



Eliminating Persistent Organic
Pollutants through
**Sound Management
of Chemicals**



Ministry of Environment,
Climate Change
and Technology



GENDER ACTION PLAN

Providing Consultancy to the Ministry of
Environment, Climate Change and Technology
on the Development of a Gender Action Plan for
Eliminating Persistent Organic Pollutants through
Sound Management of Chemicals Project

March
2022

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ABBREVIATION

GAP	Gender Action Plan
POPs	Persistent Organic Pollutants
GEF	Global Environment Facility
MECCT	Ministry of Environment, Climate Change and Technology
UNFPA	United Nations Population Fund
UNDP	United National Development Program
SAP	Strategic Action Plan
SDG	Sustainable Development Goals
PCB	Polychlorinated Biphenyls
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
UNFCCC	United Nations Framework Convention on Climate Change

1. INTRODUCTION

Project Background

1. The Gender Action Plan (GAP) is developed under the project 'Eliminating Persistent Organic Pollutants (POPs) through Sound Management of Chemicals', funded by Global Environment Facility (GEF) and implemented by the Ministry of Environment, Climate Change and Technology (MECCT). The objective of the project is to reduce the risks of POPs on human health and the environment through strengthening institutional capacity and the policy and regulatory framework for the sound management and disposal of chemicals, POPs and wastes, and developing sustainable systems for the sound collection, labelling, storage and disposal of hazardous chemical and waste.
2. The three components of the project are:
 - Strengthening the regulatory and policy framework and institutional and technical capacity for the sound management and disposal of POPs, chemicals and wastes
 - Establish systems for the sound collection, labelling, storage and disposal of hazardous chemicals and wastes.
 - Monitoring and learning, adaptive feedback, outreach and evaluation.

Aims and Objectives


The objective of revising and updating the Gender Action Plan (GAP) developed in the year 2018 is to ensure that project activities are gender-responsive and transformative to redress existing gender inequalities and redefine the roles associated with gender and its relations through gender mainstreaming strategies, while also updating the plan relevant to the current country context. It is not adequate to merely ensure that men and women are reflected in project activities. It is also vital to guarantee that men and women benefit from project activities and outcomes.

The revised Gender Action Plan (GAP) identifies the gender dynamics in the chemicals management sector of the Maldives and formulates targeted intervention strategies to improve participation, representation of women in planning, decision making, implementation and operationalization of project activities to equally benefit from project targets.

The plan describes the context of the Maldives and the provisions addressing gender inequality in the Maldives. International, national and sectoral commitments to address gender inequality are identified to analyse policy gaps in mainstreaming gender into developmental planning. Furthermore, the gender gaps identified through stakeholder consultation and validation is also incorporated into the revised Gender Action Plan (GAP).

2. SCOPE AND METHODOLOGY

1. The Gender Action Plan (GAP) was developed through a combination of document review and a participatory consultative approach. All key stakeholders identified in consultation with the Ministry of Environment, Climate Change and Technology (MECCT) were engaged throughout the process. The following specific methods were employed:
 - Desk review of documents: The current Gender Analysis and Action Plan, the Stakeholder Engagement Plan and the Project Workplan was reviewed to understand the current situation, gaps and challenges.
 - Stakeholder meetings: Virtual consultation was taken place with all key stakeholders identified in discussion with MECCT. The stakeholders were grouped based on the scope of work. As such, five stakeholder consultations were held.
 - Validation Workshop: After conducting the stakeholder consultations, a draft of the revised Gender Action Plan (GAP) was presented to the stakeholders in a validation workshop. A participatory consultative approach was adopted to review the implementation framework, specific strategic and monitoring indicators of the Gender Action Plan (GAP).
 - Training Programme: Discussions from the Validation Workshop informed the update of the Gender Action Plan (GAP). Following this, a training programme was developed on women's empowerment, gender mainstreaming, and upscaling and conducted for the stakeholders residing in Malé, Fuvahmulah Island and Addu City of the Maldives.



2. In reviewing and updating the existing Gender Action Plan (GAP), the following terminologies have been utilized from the Office of the Special Advisor to the Secretary-General on Gender Issues and Advancement of Women (OSAGI) unless specified otherwise:

- Gender: refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.
- Gender equality: refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that

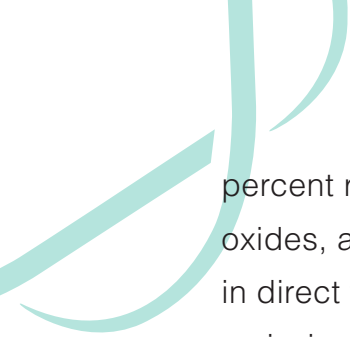
the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women.

- Gender mainstreaming: a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.

- Gender analysis: is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience, knowledge, skills and needs. Gender analysis explores these differences so policies, programs and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men (Global Environment Facility).
- Gender audits: are institutional gender analysis and assessment tools that help to scan the extent to which gender equality has been integrated into institutions, policies, or programs. There are a wide variety of gender auditing tools that address different issues, including financial audits, general organizational assessments, and international policy analysis. The overarching aim of most auditing tools is to hold institutions and governments to account regarding gender integration (Global Environment Facility).
- Women's empowerment: has five components: women's sense of self-worth; right to have and determine choices; right to have access to opportunities and resources; right to have power to control own lives both within and outside the home; ability to influence the direction of social change to create a more just social and economic order, nationally and internationally (UNFPA).

