

GENDER ANALYSIS & GENDER ACTION PLAN

IMPLEMENTING SUSTAINABLE LOW AND
NON-CHEMICAL DEVELOPMENT **IN** SIDS
[ISLANDS]



MINISTRY OF
CLIMATE CHANGE,
ENVIRONMENT
AND ENERGY



Supported by



led by



In partnership with



GENDER ANALYSIS & GENDER ACTION PLAN

IMPLEMENTING SUSTAINABLE LOW AND
NON-CHEMICAL DEVELOPMENT IN SIDS
[ISLANDS]

Prepared by:

Aneesa Yoosuf (Riyan Pvt Ltd)
Mariyam Ishraq Waheed (Riyan Pvt Ltd)

Review:

Mauman Abdul Rasheed (MoCCEE)
Ali Nazil (MoCCEE)
Ismail Ajmal (MoCCEE)

MINISTRY OF CLIMATE CHANGE, ENVIRONMENT AND ENERGY
2024

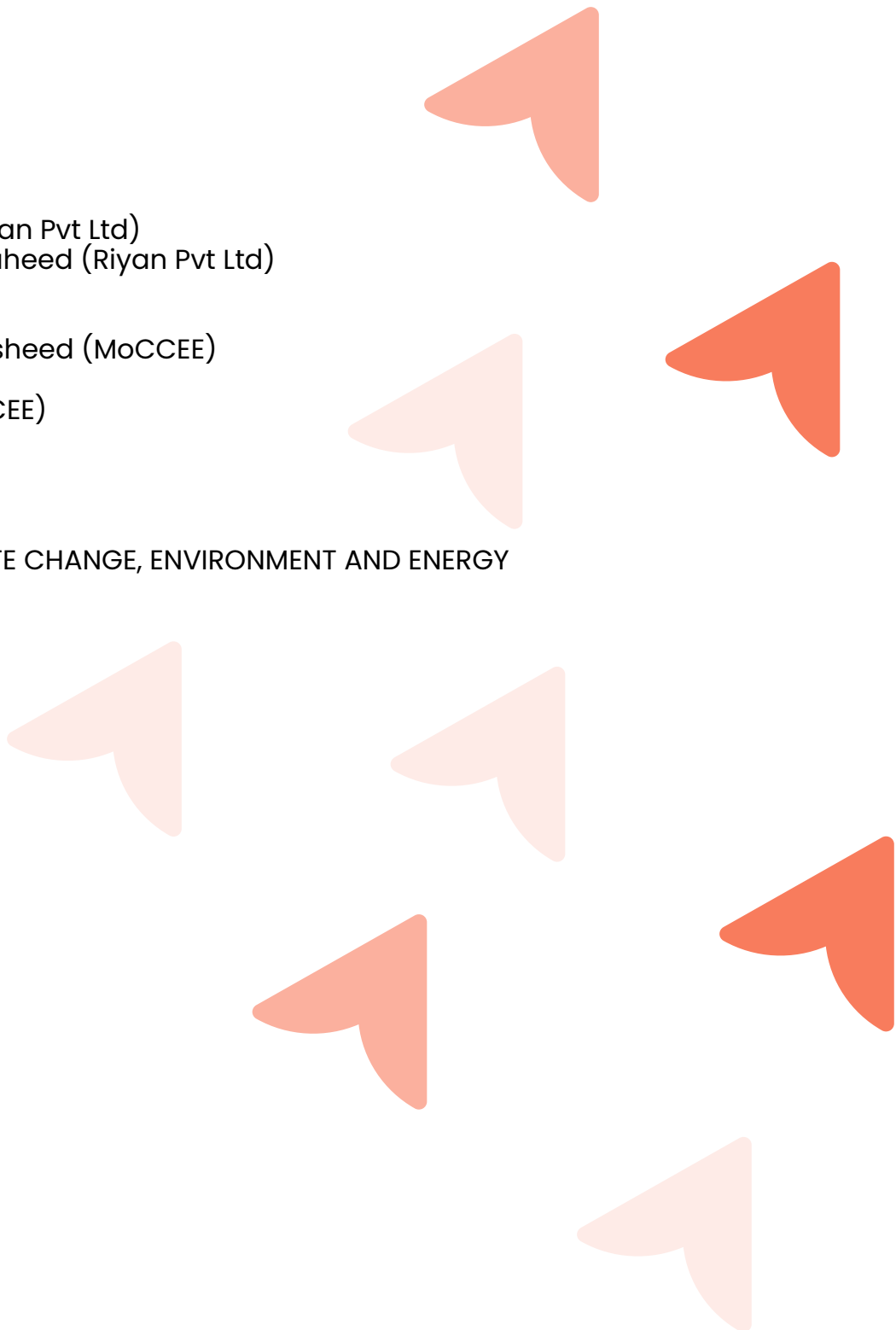




Table of Contents

Gender Analysis.....	5
1 Introduction.....	5
1.1 Background and Purpose.....	5
2 Methodology.....	9
2.1 Limitations.....	11
3 Findings.....	12
3.1 Situational Context.....	12
3.1.1 International Treaties.....	12
3.1.2 National Regulatory Framework.....	15
3.1.3 Gender Ranking.....	20
3.2 Activity Profile.....	22
3.2.1 Gender and Employment.....	22
3.2.2 Exposure Routes.....	24
3.2.3 Impact of Chemical and Hazardous Waste Exposure.....	32
3.3 Access and Control Profile.....	36
4 Conclusion.....	38
5 Recommendations.....	40
Gender Action Plan.....	42
Component 1: preventing the future build-up of chemicals entering Maldives	
46	
Component 2: Safe management and disposal of existing chemicals,	
products and materials.....	47
Component 3: Safe management of products entering SIDS/closing	
material and product loops for products.....	49



Component 4: Knowledge management, communication, monitoring and evaluation materials 50

Monitoring, Evaluation and Reporting 52

6 Appendices..... 53

7 References 54



Abbreviations

ARISE	Accelerating Renewable Energy Integration and Sustainable Energy
BFRs	Brominated Flame Retardants
CBIT	Capacity Strengthening for Improved Transparency of Climate Change Mitigation and Adaptation Actions in the Maldives
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFCs	Chlorofluorocarbons
CIMS	Chemical Information Management System
CMW	Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
CRPD	Convention on the Rights of Persons with Disabilities
DRCs	dioxins and related substances
EPA	Environment Protection Agency
GAP	Gender Action Plan
GDP	Gross Domestic Product
GEAP	Gender Equality Action Plan
GEF	Global Environment Facility
GEWE	Gender Equality and Women's Empowerment
GII	Gender Inequality Index
HIES	Household Income and Expenditure Survey
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant of Economic, Social and Cultural Rights
ISLANDS	Implementing Sustainable and Non-Chemical Development in SIDS
KPIs	Key Project Indicators
MBS	Maldives Bureau of Statistics
MFDA	Maldives Food and Drug Authority
MNDF	Maldives National Defence Force
MoAAW	Ministry of Agriculture and Animal Welfare
MoCCEE	Ministry of Climate Change, Environment and Energy
MoD	Ministry of Defence
MoSFD	Ministry of Social and Family Development



MoT	Ministry of Tourism
NDA	National Drug Agency
NWMP	National Waste Management Policy
NWMPS	National Waste Management Policy and Strategy
PAHs	polycyclic 84 aromatic hydrocarbons
PM	particulate matter
POPs	Persistent Organic Pollutants
PWDs	Persons With Disabilities
SDG	Sustainable Development Goals
SIDS	Small Island Developing States
UNCRC	United Nations Convention on the Rights of the Child
UNDP	United Nations Development Programme
VOCs	volatile organic compounds
WAMCO	Waste Management Corporation
WDCs	Women Development Committees

List of Tables

Table 1: UNDP’s Gender Equality Index – Maldives Rating21



Gender Analysis

1 Introduction

1.1 Background and Purpose

United Nations Development Programme (UNDP) with the funding from Global Environment Facility (GEF) has initiated the global programme entitled “Implementing Sustainable Low and non-chemical Development in SIDS (ISLANDS)” project in the Maldives, along with 29 other Small Island Developing States (SIDS) across 3 regions (Caribbean, Indian and Pacific oceans).

The ISLANDS programme’s overarching objective is to support SIDS to enter a safe chemical development pathway through strengthening their ability to control the flow of chemicals, products, materials into their territories and to unlock resources for long term management of chemicals and hazardous wastes including integrated chemicals and hazardous wastes management in SIDS.

The ISLANDS Programme Components are:

Component 1: Preventing future build-up of chemicals in the SIDS environment.

Component 2: Safe management and disposal of existing, historically produced wastes posing an immediate risk to people and natural resources.

Component 3: Promoting systems for future management of wastes and chemicals entering SIDS by adopting and putting into practice 3R approaches including increased recovery of resources from wastes by adopting the principles of sustainable consumption and production.

Component 4: Sharing knowledge and experience across all regions to address issues common to all SIDS and to stimulate inter regional cooperation to combat major



global level challenges posed by wastes such as plastics, electronics, and other major pollutants.

Maldives, along with the Union of Comoros, Mauritius and Seychelles is part of the “Indian Ocean Child Project” under the ISLANDS project. In particular, the project will focus on strengthening institutional mechanisms and capacity to manage hazardous wastes. This will include:

- a) Conducting a comprehensive supply chain analysis of imported pesticides and a nation-wide hazardous waste inventory.
- b) Developing guidelines for the sound management and disposal of priority hazardous waste streams.
- c) Conducting a feasibility study for the establishment of a centralized interim hazardous waste storage and export facility.
- d) Ensuring the sound management of an additional 500 tonnes of hazardous wastes by

establishing regional private sector capacity and developing partnerships between national and regional recyclers and transport companies.

- e) Establishing partnerships between hotel chains in the Maldives, Mauritius and Seychelles to support the adoption of a green label certification process.
- f) Developing feasible economic instruments to support the sound management of (hazardous) wastes.
- g) Creating awareness of 175,892 people (86,328 women and 89,564 men) on the sound management of chemicals and hazardous wastes and introduction of safer and environmentally friendlier alternatives and practices.
- h) Enhancing national capacity to prevent, monitor, manage and export/treat hazardous wastes and priority waste streams.

