



UNITED NATIONS  
INDUSTRIAL DEVELOPMENT ORGANIZATION

# **Strengthen the National Multi-Hazard Early Warning System in the Sultanate of Oman**

## **Annex 4: Gender Assessment and Action Plan**

# Executive Summary

This document provides a comprehensive analysis of gender and social indicators in Oman, focusing on their implications for the National Multi-Hazard Early Warning System project. It is divided into two main parts: Part I explores the gender and social context in Oman, while Part II outlines the Gender and Social Inclusion Action Plan.

## Part I: Country Context: Gender and Social Indicators

Oman has experienced substantial socio-economic transformation since the 1970s, largely fueled by its hydrocarbon-based economy. Despite these advancements, gender disparities remain prevalent, particularly in political participation and economic opportunities. This section provides a detailed analysis of gender and social inclusion in Oman, focusing on key areas such as health, education, social participation, economic empowerment, and political engagement, based on data from the 2023 National Statistics Report and the 2022 UN Global Gender Gap Index.

### 1. National Gender and Social Inclusion Profile

- **Health:** Oman has made significant strides in women's health, as reflected in improved life expectancy and reduced maternal mortality rates. However, challenges such as emerging health needs for women, particularly in reproductive health and age-related care, persist.
- **Education:** The country has achieved near-parity in educational opportunities for men and women, with high literacy and enrollment rates. However, gaps remain in areas like STEM education and vocational training, which are crucial for economic participation.
- **Social Participation:** While there has been growth in women's associations, the impact remains limited due to cultural norms and barriers to participation. More inclusive platforms are needed to engage women across all regions and social strata.
- **Economic Empowerment:** Women's participation in the workforce remains low at 28.9%, with persistent barriers such as cultural norms, workplace discrimination, and limited access to childcare. Despite progress in income levels, significant disparities between men and women in employment and leadership roles continue to exist.
- **Political Participation:** Political empowerment is the most significant challenge for gender equality in Oman, with women severely underrepresented in decision-making bodies. The country has made incremental progress, but cultural and social barriers continue to limit women's political involvement.
- **UN Global Gender Gap Index:** Oman scores 61% overall, indicating moderate progress in gender equality. The country performs well in educational attainment and health but lags significantly in political empowerment and economic participation.

### 2. Legal and Policy Framework

- **International Law:** Oman is a signatory to international conventions such as CEDAW, with reservations based on Sharia law. The legal system integrates international treaties into national law, emphasizing justice and equality.
- **Constitution and Domestic Law:** The Basic Law of the State enshrines gender equality, but gaps remain in areas such as domestic violence, marital rape, and female genital mutilation. The Personal Status Law, grounded in Sharia principles, governs marriage, divorce, and inheritance, reflecting both progressive reforms and traditional norms.

- **Labour Law:** While Oman's labour laws provide some protections for women, such as equal pay and maternity leave, there are significant gaps, particularly for domestic workers and women in hazardous jobs.
- **Recent Achievements:** Oman has made strides in advancing women's rights through leadership commitment, national strategies, and increased representation in government roles. However, challenges persist in achieving broader gender equality across all sectors.

### 3. Gender Dynamics in the Project Context

- **Division of Labor:** The workforce in Oman is highly gender-segregated, with men dominating most sectors. Women, particularly expatriates, are concentrated in lower-paid, less secure jobs, reflecting broader socio-economic disparities.
- **Educational Attainment:** Despite higher educational achievements, women remain underrepresented in many sectors, indicating barriers to translating education into workforce participation and career advancement.
- **Economic and Social Implications:** The division of labor between Omani and expatriate women highlights structural challenges, including dependency on low-paid labor, limited upward mobility, and socio-economic disparities that affect women's overall economic opportunities.

