

## WOMEN'S LEADERSHIP IN THE MALDIVES



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## Scope of Study

- The main objective of the study is to assess local context in terms of gender issues and challenges to women's leadership within agriculture producer associations and the agriculture sector. The specific targets of the study include:
  - Map existing rural producer organizations and determine resources and support groups available to them;
  - Assess the status of women's leadership in women's only and mixed farmer producer organizations within IFAD projects as well as those not supported by IFAD
  - Identify potential partners (farmer producer organizations/other IFAD partners)
  - Identify women and men (suggested to identify 3 women and 1 man participants) of IFAD partner organizations, including government officers and farmer producer organizations, who have the potential to be trainers
  - Identify women professionals in the field of forestry, agriculture and natural resources management in the country that can potentially be engaged in WOCAN's women leadership circle (WLC).

## Women Status

- **CONSTITUTION 2008**
  - ◆ Guarantees the same rights and freedoms for women and men
  - ◆ Upholds the principles of not-discrimination and equality
- **Reality:** Prevailing traditional and socio-cultural norms and attitudes continue to disadvantage women and girls in their daily lives, and to constrain women's active participating in the development

- **MDG 3: Target not achieved and progress is SLOW**
  - ◆ Challenges in education & gainful employment
  - ◆ Participation in decision making & leadership
  - ◆ Violence against women

**"1 in 3 women aged 15-49 experienced sexual violence" (UNDP 2010)**

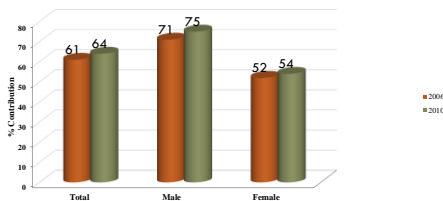


- **LARGE GAP IN RURAL URBAN WOMEN STATUS**

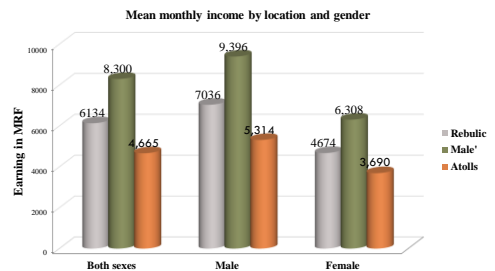
## Women Status

Parliament Seats	1990	2005	2012	
Total no. of seat	48	50	77	
Seats held by women	2	6	5	
Seats held by men	46	44	72	
% of seats held by women	4	12	7	
<b>Civil Service and local government - 2012</b>	W	% W	Men	Total
Political posts (figures for 2010)	135	26	383	518
Permanent employees at civil service	11,381	52	10,464	21,845
Permanent Secretary level at CS	3	18	14	17
Executive level 1 - 8 at CS	27	20	119	133
Atoll Councilors	0	0	15	15
Island Councilors	2	1	165	167

## Women at work



## Women's earning capacity



## Employment opportunities

- Agriculture, manufacturing education, health & social work dominated by females
- Opportunities in FISHERIES for women declining due to commercialization
- Across the board women earn a third less
- Remuneration in the rural areas are less compared to rural economies
- Rural women work in a more risky environments



## Organizing women

- Women Development Committee
  - Island Development Committee
  - NGO's
  - Cooperatives
- **MEMBERSHIP NO'S ARE HIGH**
  - **BULK OF THE PRODUCTION WORK IS CARRIED OUT BY WOMEN**
  - **POORLY REPRESENTED AND ACTIVE IN DECISION MAKING & LEADERSHIP**
    - ◆ Lack time – family responsibility
    - ◆ Poor capacity /limited ability
    - ◆ Concerns of trust
    - ◆ Social and cultural norms



## Way forward for women empowerment

- Women empowerment through capacity building
- Rural women - leadership & organization skills
- Systematic training
- Identify women leaders
- Systematic program management
  - ◆ regular visits, monitoring & evaluation
  - ◆ grooming in necessary



### Policy level

- **Political will in gender mainstreaming and financial commitment**
- **Introduce innovative gender mainstreaming approaches**

## Challenges

- Strengthen Government capacities and adopt/enforce necessary legislation
- Ensure an improved economic role for women
- Intensively address gender-based violence
- Promote education for both girls and boys
- Provide empowerment opportunities to women
- Encourage and provide opportunities for leadership roles



THANK YOU