3. CONTEXT OF THE MALDIVES

1. The small island nation of the Maldives comprises over a thousand dispersed islands and is one of the most low-lying countries in the world. Vulnerability to the impact of climate change, including flooding and extreme weather events, is one of the devastating effects faced by over half a million people. The capital city of Maldives, Malé is 5.7km² and has about 40 percent of its population, where poor urban air quality is a growing concern to public health. This is derived from incomplete combustion in shipping, transport, the opening of the burning of waste and construction (Climate and Clean Air Coalition, 2021). The health effects arising from urban congestion is enormous. The EU Chemicals Strategy for Sustainability indicated, 'certain chemicals, including POPs, can cause cancer, affect the immune, respiratory, endocrine, reproductive and cardiovascular systems, weaken human resilience and capacity to respond to vaccines and increase vulnerability to disease' (European Commission, 2020).
2. The Maldives has made several commitments in addressing the issues of air pollution to protect its environment and safeguard human health. A recent initiative by the Government of Maldives was the launch of the Maldives National Action Plan on Air Pollutants in 2019. A commitment was made to reduce greenhouse gas emissions and outlining 28 mitigation measures across three priority source sectors: waste, electricity generation and transport. If implemented fully, the plan demonstrates a 40 percent reduction in black carbon, a 27



percent reduction in nitrogen oxides, and a 59 percent reduction in direct fine particulate matter emissions by 2030 compared to baseline scenarios (Climate and Clean Air Coalition, 2021).

3. The Maldives has also reaffirmed its commitment to address the challenges associated with managing hazardous wastes and chemicals within the country. Unsafe disposal of chemicals, electronic waste, and continued import of chemicals has been an area identified for intervention. Maldives imports all its industrial and consumer-use chemicals, with the number of such imports raising by 26 percent every year (UNDP, 2021). The Government has identified that safe disposal of toxic chemicals is a great challenge faced by the Maldives, evident by the mass fire incident of 2019 in the capital city Malé which claimed a life, displaced hundreds and damaged several residential buildings (The Edition, 2021). The Strategic Action Plan (SAP) 2019-2023 of the Government has also identified the need to enact a comprehensive legislation on chemical management, and strengthen regulations, coordination and monitoring mechanisms to

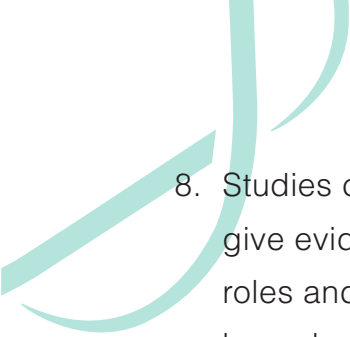
ensure protection of people and the environment.

4. The growing concern of increasing urban populations, changing consumer patterns, growing industries, the vast expansion of the tourism sector, complemented with changing consumption patterns, results in increasing volumes of chemical, electronic and hazardous wastes. The project to which this Gender Action Plan (GAP) is part of, addresses this issue.

3. PROVISIONS FOR ADDRESSING GENDER EQUALITY

1. The Maldives is committed to achieving Sustainable Development Goals (SDG). The goals which are particularly relevant to the context are Goal 2 on Zero Hunger, Goal 3 on Good Health and Wellbeing, Goal 5 on Gender Equality, Goal 10 on Reduced Inequalities and Goal 12 on Responsible Consumption and Production.
2. The Constitution of the Maldives provides the legislative framework promoting women's empowerment and gender equality in the Maldives. The fundamental principle of 'equality for all' guarantees the rights of males and females. The Constitution protects and promotes the rights of persons with disabilities and ensures equal treatment of all its citizens, including those with mental or physical disability without discrimination of any kind (Article 17a). The Constitution also guarantees every citizen the right to establish and participate in the activities of political parties (Article 30a).
3. The Employment Act (2/2008) prohibits discrimination on the basis of sex, marital status, or family obligations. Furthermore, the Gender Equality Act (18/2016) has a separate section on the responsibilities of public and private sector employers specifically highlights on 'take all possible steps to eliminate obstruction to employment of women and to create conducive work environments for women' (Article 20f).

4. The Government launched its five-year Strategic Action Plan (SAP) 2019-2023, which guides the central policy framework and development direction of the Maldives. The SAP includes 'Gender Equality' subsector under the 'Good Governance' sector. The policy priorities of the Gender Equality subsector focused on "increasing women's representation in decision-making, eliminate sexual harassment, domestic violence, eliminating barriers for women to participate in economic activity including cultural barriers by promoting shared care work and household responsibilities". Gender-related policies were also present in other subsectors (Ministry of Gender, Family and Social Services, 2020).
5. In addition to international commitments and domestic legislation, there are sectoral commitments to address diversity and inclusion in socioeconomic participation. In 2019, the Government prepared a National Gender Policy that includes five strategic goals; Leadership and Governance, Economic Empowerment, Institutional Gender Mainstreaming, Gender-Based Violence and Access to Justice.
6. The Gender Equality Action Plan by Global Environment Facility (GEF) has noted, 'the chemicals portfolio has generated noticeable impacts on the improvement of the health of men and women and boys and girls through reducing their exposure to POPs and other toxic chemicals that cause adverse reproductive, developmental, immunological, hormonal, and carcinogenic effects and active engagement of both women and women in awareness-raising and capacity-building activities' (Global Environment Facility, 2014).
7. There are three main areas of gender considerations in the chemical portfolio; (a) workplace exposure, (b) household exposure and (c) physiological exposure. The sex-ratio for the working-age population of the Maldives is believed to be 100 women for every 208 or more men (UNFPA, 2021). The female labour force participation rate is now at 57.3 percent compared to male labour force participation rate at 78.8 percent (The Asia Dialogue, 2021).



