

## **Toward Risk-Aware and Climate-resilient communities (TRACT)**

**Strengthening climate services and impact-based  
multi-hazard early warning in Maldives**

**Annex 4b  
Gender Action Plan**

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## Acronyms

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BCC	Business Center Corporation
CBDRM	Community Based Disaster Risk Management
DRM	Disaster Risk Management
DRR	Disaster Risk Reduction
EWS	Early Warning System
GA	Gender Assessment
GAP	Gender Action Plan
GCF	Green Climate Fund
GRB	Gender Responsive Budgeting
GRM	Grievance Redress Mechanism
HR	Human Resource
IC	Island Council
KAPB	Knowledge, Attitude, Perception and Behaviour
MTE	Ministry of Tourism and Environment
MFSD	Ministry of Family and Social Development
MMS	Maldives Meteorological Services
MRC	Maldivian Red Cross
NDMA	National Disaster Management Authority
PWD	Person with Disability
SDFC	SME Development Finance Corporation
SEP	Stakeholder Engagement Plan
SOP	Standard Operating Protocol
TOR	Terms of Reference
TRACT	Toward Risk-Aware and Climate-resilient communities
UNDRR	United Nations Office for Disaster Risk Reduction
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
USD	United States Dollar
WDC	Women's Development Committee
WG	Working Group

## 1 INTRODUCTION

This Gender Action Plan (GAP) has been prepared as an input for the design of the Green Climate Fund (GCF) project proposal “*Toward Risk-Aware and Climate-resilient communities (TRACT) – Strengthening climate services and impact-based multi-hazard early warning in Maldives*”, which has been developed by the United Nations Environment Programme (UNEP) at the request of the Ministry of Tourism and Environment of Maldives (MTE). The TRACT project aims to strengthen climate resilience and reduce the vulnerability of the Maldivian population by enhancing the population’s ability to make well-informed, evidence-based decisions aimed at reducing disaster risks and averting or minimising climate-related losses and damages.

The project aims to establish reliable, user-driven climate services and an end-to-end, people-centred, impact-based multi-hazard early warning system. As per the GCF’s requirements, any funded activities must advance and support gender equality within the area of work, ensuring that proposed actions do not undermine existing gender equality efforts. The TRACT project will achieve these objectives through four main outputs (see Figure 1), seven main activities and numerous sub-activities.

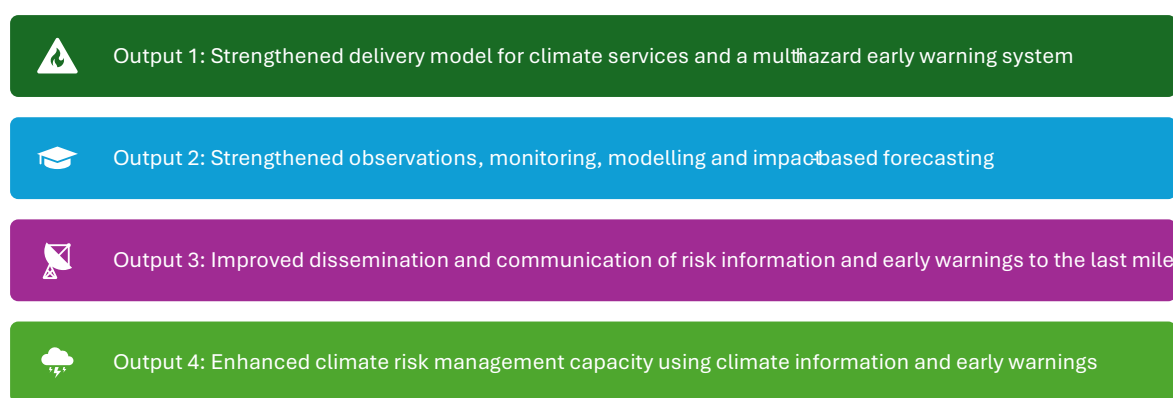


Figure 1. Project Overview Summary

In the context of the project development phase, building on the findings of the project-specific Gender Assessment (Annex 4a), the GAP was developed to address the gaps identified in the Assessment and seeks to ensure the TRACT project meets the gender requirements of the GCF and delivers on the needs of all Maldivians, including women, youth, the elderly, persons with disabilities (PWDs) and migrants.

Project interventions will contribute to women’s empowerment and social inclusion by enhancing access to resources, giving opportunities for capacity building, and indirectly promoting financial opportunities that might help address existing gender gaps as identified in the Gender Assessment (Annex 4a). Activities involving capacity building and community engagement have the potential to empower women to actively participate in climate change adaptation and disaster risk management efforts. Additionally, engagement of women-led/-owned enterprises, especially Micro, Small and Medium Enterprises (MSMEs), will promote female economic resilience, strengthening women’s roles within their households and communities. The project interventions aim to ultimately advance gender equality and contribute to creating a more inclusive environment in Maldives.