### 4. Gender Vulnerabilities and Capacities

- **Vulnerability Differences:** Women, especially those in rural areas or working in low-paying sectors, are disproportionately affected by climate change due to limited access to resources, education, and mobility. The increased burden of caregiving during extreme weather events further exacerbates their vulnerabilities.
- **Adaptive Capacity:** Despite these challenges, women possess unique capacities, such as local knowledge and strong community networks, that are often underutilized in formal adaptation strategies. Enhancing these capacities can significantly improve community resilience.
- **Existing Gender Inequalities:** Climate change exacerbates existing gender inequalities in areas like economic opportunities, education, and decision-making power. Women's exclusion from these processes further increases their vulnerability to climate impacts.
- **Inequalities Between Social Groups:** Disparities based on income, education, and geographic location significantly impact women's adaptive capacity. Expatriate women, in particular, face legal and socio-economic barriers that limit their ability to respond to and recover from disasters.

### 5. Gender and Social Inclusion in Early Warning Systems

- **Access to Resources and Information:** Women, particularly in rural areas and among expatriate groups, have less access to critical resources and technologies, which hinders their ability to respond effectively to climate risks.
- **Participation in Decision-Making:** Women's participation in decision-making is limited by cultural norms and institutional barriers. Ensuring their inclusion in disaster preparedness and response strategies is crucial for addressing their specific needs and vulnerabilities.
- **Differential Needs and Priorities:** Women, as primary caregivers, face unique challenges during disasters. Tailored communication, support for caregivers, and inclusive planning are essential for ensuring that early warning systems effectively serve all segments of the population.

## Part II: Gender and Social Inclusion Action Plan

A core principle of this action plan is to address the structural barriers that limit women's participation in disaster risk management. These include societal norms, limited access to technical training, and underrepresentation in leadership roles. Implementing targeted interventions, the project seeks to create an enabling environment where women are empowered as key stakeholders in climate adaptation and risk reduction efforts. The key components of this plan are as follows :

1. **Promoting Gender Equality in NMHS Technical Capacity Development:** Strengthening the capacity of the National Meteorological and Hydrological Services (NMHS) is fundamental to improving climate services, forecasting accuracy, and disaster preparedness. However, women remain underrepresented in technical roles due to systemic barriers. This project promotes gender equity by:
  - Conducting structured training programs for NMHS personnel with at least 30-40% women participation.
  - Organizing workshops to enhance technical skills and fostering a culture of gender inclusivity through gender-disaggregated reporting and analysis.
2. **Empowering Women in Emergency Risk Management:** Women's participation in emergency risk management is crucial for developing inclusive and effective disaster response strategies. The project actively strengthens their role by:
  - Delivering specialized capacity-building programs that focus on risk modeling, contingency planning, and financial risk transfer mechanisms.
  - Ensuring 40% women participation in leadership training and decision-making processes within emergency response agencies.
3. **Ensuring Gender-Inclusive Community Risk Assessments:** Women, especially in rural and coastal areas, possess valuable traditional knowledge on environmental patterns and resource management. Their insights must be integrated into risk assessments to enhance disaster preparedness. The project facilitates this by:
  - Actively engaging women in participatory risk assessments to identify vulnerabilities and community-specific disaster risks.
  - Targeting at least 40% women participation in community workshops and ensuring their perspectives are incorporated in disaster management plans.
4. **Promoting Gender Inclusion in Technical System Testing and Forecasting:** Advancements in climate monitoring and forecasting systems are essential for disaster preparedness, yet women are often excluded from technical fields. This project fosters gender diversity in system testing by:
  - Encouraging women's participation in system testing, capacity-building workshops, and technical training sessions.
  - Developing gender-sensitive training manuals to support equal representation in meteorological and hydrological services.
5. **Empowering Women in Early Warning Networks and Outreach:** Women's involvement in early warning dissemination ensures that disaster communication strategies are inclusive and accessible. The project enhances their participation by:
  - Prioritizing women's safety and well-being in all project activities, in alignment with Oman's legal and cultural framework.
  - Using the existing gender-sensitive grievance mechanisms to provide safe and confidential reporting channels for concerns related to gender-based risks.