Under this project, gender dimensions in the sound



management of chemicals and hazardous waste is recognized as an important aspect. The Sustainable Development Goal (SDG) 5 on gender equality and women's empowerment (GEWE) is a stand-alone target as well as a prerequisite for accomplishing the other SDGs. It follows that GEWE is a crucial element of sustainable development, and the success of any initiative in this field depends on an awareness of the connection between gender and responsible chemical and waste management.

Exposure to chemicals can vary depending on geographical location, behavioural patterns, age, nutritional status and other biological factors of men and women. The difference in exposure includes the kinds of chemicals encountered as well as the level and frequency of such exposures. In addition, men, women, and children vary in their physiological susceptibility to the effects of exposure to toxic chemicals. Factors such as cross-generational

transfers to the unborn child, and the resulting health effects needs to be considered.¹

In many developing countries, women and men often have different levels of access to participation, decision-making, information, education or justice, and face different constraints in their efforts to improve their environment and living conditions. They can also play different roles in making decisions about pollution prevention, waste management, identification of sources of chemical exposure, and building a safer environment for communities.

In regard to the Maldives, women are considered among the most emancipated in the South Asian region, as they face little institutional discrimination in terms of basic necessities such as education, health and public sector employment compared to other countries of the region.² However, gender inequality persists due to social and cultural norms such as

¹ GENDER AND THE SOUND MANAGEMENT OF CHEMICALS AND WASTE: Policy Brief - September 2018. (2018). In SAICM Knowledge.

² Maldives: Gender and Development Assessment, Asian Development Bank (2007), p. 1



the stereotypical roles of men and women in and out of the home, which leads to a reduced political, social and economic empowerment and participation.³

Recognizing these and further significant linkages between gender, chemicals and hazardous wastes; the Regional Gender Analysis and Gender Action Plan (GAP) for the Indian Ocean Regional Project and the global GEF ISLANDS gender framework action plan was used as a basis to undertake detailed national gender assessment of the Maldives update and tailor the Regional Gender Analysis and Gender Action Plan to the national context.

This updated Gender Analysis offers insights into local realities and nuances of gender relations in the country. It will guide project implementation as well as monitoring and evaluation of the project activities.

³ El-Horr, J., & Pande, R. (2016). Understanding Gender in Maldives: Toward Inclusive development. In Washington, DC:

World Bank eBooks.
<https://doi.org/10.1596/978-1-4648-0868-5>



2 Methodology

This Regional Gender Analysis was undertaken in January 2024. It focuses on Maldives; one of the four SIDS participating in the “Indian Ocean Regional Project”. It is formulated based on relevant documents identified through desk review and through information collected from stakeholder consultation. The specific documents reviewed include:

- 1.** Maldives Waste Management Policy and National Waste Management Strategy (2023) DRAFT
- 2.** Waste Management Act (Law number: 24/2022)
- 3.** Hazardous Chemical Regulation (Regulation number 2019/R-1057)
- 4.** Agricultural Pesticide Control Act (Law number 21/2019)
- 5.** National Waste Management Policy 2015 (NWMP2015),
- 6.** Employment Act (02/2008)
- 7.** Disability Act (2010)
- 8.** Gender Equality Act (2018)
- 9.** National Fisheries and Agricultural Policy 2019–2029
- 10.** National Gender Equality Action Plan 2022 – 2026
- 11.** The situation of women in Maldives (2018)
- 12.** Understanding Gender in Maldives: Toward Inclusive development (2016)



13. Country Gender Assessment of Agriculture and the Rural Sector in Maldives (2019)
14. Agricultural Chemical Inputs – Impact and Management Strategies in South Asia (2021)
15. Household Income and Expenditure Survey (HIES 2019)
16. Employment in Resorts 2020
17. Gender Action Plan – Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) Project (2021)
18. Baseline Assessment on National Use of Chemicals and Associated Risks 2022
19. Effective Management Strategies to Minimize Environmental Effects due to the Built Environment Sector in the Maldives (2022)
20. Assessment of women’s development committee in the Maldives (2015)

Similar to the Regional Gender Analysis and Gender Action Plan, the data collection and analysis process based on the widely used Harvard Analytical Framework,⁴ and the following three areas were the centre of attention:

1. What is the situational context (*national policies and laws*)?

2. Who does what in society (*activity profile*)?
3. Who has what in society (*access and control profile*)?

⁴ Ludgate, N. (n.d.). Integrating Gender and Nutrition within Agricultural Extension Services Info Sheet: Common Gender Analysis Tools (2): Harvard Analytical Framework. Feed The Future, The US Government’s Global Hunger & Food

Security Initiative.
https://agrilinks.org/sites/default/files/resource/files/ING%20Info%20Sheet%20%282016_09%29%20%20Harvard%20Analytical%20Framework%20%28Ludgate%29.pdf



2.1 Limitations

The main limitation during the formulation of the gender analysis and gender action plan was the limited data available on gender and waste management or gender and chemical management in the Maldives. The data collection process focused on identifying the gender-wise activity profile and access and control profile. However, there were challenges in reaching out and arranging meetings with specific stakeholders and relevant groups due to time conflicts. This includes consultations with women's rights and migrants NGOs. Thus, a comprehensive literature review was undertaken to ensure that all groups including the marginalized and vulnerable groups are captured in the gender analysis and gender action plan. Attempts were also made to include these groups in the validation workshop in an effort to

ensure their participation and inclusion.



3 Findings

This Regional Gender Analysis details specific findings with regards to gender equality in the Maldives. They are presented below along the three areas of interest: situational context, activity profile, and access and control profile.

3.1 Situational Context

3.1.1 International Treaties

Maldives is a signatory to major global conventions and frameworks focused on Gender Equality and Women’s Empowerment (GEWE). Most importantly, this includes the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women which were ratified on 1 July 1993 and 13 March 2006 respectively.⁵

CEDAW is informally thought of as an international “women’s bill of rights” and is exclusively devoted to GEWE. It is legally binding, and thus a defining document in gender equality work. The Convention’s prime objective is the prohibition of all forms of discrimination against women. Furthermore, the Optional Protocol to CEDAW aims to strengthen the enforcement mechanisms available for existing rights within CEDAW.⁶

⁵ UN Treaty Body Database: Ratification Status for Maldives. (n.d.). OHCHR.org. Retrieved January 17, 2024, from https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=106&Lang=EN

⁶ Union, I. (2003). The convention on the elimination of all forms of discrimination against women and its optional protocol: handbook for parliamentarians. <http://ci.nii.ac.jp/ncid/BA65658856>



As members of the UN General Assembly, Maldives along with other project countries, have also adopted the Beijing Declaration and Platform for Action in 1995. Although not legally binding, the Declaration is often seen as complementary to, and a strengthening of, the work of CEDAW. It recalls and upholds the same rights and principles as stated in the Universal Declaration of Human Rights, and especially designates one of its twelve main areas of interest to women and the environment.⁷

Additionally, Maldives is also signed to the Universal Declaration of Human Rights, International Covenant of Economic, Social and Cultural Rights (ICESCR – 19 September 2006), and the International Covenant on Civil and Political Rights (ICCPR – 19 September 2006) – which combined makes up the

⁷ 12 critical areas. (n.d.). UN Women – Headquarters.
<https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

⁸ International Covenant on Economic, Social and Cultural Rights – Manual for Human Rights Education with Young people – www.coe.int. (n.d.). Manual for Human Rights Education With Young

International Bill of Human Rights. As per the Universal Declaration, the Covenants recognize that “... the ideal of free human beings enjoying civil and political freedom and freedom from fear and want can be achieved only if conditions are created whereby everyone may enjoy his civil and political rights, as well as his economic, social and cultural rights.”⁸

In addition to above, Maldives is also signatory to the Convention on the Rights of Persons with Disabilities (CRPD – 5 April 2010) and Convention on the Rights of Children (UNCRC – 11 February 1991).⁹ The main aim of CRPD is to uphold and safeguard the “full and equal enjoyment of all human rights and fundamental freedoms by all Persons With Disabilities (PWDs), and to promote respect for their inherent dignity”.¹⁰ UNCRC, which is the most widely ratified human

People.
<https://www.coe.int/en/web/compass/international-covenant-on-economic-social-and-cultural-rights>

⁹ UN Treaty Body Database: Ratification Status for Maldives. (n.d.). OHCHR.org.

¹⁰ OHCHR. (n.d.). Convention on the Rights of Persons with Disabilities.



rights treaty in history, outlines the civil, political, economic, social, and cultural rights that is internationally legally given to all children, irrespective of their talents, colour, or religion.¹¹

Maldives is also signatory to International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW)". It was noted in the Maldives Report of the Working Group on the Universal Pacific Group (2020) that currently Maldives in "not in a position to undertake obligations under the convention, however, migrant workers are protected under the Maldives' regulatory framework and their fundamental rights and basic necessities are provided for within the system, irrespective of being signatory to the convention.¹²

<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>

¹¹ UN Convention on the Rights of the Child | Save the Children UK. (n.d.).

<https://www.savethechildren.org.uk/what-we-do/childrens-rights/united-nations-convention-of-the-rights-of-the-child#:~:text=What%20is%20the%20UNCRC>

%3F,their%20race%2C%20religion%20or%20abilities.