### Gender baseline and current state of gender mainstreaming in Maldives

Maldives has a gender distribution ratio of approximately 0.65 females for every male. The disparity between the number of females and males in Maldives has been attributed to the high proportion of male migrant workers.<sup>1</sup> A significant proportion of households (45%) are headed by women, which can impact the dissemination and effectiveness of EWS, as female-headed households may have different access to information and resources. Women constitute 37.2% of the total labour force, with a labour force participation rate of 48.4% among the female population aged fifteen and older. This moderate level of female workforce engagement suggests that women might have less economic resilience to recover from climate-related events, underscoring the need for gender-sensitive EWS. The Women, Business and the

<sup>1</sup> Maldives Bureau of Statistics, 2016. Women in Maldives: Population. Available at: <https://statisticsmaldives.gov.mv/nbs/wp-content/uploads/2016/03/Womens-Day-Population.pdf>

Law (WBL) 2024 report highlights that women face significant challenges in attaining leadership positions in the public and private sectors. Key barriers include societal norms, gender stereotypes, and a lack of supportive legal frameworks.<sup>2</sup> Women in political leadership, particularly, are underrepresented; the country's women only represent 3.2% of the Maldivian Parliament.<sup>3</sup> Maldives does not have any legislation on domestic violence, femicide and child marriage.

There is limited gender mainstreaming at a visible level on climate information and early warning systems (EWS). The one specific set of guidelines that represents a direct baseline for linkages between gender, climate and EWS is the NDMA Gender Equality Guideline (2022). The Guideline, still in draft at the time of the TRACT project development, emphasises the integration of gender-responsive approaches in disaster risk reduction (DRR) and EWS to address the disproportionate impact of disasters on women. The guidelines call for women's equal participation in risk assessments, disaster planning, and the design of EWS to address their specific vulnerabilities.

### **Summary of barriers to gender-responsive Early Warning Systems (EWS)**

The Gender Assessment (Annex 4a) identified barriers to gender-responsive Early Warning Systems in Maldives. The barriers are summarised below:

- Lack of a gender responsive framework, analysis and baseline for EWS in general.
- Lack of resources for accessing EWS inclusive of finances, knowledge and relevant technology.
- Gaps in terms of protocol used in communication, actors involved in communication and the range and accessibility of communication.
- Lack of or limited involvement of key gender actors in EWS planning and execution.
- Limited capacity of key actors to implement gender responsive EWS but also to be involved in EWS planning (e.g., Women's Development Committees, Island Councils).
- Limited innovation and responsiveness of EWS to diverse needs including practical accessibility for PWDs.

### **GCF Requirements**

Applying the GCF's gender policy to the TRACT project would involve:

- Addressing and reducing gender inequality resulting in sustainable livelihoods opportunities, improved health and wellbeing, and increased resilience to climate-induced shocks and risks for men and women.
- Creation of an enabling environment among project stakeholders founded on existing policy commitments wherein social and environmental standards and grievance redress mechanisms are supported and sustained to achieve gender equality.
- Support the comprehensive and systematic collection of sex-disaggregated data and execute qualitative and quantitative gender analysis to monitor, report and evaluate project impact.

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<sup>2</sup> World Bank. 2024. Women, Business and the Law 2024. Available at: <https://wbl.worldbank.org/en/wbl>

<sup>3</sup> IPU Parline. n.d. Maldives – People's Majlis – Data on Women. Available at: <https://data.ipu.org/parliament/MV/MV-LC01/data-on-women/>

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## 2 CORE AREAS

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Based on the findings of the Gender Assessment (Annex 4a), the Gender Action Plan (GAP) will focus on four core areas:

1. Capacity building and strengthening for key institutions
2. Enhanced governance arrangements at national and local level for women's voice and agency
3. Investments in women's leadership and decision-making
4. Investments in women's empowerment including economic empowerment

The GAP considers the need for internal gender mainstreaming in key lead agencies like the Ministry of Tourism and Environment (MTE) and Maldives Meteorological Service (MMS), as well as for external-facing gender mainstreaming actions. Such actions include the promotion of gender equality and women's empowerment and social inclusion.

The GAP builds on the Gender Assessment and its recommendations but speaks more to actions and results. The approach considers gender-responsive budgeting. The GAP is time sensitive and makes recommendations to ensure that the operational aspects of the proposed TRACT project also deliver on the gender mainstreaming objectives. Governance concerns are addressed and key responsibilities for gender mainstreaming in the project, including the implementation of the GAP activities, are highlighted.

### **Core Area 1: Capacity building and strengthening for key institutions**

This core area of the GAP will focus on strengthening the capacity of key project actors, enabling them to effectively mainstream gender equality and social inclusion (GESI) throughout the project. Activities under Core Area 1 will enhance stakeholders' awareness of GESI-related issues – including Sexual Exploitation, Abuse and Harassment (SEAH) and gender-based violence (GBV) – and ensure the establishment of coordination structures to address these concerns. Capacity building efforts will equip stakeholders with the knowledge, experience, and tools to effectively integrate gender considerations into the proposed activities. These efforts will take the form of trainings, guidance documents, and other support tools that provide them with the necessary assistance.

### **Core Area 2: Enhanced governance arrangements at national and local level for women's voice and agency**

Under this core area, the focus will be on transforming the enabling environment to ensure that it is more conducive to women's participation in early warning system (EWS) governance, as well as equipping women and women's organisations with the resources, skills and confidence to be active agents within this space. Additionally, this will also ensure that EWS data, and how it is disseminated, is as gender sensitive as possible and that impact-based forecasts are developed and designed with women and other marginalised groups in mind. This will require meaningful representation of voices and expertise in governance mechanisms but also in related stakeholder and user engagement activities.