8. Studies conducted in the Maldives give evidence to the gendered roles and responsibilities, at the household level and employment sectors. Disaggregated by industry shows additional patterns of female representation, showing that most prominent, high-growth and high employment sectors of the economy are male dominated. Men are more likely than women to be employed in industries such as fishing and quarrying, services such as electricity, gas, water, construction, wholesale and retail trade, tourism (hotel and restaurants), transport, storage, and communication, and public administration and defence. Hence, their exposure to POPs from these sectors are presumably more than women exposed in these dimensions. Women, on the other hand, tend to cluster in private household employment, education, health and social work, and manufacturing (World Bank, 2016).

9. The utility sector mainly employs men for running and maintenance of power houses and electrical equipment (potentially contaminated with PCBs). Therefore, its mostly men who are directly exposed to PCBs during maintenance activities. However, when such equipment is disposed of and PCB oil sold separately, a different demographic of people is being exposed, for example scrap metal dealers and fishing communities who use the oil to impregnate fishing vessels are mostly men. In addition, with respect to chemicals and waste management, it might be mostly men who are engaged at the industry level, waste management centre management level and waste haulage entity level that are most exposed to chemicals and hazardous wastes. On the other hand, in the healthcare sector, women generally represent the majority of the workers (e.g., nurses, pharmacy workers), which increases their chances of exposure to chemical agents such as mercury used in medical procedures.

10. According to Asian Development Bank, reproductive tasks such as childcare and household chores are seen as women's responsibilities. The burden of performing these reproductive tasks is significant, as the average household has 6.2 members. In this regard, waste generation and waste management on the household level is influenced by gendered division of labour and gendered consumption patterns. Time-consuming reproductive responsibilities also inhibit women's involvement in productive (paid) work, unless such activities are extensions of their reproductive roles, such as small-scale home-based work' (Asian Development Bank, 2014). In the outer islands, small scale farming plays a major role in contributing to household income and expenditure. And it has been observed that there is a heightened usage of chemicals in small scale farming in the recent years.

11. Women often experience relatively higher physiological susceptibility to the impacts of toxic chemicals (such as endocrine disruptors) exposure, especially in connection with reproductive cycles. At particular stages of their lives, such as pregnancy, lactation,

and menopause, women's bodies undergo rapid physiological change, making them more vulnerable to health damage from toxic chemicals. Women also tend to be more exposed to chemicals each day through personal care products. Women's exposure to pesticides can be the cause of miscarriages, premature births, birth defects, and low birth weight. Moreover, because of their special reproductive roles, women are biologically engineered to carry greater reserves of fatty tissue throughout their life cycles, making them generally more vulnerable than men to the impacts of fat-soluble chemicals that bio-accumulate in fatty tissues. On the other hand, men also have unique vulnerabilities based on their physiology and the types and frequency of chemical exposure they typically encounter in the workplace. Illnesses associated with men's occupational exposures to toxic chemicals include a variety of cancers, chronic diseases, and reduced reproductive capacity. In many societies, it is generally accepted that men can be asked to do more dangerous jobs than women, thereby increasing the likelihood of exposure to hazardous situations and chemicals.



12. The discussion of the vulnerable communities also needs to address the migrant worker community in the Maldives. While the population of the Maldives is 533,941, Foreigners registered in Maldives are 161,202 in 2019. The top five countries of expatriate employment are Bangladesh, India, Sri Lanka, Nepal and China (NBS, 2020). The Resort Employee Survey of 2019 shows that there are 7 percent foreign females and 3 percent local females, 45 percent foreign males and 45% local males working in tourism sector (National Bureau of Statistics, 2019). Depending on the role/sector of employment (laundry, salon, spa, gardening, construction, maintenance, cleaning etc), the effect it would have on exposure to chemicals would vary. In addition

to those employed in the tourism sector, there are foreigners working in residential islands as well. Male foreigners usually work in construction, waste management and agricultural sector, while female foreigners are found to be employed in service sector (maids, nannies, therapists, beauticians etc). In addition, the elderly and children are also particularly vulnerable groups who are potentially exposed to hazardous wastes from open burning.

5. CONSULTATIONS

- The stakeholder consultations were held in the last quarter of 2021 primarily through interactive virtual discussions.
- The Figure 1 provides a summary of the methods utilized for the consultative process.

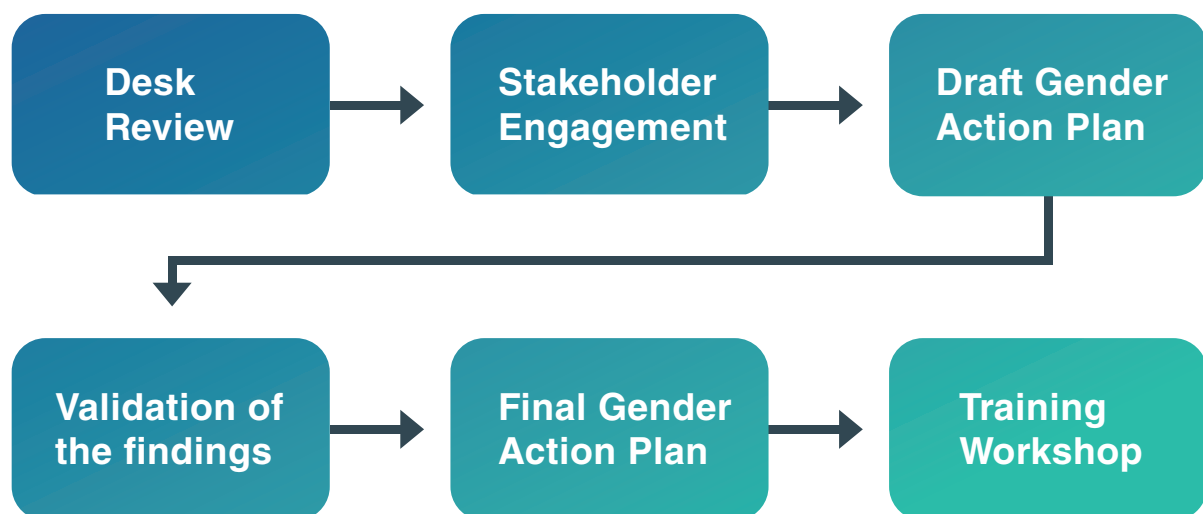


Figure 1: Stakeholder Consultation Process

- This section describes the scope and nature of the stakeholder in gender mainstreaming. The MECCT has a significant task in collaborating and engaging with the vast network of stakeholders involved. This includes bringing together the views and experts of parent bodies, regulatory authorities, government agencies, non-governmental organizations and civil society members.