¹² Report of the Working Group on the Universal Periodic Review - Maldives. (2020). In Human Rights Council: Vol. A/HRC/46/10/Add.1 (Forty-sixth session, 22 February-19 March 2021, Agenda item 6, Universal periodic review). United Nations. <https://hrcm.org.mv/storage/uploads/e8qedbYP/fjg76rx6.pdf>



3.1.2 National Regulatory Framework

The Ministry of Social and Family Development, MoSFD (previously known as Ministry of Gender, Family and Social Services) is the focal point for ensuring the implementation of the CEDAW, its optional protocols, and in general, working on GEWE in the Maldives. The mandate of MoSFD includes the planning, implementation and coordination of the legal frameworks and policies to protect women, children, the elderly, people with disabilities and those in need of state protection. The ministry is tasked with promoting equality of women politically, economically, socially and culturally in the same wavelength as men in all fields and designing the state system in a way that this is achievable.¹³

As such, MoSFD oversees the development of the national legal

framework and policies to promote gender equality and protect women from discrimination and violence. An example is the 2016 Gender Equality Act which provides a framework for achieving gender parity and eliminating sexual harassment, gender-based violence and discrimination nationwide.¹⁴ Furthermore, the National Gender Equality Action Plan (GEAP) 2022-2026 outlines the strategic goals aligned with the Gender Equality Act and the international conventions to achieve key gender equality benchmarks. It also outlines the collaborative efforts between governmental actors, private businesses, and other experts on the topic, in order to achieve gender equality in the nation.¹⁵ The GEAP provides step by step actions

¹³ ޤިސްމުގެ ތެރޭގައި، ފަދަ ފަރާތްތަކުގެ ސަބަބުން
ސަރުކާރުގެ ސަރުކާރުގެ ސަރުކާރު (n.d.).

<https://gender.gov.mv/>. Retrieved January 17, 2024, from
<https://gender.gov.mv/%de%89%de%ac%de%82%de%b0%de%91%de%ad%de%93%de%b0/>

¹⁴ Gender Equality Act. (2018, January 22). UNFPA Maldives.

<https://maldives.unfpa.org/en/publications/gender-equality-act#:~:text=Act%20Number%3A%2018%2F2016&text=This%20Act%20serves%20the%20purpose,the%20workplace%20within%20the%20country.>

¹⁵ Ministry of Gender, Family and Social Services. (2022). National Gender Equality



and targets under each of its 5 policy goals; (1) leadership and governance, (2) economic empowerment, (3) institutional gender mainstreaming, (4) elimination of gender-based violence and (5) access to justice.

An additional significant policy for gender equality in the country is the recently introduced “Gender Equality Seal” by MoFSD. This seal aims to strengthen the gender equality efforts of government agencies, private businesses and companies through acknowledging and applauding those that are actively working to eradicate gender-based barriers and promote an inclusive workplace environment. The seal is to be awarded based on five criteria; adopting a gender-neutral approach to recruitment, formulating and implementing policies to prevent and address gender discrimination and sexual

harassment, establishing gender-responsive infrastructure, paying equal wages for equal work, and demonstrating gender equality at the decision-making or management level. Thus, these policies highlight governmental efforts in fostering gender equality in all sectors of the country.¹⁶

In addition to the general policies pertaining to gender equality, the majority of laws of Maldives that govern public spheres of health, education, employment and political involvement specifically includes clauses prohibiting gender-based discrimination. For instance, the Employment Act (Act No: 2/2008), defines the rules for equal access to employment for men and women. Under the Act, the use of marital status or gender as a reason for termination from any work is prohibited. It also includes substantial maternity leave benefits. There are also other

Action Plan 2022 – 2026. In <https://gender.gov.mv/>. <http://gender.gov.mv/en/wp-content/uploads/sites/1/2022/03/GEAPFinal.pdf>

¹⁶ The President’s Office. (2023, December). PRESS RELEASE: The President decides to introduce the ‘Gender Equality Seal’ to

encourage gender equality in institutions. <https://www.presidencymaldives.gov.mv/>. Retrieved January 17, 2024, from <https://www.presidencymaldives.gov.mv/Press/Article/29466>



legislations that enable women's participation in cooperatives and as representees on company boards.¹⁷ The Disability Act, while does not specifically state any gender-wise clauses, focuses on protecting the rights and dignity of persons with disabilities, and prohibits any discrimination based on any disability.¹⁸

As for the political sector, the constitutional restriction on women standing for presidency was removed in 2008.¹⁹ Furthermore, the amendment brought to the Decentralization Act in December 2019 provides provisions to increase female participation in the local governance and decentralised decision making. With this recent amendment, a third of council

seats are now allocated for female councillors.²⁰ It also identifies the Women's Development Committees (WDCs) within the formal structure of the local government and 5% of the grant money that the Island Council attains are to be allocated to WDCs.

In terms of chemicals and waste regulations, the sector has a legislative framework on paper, with several regulatory instruments including the Waste Management Act (Law number: 24/2022), Hazardous Chemical Regulation (Regulation number 2019/R-1057), Agricultural Pesticide Control Act (Law number 21/2019), National Waste Management Policy 2015 (NWMP2015), and the newly drafted National Waste Management Policy

¹⁷ Government of Maldives. (2022). Employment Act (Law no. 2/2008): Unofficial English Translation. In <https://ira.gov.mv/> ((Law no. 2/2008)). <https://ira.gov.mv/wp-content/uploads/2020/07/Employment-Act-Unofficial-English-Translation.pdf>

¹⁸ Disability Act. (2010). In National Social Protection Agency (Law Number: 8/2010). Retrieved February 26, 2024, from <https://www.nspa.gov.mv/v2/wp-content/uploads/2017/01/gazette-disability-law.pdf>

¹⁹ Constitution of Maldives - the President's Office. (n.d.).

<https://presidency.gov.mv/Pages/Index/15>

²⁰ The President's Office. (2019, December). PRESS RELEASE: President ratifies 8th amendment to Decentralization Act. <https://presidency.gov.mv/>. Retrieved January 17, 2024, from <https://presidency.gov.mv/Press/Article/22835>



and Strategy (NWMPs 2023 – 2027).²¹ However, there are challenges in the implementation and monitoring of regulations established under these instruments.

With an emphasis on national security, the majority of Maldives' chemical management is mainly overseen by the Ministry of Defence (MoD). MoD is responsible for controlling and providing approvals for the import of hazardous chemicals through the online platform "Makudi" portal, a Chemical Information Management System (CIMS). MoD works collaboratively with other relevant government authorities to monitor the chemicals imported into the country.²² This includes:

- Ministry of Agriculture and Animal Welfare (MoAAW): Pesticides and fertilizers
- Maldives Food and Drug Authority (MFDA):

Pharmaceutical products and chemicals detrimental to public health

- National Drug Agency (NDA): Chemicals controlled under Narcotic Drugs Act 17/2011
- Ministry of Climate Change, Environment and Energy (MoCCEE): Ozone Depleting Substances

However, none of the regulations in the sector or pertaining policies have a specific focus on gender and chemicals and/or gender and hazardous waste. This is the scenario for all four project countries, as identified in the initial regional gender analysis.

Recognizing this, and the importance of gender mainstreaming in the environment sector, MoCCEE has recently begun formulating Gender Action Plans for projects carried out with international development partners. This shows that efforts are being

²¹ Mohamed, Dr. S., & Hassan Kamil, Dr. Z. (2022). Baseline Assessment on National Use of Chemicals and Associated Risks 2022. In <https://www.environment.gov.mv/> (ISBN: 978-99915-78-14-9). [https://www.undp.org/maldives/news/baseline-assessment-national-use-](https://www.undp.org/maldives/news/baseline-assessment-national-use-chemicals-and-associated-risks-launched#:~:text=December%2026%2C%202022&text=The%20assessment%20aims%20to%20identify,of%20waste%20issues%20in%20Maldives.)

[chemicals-and-associated-risks-launched#:~:text=December%2026%2C%202022&text=The%20assessment%20aims%20to%20identify,of%20waste%20issues%20in%20Maldives.](https://www.undp.org/maldives/news/baseline-assessment-national-use-chemicals-and-associated-risks-launched#:~:text=December%2026%2C%202022&text=The%20assessment%20aims%20to%20identify,of%20waste%20issues%20in%20Maldives.)

²² *ibid*



taken by the government to strengthen gender equality in all sectors, including chemicals and waste. As such, some projects that Gender Action Plans have been developed includes:

- 1.** Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) Project
- 2.** Eliminating Persistent Organic Pollutants (POPs) through Sound Management of Chemicals Project
- 3.** Capacity Strengthening for Improved Transparency of Climate Change Mitigation and Adaptation Actions in the Maldives (CBIT) project



3.1.3 Gender Ranking

With regard to international rankings on gender, Maldives' ranking has varied over the past few years. For instance, Maldives has improved their ranking in UNDP's Gender Inequality Index (GII) from 104 in 2018 to 83 in 2021. GI is a composite metric reflecting gender inequality and subsequent loss of potential human development in three dimensions: *Reproductive Health, Empowerment and the Labour Market*. It ranges from 0, where women and men fare equally, to 1, where one gender fares as poorly as possible in all measured dimensions. Maldives has a score of 0.348 calculated based on the following indicators.²³ Alternatively, Maldives ranking in the Global Gender Gap Index has decreased from 113 in 2018 to 124 in 2023. The Global Gender Gap Index is calculated by the World

Economic Forum as a measure of assessing the situation regarding GEWE in a given place. The index provides information on countries' progress towards gender parity across four thematic dimensions: *Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment*. While Maldives has increased their ranking in the dimensions of *Health and Survival, and Political Empowerment* from 2018 to 2023, their ranking in *Economic Participation and Opportunity, and Educational Attainment* decreased during this period.^{24, 25}

Overall, in the past years the Maldives have taken considerable steps forward on gender equality legislations. However, there are challenges in implementing and monitoring these legislations which

²³ United Nations. (n.d.). Gender Inequality Index. Human Development Reports. <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

²⁴ Global Gender Gap Report 2023. (2023, October 20). World Economic Forum.

<https://www.weforum.org/publications/global-gender-gap-report-2023/>

²⁵ World Economic Forum. (2018). The Global Gender Gap Report 2018. In <https://www3.weforum.org/>. https://www3.weforum.org/docs/WEF_GGGR_2018.pdf



impacts the activity profile and the access and control profile in the sector.