### **Core Area 3: Investments in women's leadership and decision-making**

Acknowledging the limited role of women within the EWS governance systems, this core area seeks to address one of the contributing factors to this particular issue: limited resources. Women and girls require resources – such as finance, access to technologies, skills and knowledge, time – to be active agents of influence and change in the EWS space. Many women may be lacking a combination of (if not all) these resources. This impairs their ability to properly engage in the systems in place as well as influence and add value to these critical conversations. Additionally, opportunities or the lack thereof are another contributing factor to the limited role of women in EWS leadership and decision-making. A lack of policies and guidelines supporting and enforcing the equitable representation and participation of women results in women and their voices being unheard, with minimal pathways to seek their own interests in EWS.

### **Core Area 4: Investments in women's empowerment including economic empowerment**

Linked to Core Area 3 is the understanding that women's active role in EWS leadership and decision-making or climate adaptive action is derailed without the necessary access to the relevant technologies and knowledge. Activities throughout the project, in particular capacity building activities, will take into account the gaps and needs identified in the Gender Assessment (Annex 4a), such as gendered gaps in the access to EWS and climate information, the need for specific communication strategies targeting

women and other marginalised groups, and women's limited access to financial resources. While the TRACT project will not be directly empowering women financially through its activities, opportunities exist to work with financial bodies and the private sector to bolster investment into EWS and other climate-related technologies, as well as develop strategies and instruments that persons can use to support their access to acquiring and utilising these technologies and thus enhancing their own capabilities and resilience.

### 3 ROLES AND RESPONSIBILITIES

The activities outlined in the Gender Action Plan (see Table 2) will be carried out by the key actors identified under the TRACT project (see Table 1). Acknowledging the need for capacity building for the execution of some GAP activities, these roles are allocated based on the current understanding of organisations' capacities and existing working relationships between parties.

Table 1. GAP actors and responsibilities

Actor	Role Type	Responsibility
<i>Ministry of Tourism and Environment (MTE)</i>	Primary	As the GCF National Designated Authority for Maldives and national Executing Entity for the TRACT project, MTE will play an oversight role in the execution of the GAP activities.
<i>Maldives Meteorological Society (MMS)</i>	Primary	MMS is a key actor in the TRACT project, and especially in terms of climate and hazard information dissemination in the country; MMS would be a key player in executing or supporting GAP activities. MMS will host the Gender Specialist with support from MSFD.
<i>National Disaster Management Authority (NDMA)</i>	Primary	The NDMA is a key actor in the TRACT project, and especially in terms of climate and hazard information dissemination in the country; thus, NDMA is a key player in executing or supporting GAP activities.
<i>Maldivian Red Crescent (MRC)</i>	Primary	MRC is a key actor in the TRACT project, and especially in terms of climate and hazard information dissemination in the country and thus would be a key player in executing or supporting GAP activities.
<i>Ministry of Social and Family Development (MSFD)</i>	Primary	MSFD is a key actor in the TRACT project's GAP in terms of bolstering gender mainstreaming capacity as well as providing guidance and oversight for the execution of GAP activities.
<i>Island Councils (ICs)</i>	Secondary	ICs will play a supportive role in aiding the key actors as they execute activities across the atolls.
<i>Women's Development Committees (WDCs)</i>	Secondary	WDCs will play a supportive role in aiding the key actors as they execute activities across the atolls.
<i>SME Development Finance Corporation (SDFC)</i>	Secondary	SDFC will play a supportive role in the development of financial tools, strategies and frameworks to improve access to EWS technologies as well as investments into EWS.
<i>United Nations Environment Programme (UNEP)</i>	Secondary	As the Accredited Entity for the TRACT project, UNEP will play an oversight role in the execution of the GAP activities.



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## 4 PROVISION OF GENDER EXPERTISE

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The Project Management Unit (PMU) and the Project Steering Committee (PSC) will appoint a full-time Social and Gender Safeguards Specialist (SGS Specialist). The SGS Specialist will lead the integration of gender equality and social inclusion (GESI) considerations throughout the project. This role will include overseeing the implementation of the Gender Action Plan, ensuring the quality of gender-responsive sub-activities, monitoring progress in the four Core Areas described in Section 2, and, more broadly, mainstreaming gender across all components of the project.

The SGS Specialist will be tasked to ensure that all project personnel, including national and international partners, consultants, and stakeholders, are familiar with the details of this document and of the Gender Assessment (Annex 4a). The Specialist will also provide expertise and guidance on gender-sensitive and gender-responsive programming.

The PSC will have the responsibility of engaging additional experts as needed to address specific GESI requirements during project implementation.

In addition, UNEP will provide advisory and quality assurance support through its Gender and Safeguards Unit (GSU). This Unit will ensure alignment with UNEP's commitment to promoting gender equality, empowering women, and mainstreaming gender into decision-making and programming. The GSU will provide support, as needed, to ensure that the project maintains a gender-responsive approach throughout its lifecycle.

## 5 GENDER-RESPONSIVE STAKEHOLDER ENGAGEMENT

Noting the varied context of the Maldivian population – with a significant foreign migrant population, citizens residing in the densely populated capital of Male' or dispersed across (often remote) atolls, and annual international tourism arrivals numbering more than triple that of the local population<sup>4</sup> – it is important that stakeholder engagement conducted under the TRACT project is considerate of this socio-cultural, economic, and geographical reality. Moreover, it should be noted that Sharia Law applies in Maldives and this may influence the ways in which gender mainstreaming and gender actions may be negotiated in the context of stakeholder engagement and GAP implementation.