- Figure 2 shows stakeholder groups and networks consulted in reviewing and revising the current Gender Action Plan (GAP). Participants from the respected authorities were selected considering the gender balance in representation and participation in stakeholder consultation.


Government Agencies	Regulatory Bodies	NGOs	Developmental Partners	Elected Bodies	Associations	Utility Providers
Ministry of Gender, Family and Social Services	Environment Protection Agency	PestEx Maldives Pvt Ltd	UNDP	Fuvahmulah City Council	Maldives Association of Construction Industry	Waste Management Corporation Ltd
Ministry of Tourism	Maldives Food and Drug Authority	Parley Maldives		Addu City Council	Maldives Association of Tourism Industry	Fenaka Corporation Ltd
Ministry of Defense	Maldives Civil Aviation Authority	Blue Peace		Male' City Council	National Boating Association of Maldives	Maldives Transport and Contracting Company Plc
Ministry of Fisheries, Marine Resources and Agriculture	Maldives Transport Authority	Maldives National University				State Trading Organization Plc
Environment Department, MECCT	Maldives Customs Service	Hope for Women				State Electric Company Ltd
Waste Department, MECCT	Utility Regulatory Authority	Securebag Maldives				
Ministry of Health/HPA		EcoCare Maldives				
Ministry of Transport		Mission for Migrant Workers Maldives				

Figure 2: Stakeholder Environment

- The stakeholder consultation process was initiated by explaining the scope of the assignment and the objective of the exercise. Following this, an overview of the current Gender Action Plan (GAP) was presented to the stakeholders for better engagement in the process. The third part of the consultation process initiated using the questions identified relevant to developing activities, strategies, implementation framework and indicators for the Gender Action Plan (GAP). Findings from the Stakeholder Consultations are built into the gaps section of the Gender Action Plan (GAP).
- In addition, a validation workshop was also held to obtain feedback from the stakeholders on the draft Gender Action Plan (GAP).

6. GENDER ANALYSIS


1. While the Maldives has made significant progress towards achieving gender parity, the lack of data is a challenge in monitoring and making informed decisions. For example, SDG Data Update by the National Bureau of Statistics (NBS) does not have data on agricultural productivity of women (Target 2.3), sustainable food production (Target 2.4, Target 2.5), elimination of discrimination against all women and girls (Target 5.1), women's right to economic resources (Target 5.a), legislation enforcement (Target 5.c), sustainable consumption and production (Target 8.4, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 12.7, 12.8, 12.a, 12.b, 12.c), and protecting labour rights (Target 8.8), which are crucial to bringing a significant improvement in gender dimensions of the chemical portfolio (National Bureau of Statistics, 2019). Furthermore, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)report also identified the lack of harmonized monitoring and data on the impact of policies as crosscutting challenges relevant to gender statistics (CEDAW, 2019).
2. Despite several national and sectoral regulations, gender mainstreaming has not been systematically integrated into national and sectoral processes. Furthermore, it was also noted in the CEDAW (2019) report that limited awareness among society about their rights in the face of rapidly evolving law and policies was also identified as a challenge (CEDAW, 2019). It is also important to highlight that the word 'gender' had been used in many papers, however, few documents only examined approaches, principles, and targets to be achieved in



specific contexts. In some of the documents, including the National Action Plan on Air Pollutants, the word 'gender' does not even exist, which is a critical issue to address.

3. In addition to addressing the challenges in gender mainstreaming, the stakeholders also identified the importance of strengthening regulatory aspects through better regulations and compliance with Stockholm Convention and its annexes on banned substances.
4. Looking at Faafu Magoodhoo, a successful community-driven waste management project, evidence suggests that more than adopting vulnerability and mitigation as an interpretative framework, focus should be on integrating traditional practices and knowledge with local and supra-local policies as strategies of social and environmental resilience (Malatesta, Schmidt di Friedberg, Pecorelli, Di Pietro, & Cajiao, 2015). In this regard, gender balance should be portrayed by sharing experiences and challenges and understanding the ways in which these challenges have been overcome.

5. It is also vital that the data be monitored, analysed and reported on a regular basis. The recommendations from UNFCCC shows that 'Gender analysis and sex-disaggregated data were highlighted as the most effective and critical tools for identifying differentiated impacts, with those parties who consider intersectional factors as contributing to differentiation also highlighting the need for a broader scope beyond gender in collecting data and in conducting analysis such as vulnerability assessments' (UNFCCC, 2019). In this regard, the project results framework includes gender-responsive indicators and sex-disaggregated data to determine the beneficiaries of current policies and plans.



6. The stakeholder discussions also identified the importance of considering intersectional factors such as age, disability, poverty, socioeconomic status, and gender when considering the vulnerability of individuals and groups. The IPCC also considered that women are not inherently vulnerable because of their biological sex and that focusing on this aspect ignores ‘the complex, dynamic and intersecting power relations and other structural and placed-based causes of inequality’. The issue of intersectionality has been researched worldwide, and this gives evidence to differentiated impacts, differentiated participation and differentiated benefit-sharing (UNFCCC, 2019). In this regard, it is also essential to develop specific strategies targeted to female-headed households, which have been largely ignored despite its prominence.