Table 1: UNDP's Gender Equality Index – Maldives Rating

Health		Empowerment			Labour Market	
SDG3.1	SDG3.7	SDG5.5	SDG4.4			
Maternal mortality ratio	Adolescent birth rate	Share of seats in parliament	Population with at least some secondary education		Labour force participation rate	
(deaths per 100,000 live births)	(births per 1,000 women ages 15–19)	(% held by women)	(% ages 25 and older)		(% ages 15 and older)	
			Female	Male	Female	Male
2017	2021	2021	2021	2021	2021	2021
53	7.3	4.6	46.4	41.5	34.3	67.5

(Source: United Nations, Gender Inequality Index. Human Development Reports)



3.2 Activity Profile

3.2.1 Gender and Employment

In the Maldives, despite legal equality, gender stereotypes regarding social and cultural appropriateness and suitability of training and jobs hinder progress toward gender equality in the economic sector.²⁶

Traditional roles denote men as the primary “providers” and women as the primary “caretakers” of the household.²⁷ As per the analysis of Census 2022, 71% of the population outside the labour force is women. From those women outside the labour force, 92% stated not seeking work due to care work such as family and household

responsibilities.²⁸ This correlates to Maldives Bureau of Statistics (MBS) 2020 statistics, wherein women spend more than half of their time during the week on unpaid care work such as cooking, cleaning and taking care of children and family.²⁹

In both formal and informal sector, men occupy 75% of the total employment. Moreover, 71.5% of the workers in the household sector (working at home; domestic personnel) is women.³⁰ Working in the household sector provides women with flexibility to work from home at a convenient time for them, making it possible for them to

²⁶ El-Horr, J., & Pande, R. (2016). Understanding Gender in Maldives: Toward Inclusive development.

²⁷ Ministry of Environment. (2021). Gender Action Plan - Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) Project. In <https://www.environment.gov.mv/>
<http://www.environment.gov.mv/v2/wp-content/files/publications/20210110-pub-arise-gender-action-plan.pdf>

²⁸ Maldives Bureau of Statistics (2024). Mapping the Employment Landscape: A Comprehensive Analysis of the situation in

the Maldives Using Census 2022 Data. <https://census.gov.mv/2022/census-analysis/>

²⁹ National Bureau of Statistics. (2020). Womens Day 2020. In www.statisticsmaldives.gov.mv. <https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2020/03/Womens-Day-2020.pdf>

³⁰ MBS (2024). Mapping the Employment Landscape



attend to their household responsibilities at the same time. However, this increases their vulnerability to unforeseen events due to variable incomes, lack of access to formal employment benefits such as health insurance and pension, and access to credit schemes by financial institutions.³¹,³².

In terms of the employed population in the formal sector, women tend to be clustered to low-growth sectors and lower-paying positions than men.³³ Moreover, women make 13% less than men overall when taking into account all employment statuses, while among employees, women make 20% less than their male peers.³⁴ In terms of management and decision-making positions, women are employed in only 23% of management roles³⁵

Furthermore, women are mostly concentrated in conventional sectors such as education, health, social work and administration. For instance, women make up 87.3% of the activities of household, 79.6% of education sector, 71.2% of the human health and social work sector and 64.3% of the manufacturing sector.³⁶ In terms of chemical and hazardous waste sector, the level of engagement and exposure, while not evident, can vary.

Furthermore, as per the most recent population census, it is noteworthy that 43% of the Maldivian labor force comprises of foreign migrant workers. Additionally, the labor force participation of individuals with disabilities as compared to those without disabilities is 33.8 % to 66.7% respectively. As such, only one third of the disabled population are in the labor force³⁷

³¹ MoE (2021). Gender Action Plan – ARISE project

³² HIES 2019. (2023, June 20). <https://statisticsmaldives.gov.mv/hies-2019/>

³³ National Bureau of Statistics. (2020). Womens Day 2020

³⁴ *ibid*

³⁵ MBS (2024). Mapping the Employment Landscape

³⁶ *ibid*



3.2.2 Exposure Routes

Health Sector

The management of chemicals and hazardous waste in the health sector is regulated by The National Healthcare Waste Management Policy and the National Guideline on Infection Prevention and Control.^{37,38} Additionally, the Mercury Free Policy for Health Care was established in 2018, which aims to substitute and eliminate mercury containing equipment and devices in all healthcare facilities, safely collect and dispose of mercury waste, and build capacity among decision-makers and medical professionals.³⁹

MBS data as of December 2022 shows that 65% of the health

personnel in the Maldives are women. For both clinical (nurse, doctor, and allied health professionals) and non-medical (health management staff and admin and support staff) positions, women outnumber men.⁴⁰

Thus, the exposure to chemicals and hazardous waste in this sector will mostly be to women. Chemicals that these healthcare workers get commonly exposed to include cleaning and disinfecting agents, sterilant, toxic drugs, pesticides,

³⁷ Ministry of Health. (2016). National Healthcare Waste Management Policy Maldives. In [https://health.gov.mv/\(Policy/23-MoH/2016/01\)](https://health.gov.mv/(Policy/23-MoH/2016/01)). Retrieved January 17, 2024, from [https://old.health.gov.mv/Uploads/Downloads//Informations/Informations\(68\).pdf](https://old.health.gov.mv/Uploads/Downloads//Informations/Informations(68).pdf)

³⁸ Ministry of Health. (2022). THE NATIONAL GUIDELINE ON INFECTION PREVENTION AND CONTROL. In [https://health.gov.mv/\(MOH-QA/G/22/124-0\)](https://health.gov.mv/(MOH-QA/G/22/124-0)). Retrieved January 17, 2024, from <https://health.gov.mv/storage/uploads/KyYjN9YP/3vfjppfs.pdf>

³⁹ WHO Maldives & Health Protection Authority. (2018). Mercury Free Policy for Health Care. In [https://health.gov.mv/\(Policy/23-MOH/2018/01\)](https://health.gov.mv/(Policy/23-MOH/2018/01)). Ministry of Health. <https://health.gov.mv/storage/uploads/BkoMn9wd/sxcokuku.pdf>

⁴⁰ Statistical Yearbook of Maldives 2023. (n.d). <https://statisticsmaldives.gov.mv/yearbook/2023/>



latex and laboratory chemicals and reagents.⁴¹

The exposure to these chemicals is an occupational hazard. Moreover, as noted through stakeholder discussions, the risk of exposure is amplified due to other challenges such as lack of consistent availability of appropriate personal protective equipment and proper waste disposal containers, inefficient mechanism of hazardous waste management and lack of adherence to safety guidelines. There is also the use of expired chemicals in both health facilities and school laboratories that exposes more women than men to such hazardous chemicals and waste.

⁴¹ Exposure to hazardous chemicals. (n.d.). [https://www.who.int/tools/occupational-](https://www.who.int/tools/occupational-hazards-in-health-sector/exposure-to-hazardous-chemicals)

[hazards-in-health-sector/exposure-to-hazardous-chemicals](https://www.who.int/tools/occupational-hazards-in-health-sector/exposure-to-hazardous-chemicals)



Tourism Sector

With regard to the tourism industry, which is the highest contributor to the country's GDP, 88% of the employees are men, and only 12% are women. Factors for the lack of women's involvement in the sector includes the social stigma attached to women staying on resort islands for extended periods of time, the perceived risk of women traveling alone, the high expense of transportation, and the lack of childcare options for resort staff.⁴²

Thus, unsurprisingly, the permanent staff on resorts responsible for waste management is mostly men. As per stakeholders, for a resort of size 100–150 beds, there will be around 10–15 staff in waste management and maintenance departments, all of whom are men. Their responsibilities include cleaning, waste collection, waste segregation, waste handling, waste disposal and related maintenance works such as handling of machineries including incinerator, shredder, and wet garbage composter. Generally, women are

hired as casual workers for the sweeping and cleaning of the resort outer grounds. Women from nearby islands travel daily to the resort as per the cleaning schedules to sweep the resort island. The waste they collect, which is mostly organic waste, is handed over to the waste management and maintenance team for segregation, handling and disposal.

In the sector, chemicals are mainly used for laundry, kitchen, pest control and maintenance purposes. These include, cleaning products, bleaching agents, tanning and dyeing chemicals, fertilizers, pesticides, albuminoidal substances, etc.⁴³ As per the Ministry of Tourism (MoT), some of the chemicals used in resorts are not identified as such in the system, however they are all chemicals that with prolonged impact can have a lasting impact on the health of the workers.

In addition, the increase in guesthouses and local tourism

⁴² Maldives Bureau of Statistics. (2020). Employment in Resorts 2020. [https://statisticsmaldives.gov.mv/nbs/wp-](https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2021/10/ResortEmployeesurvey2020.pdf)

[content/uploads/2021/10/ResortEmployeesurvey2020.pdf](https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2021/10/ResortEmployeesurvey2020.pdf)

⁴³ ibid



should be taken into account when analysing the sector's gender-wise exposure to hazardous and chemical wastes.

Agricultural Sector

The agriculture sector is one of the key economic sectors in the Maldives that relies heavily on chemicals. The total amount of pesticides imported to Maldives has increased over the past few years, with an increase of 692.79 metric tonnes from 2017 to 2021.⁴⁴

As of MBS 2022 data, there are 7,613 registered farmers in the Maldives.⁴⁵ Furthermore, as of 2023, Agro National has 701 farmers registered in 32 different islands across the Maldives, out of which 40% (n=283) are females. However as per MBS, men make up 90.6% of the agriculture, forestry and fisheries industry in the country.⁴⁶

In terms of gender-wise roles in the sector, men are mostly involved in commercial agriculture; the growing of crops with the intention of selling for profit in either local or export market. Women, on the other hand, mainly take part in subsistence agriculture, both in home gardens, and to a limited extent, in allocated farming plots in the islands; as a main source of food security and income generation.⁴⁷

It is important to note that both commercial and subsistence agriculture is increasingly being taken over by migrant workers which pose specific challenges.⁴⁸ In

⁴⁴ Mohamed, Dr. S., & Hassan Kamil, Dr. Z. (2022). Baseline Assessment on National Use of Chemicals and Associated Risks 2022

⁴⁵ Statistical Yearbook of Maldives 2023. (n.d.).