Additionally, based on the Gender Assessment, the approach to stakeholder engagement and participation should not just be about numbers of men and women as a quantity, rather it should also consider representativeness and type in terms of age, location, ethnicity, income and/or livelihood, and need. When we speak to gender balance we also speak not just about men and women but also marginalised groups such as persons with disabilities (PWDs) and migrants, including women who are also members of these groups.

Women's Development Committees (WDCs) represent important entities at the local level but there is still limited and too little detail on their current role and capacities and how to best position them to play a more expansive role. Though this is desirable and intended, it is too early at this stage to define exactly what and how this role will play out. This will include a significant amount of capacity building.

Figure 2 below provides some key considerations to be taken when planning and executing stakeholder engagement, which can be integrated into the project's Stakeholder Engagement Plan (see Annex 13a).

### GENDER SENSITIVE STAKEHOLDER CONSIDERATIONS

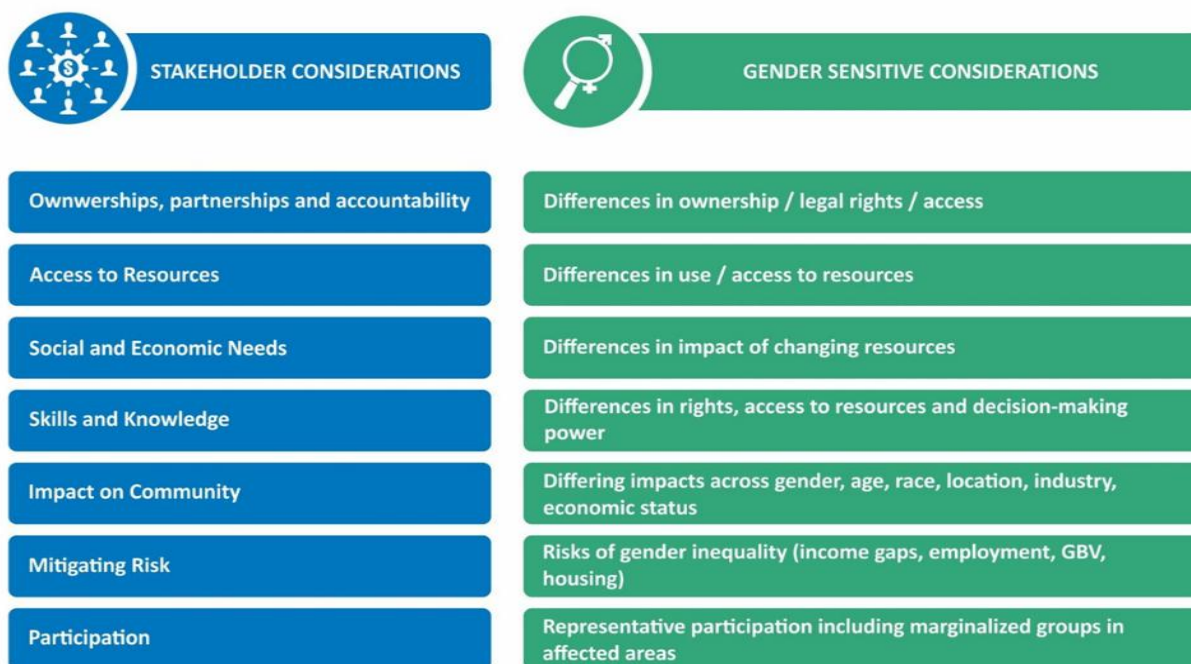


Figure 2. Considerations for gender-sensitive stakeholder engagement

In combination with *Communications Dos and Don'ts* highlighted in the Gender Assessment (Annex 4a), a foundation is established for gender engagement, discussion, planning and design of stakeholder engagement. Critically, this includes the role of the grievance redress mechanism (GRM), outlined in the

<sup>4</sup> Travel Trade Maldives, 2024. Maldives Surpasses 2023 Arrival Numbers, Welcoming Over 1.8 Million Tourists in 2024. Available at: <https://www.traveltrademaldives.com/maldives-surpasses-2023-arrival-numbers-welcoming-over-1-8-million-tourists-in-2024/> (Accessed: 29 January 2025)

Environmental and Social Action Plan (Annex 12a), and key principles that can inform further planning around the Stakeholder Engagement Plan (SEP) from a gender-responsive perspective. Key principles for TRACT build on the Sustainable Development Goals and are as follows:

