and endorsed * Policy Decision should not be changed without consulting with the key sectors.. |

**3.0 Key Issues encountered**

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| *Institutional (200 words)*  ***{Discuss the Strategic position of the Lead Agency and how it affected the Implementation of Strategies/ Operational Performance}****:* |
| * Though cabinet endorsed the Gender Mainstreaming Policy and decided that Presidents Office will be the lead agency for Gender Architecture, in late 2010, the task of implanting gender architecture was transferred back to DGFPS. * Due to lack of technical capacity in all levels of relevant sectors, including the president’s office, the sole responsibility of achieving the goals/outcome falls on DGFPS. Further, DGFPS also lacks the technical staffs to work for Gender Architecture. * One of the reasons why Gender Policy was not materialized was due to the lack of sensitivity of policy makers and decision makers on the issue. |
| *Implementation (200 words)*  **{*Matters relating to implementation finances, human resources, monitoring and oversight*}** |
| * Though Gender Policy was later transferred to DGFPS, due to lack of human resource, DGFPS is unable to actively implement this policy. * DGFPS proposed to include a proportionate voting system for the local council elections, under Decentralization bill, however it was rejected by the parliament * In an effort to involve communities, and spread the work on women and development nationwide, “Women’s Committee” was constituted in every inhabited island on 1 January 1983. However, for the past two years the role of the IWDCs is being re-assessed. * Data collecting and analyzing low within all sectors * Lack of awareness and the importance of the issue at all levels of sectors. * Inadequate Monitoring and Evaluation mechanism. * Lack of local Technical Capacity hence we have to rely on International technical support. * Budgetary constraint. |
| *Environmental : (100 words)*  **{*Environmental 9including Operational aspects) aspects which were encountered and need to be addressed*}** |
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| *Political (100 words)*  **{*Political considerations encountered and to be addressed*}** |
| * Transferring of Gender Architecture from Presidents Office to DGFPS would hinder the effective implementation of the policy itself. Lacks of sensitization, understanding and relevance of Gender at policy level have a major impact on implementation of gender related activities. |
| *Socio/ Cultural (100 words)*  **{*Socio Cultural considerations encountered in respect of operation and implementation*}**   * Religious Fundamentalism * Girls child education * Social and community mobilization * Violence against women * Political instability * Cultural and Social Norms and Attitudes. * Social Problems * Economic instability * Lack of institutions required for the survivors of GBV and DV such as Shelters and Drop in centres for women and girls. * No support system for working mothers such as day care centres * Violence (Drug abuse, Gang Violence and Delinquency, DV, VAW, and all form of abuse against women and children) |
| *Gender (100 words)*  **{*Gender related issues encountered during operation and implementation*}** |
| * Attitudes/behaviours and cultural aspects * Understanding and upbringing. * Lack of sensitivity among all level at all sectors * Gender Equality and empowerment needs to be treated as a cross cutting issue in SAP * Religious Fundamentalism |
| Statistical and Data Collection (100 words)  **{*All the data sources used. Other factors which surfaced in the operation and implementation*}** |
| * Due to the lack and improper data collection within the sectors, statistics related to women related development areas, social issues and emerging issues such as trafficking, teenage pregnancies, prostitution etc, are not properly identified, recorded and addressed. Therefore, it is difficult to show a holistic picture of the status of women in Maldives. * Lack of proper monitoring and evaluation system of SAP. * SAP needs to be treated as a cross cutting issue. * CEDAW report recommendation needs to be fully addressed. |

1. **Lessons Learnt (300 words)**

**{Discuss the Lessons Learnt in the process of carrying out interventions relevant to realization of the Sector Outcomes as specified in the SAP. Focus on the involved agencies and other stakeholders (including beneficiaries) and their willingness and capability to continue the interventions. If not what additional measures would need to be taken to strengthen them}**

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| * The National Gender Policy as mentioned in SAP and endorsed by the cabinet, the lead agency for Gender Architecture was President Office, however, transferring of the responsibility has implanted a lot of challenges for DGFPS. * To realize the outcomes mentioned and specified in the SAP, we would require the necessary budget allocation from the Government, however, though we propose a budget annually, the amount we received from the government is far less to achieve the outcomes mentioned in SAP. * Due to the lack of proper preplanning with in the sector and also due to the unplanned activities, becomes a huge obstacle to achieve the planned activity * One of the reasons why Gender Policy was not materialized was due to the lack of sensitivity of policy makers and decision makers on the issue. |

1. **Partnerships (200 words)**

***{Describe any partnerships established with a donor, private sector of civil society organization to achieve an outcome(s)}***

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| * Department of National Planning (DNP) * United Nation Agencies – UNFPA, UNDP, UNWOMEN, WHO and UNICEF * Civil Society: Hope for Women, Women Entrepreneurs Association * Ministry Economic Development. * Muni home care, Island Beverages Maldives, |

1. **Follow-up Actions & Recommendations (400 words)**

***{Recommendations for strengthening, reorienting and/or revising the implementation mechanisms and strengthening the key agencies and other stakeholders for achieving Sector Outcomes in future periods}***

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| * Finalize Gender Architecture and to implement it. * To sensitize and to have a clear understanding at all levels on gender mainstreaming and gender equality. Including Gender related budgeting. * Proper Planning and monitoring of the SAP annually. * Require proper and feasible resource management (human resource) * Require sufficient budget to achieve the proposed activities |

**Date:** 1st April 2012

**Name:** Aminath Shirani Naeem

**Designation:** Senior Social Service Officer