⁴⁶ MBS (2024). Mapping the Employment Landscape

⁴⁷ FAO. (2019). Country Gender Assessment of Agriculture and the Rural Sector in Maldives. In FAODocuments.

<https://www.fao.org/documents/card/en/c/CA6071EN/>

⁴⁸ *ibid*



general, stakeholders have noted inadequate use of personal protective equipment during application, excessive usage of chemicals which can lead to build up of resistance from the pests and reluctance of farmers to change their practices as the main challenges. There are training, extensions and other support services being provided for locals by various institutions. However, the increasing migrant population in agriculture industry usually lack access to this information, leading to higher misuse of the chemical pesticides. Farmers registered under Agro National (AgroNAT), are provided with protective gear and trainings on alternative methods to chemical usage to increase crop production. These trainings, as per AgroNAT, are open for any interested party to join, however, the number of foreign workers that actually partake in these trainings is not noted.



Construction and Boat Building Sector

Another exposure route to chemicals and hazardous waste in the Maldives is via the construction and boat building industry. The sector is predominantly occupied with men (95%).⁴⁹ Chemicals that they are frequently exposed to in the sector includes styrene, uncured resins, hardeners, auxiliary agents, paints, coating systems, fibreglass reinforced plastic dust, and asbestos containing construction materials.⁵⁰

One major challenge in the sector is the lack of a regulatory authority as well as a regulatory framework. As per stakeholders, there isn't a specific regulatory authority identified for this sector which makes monitoring of the works challenging. Furthermore, these are chemicals that can remain in the environment long term, and cause negative impact to both human health and the environment.

The negative impact of this sector to the public is increasingly becoming a threat, as the boat building workshops are currently situated in the close vicinity of the inhabited areas in most of the islands. Additionally, there is a risk of these chemicals being washed to the drainage system in the roads, which can lead to pollution of the island's freshwater lens. Another method of public exposure to these chemicals includes incidental fires in overplanned sector waste in the waste disposal sites. As such, this sector needs immediate regulations, especially factoring the exposure to men as well as the general public.

⁴⁹ MBS (2024). Mapping the Employment Landscape

⁵⁰ Mohamed, Dr. S., & Hassan Kamil, Dr. Z. (2022). Baseline Assessment on National



Chemical and Hazardous Waste Sector

As discussed previously, MNDF under MoD oversees the disposal of chemical and hazardous waste in the Maldives. MNDF Fire and Rescue acts as first responders during emergency situations that involving mishandling, illegal transactions and accidents related to hazardous chemicals. MNDF Coast Guard is the first responders in emergency situations and accidents in the marine environment related to oil spills and hazardous chemicals. Thus, these staff are exposed to hazardous chemicals and waste on a regular basis. This includes chemicals used for industrial purposes such as RO plants in industrial zones and resorts. Additionally, their exposure levels are increased with the lack of proper protective equipment and limited trainings provided for them. As only 3-4% of the team is women, the exposure level to men is higher in this sector.

Currently, Waste Management Corporation (WAMCO) is responsible for the management of waste in the main cities, whereas, island councils are responsible for waste management in the rest of the islands. Even though requested and legally required, segregation of household waste is not followed in most islands. While only around 26% of the WAMCO staff is women, these women are generally involved in the waste collection process, whereas in the waste management centres located at various regions of the country, Thilafushi being the main one, men are involved in waste handling and disposal process. In these centres, hazardous waste such as used batteries, asbestos, lead, etc., is regularly mixed up and handled together with the municipal solid waste, posing an ecological and health threat to both the workers and nearby public.⁵¹ In islands where the island councils are taking the lead in managing waste, open burning of mixed waste is still practiced as it is the most effective

⁵¹ THILAFUSHI: TOXIC BOMB IN THE OCEAN. (2008). BLUEPEACE Maldives. <https://www.bluepeacemaldives.org/blog/>

[hazardous-waste/thilafushi-toxic-bomb-in-the-ocean](https://www.bluepeacemaldives.org/blog/hazardous-waste/thilafushi-toxic-bomb-in-the-ocean)



method available to them. This also means that chemical and hazardous waste gets mixed with municipal waste and is burnt, thus exposing the workers as well as the rest of the island populations to harmful chemicals.

Other Chemical Exposure Routes

While the above mentioned are the major sectors of chemical usage in the Maldives, additional exposure routes such as e-waste, cleaning products and cosmetic products used in households are also important routes to be considered. Currently, there is no publicly available data on the gender roles in e-waste management in the Maldives. The level of knowledge on the impact of cosmetics and other household chemicals such as cleaning and disinfection products is also limited and yet to be studied.



3.2.3 Impact of Chemical and Hazardous Waste Exposure

As discussed in the above section, there are various ways in which both men and women get exposed to chemicals and hazardous waste in the Maldives. With the lack of a proper waste management and disposal system, the impact of these exposure can be unimaginable.

As of now, no impact study has been done to explore and understand the short- and long-term exposure to chemicals and hazardous chemicals in Maldives. However, there has been increasing number of health concerns being recorded across the nation. Based on statistics between 2021 to 2023, there has been an increasing number of heart and cardiovascular diseases (57,709 patients), respiratory diseases

(35,806 patients), diabetes (30,803 patients), kidney diseases (11,635 patients) and cancer (3,294 patients) cases recorded.⁵² Some of these issues can be related to lifestyle choices such as smoking and vaping and environmental issues such as increased vehicle emission.⁵³ Yet, the causative factor could also be correlated to the high usage of and exposure to chemicals and improper disposal of hazardous waste that has several subsequent negative health impacts.

Open burning of waste in itself can release multiple potentially hazardous emissions such as certain brominated flame retardants (BFRs), dioxins and related substances (DRCs), polycyclic aromatic hydrocarbons (PAHs), particulate matter (PM) and volatile organic compounds (VOCs).⁵⁴ This can

⁵² Unmasking health challenges: A closer look at Maldives' rising medical concerns | Maldives Financial Review. (n.d.). <https://mfr.mv/health/unmasking-health-challenges-a-closer-look-at-maldives-rising-medical-concerns#:~:text=Alongside%20the%20rising%20concerns%20regarding,leading%20to%20increased%20respiratory%20problems.>

⁵³ *ibid*

⁵⁴ Velis, C. A., & Cook, E. (2021). Mismanagement of Plastic Waste through Open Burning with Emphasis on the Global South: A Systematic Review of Risks to Occupational and Public Health. *Environmental Science & Technology*,



cause a multitude of health issues such as diarrhoea, skin rashes or respiratory tract infections.⁵⁵ And when mixed municipal and hazardous chemicals are burnt together, a lot of more harmful substances can be released into the air. While the general public as a whole is at risk of being exposed to these health hazards, men are at a larger risk of being affected with these health issues as currently it is mostly men who are involved in the actual disposal process.

Similar chemical substances such as VOCs and CFCs (Chlorofluorocarbons) are emitted in the construction industry, leading to noise, water and air pollution. Other negative environmental impacts of the industry include the generation of inert water, dust generation from activities and machinery, chemicals pollution,

high potential soil erosion, toxic generation, vegetation removals, unnecessary building consumption, and release of waterborne suspended substances such as lead and arsenic. Inadequate protective gear and improper use of chemical containing substances can cause short-term or fatal respiratory problems, long-term damage to the neurological system, liver, and kidney, and cause cancer.⁵⁶ Another harmful substance mainly released to the environment via the construction and boat building industry is asbestos; a known carcinogen, that can cause fatal respiratory issues. Asbestos present in corrugated sheets can get released into the air through heat, weathering, damaging or aging of the sheets.⁵⁷

Steibl et al. (2021) reported the significant decrease of invertebrate

55(11), 7186–7207.

<https://doi.org/10.1021/acs.est.0c08536>

⁵⁵ UN Women. (2016). Training of Trainers Manual on Gender and Climate Change and Disaster Risk Reduction.

⁵⁶ Sandaruwan, I. P. T., Nuwandhara, R., Philips, A. M., Janardana, J., & Aslan, M. (2022). Effective Management Strategies to Minimize Environmental Effects due to the Built Environment Sector in the Maldives.

Zenodo (CERN European Organization for Nuclear Research).

<https://doi.org/10.5281/zenodo.7374670>

⁵⁷ Ministry of Environment and Energy. (2016). Maldives National Chemical Profile. In <https://www.environment.gov.mv/>. <https://www.environment.gov.mv/v2/en/download/4307>



biodiversity in tourism and urban islands as compared to uninhabited islands. This is assumed to be related to the regular extensive usage of insecticides to eliminate fly, mosquito, cockroach and bedbug populations in the island.⁵⁸ These pesticides which includes S-bioallethrin, deltamethrin and other pyrethroid substances as active ingredients on long-term exposure to human and environment can have a harmful impacts.⁵⁹ In humans, high pyrethrum inhalation can cause burning and itching sensations, asthmatic breathing, sneezing, nasal stuffiness, headache, nausea, lack of coordination, tremors, convulsions,

face flushing, and edema.⁶⁰ Again, with higher number of male staff working in resorts wherein frequent fogging is done, and also involved in the fogging process in island, there is a higher direct exposure risk for them.