- *Leave No One Behind:* This includes those who are affected intersectionally by climate change and disaster risks.
- *Do No Further Harm:* In the effort to improve the lives of Maldivians, consider strategic and practical gender needs and gaps in project design and implementation. In project actions, avoid exacerbating or worsening the gender situation. In efforts to enhance empowerment and agency, do not put women at greater risk including for gender-based violence (GBV). In addressing vulnerabilities, seek to address economic, social and environmental vulnerabilities as part of a whole.
- *SEP is not a tick-the-box exercise:* The SEP is intended to be transparent, participatory, inclusive and gender responsive, at the same time. That means not just a focus on women and men, but also on vulnerable groups and men and women that are members/representatives of these groups.
- *Reflective Learning:* GAPs provide an opportunity for reflection and learning alongside monitoring and evaluation activities, as well as implementation. Built into the GAP, the way activities build on each other and the emphasis on quantitative and qualitative metrics is intent on triggering continuous reflection and learning throughout the process, particularly on gender where some of the issues are not always clear.
- *GBV and conflict sensitivity:* The role of GBV, largely as analysed and analysed, is mostly indirect in terms of gender and early warning systems (EWS) in terms of how it may suppress women's involvement, limit the scope of women's participation, and influence the barriers that can be directly challenged. Most of the direct focus on GBV is reflected in the project-level GRM (see Annex 12a). However, GBV also becomes relevant in the enabling environment generally for gender mainstreaming in the Maldives. Additionally, alongside GBV sensitivity is a focus too on conflict in terms of competition over resources already allocated and the risk of conflict emerging around how EWS resources and capacity may be allocated.

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## 6 PARTICIPATION OF WOMEN AND OTHER VULNERABLE AND/OR MARGINALISED GROUPS

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The project will promote meaningful participation of women and other vulnerable and/or marginalised groups (including children, youth, persons with disabilities, and elderly persons) as a cross-cutting priority throughout project implementation, including in decision-making and planning. Potential actions to be implemented are outlined below:<sup>5, 6, 7</sup>

- Organise targeted focus group discussions for groups with specific gendered needs to understand their capacities and requirements for meaningful participation
- Avoid stereotypical assumptions about the roles and aspirations of girls, boys, young women, young men, and those with other gender identities
- Ensure that the project team, including Technical Partners, have a full understanding of the dynamics, structures, attitudes, beliefs, and power relations at national and local levels, and adapt approaches accordingly
- Provide training for the project team on facilitating participation of women and other vulnerable/marginalised groups
- Adjust the timing of meetings/consultations to accommodate women's work and domestic responsibilities
- Ensure that participants' mobility, security and accessibility needs are considered in the selection of venues
- Modify participatory approaches to accommodate participants' capacities and provide sufficient time for persons with disabilities to engage meaningfully
- Select a venue that women will be comfortable with (*i.e.*, not a venue that is traditionally male-dominated)
- Ensure the women are made aware of meetings/consultations and are specifically invited to attend by an appropriate person
- Provide transport and/or cover transport costs for participants
- Ensure that both women and men are made aware of the importance of equal participation and women's involvement, which can be beneficial to the whole community
- Consider how the gender of project or partner personnel may affect dynamics (e.g., the presence of female personnel may make it easier to involve women) and adapt project teams accordingly (where feasible)
- Conduct meetings, consultations and workshops in a language that participants understand and engage translators where necessary
- Identify opportunities for women and other vulnerable/marginalised groups to voice their opinions (e.g., actively inviting their inputs; inviting them to sit together for mutual support; organising discussions in small groups, which may be less intimidating)
- Encourage full debate of different viewpoints before decisions are taken.

It should be noted that the list of actions outlined above is indicative and will be updated by the Social and Gender Safeguards (SGS) Specialist following further stakeholder consultations in Year 1 of the project implementation.

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<sup>5</sup> Oxfam, 2014. Quick Guide to Promoting Women's Participation

<sup>6</sup> UN Women, 2020. How to promote gender-responsive localization in humanitarian action

<sup>7</sup> UNICEF, 2020. Engaged and heard! Guidelines on Adolescent Participation and Civic Engagement

## 7 GENDER ACTION PLAN

The Gender Action Plan (GAP) is structured around the four core areas that emerged from the Gender Assessment (Annex 4a). The GAP was created to ensure that critical activities needed to mainstream gender into the overall TRACT project is undertaken at the beginning of the project implementation to ensure the project meets the GCF's gender requirements as well as benefit and empower vulnerable groups in the Maldives.

The Gender-based rating scale that describes the status of a project or intervention is explained in detail in Section 2.1 of the Gender Assessment (Annex 4a). A summary of the rating categories – which are used to describe indicators and targets in Table 2 – is provided below:

- Gender Blind – No mentions or references to gender or women.
- Gender Aware – Notes and highlights gendered norms, roles and responsibilities.
- Gender Sensitive – Includes measures to ensure that gender inequalities do not worsen in its implementation.
- Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.
- Gender Transformative – Addresses underlying structural inequalities while challenging existing social and cultural norms.

The Social and Gender Safeguards (SGS) Specialist will be responsible for the assessment of the status of the activities of the GAP. UNEP, as the Accredited Entity for the TRACT project, will be overseeing and validating the reported progress.