6. **Evaluation of Sexual Exploitation, Abuse, and Harassment (SEAH) Risks and Safeguarding Measures:** While SEAH risks are minimal due to Oman's strong legal framework, the project upholds best practices in risk prevention by:
  - Operating in controlled environments to significantly reduce SEAH risks.
  - Creating Grievance Redress Mechanism (GRM) to ensure ethical and confidential handling of SEAH cases.
7. **Enhancing Women's Participation in Early Warning Systems and Disaster Communication:** Equitable access to early warning information is key to improving disaster resilience. This project strengthens women's engagement in disaster communication by:
  - Promoting women's leadership roles in community-based warning networks to ensure their active involvement in decision-making.
  - Designing public awareness campaigns that address women's specific needs and ensure equitable access to early warning information.
8. **Oversight Role of the Accredited Entity in Gender Action Plan Implementation:** To ensure the successful execution of gender-sensitive interventions, the project implements strong oversight mechanisms by:
  - Assigning UNIDO (AE) to oversee gender integration and ensure compliance with GCF policies.
  - Establishing gender-specific monitoring and evaluation systems to track progress and effectiveness.
9. **Monitoring and Evaluation of Gender-Responsive Climate Information Access:** Ensuring women's access to climate information services is fundamental for disaster preparedness. The project improves inclusivity by:
  - Establishing gender-disaggregated targets to enhance women's access to climate data and forecasts.
  - Conducting baseline studies to refine gender targets and enhance monitoring mechanisms.
10. **Promoting Women's Role in Disaster Preparedness and Response:** Community-based training and simulation exercises are vital for enhancing disaster preparedness. The project fosters gender inclusivity in preparedness efforts by:
  - Conducting training sessions and simulation exercises with at least 40% women participation.
  - Identifying and addressing gender-specific vulnerabilities, such as caregiving responsibilities and access to resources, in disaster response plans.
11. **Strengthening Women's Participation in Forecast-Based Actions:** Forecast-based actions link early warning systems to pre-emptive disaster response measures. The project ensures that women are actively engaged in decision-making by:
  - Organizing training workshops to promote gender-inclusive planning in forecast-based actions.
  - Documenting women's roles and contributions in disaster response strategies to enhance inclusivity.

This action plan ensures that gender considerations are embedded in disaster preparedness strategies, strengthening women's participation, leadership, and safety. Through inclusive capacity-building, gender-sensitive policies, and structured monitoring, the project supports equitable resilience-building efforts across Oman.

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## List of Abbreviations

- **CEDAW:** Convention on the Elimination of All Forms of Discrimination against Women.
- **CDAA:** Civil Defense and Ambulance Authority.
- **EWS:** Early Warning System.
- **FGM/C:** Female Genital Mutilation/Cutting.
- **GDP:** Gross Domestic Product.
- **HDI:** Human Development Index.
- **IFRC:** International Federation of Red Cross and Red Crescent Societies.
- **ILO:** International Labour Organization.
- **NGO:** Non-Governmental Organization
- **NCEM:** National Center for Emergency Management.
- **STEM:** Science, Technology, Engineering, and Mathematics.
- **UNDRR:** United Nations Office for Disaster Risk Reduction.



## Part I: Country Context: Gender and Social Indicators

### 1. National Gender and Social Inclusion Profile

Oman, a high-income country with a GDP of \$ 108.1 billion<sup>1</sup> in 2023 and a HDI of 0.816<sup>2</sup>, has undergone a significant transformation since the start of its economic renaissance in 1970. This period marked the beginning of Oman's rapid development, primarily driven by its hydrocarbon-based economy, which has been the backbone of the nation's economic growth. Under the leadership of Sultan Qaboos bin Said, Oman prioritized infrastructure, education, and healthcare, laying the foundation for the nation's modernization. Despite these achievements, gender disparities remain a challenge, particularly in political participation and economic opportunities. This profile provides a comprehensive analysis of gender and social inclusion in Oman, focusing on health, education, social participation, economic empowerment, and political engagement, based on National Statistics Report on 2023<sup>3</sup> the 2022 UN Global Gender Gap Index<sup>4</sup>.

#### 1.1. Population Dynamics in Oman (2023)

Oman's population at the end of 2023 reached 5,165,6025, reflecting a diverse demographic structure shaped by a growing national population and a significant expatriate workforce. The overall gender distribution remains imbalanced, with males accounting for 62.1% of the total population and females comprising 37.9%. This disparity is primarily driven by the presence of male-dominated expatriate labor, particularly in the working-age groups. The country's demographic trends highlight a young Omani population, a concentrated expatriate workforce, and evolving economic and social challenges.