Additionally, even in agriculture, the percentage of male labour force is comparatively higher than that of women. Furthermore, there is an increasing migrant population involved in this sector. Pesticides in general are known to pose neurotoxic, endocrine disruptive and carcinogenic effects on humans.⁶¹ As per stakeholders, the mishandling and overuse of pesticides can cause dermal issues on contact. The long-term exposure

⁵⁸ Steibl, S., Franke, J., & Laforsch, C. (2021). Tourism and urban development as drivers for invertebrate diversity loss on tropical islands. *Royal Society Open Science*, 8(10). <https://doi.org/10.1098/rsos.210411>

⁵⁹ Degeorges, A., Goreau, T. J., & Reilly, B. K. (2010). Land-Sourced Pollution with an Emphasis on Domestic Sewage: Lessons from the Caribbean and Implications for Coastal Development on Indian Ocean and Pacific Coral Reefs. *Sustainability*, 2(9), 2919–2949. <https://doi.org/10.3390/su2092919>

⁶⁰ Soni, S., & Anjekar, A. (2014). Use of Pyrethrin/ Pyrethrum and its Effect on

Environment and Human: A Review. *PharmaTutor*, 2(6), 52–60.

https://www.pharmatutor.org/pdf_download/pdf/Vol.%202,%20Issue%206,%20June%202014,%20PharmaTutor,%20Paper-5.pdf

⁶¹ Nicolopoulou-Stamati, P., Maipas, S., Kotampasi, C., Stamatis, P. J., & Hens, L. (2016). Chemical pesticides and human health: The urgent need for a new concept in agriculture. *Frontiers in Public Health*, 4. <https://doi.org/10.3389/fpubh.2016.00148>



through inhalation, contact or ingestion via food, can also cause neurotoxicity, pesticide poisoning, increased cancer risk, respiratory disorders, and reproductive issues.

As for the health sector which is mainly dominated by women, some of the drugs such as ethylene oxide, formaldehyde and antineoplastic drugs have been linked to skin, eye and respiratory tract irritations, cancers and adverse reproductive outcomes. Additionally, use of cleaning agents and disinfectants have been associated with occupational asthma.^{62, 63}

Health issues noted by the stakeholders include unreported cases of vector borne issues, respiratory issues, skin issues such as irritation and rashes and increasing cases of cancer diagnosed among staff.

The chemicals and waste management sector, even in different industries is generally a male-dominated sector in the Maldives. Thus, the impact of direct chemical exposure most likely will be greater in the male population as compared to female population. The "triple jeopardy" effect, however, is a vital idea to understand. It refers to the situation in which women are exposed to chemicals three times: while doing housework, during their employment (healthcare sector, organic waste management, cleaners, etc), and also from the wider environment upon the release of the products into the environment. In addition, the exposure of women and girls to chemicals before and throughout their reproductive years can endanger the health of future generations. Thus, formulating actions and strategies that not only address the exposure impact in

⁶² Charlier, B., Coglianese, A., De Rosa, F., De, F., Piazza, O., Motta, O., Borrelli, A., Coccia, M., Filippelli, A., & Izzo, V. (2021). Chemical Risk in Hospital Settings: Overview on monitoring strategies and international regulatory aspects. *Journal of Public Health Research, 10*(1), jphr.2021.1993. <https://doi.org/10.4081/jphr.2021.1993>

⁶³ Rai, R., El - Zaemey, S., Dorji, N., Doj, B., & Fritschi, L. (2021). Exposure to Occupational Hazards among Health Care Workers in Low- and Middle-Income Countries: A Scoping Review. *International Journal of Environmental Research and Public Health, 18*(5), 2603. <https://doi.org/10.3390/ijerph18052603>



workers, but also other members of the public is essential.

3.3 Access and Control Profile

In all four project countries, including the Maldives, women remain underrepresented in politics, with a varying decision-making power at the national and community level.

At the community level, the decision-making power appears to be relatively gender-egalitarian, with women actively participating in political processes at the grassroots, in campaigns for political candidates running for offices or at rallies.

Additionally, the recent amendments brought to the Decentralization Act (Act No: 7/2010) facilitated increased participation of women in decision-making and politics, especially in the local governments.⁶⁴

Consequently, with the amendment made to the Decentralization Act, a greater number of women (39.1%) are currently involved at island level decision-making as council members.⁶⁵ The Act also facilitated a legal status to the already existing Women Development Committees (WDCs) in the islands, strengthening their platform for women's empowerment, and engagement in improving social and economic status of the women in the islands. They are considered equal partners in development matters of the islands, taking on an advisory role to the island councils. WDCs are also mandated to carry out activities and programs to increase women's political participation in the islands. Thus, WDCs in principle, are stepping stones for women to go up the socio-political ladder.⁶⁶

However, even with the current changes in the legal framework and

⁶⁴ Government of Maldives. (n.d.). Decentralization Act (07/2010). Ministry of Finance. <https://www.finance.gov.mv/decentralization-act>

⁶⁵ Local Government Authority Maldives. (n.d.). <https://www.lga.gov.mv/councils>

⁶⁶ Transparency Maldives. (2015). Assessment of women's development committee in the Maldives. <https://transparency.mv/files/download/16cd3989cddf0d79797a11df09ccf6aa.pdf>



more women participating in politics at local government level, the participation still remains low at the national or central level. This is evident from the fact that only 5% of the current parliamentarians and 12.5% of the current cabinet comprise of women.^{67, 68} In addition to the societal accepted norms; the sector's male-dominated structure, an absence of funding to support women candidates, and lack of opportunities for women to get leadership development training and education are all barriers that hampers Maldivian women's political participation at a national level.⁶⁹

Discrimination against women frequently penetrates the climate intervention process, from planning and design to execution and assessment. The prevalence of male dominance in government and regulatory organizations results

in unequal chances for women to engage in forums for decision-making. Women's active participation in pertinent conversations is further restricted by gender prejudices that already exist in community consultation procedures.⁷⁰ There is limited information on women's representation and decision-making authority in the chemical and/or waste sectors. This is not unexpected as proper legislative framework and relevant guiding documents regarding gender and chemicals and/or gender and waste is still lacking. Generally, and given that women's representation in decision-making at the national level is quite low, it makes sense to assume that this translates to the chemical and waste sectors as well.

⁶⁷ Members - People's Majlis of Maldives. (n.d.). <https://majlis.gov.mv/en/19-parliament/members>

⁶⁸ The President's Office. (n.d.). The Cabinet. <https://presidency.gov.mv/>
<https://presidency.gov.mv/Government/Cabinet/16>

⁶⁹ El-Horr, J., & Pande, R. (2016). Understanding Gender in Maldives: Toward Inclusive development.

⁷⁰ Transparency International. (2022, November 4). Benefiting people and the planet: Why we must prioritise gender in anti-corruption and climate efforts - Blog. Transparency.org. <https://www.transparency.org/en/blog/we-must-prioritise-gender-in-anti-corruption-and-climate-efforts-maldives-zambia-brazil>



4 Conclusion

The key finding that can be summarized from this gender analysis is that while data on gender in general is becoming more readily available in the Maldives, data on gender and chemical management, and gender and hazardous waste management is still extremely limited at both, regional and national levels. This underlines the strong need for in-depth sectoral gender assessments and studies to be undertaken. These will facilitate the study of gender relations in greater detail, and thus generate further data and insights that can help inform the project and the design of tailored, gender-responsive activities and indicators.

Additionally, the gender analysis highlighted the need for addressing the systematic barriers against women's involvement in various economic sectors. The employment in chemical and hazardous waste management sector in Maldives currently is male-dominated. However, women also play significant role in the waste management hierarchy, as they

oversee the household shopping and waste handling at household level. Thus, to tackle the issues in the sector and bring about long-term solutions, engaging, informing and empowering women in this sector is essential.

In general, considering the country's landscape, this analysis concludes that there is an urgent need to continue working towards GEWE in the Maldives. While the legal framework for this is in place, and dedicated governmental bodies working on GEWE exist, the presented quantitative and qualitative data show that gender inequalities continue to persist in sector-related areas, such as women's participation in the economy, decision-making and their representation in the political sector.

This analysis also facilitates the identification of entry points for gender mainstreaming at the project level. These include the close collaboration with governmental bodies working on gender, contributions to women's participation in the labour market through hiring of female project staff where possible, and support of



women’s education in specific areas through targeted invitations to trainings. These and further entry points are highlighted in greater detail in Regional Gender Action Plan, accompanied by recommendations on how to move forward.



5 Recommendations

Based on the findings of the gender analysis, the following recommendations are put forth to improve the chemical and hazardous waste management sector in relation to the involvement of both genders.

1. There is an urgent need to undertake an impact study to understand the short- and long-term exposure of chemical and hazardous waste, both to the workers involved and to the general public. This can help facilitate the formulation of proper strategies to address the various challenges identified in the related sectors.
2. There needs to be an increase in trainings and awareness programs conducted on chemical and hazardous waste management. It is not possible to provide equal opportunities to both gender in these trainings as the sector in whole is male-dominated. However, efforts need to be made to include women in these programs as much as possible as they
- can be active agents of change. Furthermore, increased efforts need to be put to ensure the participation of marginalized groups such as migrant workers and PWDs in these trainings as well.
3. The regulatory framework for chemical and hazardous waste management needs to be strengthened, including formulation of policies for sectors currently lacking it and inclusion of gender specific provisions in the policies formulated. Additionally, the monitoring and implementation of these regulations needs to be improved via increase in resources such as workforce.
4. Proper dissemination of information regarding harmful effects of chemicals and hazardous waste to the public is crucial to reduce their impact on human health and the natural environment. This includes the impact of daily household products such as cleaning products and cosmetic products. Furthermore, individual and



institutional level awareness of impact of practices such as open burning is needed. Currently, this is the best possible waste disposal method in most islands. However, individuals can be educated regarding the precautions that can be taken to decrease any impact.

5. The occupational health and safety procedures across all sectors needs to be strengthened, with a focus on identifying international best practices in the respective areas.
6. Increased efforts are needed to address the systematic barriers women faces in various economic sectors. This includes understanding the current barriers and making improvements to the systems that are currently in place in order to ensure women have equal opportunities to partake in the sector of their choice. For instance, increasing availability of day-care services, flexible work hours and elimination of social

and cultural norms against women in specific sectors.



Gender Action Plan

In order to address the challenges and issues raised in the gender analysis above, a GAP for the ISLANDS Maldives project is laid out below. The aim of this GAP is to ensure that women, men and youth have equal opportunities to access, participate, contribute and therefore benefit from the various activities proposed in the Maldives ISLANDS project. The main areas of focus of this GAP are:

- Ensure guidelines and standards prepared under the project are gender responsive.
- Integrate gender aspects in all assessment and analysis carried out in the project.
- Provide equal access to training, capacity building and knowledge sharing activities.
- Ensure gender aspects are integrated into knowledge management and communication processes.
- Ensure sex disaggregated data is collected throughout the project.