Table 2. TRACT Gender Action Plan

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
<i>Core Area 1: Capacity building and strengthening for key institutions</i>							
1.1. Recruit and retain a full-time Social and Gender Safeguards (SGS) Specialist for the project. The Specialist will be responsible for related activities to ensure gender mainstreaming, the implementation of aspects of the grievance redress mechanism (GRM) in	Project-wide and related to several activities as per Core Areas 1-4	An SGS Specialist has not been recruited	<b>Indicator:</b> Status of recruitment of the SGS Specialist <b>Target:</b> SGS Specialist recruited in Year 1 of project implementation  <b>Indicator:</b> Annual reporting on advancements in	Signed contract APR	UNEP MTE MMS MSFD	Years 1-5	170,430

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
collaboration with key agencies, gender mainstreaming in all components of the project, as well as reporting on gender progress.			Core Areas by the SGS Specialist <b>Target:</b> Annual Performance Reports (APRs) contain information on advancements in the Core Areas of the GAP				
1.2. Conduct a series of gender mainstreaming workshops tailored to early warning systems (EWS) <sup>8</sup> informed by the project Gender Assessment, including trainings on addressing gender-based violence (GBV) and sexual exploitation, abuse and harassment (SEAH) in EWS interventions.	Sub-activities: 1.1.7 1.2.4 1.2.5 3.1.1 4.1.2 4.1.4	Workshops/ training on gender responsive EWS are not being delivered to stakeholders	<b>Indicator:</b> Stakeholders trained in gender responsive <sup>9</sup> EWS <b>Target:</b> At least 5 national lead agencies, technical partners and/or local partners have representatives trained in gender responsive EWS  <b>Indicator:</b> Proportion of women taking part in training on gender-responsive EWS <b>Target:</b> At least 30% of people trained on gender-	Training reports Participants lists	SGS Specialist MTE MMS MRC Island Councils WDCs UNEP	Years 1-2	20,000

<sup>8</sup> This training should follow the development of the critical support tools under this Core Area 1 to ensure that actors are provided training on these tools and policies as they will need to be acquainted with them. Hybrid as well as a combination of face-to-face and online training should be used.

<sup>9</sup> Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			responsive EWS are women				
1.3. Develop guidelines for gender-responsive early warning communications	Sub-activities: 3.1.2 3.1.5 4.1.1	No guidelines are available for gender responsive early warning communications	<b>Indicator:</b> Gender-based status <sup>10</sup> of the developed risk communication guidelines <b>Target:</b> The developed risk communication guidelines are at least gender responsive as defined in the Gender-based rating scale <sup>11</sup>	Risk communication strategy	NDMA MMS	Years 2-4	57,100
1.4. Develop operational guidance for a gender-responsive approach to the Stakeholder Engagement Plan (SEP) including managing conflict and the risk of GBV/SEAH	Project-wide	No guidance for gender responsive approach to the SEP is available	<b>Indicator:</b> Operationalization of guidance for gender responsive approach <sup>12</sup> to the SEP <b>Target:</b> At least 5 new gender responsive recommendations/updates to the SEP	Operational guidance document for the SEP APRs	SGS Specialist MTE MMS	Year 1	No additional cost implications  Guidance to be developed by the project SGS Specialist

<sup>10</sup> The Gender-based rating scale that describes the status of a project or intervention is described in Section 2.1 of the Gender Assessment (Annex 4a) and summarized at the beginning of Section 7 of this Gender Action Plan (Annex 4b).

<sup>11</sup> See Gender-based rating scale summarized in Section 7. Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

<sup>12</sup> See Gender-based rating scale summarized in Section 7. Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
1.5. Roll out implementation of the project-level GRM, including sensitisation and training of HR, other technical staff and local stakeholders on gender, GBV/SEAH and gender-sensitive communications	Project-wide	Project-level GRM has not been implemented	<p><b>Indicator:</b> Implementation and operationalization of project-level GRM</p> <p><b>Target:</b> the project-level GRM is operational and tracks the number, type and resolution status of grievances filed annually, disaggregated by category (e.g., SEAH, labour, gender, environment, etc.)</p> <p><b>Indicator:</b> Awareness and uptake of project-level GRM, GBV and SEAH, gender and gender-sensitive communications</p> <p><b>Target:</b> Percentage of HR, other technical staff and local stakeholders sensitized on</p>	Workshop reports APRs	MTE MMS UNEP	Year 1	<p>3,000 (covers cost of venue hire and materials)</p> <p>Workshops / trainings to be designed and implemented by the SGS Specialist</p>



Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			project-level GRM, GBV and SEAH, gender and gender-sensitive communications				
<b>Subtotal</b>							250,530
<i>Core Area 2: Enhanced governance arrangements at national and local level for women's increased voice and agency</i>							
2.1. Strengthen the gender responsiveness of EWS <sup>13</sup> in policies and frameworks (e.g., National Framework for Climate Services, Meteorological Act, National Climate and Disaster Risk Information Strategy)	Sub-activities: 1.1.1 1.1.5 1.2.1	No policies and frameworks on EWS are assessed as gender responsive	<b>Indicator:</b> Number of institutionalized policies/ frameworks that are gender responsive <sup>14</sup> <b>Target:</b> At least 2 key policies and frameworks improved to at least gender responsive	Finalised policies and frameworks	SGS Specialist MMS MTE NDMA MSFD	Years 1-4	No additional cost implications  Inputs to be provided by the project SGS Specialist
2.2. Enhance the gender balance and mainstreaming capacity of the inter-ministerial and multi-stakeholder coordination mechanism for climate services and disaster risk management	Sub-activity 1.1.2	N/A (No data available, the proportion of women or members of marginalized groups involved in coordination mechanisms is to be assessed at the beginning of project implementation)	<b>Indicator:</b> Proportion of women or members of other marginalised groups involved in the coordination mechanisms <b>Target:</b> At least 30% of persons involved in the coordination	Membership / participant lists for coordination mechanism and/or appointment letters Meeting minutes	MTE MMS NDMA MRC UNDRR	Years 1-5	No additional cost implications

<sup>13</sup> This includes in-depth consideration of GBV and SEAH, including detailed review, consideration and consultation.