7. The stakeholder discussions identified the need to conduct Gender Analysis to determine different roles, needs and knowledge of men and women, set baselines and develop actions and results based on a gender-responsive approach. This can be complemented in developing gender-specific programme targets. Furthermore, it is also identified that a knowledge management strategy and gender action plan are cross-referenced to generate knowledge on gender and local environment effectively.



7. GENDER ACTION PLAN

7.1 Objectives of the Gender Action Plan

- **The objective of the Gender Action Plan (GAP) is three folds:**
 1. Increase participation by women in all project activities.
 2. Ensure equitable access to and benefits from project resources for (all) women and men.
 3. Progress towards gender equality, including change of household decision-making patterns, leadership in community-based organization, and avenues for employment.

7.2 Programme-Level Gender Action Plan

Project Component: Component 1: Strengthening the regulatory and policy framework and institutional and technical capacity for the sound management and disposal of POPs, chemicals and wastes.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 1.1.1.1	Active and effective participation of women in National Project Steering Committee and National Advisory Committee and in its trainings.	Percentage (%) female participants in National Project Steering Committee meetings and National Advisory Committee Meetings.	50% of participation of women in National Project Steering Committee and National Advisory Committee.
		Percentage (%) female participants in policy development trainings.	50% of participation of women in policy development trainings.
Activity 1.1.1.2, 1.1.1.3, 1.1.1.4, 1.1.1.5, 1.1.1.7, 1.1.1.8	Develop future regulations and guidelines taking into account gender-sensitivity.	Number of new regulations and guidelines consider gender as a crucial factor in Chemicals/ Hazardous waste, POPs management life cycle, monitoring stakeholder rights and benefit sharing, as well as resource management.	New/ revised laws, regulations and guidelines explicitly consider gender (e.g.: in the context of stakeholder roles, institutional responsibilities, household responsibilities, resource access and benefit sharing).

Project Output: Output 1.1.1: Advance the development and adoption of regulatory measures pertaining to POPs and SMC and introduce economic instruments and incentives (EPR, PPP) to reduce POPs and other harmful releases.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q1	All stakeholders listed in GAP + LGA+ NGOs	7,500	
Q1			
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.

Activity 1.1.1.6	Integrate a gender assessment in every analysis for potential harm from chemicals and hazardous wastes	Number of assessments integrating gender analysis	All assessments conducted to address gender specific contexts
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Project Output: Output 1.2.1: A harmonized Central Chemical Management System (CCMS) established within National Centre for Information Technology (covering chemicals' import, use, storage, management, disposal, POPs and PRTR system).

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 1.2.1.1, 1.2.1.2 and 1.2.1.3	Collect and analyse gender-disaggregated data and/ or gender-specific indicators	Percentage of National data to reflect gender-disaggregation and gender specific indicators	All data to reflect gender-disaggregation and gender specific indicators where applicable
Activity 1.2.1.4	Implement targeted trainings on chemicals management and gender.	Number of Technical staff from implementing agencies trained in chemicals management+ Gender.	Chemicals Management+ Gender training workshop held for technical staff.

Q2	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.
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GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs+ NBS	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	15,400	

Project Output: Output 1.2.1: A harmonized Central Chemical Management System (CCMS) established within National Centre for Information Technology (covering chemicals' import, use, storage, management, disposal, POPs and PRTR system).

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 1.2.2.1 and 1.2.2.2	Implement targeted trainings on chemicals management and gender.	Number of Technical staff from implementing agencies trained in Chemicals management+ Gender.	Chemicals Management+ Gender training workshop held for technical staff.

Project Output: Output 1.2.3 Maldives Customs Service (MCS), Ministry of Defence (MoD) and other responsible authorities trained on inspection, identification and monitoring procedures for chemicals, and products containing chemicals of concern.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activities 1.2.3.1	Implement targeted trainings on chemicals management and gender.	Technical staff from implementing agencies trained in chemicals management + Gender.	Chemicals Management + Gender training workshop held for technical staff.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs	46,200	

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q3	All stakeholders listed in GAP + LGA+ NGOs	46,200	

Component: Component 2: Establish systems for the sound collection, labelling, storage and disposal of hazardous chemicals and wastes.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 2.1.1.1	Collect and analyse gender-disaggregated data and/ or gender-specific indicators.	Percentage of National data to reflect gender-disaggregation and gender specific indicators.	All data to reflect gender-disaggregation and gender specific indicators where applicable.

Project Output: Output 2.1.2: Facilitate the environmentally sound management and disposal of 24 tonnes of phased-out PCB containing equipment and waste abroad.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 2.1.2.1, 2.1.2.3, 2.1.2.4, 2.1.2.5, 2.1.2.6, 2.1.2.7 and 2.1.2.8	Integrate a gender assessment in every analysis for potential harm from chemicals and hazardous wastes.	Number of assessments integrating gender analysis	All assessments conducted to address gender specific contexts.

Project Output: Output 2.1.1: Inventorize, analyse, label and map PCBs containing equipment and waste present in the country. concern.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q3	All stakeholders listed in GAP + LGA+ NGOs+ NBS	0	Cost factored in other activities.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.