Ensure guidelines and standards prepared under the project are gender responsive

As discussed in the gender analysis section, even though the roles and experiences of men and women in the sector varies, the current legal and policy framework on waste and chemical management does not constitute any gender specific dimensions. However, there are gender considerations currently being taken into development of policy documents and other action plans such as the formulation of gender action plans for various development projects. Additionally, in most cases, both genders are included in the consultation process during the formulation stage of any legislative document or development plans in the country.

In order to ensure the achievability of greater gender equality and women's empowerment in the sector, gender considerations should be reflected in the policy documents, standards and guidelines developed under the project. The different experiences of men and women in the sector and subsequent differences in routes of exposure and impact should be

considered during the formulation and implementation of project activities.

Integrate gender aspects in all assessment and analysis carried out in the project

Assessments and analysis carried out under the project plays an integral part in the decision-making processes in various stages of the project. Such assessment in turn assist in the successful implementation of the project activities by reaching to the desired audiences and achieving the intended objectives. Consequently, research carried out under the project should capture the gendered dimensions of the respective topic, including through consultations with women and men from different stakeholder groups including youth and underrepresented citizens (if need be, separately to facilitate open discussion), and the inclusion of specific questions related to gender. International and/or national gender experts should be consulted for review and approval of such methodologies.

Provide equal access to training, capacity building and knowledge sharing activities



Gender equality should also be integrated into trainings and capacity-building initiatives rolled out through the project. Importantly, trainings/workshops should reflect on the gender dimensions of the respective topic. Examples of how this can be achieved include targeted gender sessions or side events at workshops/conferences, and references to gender throughout sessions on chemicals/ hazardous waste management (e.g., pointing out the gender division of labour, presenting data disaggregated by sex, etc.). A necessary condition towards this end is that trainers/speakers have the required understanding, skills and experience regarding gender equality. The project should also make efforts towards gender-balance among the hired trainers/speakers.

Furthermore, it is important to ensure that both male and female beneficiaries have access to awareness building initiatives under the project, and that hurdles or impediments, which may prevent women from benefitting from these project activities, are addressed to the extent possible. Given the specific local context and if need be, this

could be achieved through targeted efforts, such as ensuring trainings/workshops are held in places and at times where women are more likely to participate, identification of suitable female participants and invitation to these women, and explaining the benefits of enhancing both women and men's capacities, including for target communities as a whole and to authorities/decision-makers. As it has been noted that the use of the terminology "gender" when inviting participants for workshops leads to the participation of only women, measures should also be taken to address this misconception that gender is only related to issues pertaining to women, and to include both men and women participation in all project activities.

It is also important to liaise with key actors who are currently engaged in working towards GEWE in the country, including MoSFD and other government and non-governmental organizations. The inclusion and participation of such organizations is crucial to the short term as well as long-term success of the programs, especially in the context of



awareness raising campaigns, assessments, and workshops as it will help them understand and be aware of the project and the connection between gender and waste/chemical management.

Ensure gender aspects are integrated into knowledge management and communication processes

The documentation/communication of knowledge and information developed under the project should also consider gender aspects. To achieve this, knowledge products prepared under the project should reflect on gender equality to the extent possible, for instance through the presentation of data disaggregated by sex, the inclusion of sections that analyse the respective gender dimensions, and the presentation of visuals (e.g., pictures) of women and men at work.

Important in this context is also the representation of women: oftentimes, development stakeholders portray women as vulnerable, including in the chemicals and hazardous waste sectors. While this is certainly the case in some regards, it is only one side of the coin: women are

also important actors of change, and their valuable contributions are needed to achieve sustainable development results. It is thus important to not only highlight women's vulnerabilities and needs, but also their capacities and skills. The preparation of success stories and testimonies from individual women and/or groups of women, are options to highlight these strengths.

Ensure sex disaggregated data is collected throughout the project

The project should ensure, where possible, all data collected and interpreted under the project are sex disaggregated. This includes data collected for various assessment under the project and as well as data collected on the beneficiaries of the various components of the project.

The following table provides a detail implementation plan for the gender action plan based on the different project activities and KPIs



Component 1: preventing the future build-up of chemicals entering Maldives

Project Activity	GAP Measure/Action	GAP Indicator	GAP Target	Time frame	Stakeholders
Activity 1.1.1, 1.1.2, 1.1.3	Ensure both genders benefit from the trainings, capacity building programs and knowledge sharing experiences	Number of technical staff (male and female) trained from implementing agencies	Total 20 females and 30 males trained	Q4 each year	MoCCEE EPA Maldives Customs
Activity 1.2.1,	Integrated gender aspects in every analysis on chemical and waste management	Number of gender-responsive supply chain analysis on imported pesticides conducted	All assessments conducted are gender responsive and address gender specific context (e.g.: men and women's role and position in the supply chain)	Q4 2024	MoCCEE



Activity 1.2.2	Develop future, standards, guidelines, licensing systems, operational mechanisms taking into account gender-sensitivity	Number of new standards consider gender as an important factor in managing pesticides	All newly developed standards on application and management of pesticides consider gender aspects (e.g.: existing roles and experiences of men and women and how both genders will be impacted by the new standards are considered)	Q 3 & 4 2024	MoCCEE MoAAW
-------------------	---	---	---	-----------------	-----------------

Component 2: Safe management and disposal of existing chemicals, products and materials

Project Activity	GAP Measure/Action	GAP Indicator	GAP Target	Time frame	Stakeholders
Activity 2.1.3	Develop future, standards, guidelines, licensing systems, operational mechanisms taking into account gender-sensitivity	Number of new guidelines consider gender roles as an important factor in the appropriate disposal of	All newly developed guidelines on appropriate disposal of agriculture consider gender aspects and roles (e.g.: existing roles and experiences of men and women on the use and	Q2 2024	MoCCEE MoAAW



		agricultural chemical wastes	disposal of agricultural chemicals and chemical waste are considered)		
--	--	------------------------------	---	--	--



Component 3: Safe management of products entering SIDS/closing material and product loops for products

Project Activity	GAP Measure/Action	GAP Indicator	GAP Target	Time frame	Stakeholders
Activity 3.1.2, 3.1.3, 3.1.4	Ensure both genders benefit from the trainings, capacity building programs and knowledge sharing experiences	Number of males and females taking part in the training and capacity building programs	At least 30%-40% of the training and capacity building program participants are women	Throughout the project	MoCCEE
Activity 3.3.1	Integrated gender assessment in every analysis on chemical and waste management	Assessment of potential economic instrument for waste management consider gender aspects	All assessments conducted are gender responsive and address gender specific context (e.g.: Assess the different roles men and women currently play in the waste management sector and how the new instrument will affect their roles and possible implications)	Q4 2024	MoCCEE



Component 4: Knowledge management, communication, monitoring and evaluation materials

Project Activity	GAP Measure/Action	GAP Indicator	GAP Target	Time frame	Stakeholders
Activity 4.2.3, 4.2.5, 4.2.6, 4.2.7, 4.2.8	Ensure both genders have access and benefit the awareness raising campaigns carried out under the projects	Number of males and females have access and benefit from the awareness raising campaigns carried out	All men and women of the targeted audience should have access and benefit from the awareness raising campaigns	Throughout the year	MoCCEE
Activity 4.1.1, 4.2.1,	Promote gender aspects of all activities through targeted and culturally sensitive awareness raising and campaigning	Publications and documentations including awareness programs case studies, communication plans prepared in the project are reviewed and approved by the project Gender Specialist	All communication material and awareness raising campaigns are reviewed and approved by the gender specialist	Throughout the project	MoCCEE Gender specialist



	Integrated gender assessment in every analysis on chemical and waste management	ESIAs and ESMPs carried out under the project consider gender impacts	All assessments conducted are gender responsive and address gender specific context	Q2 2023	MoCCEE
--	---	---	---	---------	--------



Monitoring, Evaluation and Reporting

The project result framework has been updated to ensure the gender aspects of the project activities are monitoring evaluated and reported.



6 Appendices

Stakeholders consulted

Group	Institution
Regulatory Bodies	Ministry of Climate Change, Environment and Energy – Waste Department
	Ministry of Climate Change, Environment and Energy – Environment Department
	Environmental Protection Agency
Monitoring Bodies	Ministry of Defence
	MNDF Fire and Rescue Services
	MNDF Coast Guard
	Maldives Customs services
Relevant Government Institutions	Ministry of Social and Family Development
	Ministry of Tourism
	Ministry of Agriculture and Animal Welfare
	Agro National Corporation
	Ministry of Health – Health Protection Agency
Utility Bodies	Utility Regulatory Authority
	Waste Management Corporation Limited
	Male Water and Sewerage Company



7 References

12 critical areas. (n.d.). UN Women – Headquarters.

<https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

Abdullah, F., Azfa, A., Abdulghafoor, H., & Shafeega, F. (2018). The situation of women in Maldives. In <https://maldives.un.org/>. UN Women, UNFPA.

<https://maldives.un.org/en/102178-situation-women-maldives>

Consortium: ENVIROPLAN S.A. (Greece), CONCEPT International (Tunisia), & Riyan Private Limited. (2023). DRAFT: Maldives Waste Management Policy and Formulation of a National Waste Management Strategy. In <https://www.environment.gov.mv/>.

<https://www.environment.gov.mv/v2/download/2487/>

El-Horr, J., & Pande, R. (2016). Understanding Gender in Maldives: Toward Inclusive development. In *Washington, DC: World Bank eBooks*. <https://doi.org/10.1596/978-1-4648-0868-5>

FAO. (2019). Country Gender Assessment of Agriculture and the Rural Sector in Maldives. In *FAO Documents*. <https://www.fao.org/documents/card/en/c/CA6071EN/>

GENDER AND THE SOUND MANAGEMENT OF CHEMICALS AND WASTE: Policy Brief - September 2018. (2018). In *SAICM Knowledge*.

https://saicmknowledge.org/sites/default/files/publications/SAICM_Policy_Brief_Gender.pdf

Gender Equality Act. (2018, January 22). UNFPA Maldives.