<sup>14</sup> Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			mechanism are women or members of other marginalised groups				
2.3. Mainstream gender in institutional arrangements for data governance and sharing	Sub-activity 1.2.2	Institutional arrangements for data governance and sharing have not been established	<b>Indicator:</b> Institutional arrangements for data governance and sharing integrating gender-inclusive processes and addressing gender-specific access barriers <b>Target:</b> Arrangements for data governance and sharing are established with the needed <sup>15</sup> gender-specific provisions for data access, sharing and management institutionalized and accessible to stakeholders	Document(s) outlining institutional arrangements for data governance and data sharing	MMS NDMA MTE MSFD RIMES	Years 1-5	No additional cost implications  To be directly supported by the project SGS Specialist
2.4. Establish and operationalise National Guidelines for Integrating Protection, Gender and	Sub-activity 1.1.7 4.1.7	National Guidelines for Integrating PGI and associated operational	<b>Indicator:</b> Number of national agencies using the National Guidelines	Guidelines and operational	NDMA MSFD	Years 1-2	147,100  To be supported by

<sup>15</sup> To be assessed by the project SGS Specialist.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
Inclusion (PGI) into Disaster Management, including the development of an operational strategy		strategy have not been established	for Integrating PGI into Disaster Management and associated operational strategy <sup>16</sup> <b>Target:</b> National Guidelines for Integrating PGI into Disaster Management and associated operational strategy used by at least two national agencies	strategy document Letter of commitment from national agencies			project SGS Specialist where required
2.5. Review and update (as needed) standard operating procedures (SOPs) for early warning communications to be gender responsive and socially inclusive	Sub-activity 3.1.1	SOPs have not been developed	<b>Indicator:</b> Gender-based status <sup>17</sup> and degree of social inclusivity <sup>18</sup> of the updated SOPs for early warning communication <b>Target:</b> The SOPs are at least gender responsive as defined in the Gender-based rating scale and	SOPs	SGS Specialist MMS MTE NDMA	Years 1-2, 5	No additional cost implications  To be directly supported by the project SGS Specialist

<sup>16</sup> Guidelines and strategy to be developed under TRACT Sub-Activity 1.1.7.

<sup>17</sup> See Gender-based rating scale summarized in Section 7. Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

<sup>18</sup> Inclusion refers to the practice of ensuring that individuals from diverse backgrounds, identities, and abilities have equal access to resources and participation in opportunities and programs. To be further assessed by the project SGS Specialist.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			achieve the defined degree of social inclusivity				
2.6. Enhance capacity of the private sector to manage climate-related risks and gender sensitive impacts	Sub-activity 4.1.5	N/A (No data available, workshop materials have not been developed, and the capacity of the private sector to manage climate-related risks and gender sensitive impacts is to be assessed at the beginning of project implementation)	<p><b>Indicator:</b> Gender-based status of the workshop and awareness / education programme materials  <b>Target:</b> The workshops and awareness/education programme materials are at least gender responsive as defined in the Gender-based rating scale<sup>19</sup></p> <p><b>Indicator:</b> Capacity of private sector actors to manage climate-related risks and gender sensitive impacts  <b>Target:</b> Representatives from at least three different private sector actors report</p>	Workshop materials Awareness and education programme materials Workshop reports Post-workshop feedback surveys	MRC BCC RCCC	Years 1-5	<p>No additional cost implications</p> <p>To be directly supported by the project SGS Specialist</p>

<sup>19</sup> See Gender-based rating scale summarized in Section 7. Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			improved capacity to manage climate-related risks and gender sensitive impacts				
<b>Subtotal</b>							147,100
<i>Core Area 3: Investments in women's leadership and decision-making</i>							
3.1. Integrate gender-specific actions and approaches in the development of sector-specific advisories for climate- and risk-informed decision-making	Sub-activity 2.2.6	Sector-specific advisories have not been developed	<b>Indicator:</b> Relevant sector-specific advisories have gender-specific content <sup>20</sup> <b>Target:</b> At least 50% of advisories have gender-specific content	Published advisories	MMS NDMA RIMES	Years 2-4	No additional cost implications  To be supported by the SGS Specialist and other expertise within agencies
3.2. Strengthen national, sub-national and local capacity to use gender-sensitive climate and disaster risk information and impact-based early warnings	Sub-activity 4.1.4	N/A (No data available, the capacity to understand and apply gender considerations to climate and disaster risk information and impact-based early warnings is to be assessed at the beginning of project implementation)	<b>Indicator:</b> Capacity of workshop participants to understand and apply gender considerations to climate and disaster risk information and impact-based early warnings <b>Target:</b> At least 50% of workshop participants report increased capacity	Workshop materials Workshop reports Post-workshop feedback surveys	MRC	Years 2-5	No additional cost implications  To be directly supported by the project SGS Specialist and other expertise within MRC