Project Output: Output 2.2.1: Develop the capacity of regional waste management facilities and waste management actors for the sound management, interim storage, transport and disposal of hazardous and toxic wastes.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 2.2.1.1	Collect and analyse gender-disaggregated data and/ or gender-specific indicators.	Percentage of National data to reflect gender-disaggregation and gender specific indicators.	All data to reflect gender-disaggregation and gender specific indicators where applicable.
Activity 2.2.1.2, 2.2.1.4, 2.2.1.5, 2.2.1.6, 2.2.1.7	Integrate a gender assessment in every analysis for potential harm from chemicals and hazardous wastes.	Number of assessments integrating gender analysis.	All assessments conducted to address gender specific contexts.
Activity 2.2.1.3	Develop future regulations and guidelines taking into account gender-sensitivity.	Number of new regulations and guidelines consider gender as a crucial factor in Chemicals/ Hazardous waste, POPs management life cycle, monitoring stakeholder rights and benefit sharing, as well as resource management.	New/revised laws, regulations and guidelines explicitly consider gender (e.g.: in the context of stakeholder roles, institutional responsibilities, household responsibilities, resource access and benefit sharing).

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs+NBS	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.

Project Output: Output 2.2.2: Introduction of BEP and BAT to reduce POPs releases from waste management.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 2.2.2.1, 2.2.2.3	Integrate a gender assessment in every analysis for potential harm from chemicals and hazardous wastes.	Number of assessments integrating gender analysis.	All assessments conducted to address gender specific contexts.
Activity 2.2.2.2	Capitalize on local women’s extensive knowledge about community practices to conduct targeted awareness campaigns.	(Number of) Inclusion of gender-responsive knowledge transferring mechanisms and awareness strategies for community/ sectoral level awareness creation.	100% of trainings to be gender-responsive

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	15,400	

Component: Component 3: Monitoring and learning, adaptive feedback, outreach and evaluation.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 3.1.1.1	Capitalize on local women's extensive knowledge about community practices to conduct targeted awareness campaigns	(Number of) Inclusion of gender-responsive knowledge transferring mechanisms and awareness strategies for community/ sectoral level awareness creation	100% of trainings to be gender-responsive

Project Output: Output 3.1.2: Undertake awareness raising targeted at households, chemicals users, industries and decision makers.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 3.1.2.1, 3.1.2.2, 3.1.2.3, 3.1.2.4 and 3.1.2.5	Promote gender aspects of all activities through targeted and culturally sensitive awareness raising and campaigning.	All major communication materials and awareness raising campaigns are reviewed and approved by Gender Specialist.	100% of communication materials and awareness raising campaigns are reviewed by Gender Specialist.

Project Output: Output 3.1.1: Experiences, case studies, lessons learnt and best practices collected, captured in knowledge products and disseminated at national and global level to support replication.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q2	All stakeholders listed in GAP + LGA+ NGOs	15,400	

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost estimated for 12 months.

Project Output: Output 3.1.3. Implementation of Gender Action Plan (GAP) to develop gender expertise, creating awareness raising campaigns and empowering the Women's Development Committees

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 3.1.3.1	Collect and analyse gender-disaggregated data and/ or gender-specific indicators	Percentage of National data to reflect gender-disaggregation and gender specific indicators	All data to reflect gender-disaggregation and gender specific indicators where applicable
Activity 3.1.3.2	Develop future regulations and guidelines taking into account gender-sensitivity.	Number of new regulations and guidelines consider gender as a crucial factor in Chemicals/ Hazardous waste, POPs management life cycle, monitoring stakeholder rights and benefit sharing, as well as resource management.	New/revised laws, regulations and guidelines explicitly consider gender (eg: in the context of stakeholder roles, institutional responsibilities, household responsibilities, resource access and benefit sharing).
Activity 3.1.3.3, 3.1.3.4, 3.1.3.5, 3.1.3.6	Promote gender aspects of all activities through targeted and culturally sensitive awareness raising and campaigning.	All major communication materials and awareness raising campaigns are reviewed and approved by Gender Specialist.	100% of communication materials and awareness raising campaigns are reviewed by Gender Specialist

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs+NBS	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	0	Cost factored in other activities.
Q4	All stakeholders listed in GAP + LGA+ NGOs	15,400	

Project Output: Output 3.1.4: M&E and adaptive management applied in response to needs, Mid-Term evaluation findings.

Project Activity	GAP Measures/ Action	GAP Indicator	GAP Target
Activity 3.1.4.1, 3.1.4.2	Collect and analyse gender-disaggregated data and/ or gender-specific indicators.	The indicators of the GAP are fully integrated into the M&E system and are reviewed regularly.	The M&E system are reviewed with indicators on progress of the implementation of GAP.

GAP Timeframe	GAP Stakeholders	GAP Budget (USD)	Comments
Q4	All stakeholders listed in GAP + LGA+ NGOs+NBS	0	Cost factored in other activities.

7.3 Monitoring, Evaluation and Reporting

1. A long-term gender specialist will be embedded to work with PMU as required. A gender specialist will oversee, guide and coordinate gender-related measures within the project, and ensure successful implementation of the GAP and the project activities in line with GAP recommendations. The gender specialist will be responsible for monitoring, evaluation and reporting of the GAP.
2. The responsibilities of the gender specialist include (among others):
 - Liaise with project stakeholders.
 - Responsible for overseeing project stakeholder engagement on topics related to gender.
 - Advise on revising project documents, guidelines, policies to ensure effective gender-mainstreaming, and that information is gender-sensitive.
 - Identification of local level women development committees for collaboration on community outreach, information dissemination and other project activities.
 - Overseeing implementation, monitoring and reporting of the Gender Action Plan and ensuring adaptive management to the GAP.

7.4 Projected Cost Details

The figures below should only be used as an estimate.