- **Omani Population** The Omani citizen population stood at 2,928,957, representing 56.7% of the total population. Unlike the expatriate demographic, the gender distribution among Omanis is nearly balanced, with males accounting for 50.3% and females for 49.7%. The sex ratio among Omanis remains stable at 101 males per 100 females, reflecting a natural and sustainable demographic structure. The age distribution of Omanis highlights a young population, with a substantial proportion under the age of 15. The largest Omani age group is between 5-9 years, totaling 410,995 individuals, followed by 0-4 years, accounting for 365,659 individuals. These figures indicate a steady birth rate, ensuring long-term population stability. The working-age Omani population (15-44 years) is substantial, forming the backbone of the national labor force. However, the elderly population (65+ years) remains relatively small, with fewer than 60,000 Omanis aged 65 and above. This young demographic profile suggests that investments in education, employment, and economic development will be crucial for future growth.
- **Expatriate Population:** The expatriate population in Oman totaled 2,236,645, making up 43.3% of the total population. Unlike the Omani demographic, the expatriate population is highly male-dominated, with males comprising 77.5% of the total expatriate population

<sup>1</sup> World Bank (2024). <https://data.worldbank.org/indicator/NY.GDP.MKTP.CD?locations=OM>.

<sup>2</sup> Human Development Reports (2023). <https://hdr.undp.org/data-center/country-insights#/ranks>.

<sup>3</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

<sup>4</sup> UN Women (2024). <https://data.unwomen.org/arab-states/country/oman>

<sup>5</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

and females making up only 22.5%. The sex ratio among expatriates is 344 males per 100 females, reflecting the labor-driven nature of migration to Oman. The majority of expatriates are within the prime working-age group of 20-44 years, emphasizing Oman's reliance on foreign labor for key industries such as construction, energy, and services. The largest expatriate age group falls between 35-39 years, with 415,121 individuals, followed by the 30-34 age group, totaling 391,932 individuals. In contrast, the number of expatriate children under 15 years is significantly lower, making up only 7.4% of the expatriate population. This highlights the transitory nature of expatriate labor migration, with most expatriates arriving as single workers rather than families. The elderly expatriate population remains minimal, with just 2,079 individuals aged 80 and above, confirming that most expatriates do not remain in Oman after retirement. The high concentration of expatriates in urban centers such as Muscat and North Batinah reflects economic hubs where labor demand is greatest.

## 1.2. Health

Oman's healthcare system has seen marked improvements in women's health outcomes over the past decades, particularly since the start of the economic renaissance. The country's high scores in the Health and Survival sub-index of the Global Gender Gap Index reflect a strong commitment to addressing gender disparities in this area. However, a deeper analysis reveals some nuances:

- **Women's Life Expectancy at Birth:** The slight increase from 78.7 years in 2010 to 78.9 years in 2022 suggests that while general health outcomes for women have improved, the pace of improvement may have slowed.
- **Maternal Mortality Rate:** The significant reduction in the maternal mortality rate, from 26.4 per 100,000 live births in 2010 to 17.1 in 2022, highlights advancements in maternal healthcare services. However, the slight increase between 2016 (13.4) and 2022 suggests a potential plateau or challenges in sustaining the earlier gains, possibly due to healthcare access disparities or regional inequalities within the country.
- **Fertility Rates:** The decline in the total fertility rate from 3.7 in 2010 to 2.3 in 2022, along with the fluctuating fertility rate of teenage girls, points to changing social norms around family size and greater access to family planning services. However, the relatively high rate of teenage pregnancies in 2016 (13.5) suggests the need for continued education and access to reproductive health services for young women<sup>6</sup>.

Oman's 96% score in the Health and Survival sub-index underscores the country's strengths in healthcare but also points to the need for continued focus on addressing the emerging health needs of women, particularly in reproductive health and age-related care.