[https://maldives.unfpa.org/en/publications/gender-equality-](https://maldives.unfpa.org/en/publications/gender-equality-act#:~:text=Act%20Number%3A%2018%2F2016&text=This%20Act%20serves%20the%20purpose,the%20workplace%20within%20the%20country.)

[act#:~:text=Act%20Number%3A%2018%2F2016&text=This%20Act%20serves%20the%20purpose,the%20workplace%20within%20the%20country.](https://maldives.unfpa.org/en/publications/gender-equality-act#:~:text=Act%20Number%3A%2018%2F2016&text=This%20Act%20serves%20the%20purpose,the%20workplace%20within%20the%20country.)



Global Gender Gap Report 2023. (2023, October 20). World Economic Forum.

<https://www.weforum.org/publications/global-gender-gap-report-2023/>

Government of Maldives. (n.d.). *Decentralization Act (07/2010)*. Ministry of Finance.

<https://www.finance.gov.mv/decentralization-act>

Gyeltshen, K., Attaluri, S., & Hossain, Md. (2021). Agricultural Chemical Inputs - Impact and Management Strategies in South Asia. In *SAARC Agriculture Centre*. SAARC.

<http://www.sac.org.bd/archives/publications/Agricultural%20Chemical%20Inputs.pdf>

HIES 2019. (2023, June 20). <https://statisticsmaldives.gov.mv/hies-2019/>

Hospital, T. T. (n.d.). *Tree top Hospital Maldives*. Oncology.

<https://www.treetophospital.com/specialities/oncology>

ILO Data Explorer. (n.d.). Retrieved January 17, 2024, from

https://www.ilo.org/shinyapps/bulkexplorer24/?lang=en&id=SDG_0552_NOC_RT_A

International Covenant on Economic, Social and Cultural Rights - Manual for Human Rights

Education with Young people - www.coe.int. (n.d.). Manual for Human Rights

Education With Young People. <https://www.coe.int/en/web/compass/international-covenant-on-economic-social-and-cultural-rights>

Local Government Authority Maldives. (n.d.). <https://www.lga.gov.mv/councils>

Maldives Bureau of Statistics. (2020). *Employment in Resorts 2020*.

<https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2021/10/ResortEmployeeSurvey2020.pdf>

Members - People's Majlis of Maldives. (n.d.). <https://majlis.gov.mv/en/19-parliament/members>



Ministry of Environment. (2021). Gender Action Plan - Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) Project. In <https://www.environment.gov.mv/>. <http://www.environment.gov.mv/v2/wp-content/files/publications/20210110-pub-arise-gender-action-plan.pdf>

Ministry of Fisheries, Marine Resources and Agriculture & Food and Agriculture Organization of the United Nations. (2019). National Fisheries and Agricultural Policy 2019-2029. In *GOV.MV*. <https://www.gov.mv/dv/files/national-fisheries-and-agricultural-policy-2019-2029.pdf>

Ministry of Gender, Family and Social Services. (2022). National Gender Equality Action Plan 2022 - 2026. In <https://gender.gov.mv/>. <http://gender.gov.mv/en/wp-content/uploads/sites/1/2022/03/GEAPFinal.pdf>

Ministry of Health. (2016). National Healthcare Waste Management Policy Maldives. In <https://health.gov.mv/> (Policy/23-MoH/2016/01). Retrieved January 17, 2024, from [https://old.health.gov.mv/Uploads/Downloads//Informations/Informations\(68\).pdf](https://old.health.gov.mv/Uploads/Downloads//Informations/Informations(68).pdf)

Ministry of Health. (2022). THE NATIONAL GUIDELINE ON INFECTION PREVENTION AND CONTROL. In <https://health.gov.mv/> (MOH-QA/G/22/124-0). Retrieved January 17, 2024, from <https://health.gov.mv/storage/uploads/KyYjN9YP/3vfjppfs.pdf>

Mohamed, Dr. S., & Hassan Kamil, Dr. Z. (2022). Baseline Assessment on National Use of Chemicals and Associated Risks 2022. In <https://www.environment.gov.mv/> (ISBN: 978-99915-78-14-9). <https://www.undp.org/maldives/news/baseline-assessment-national-use-chemicals-and-associated-risks-launched#:~:text=December%2026%2C%202022&text=The%20assessment%20aims%20to%20identify,of%20waste%20issues%20in%20Maldives>.



National Bureau of Statistics. (2020). Womens Day 2020. In *www.statisticsmaldives.gov.mv*.

<https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2020/03/Womens-Day-2020.pdf>

OHCHR. (n.d.). *Convention on the Rights of Persons with Disabilities*.

<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>

Oncology. (n.d.). Site. <https://www.adkhospital.mv/en/department/oncology>

Otoo, M., Drechsel, P., Danso, G. K., Gebrezgabher, S., Rao, K. S. V. G., & Madurangi, G.

(2016). Testing the implementation potential of resource recovery and reuse business models: from baseline surveys to feasibility studies and business plans. In *https://www.iwmi.cgiar.org/* (ISSN 2478-0510). International Water Management Institute (IWMI). <https://doi.org/10.5337/2016.206>

Sandaruwan, I. P. T., Nuwandhara, R., Philips, A. M., Janardana, J., & Aslan, M. (2022).

Effective Management Strategies to Minimize Environmental Effects due to the Built Environment Sector in the Maldives. *Zenodo (CERN European Organization for Nuclear Research)*. <https://doi.org/10.5281/zenodo.7374670>

Statistical Yearbook of Maldives 2023. (n.d.).

<https://statisticsmaldives.gov.mv/yearbook/2023/>

Strengthening cancer care in Maldives: A collaborative approach. (n.d.). PSMnews.mv.

<https://psmnews.mv/en/132621>

The alarming surge of cancer cases in the Maldives | Maldives Financial Review. (n.d.).

<https://mfr.mv/opinion/the-alarming-surge-of-cancer-cases-in-the-maldives>



The President's Office. (n.d.). *The Cabinet*. <https://presidency.gov.mv/>.

<https://presidency.gov.mv/Government/Cabinet/16>

The President's Office. (2019, December). *PRESS RELEASE: President ratifies 8th amendment to Decentralization Act*. <https://presidency.gov.mv/>. Retrieved January 17, 2024, from <https://presidency.gov.mv/Press/Article/22835>

The President's Office. (2023, December). *PRESS RELEASE: The President decides to introduce the 'Gender Equality Seal' to encourage gender equality in institutions*. <https://www.presidencymaldives.gov.mv/>. Retrieved January 17, 2024, from <https://www.presidencymaldives.gov.mv/Press/Article/29466>

Transparency Maldives. (2015). *Assessment of women's development committee in the Maldives*. <https://transparency.mv/files/download/16cd3989cddf0d79797a11df09ccf6aa.pdf>

UN Convention on the Rights of the Child | Save the Children UK. (n.d.). <https://www.savethechildren.org.uk/what-we-do/childrens-rights/united-nations-convention-of-the-rights-of-the-child#:~:text=What%20is%20the%20UNCRC%3F,their%20race%2C%20religion%20or%20abilities>.

UN Treaty Body Database: Ratification Status for Maldives. (n.d.). OHCHR.org. Retrieved January 17, 2024, from https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=106&Lang=EN

UN Women. (2016). *Training of Trainers Manual on Gender and Climate Change and Disaster Risk Reduction*.



Union, I. (2003). *The convention on the elimination of all forms of discrimination against women and its optional protocol : handbook for parliamentarians.*

<http://ci.nii.ac.jp/ncid/BA65658856>

United Nations. (n.d.). *Gender Inequality Index.* Human Development Reports.

<https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

Unmasking health challenges: A closer look at Maldives' rising medical concerns | Maldives

Financial Review. (n.d.). [https://mfr.mv/health/unmasking-health-challenges-a-](https://mfr.mv/health/unmasking-health-challenges-a-closer-look-at-maldives-rising-medical-concerns#:~:text=Alongside%20the%20rising%20concerns%20regarding,leading%20t)

[closer-look-at-maldives-rising-medical-](https://mfr.mv/health/unmasking-health-challenges-a-closer-look-at-maldives-rising-medical-concerns#:~:text=Alongside%20the%20rising%20concerns%20regarding,leading%20t)

[concerns#:~:text=Alongside%20the%20rising%20concerns%20regarding,leading%20to%20increased%20respiratory%20problems.](https://mfr.mv/health/unmasking-health-challenges-a-closer-look-at-maldives-rising-medical-concerns#:~:text=Alongside%20the%20rising%20concerns%20regarding,leading%20to%20increased%20respiratory%20problems.)

WHO Maldives & Health Protection Authority. (2018). Mercury Free Policy for Health Care.

In <https://health.gov.mv/> (Policy /23-MOH/2018/01). Ministry of Health.

<https://health.gov.mv/storage/uploads/BkoMn9wd/sxcokuku.pdf>

World Economic Forum. (2018). The Global Gender Gap Report 2018. In

[https://www3.weforum.org/.](https://www3.weforum.org/)

https://www3.weforum.org/docs/WEF_GGGR_2018.pdf

World Economic Forum. (2023, November 9). World Economic Forum.

<https://www.weforum.org/publications/the-global-gender-gap-report-2018/>

ދިވެހިސަރުކާރުގެ ގެޒެޓް، ފަންނުގެ ސަލާސަތުގެ ސަލާސަތުގެ ސަލާސަތުގެ ސަލާސަތު (n.d.).

[https://gender.gov.mv/.](https://gender.gov.mv/) Retrieved January 17, 2024, from

<https://gender.gov.mv/%de%89%de%ac%de%82%de%b0%de%91%de%ad%de%93%de%b0/>



ISLANDS
Indian Ocean



**MINISTRY OF
CLIMATE CHANGE,
ENVIRONMENT
AND ENERGY**



Supported by



In partnership with