#	Activity	Details	Unit Price (USD)
1	National Project Steering Committee and National Advisory committee to have women representation and active participation.	Consultant for activity development and undertaking	7,500
2	Develop future regulations and guidelines taking into account gender-sensitivity.	No costs projected- factored into activity #7	0
3	Integrate a gender assessment in every analysis for potential harm from chemicals and hazardous wastes.	No costs projected- factored into activity #7	0
4	Collect and analyse gender-disaggregated data and/ or gender-specific indicators.	No costs projected- factored into activity #7	0
5	Implement targeted trainings on Chemicals management and gender.	Training kit	2,500
		Consultant for activity development and undertaking	3,000
		Travel-ticket	195
		DSA	300

Number	Number of Activities	Subtotal (USD)	Total (USD)
20 individuals including 1 support staff	1	7,500	7,500
	3	0	0
	4	0	0
	5	0	0
	3*3 workshops	7,500 9,000 11,700 18,000	46,200
20 individuals including 1 support staff			

6	<p>Capitalize on local women's extensive knowledge about community practices to conduct targeted awareness campaigns.</p>	<p>Training kit</p> <p>Consultant for activity development and undertaking</p> <p>Travel-ticket</p> <p>DSA</p>	<p>2,500</p> <p>3,000</p> <p>195</p> <p>300</p>
7	<p>Promote gender aspects of all activities through targeted and culturally sensitive awareness raising and campaigning.</p>	<p>Gender Consultant</p>	<p>3,500</p>

20 individuals including 1 support staff	3*3 workshops	7,500	46,200
		9,000	
		11,700	
		18,000	
1 consultant, 12 months	2	3,500	42,000

Total:

141,900

8. ANNEX: LIST OF INSTITUTIONS CONSULTED

The following institutions were consulted at the initial stage of discussion and at the drafting stage of the plan in the last quarter of 2021. In addition, the stakeholder institutions also validated the document in a validation workshop held in the first quarter of 2022.

- Ministry of Tourism
- Ministry of Defence
- Ministry of Fisheries, Marine Resources and Agriculture
- Environment Department, MECCT
- Waste Department, MECCT
- Ministry of Health/HPA
- Ministry of Transport
- Fuvahmulah City Council
- Addu City Council
- Malé City Council
- Environmental Protection Agency
- Maldives Food and Drug Authority
- Maldives Civil Aviation Authority
- Ministry of Transport
- Maldives Customs Service
- Utility Regulatory Authority
- Waste Management Corporation Ltd
- FENAKA Corporation Ltd
- Maldives Transport and Contracting Company Plc
- State Trading Organization Plc
- State Electric Company Ltd
- Maldives Association of Construction Industry
- Maldives Association of Tourism Industry
- National Boating Association of Maldives
- PestEx Maldives Pvt Ltd
- Parley Maldives
- Blue Peace
- Maldives National University
- Hope for Women
- Securebag Maldives
- EcoCare Maldives
- UNDP
- Mission to Migrant Workers Maldives
- Ministry of Gender and Family

9. ANNEX: PROJECT OUTPUTS AND ACTIVITIES

Project Component: Component 1: Strengthening the regulatory and policy framework and institutional and technical capacity for the sound management and disposal of POPs, chemicals and wastes

Project Output: Output 1.1.1: Advance the development and adoption of regulatory measures pertaining to POPs and SMC and introduce economic instruments and incentives (EPR, PPP) to reduce POPs and other harmful releases

Project Activity


- Activity 1.1.1.1: Establish national Project Steering Committee and National Advisory Committee, including policy development trainings to facilitate coordination relevant governmental stakeholders;
- Activity 1.1.1.2: Review of existing legislative chemical/hazardous waste regulations to ensure POPs management aspects are properly addressed and sufficiently defined, including provisions for control for import, chemical classifications and listing, storage, handling, transportation and disposal;
- Activity 1.1.1.3: Support drafting an overarching regulation on chemicals management & legislation on the implementation of international conventions on chemicals and waste i.e., Basel, Rotterdam, Stockholm and Minamata Conventions
- Activity 1.1.1.4: Enforce controls on import, use and place of carcinogenic chemicals within the local market
- Activity 1.1.1.4: Enforce controls on import, use and place of carcinogenic chemicals within the local market

- Activity 1.1.1.5: Develop a national plan/clear implementation pathway on establishing response mechanisms/ protocol on chemical spills, fires and poisoning
- Activity 1.1.1.6. Conduct a baseline assessment on national use of chemicals and associated risks.
- Activity 1.1.1.7: Guidelines and standards for handling of hazardous chemicals along the life cycle (import, use, handling and data management, storage, transport and disposal), with focus on BAT/BEP for PCBs and u-POPs developed;
- Activity 1.1.1.8. Based on PPG economic/incentives analysis, draft national-wide appropriate financial mechanism to encourage EPR and PPP.

Project Output: Output 1.2.1: A harmonized Central Chemical Management System (CCMS) established within National Centre for Information Technology (covering chemicals' import, use, storage, management, disposal, POPs and PRTR system).

Project Activity

- Activity 1.2.1.1. CCMS's database strengthened to be aligned with revised POPs regulations
- Activity 1.2.1.2. Capacity strengthened to ensure an efficient CCMS along the chemical life cycle, including analytical capacity;
- Activity 1.2.1.3. Practitioner guidelines for the CCMS developed and distributed, including (1) Government-wide restricted and prohibited chemical list ;2) Protocols for evaluation and approval of special requests of new chemicals.
- Activity 1.2.1.4. Officials and staff involved in CCMS are trained on chemical harmonization according to their needs



Project Output: Output 1.2.2: Capacity at regulatory authorities strengthened for the development and effective enforcement of regulatory measures related to inspections, transportation, storage, use and disposal of POPs, hazardous chemicals and wastes.

Project Activity

- Activity 1.2.2.1. Technical capacity strengthened for regular national inspections
- Activity 1.2.2.2: Relevant staff trained on updated regulatory measures

Project Output: Output 1.2.3 Maldives Customs Service (MCS), Ministry of Defense and National Security (MDNS) and other responsible authorities trained on inspection, identification and monitoring procedures for chemicals, and products containing chemicals of concern.