## 1.3. Education

Education has been a cornerstone of Oman's national development strategy since the economic renaissance in 1970, leading to impressive gains in gender equality within this sector. The high scores in the Educational Attainment sub-index of the Global Gender Gap Index (95%) reflect

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<sup>6</sup> Omani Women Empowerment Guide, 2016. National Center for Statistics and information  
<http://nwm.unescwa.org/ar/resources/157>

near-parity between men and women in educational opportunities. However, the data also reveals areas that warrant further attention:

- **Illiteracy Rate Among Women:** The sharp decline from 19.39% in 2010 to 4.5% in 2022 reflects successful national literacy campaigns and expanded educational access for women. This is a crucial achievement, laying the groundwork for improved economic and social outcomes for women.
- **Literacy Rate Among Women:** The increase in literacy rates among women, from 80.61% in 2010 to 95.5% in 2022, indicates that nearly all women in Oman now have basic reading and writing skills, a critical foundation for further educational and professional development.
- **Enrollment Rates:** The consistently high enrollment rates across all educational levels highlight the effectiveness of policies aimed at ensuring girls remain in school. The near-universal enrollment in primary education (97% in 2022) and the significant increase in secondary education (from 55.38% in 2010 to 88.6% in 2022) suggest that Oman has largely succeeded in eliminating gender gaps in access to education.
- **Higher Education:** The percentage of women with secondary education or higher nearly doubled from 23.5% in 2010 to 47.27% in 2022, demonstrating the country's success in promoting higher education among women. However, the ratio of women to men with secondary education (0.95 in 2022) still suggests a slight disparity, which could be attributed to cultural factors or economic barriers that disproportionately affect women's ability to pursue higher education.

While Oman's educational achievements are commendable, there remains a need to focus on areas such as STEM (**Science, Technology, Engineering, and Mathematics**) education and vocational training for women, which are critical for bridging the gap in economic participation.

## 1.4. Social Participation

Women's social participation in Oman is reflected in their involvement in women's associations and community organizations. While there has been progress, the data points to challenges in expanding and deepening women's social engagement:

- **Women's Associations:** The increase in the number of women's associations from 54 in 2010 to 65 in 2022 indicates a growing platform for women's collective action and advocacy<sup>7</sup>. However, the relatively stable number of female members (around 10,000) suggests that while these associations are expanding in number, they may not be significantly increasing their reach or impact.
- **Membership and Engagement:** The stagnation in membership numbers could be indicative of barriers to participation, such as cultural norms, time constraints, or a lack of awareness about these associations. This highlights the need for targeted efforts to enhance the visibility and accessibility of women's organizations, as well as to ensure that they are addressing the evolving needs of women across different regions and social strata.

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<sup>7</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

Oman's social landscape suggests a need for more inclusive and diverse platforms that can engage women from all backgrounds, particularly in rural areas, where access to such networks may be more limited.

## 1.5. Economic Empowerment

The economic renaissance of Oman, which began in 1970, has been pivotal in transforming the country's economy and opening up new opportunities for its citizens. However, despite these advancements, economic participation remains one of the most significant challenges for gender equality in Oman. Despite some progress, as indicated by the 48% score in the Economic Participation and Opportunity sub-index, substantial gender disparities persist:

- **Workforce Participation:** The percentage of women in the workforce increased slightly from 26.84% in 2010 to 28.9% in 2022<sup>8</sup>. However, this participation rate remains low compared to global standards, reflecting persistent barriers such as cultural norms, workplace discrimination, and limited access to childcare.
- **Job Seeking and Employment:** The decrease in the rate of female job seekers from 50.98% in 2010 to 25% in 2022 may suggest improved employment opportunities for women or changing labor market dynamics. However, the ratio of female to male job seekers (3.2 in 2022) indicates that women are still disproportionately represented among job seekers, pointing to challenges in securing stable employment.
- **Leadership and Supervisory Roles:** The increase in the percentage of women in supervisory positions from 4.26% in 2010 to 8.5% in 2022 is a positive trend, but the overall representation remains low. The parity in the ratio of women to men in supervisory roles (1 in 2022) suggests some progress in leadership equality, but there is still a significant gender gap in higher-level decision-making positions.
- **Income Disparity:** The significant increase in the average monthly income of women, from 292.3 OMR in 2010 to 950 OMR in 2022, reflects improvements in economic opportunities for women. However, the persistent income disparity between men and women, despite women now earning more on average relative to men (with a ratio of 1.25), indicates ongoing challenges in achieving true economic parity<sup>9</sup>.