<sup>20</sup> To be assessed by the project SGS Specialist.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
			to recognize and take action aimed at addressing the needs of women and marginalised groups when using climate and disaster risk information and impact-based early warnings				
3.3. Scale up gender-responsive Community-Based Disaster Risk Management (CBDRM), including managing GBV and SEAH risks in a disaster risk reduction (DRR) context	Sub-activity 4.1.6	N/A (No data available, the proportion of gender responsive content in CBDRM trainings is to be assessed at the beginning of project implementation)	<b>Indicator:</b> Proportion of gender responsive <sup>21</sup> content that also includes reference to GBV and SEAH risks in CBDRM trainings <b>Target:</b> At least 20% of content in CBDRM trainings is gender responsive and it includes reference to GBV and SEAH	CBDRM training materials CBDRM training / workshop reports Participant lists	MRC NDMA	Years 1-4	No additional cost implications  Supported through GAP activities 1.1-1.4 with additional support provided by the project SGS Specialist as needed
3.4. Enhance the participation and role of women in co-developing impact-based forecast (IBF) triggers Forecast-based Action	Sub-activity 4.2.3	IBF triggers for FbA/ AA have not been developed	<b>Indicator:</b> Women participate in IBF trigger development and	Workshop reports Participant lists	MRC MMS RCCC	Years 2-4	No additional cost implications

<sup>21</sup> Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
(FbA) / Anticipatory Action (AA) <sup>22</sup>			<p>consultation workshops</p> <p><b>Target:</b> At least 30% of workshop participants are women</p> <p><b>Indicator:</b> Women's participation in the consultation workshops is meaningful and impactful</p> <p><b>Target:</b> At least 30% of women participants report their inputs were considered in the development of IBF triggers</p>				
3.5. Enhance gender-specific content in the multilingual glossary on climate change, EWS and DRR to ensure it is inclusive and responsive to gender-specific needs	Sub-activity 3.1.7	The multilingual glossary has not been developed	<p><b>Indicator:</b> Multilingual glossary contains gender-specific content<sup>23</sup></p> <p><b>Target:</b> Indicator achieved<sup>24</sup></p>	Glossary on climate change, EWS and DRR	SGS Specialist t MTE MMS NDMA MRC MSFD	Year 2	<p>No additional cost implications</p> <p>To be directly supported by the project SGS Specialist</p>

<sup>22</sup> Data on women's roles and participation is normally not measured and collected, but it is recommended that the proposed TRACT start doing as such. This is due to representation and representativeness increasingly becoming metrics for gender and participation, including in EWS.

<sup>23</sup> To be assessed by the project SGS Specialist.

<sup>24</sup> To be assessed by the project SGS Specialist.

Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
<b>Subtotal</b>							0 (No additional cost implications)
<i>Core Area 4: Investments in women's empowerment including economic empowerment</i>							
4.1. Allocate financial and technological resources to increase women's access to EWS and enhance their ability to influence EWS and related decision-making <sup>25</sup>	Project-wide	Island Councils (ICs) and/or Women's Development Committees (WDCs) are not allocated financial and technological resources to increase women's access and ability to influence EWS	<b>Indicator:</b> Number of ICs/ WDCs receiving financial aid and technological resources to increase women's access and ability to influence EWS <b>Target:</b> At least 30 ICs/ WDCs receive financial or technological resources to support women's access and ability to influence EWS	APRs Agreements with ICs and/or WDCs	MTE MMS ICs WDCs	Years 1-5	50,000
4.2. Integrate gender into efforts to develop a financial framework and business delivery model for weather and climate services (e.g., through the	Sub-activity 1.1.6	The financial framework and business delivery model for weather and climate services does not	<b>Indicator:</b> Incorporation of gender elements <sup>26</sup> into the financial framework and business delivery	Financial framework and business delivery	SGS Specialist MTE MMS MSFD	Years 4-5	No additional cost implications  To be directly supported by

<sup>25</sup> It is noted that there are various mechanisms currently in place for disseminating EWS information across the country such as utilising loudspeakers to deliver community announcements, radio, text messages and word of mouth (noting that these methods vary from atoll to atoll). However, the current systems are not necessarily designed to address a wide variety of needs and are more a reflection of the Atoll/Island Council adapting dissemination to the available resources and capacities. This leaves opportunities and gaps for the delayed reception of critical EWS information as some methods may not be responsive to the needs of specific population groups, such as loudspeakers and word-of-mouth alarms not being heard by persons with hearing impairments or those out at sea, or text messages being sent and persons not possessing a mobile phone or electricity to keep the mobile phone switched on at all times.

<sup>26</sup> To be assessed by the project SGS Specialist.



Activity	Alignment with TRACT activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
incorporation of gender-responsive climate budgeting principles)		incorporate gender efforts	model for weather and climate services <b>Target:</b> Gender aspects are considered in the development of a financial framework and business delivery model	model documents			the project SGS Specialist
4.3. Develop gender-sensitive climate risk analytics to support the development of Green Finance products and support necessary behaviour change communication	Sub-activity 2.2.7	Gender responsive climate risk analytics have not been developed	<b>Indicator:</b> Gender-based status of the developed climate risk analytics for the Green Finance sector <b>Target:</b> The developed climate risk analytics are at least gender responsive as defined in the Gender-based rating scale <sup>27</sup>	Climate risk analytics tools Testimonials from end-users	SGS Specialist RIMES MMS SDFC	Years 1-5	No additional cost implications  To be directly supported by the project SGS Specialist
<b>Subtotal</b>							50,000
<b>Total</b>							447,630

<sup>27</sup> See Gender-based rating scale summarized in Section 7. Gender Responsive – Recognises the differences and inequalities between men and women and takes actions aimed at addressing and resolving these disparities.