Project Activity

- Activities 1.2.3.1. Relevant staff trained on updated CCMS

Component: Component 2: Establish systems for the sound collection, labeling, storage and disposal of hazardous chemicals and wastes

Project Output: Output 2.1.1: Inventorize, analyse, label and map PCBs containing equipment and waste present in the country.

Project Activity

- Activity 2.1.1.1: Expand details of current PCB inventory to include GIS locations of each PCB-containing transformer, switchgears and waste oil, including labelling

Project Output: Output 2.1.2: Facilitate the environmentally sound management and disposal of 24 tonnes of phased-out PCB containing equipment and waste abroad.

Project Activity

- Activity 2.1.2.1: Current PCB interim storage facilities upgraded to ensure environmentally sound storage
- Activity 2.1.2.3: Undertake an Environmental Impact Assessment for the establishment/refurbishment of a secure storage facility for the temporary storage of phased-out PCB containing equipment, stockpiles and wastes (at one (or two) of the holders' sites);
- Activity 2.1.2.4: Undertake a risk assessment prior to the movement/transport of PCB containing wastes from the various islands to a centralized interim storage facility(ies);
- Activity 2.1.2.5: Train and equip service providers capable of undertaking packaging, transportation, and residual contamination clean-up for PCB wastes;
- Activity 2.1.2.6: Transport PCB containing waste to the centralized interim storage facility;
- Activity 2.1.2.7: 24 tonnes of PCB-containing equipment and waste removed, retro-filled and/or disposed of (to be exported to a qualified disposal facility).
- Activity 2.1.2.8: Development of the Environmental and Social Management Plan (ESMP) based on the SESP results and findings.

Project Output: Output 2.2.1: Develop the capacity of regional waste management facilities and waste management actors for the sound management, interim storage, transport and disposal of hazardous and toxic wastes.

Project Activity

- Activity 2.2.1.1: Conduct in-depth national-wide inventory of municipal waste-related sources of PCDD/PCDF and specific for the regional waste facilities
- Activity 2.2.1.2: Priority waste assessment in terms of u-POPs production by national stakeholders done
- Activity 2.2.1.3: In coordination with Output 1.1.1 and Activity 2.2.1.2 develop guidelines for selected priority chemicals and wastes. chemicals and wastes (related to u-POPs production) along the entire life cycle developed
- Activity 2.2.1.4: Set-up a collection, segregation and transport system for hazardous waste management to be integrated into the regional waste management facilities
- Activity 2.2.1.5: Based on activity 2.2.1.1. and cost-benefit analysis, set-up BAT/BEP approach for hazardous waste
- Activity 2.2.1.6: In close coordination with Outcome 2.1 (interim storage of PCBs), explore possibility of a central or decentralized interim hazardous waste storage facility
- Activity 2.2.1.7: In coordination with Output 2.1.2 “Facilitate the environmentally sound management and disposal of 24 tonnes of phased-out PCB containing equipment and waste abroad” demonstrate (on a one-time basis), the export of hazardous chemicals and wastes (including PCBs).

Project Output: Output 2.2.2: Introduction of BEP and BAT to reduce POPs releases from waste management

Project Activity

- Activity 2.2.2.1: In close coordination with Activity 2.2.1.6 (interim storage of PCBs), establish a central interim hazardous waste storage facility in K. Thilafushi
- Activity 2.2.2.2: Promotion of 3Rs principle for minimization of waste ends up with the incineration”
- Activity 2.2.2.3: Introduce BAT/BEP to reduce u-POPs at municipality level taking into account proper separation and final disposal of hazardous waste such as medical waste from regional hospitals (see detailed planning in Annex W)

Project Component: Component 3: Monitoring and learning, adaptive feedback, outreach and evaluation

Project Output: Output 3.1.1: Experiences, case studies, lessons learned and best practices collected, captured in knowledge products and disseminated at national and global level to support replication

Project Activity

- Activity 3.1.1.1: Knowledge captured and targeted dissemination materials developed

Project Output: Output 3.1.2: Undertake awareness raising targeted at households, chemicals users, industries and decision makers.


Project Activity

- Activity 3.1.2.1: Awareness raising campaign for decision makers on updated regulations with focus on PCBs and u-POPs
- Activity 3.1.2.2: Awareness raising campaign for selected private sector on updated regulations, procedures and risks with focus on PCBs
- Activity 3.1.2.3: Awareness raising campaign for selected pilots on updated regulations, procedures and risks with focus on u-POPs
- Activity 3.1.2.4: Awareness raising and sensitization campaign for civil society organizations nationally and specific to communities related to u-POPs pilots
- Activity 3.1.2.5: Awareness raising and sensitization campaign for women`s associations/groups with focus on pilot project (several trainings of trainers as outlined in the Gender Action Plan)

Project Output: Output 3.1.3. Implementation of Gender Action Plan (GAP) to develop gender expertise, creating awareness raising campaigns and empowering the Women's Development Committees

Project Activity

- Activity 3.1.3.1: Complete national data on sex-aggregated data
- Activity 3.1.3.2: Propose gender-aspects for the POPs-related legislative framework (under Component 1)
- Activity 3.1.3.3: Develop awareness raising programmes and training materials; and carry out training of trainers programme
- Activity 3.1.3.4: Selection of pilot islands (based on criteria-setting)
- Activity 3.1.3.5: Pilot implementation at selected islands
- Activity 3.1.3.6: Lessons learned prepared and disseminated



Project Output: Output 3.1.4: M&E and adaptive management applied in response to needs, Mid-Term evaluation findings

Project Activity

- Activity 3.1.4.1: Project monitoring system set and operational
- Activity 3.1.4.2: Progress reports delivered and adequate actions taken care of

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