The data suggests that while Oman has made strides in improving women's economic opportunities, more targeted policies are needed to address the systemic barriers that prevent women from fully participating in the economy. This includes initiatives to support women entrepreneurs, increase access to childcare, and promote flexible work arrangements.

## 1.6. Political Participation

Political empowerment remains the area where Oman faces the most significant gender disparities, as reflected by the low score of 4% in the Political Empowerment sub-index. Women's representation in political decision-making bodies remains severely limited:

- **Representation in National Councils:** The slight increase in women's representation in the Oman Council (from 9.1% in 2010 to 10.2% in 2022) and the State Council (from 19.7%

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<sup>8</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

<sup>9</sup> Ibid 6.

in 2010 to 21% in 2022) indicates some progress, but these numbers remain far below global averages. The marginal increase in the Shura Council (from 1.2% in 2016 to 2.3% in 2022) highlights the challenges women face in gaining political representation<sup>10</sup>.

- **Municipal Councils:** The complete absence of women in municipal councils in 2022, after a brief increase to 3.5% in 2016, suggests a regression in local-level political participation. This could be attributed to cultural and tribal dynamics that influence societal attitudes toward women in leadership roles.
- **Leadership and Decision-Making:** The low representation of women in political leadership roles is a critical barrier to achieving gender equality in governance. Cultural and tribal factors play a significant role in shaping societal norms, often limiting women's opportunities to assume leadership positions. These deeply ingrained social structures can create an environment where women are less likely to be encouraged or supported in pursuing political careers.

Despite these challenges, it is important to recognize the progress Oman has made since the 1990s in incorporating a more progressive interpretation of women's rights into the country's laws and practices. Oman was among the first Gulf countries to grant women political rights and begin integrating them into government structures. Women have been allowed to vote and stand in elections for the Majlis al-Shura (Consultative Council) since 1994, initially with voting rights restricted to individuals approved by government leaders. Universal adult suffrage was introduced in 2003, marking a significant milestone in women's political participation.

Further progress was made in November 2007, when Sultan Qaboos appointed 14 women to the 70-member Majlis al-Dawla (State Council), the upper house of parliament, doubling the number of female members from 2004. These efforts reflect a gradual shift in the traditional image of women, as more women become visible in their roles as political candidates, leaders, and decision-makers.

## 1.7. UN Global Gender Gap Index

Oman's performance in the UN Global Gender Gap Index for 2022 highlights both achievements and areas needing improvement<sup>11</sup>:

- **Overall Global Gender Gap Index:** Oman scores 61%, indicating that nearly 40% of the gender gap remains to be closed. This score reflects moderate progress but also underscores the need for continued efforts across all sectors.
- **Educational Attainment Sub-index:** Oman scores 95%, indicating near parity in education. This is one of the country's strongest areas, reflecting successful policies and programs aimed at ensuring equal educational opportunities for women and men.
- **Health and Survival Sub-index:** Oman scores 96%, reflecting minimal gender disparities in health outcomes. The high score suggests that Oman has largely succeeded in providing equitable health services, although emerging challenges such as age-related health issues and reproductive health disparities still require attention.
- **Political Empowerment Sub-index:** Oman scores just 4%, revealing significant gender gaps in political participation. This is the area where Oman lags the most, with women severely underrepresented in political decision-making processes.

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<sup>10</sup> Ibid 6.

<sup>11</sup> UN Women (2024). <https://data.unwomen.org/arab-states/country/oman>.

- **Economic Participation and Opportunity Sub-index:** Oman scores 48%, highlighting ongoing challenges in achieving economic equality. While there have been improvements in women's workforce participation and income levels, significant barriers remain in areas such as leadership representation and wage parity.

## 2. Legal and Policy Framework

### 2.1. International Law

Oman operates under a monist legal system, where international treaties automatically become part of national law upon ratification and are enforceable domestically, as stipulated in Article 76 of the Basic Law of the State. Oman acceded to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 2006, but with certain reservations<sup>12</sup>. The country issued a general reservation to all CEDAW provisions that are not in line with Sharia law. Specifically, Oman has maintained reservations on Article 9(2) (equal rights regarding nationality), Article 15(4) (freedom of movement and choice of residence and domicile), Article 16(a), (c), (f) (equality in marriage and family life), and Article 29(1) (administration of the convention and arbitration in case of disputes). These reservations are periodically reviewed. Oman has committed to lifting its reservation on Article 15(4), and this decision is currently being implemented according to the procedures outlined in the Basic Law of the State.

### 2.2. Constitution (Basic Law of the State)

Article 2 of the Basic Law of the State declares Islam as the official religion of Oman and establishes Sharia as the foundation for all legislation<sup>13</sup>. Several articles within the Basic Law are particularly relevant to the protection against gender-based violence (GBV):

- **Social Principles:** The Constitution upholds justice, equality, and equal opportunities as fundamental social principles (Article 12).
- **Family Protection:** The family is recognized as the cornerstone of society, and the law provides for the protection of the family, ensuring its legal structure, strengthening its bonds and values, offering care for its members, and fostering an environment conducive to the development of their talents and capabilities (Article 12).
- **Equality Before the Law:** All citizens are considered equal under the law, with equal public rights and duties. Discrimination on the basis of gender, origin, color, language, religion, sect, domicile, or social status is prohibited (Article 17).

### 2.3. Domestic Law

The key laws related to gender justice in Oman include:

- Civil Pension Fund Law, Royal Decree 26/86<sup>14</sup>

<sup>12</sup> United Nations Population Fund (2018). Gender Justice & the Law: Oman.

<https://arabstates.unfpa.org/en/publications/gender-justice-law-oman>

<sup>13</sup> <https://decree.om/2021/rd20210006/>

<sup>14</sup> <https://decree.om/2023/rd20230050/>

- Social Insurance Law, Royal Decree 72/91<sup>15</sup>
- Personal Status Law, Royal Decree 32/97<sup>16</sup>
- Criminal Procedures Law, Royal Decree 97/99<sup>17</sup>
- Civil and Commercial Procedures Law, Royal Decree 29/2002<sup>18</sup>
- Labour Law, Royal Decree 35/2003<sup>19</sup>
- Civil Service Law, Royal Decree 120/2004<sup>20</sup>
- Mediation and Reconciliation Law, Royal Decree 98/2005<sup>21</sup>
- Law on Combating Trafficking in Persons, Royal Decree 126/2008<sup>22</sup>
- Civil Transaction Law, Royal Decree 29/2013<sup>23</sup>
- Child Law, Royal Decree 22/2014<sup>24</sup>
- Nationality Law, Royal Decree 38/2014<sup>25</sup>
- Penal Code, Royal Decree 7/2018<sup>26</sup>

## 2.4. Criminal Law

Oman's criminal laws outline various protections and restrictions that impact women's rights and gender equality. While some laws aim to safeguard individuals, there are notable areas where protections are lacking, particularly concerning gender-based violence and women's autonomy. Key provisions include:

- **Domestic Violence:** Oman does not have specific legislation addressing domestic violence, leaving a gap in protection for victims.
- **Abortion for Rape Survivors:** Abortion is prohibited under Articles 315–318 of the Penal Code, including for women who have been raped.
- **Female Genital Mutilation/Cutting (FGM/C):** There is no legal prohibition against FGM/C. However, a policy directive bans the practice in government institutions.
- **Marital Rape:** Marital rape is not recognized as a criminal offense, highlighting a significant gap in legal protections for women.
- **Sexual Harassment:** While there is no specific offense for sexual harassment, indecent acts or gestures toward women and girls are criminalized under Article 266 of the Penal Code.
- **Human Trafficking:** Oman enacted a comprehensive Anti-Trafficking Law in 2008, addressing various forms of human trafficking.
- **Sexual Orientation:** Homosexual conduct between consenting adults is criminalized under Articles 261–262 of the Penal Code.

<sup>15</sup> <https://decree.om/1991/rd19910072/>

<sup>16</sup> <https://decree.om/1997/rd19970032/>

<sup>17</sup> <https://decree.om/1999/rd19990097/>

<sup>18</sup> <https://decree.om/2002/rd20020029/>

<sup>19</sup> <https://decree.om/2003/rd20030035/>

<sup>20</sup> <https://decree.om/2004/rd20040120/>

<sup>21</sup> <https://decree.om/2005/rd20050098/>

<sup>22</sup> <https://decree.om/2008/rd20080126/>

<sup>23</sup> <https://decree.om/2013/rd20130029/>

<sup>24</sup> <https://decree.om/2014/rd20140022/>

<sup>25</sup> <https://decree.om/2014/rd20140038/>

<sup>26</sup> <https://decree.om/2018/rd20180007/>



- **Rape (excluding marital rape):** Article 257 of the Penal Code criminalizes rape, defining it as "sexual intercourse with a male or female outside of marriage without consent," punishable by imprisonment from ten to 15 years.
- **Honour Crimes:** There is no specific provision in the Penal Code for reduced penalties for perpetrators of 'honour' crimes. The provision allowing for such reductions was repealed by Royal Decree No. 72/2001.
- **Sex Work and Anti-Prostitution Laws:** Prostitution is prohibited under Articles 255–256 of the Penal Code.
- **Exoneration by Marriage:** Oman does not have a "marry-your-rapist" law.
- **Adultery:** Adultery is an offense under Article 259 of the Penal Code.

## 2.5. Personal Status Law

The Personal Status Law comprises 282 articles that outline women's rights, emphasizing the importance of adhering to Sharia, which mandates that women are granted their full rights. The law is primarily based on Sharia principles, which guide the rights and responsibilities of individuals within the family structure. Below are key provisions of the Personal Status Law:

- **Marriage and Divorce:** The law mandates that husbands must provide financial maintenance for their wives, while wives owe obedience to their husbands. Husbands can divorce their wives through repudiation (talaq), while wives can seek divorce on specified grounds. Additionally, wives have the option to pursue a khul'a divorce, where they can dissolve the marriage without needing to provide reasons, provided they forgo certain financial rights.
- **Male Guardianship Over Women:** A woman requires the permission of a marriage guardian (wali) to marry. The guardian must complete the marriage with the woman's consent. Royal Decree 55/2010 introduced significant reforms, preventing a guardian from obstructing a woman's decision to marry her chosen husband. If necessary, the state is empowered to act as a guardian to facilitate the marriage.
- **Minimum Age of Marriage:** The minimum legal age for marriage is set at 18 for both males and females under Article 7 of the Personal Status Law. However, a judge may grant permission for the marriage of individuals under 18 if it is determined that the marriage would be beneficial.
- **Polygamy:** Polygamy is legally permitted under the Personal Status Law, allowing a man to have more than one wife, in accordance with Sharia principles.
- **Custody of Children:** Following a divorce or separation, the mother is granted custody of her son until he reaches the age of seven and her daughter until she reaches puberty. This provision emphasizes the role of the mother in the early upbringing of children.
- **Inheritance:** The law outlines the rules of inheritance according to Sharia principles. Women are entitled to inherit; however, the law stipulates that daughters typically receive half the share of inheritance compared to sons. This reflects the traditional distribution of inheritance under Islamic law.

### Additional Key Provisions:

The Personal Status Law comprises 282 articles that outline women's rights, emphasizing the importance of adhering to Sharia, which mandates that women are granted their full rights. Key provisions of the law include:



- **Marriage Permission (Article 10/B):** A judge is authorized to grant permission for a woman over the age of 18 to marry if her guardian's refusal is deemed unjustified.
- **Dowry Rights (Article 23):** The law stipulates that dowry is a woman's right, and she has the freedom to spend it as she wishes. Any conditions that violate this right are considered void.
- **Financial Obligations of Husbands (Article 37, Items 1 and 3, and Article 49):** The law obliges husbands to financially support their wives, regardless of the wife's financial status. Additionally, a woman retains the right to keep her maiden name after marriage.
- **Property Rights (Article 37, Item 4):** Women have the right to manage their personal property independently, as they see fit.
- **Right to Divorce (Article 82):** A woman is entitled to seek a divorce without providing reasons, provided this right is included in the marriage contract. In other cases, a woman may petition the court for divorce under specific circumstances, such as:
  - If the husband has an incurable disease that persists for over a year (Article 98).
  - If the husband fails to pay the dowry, does not fulfill the marital union, or if marital life becomes untenable (Article 101).
  - If the husband is missing or has been imprisoned for a period of no less than three years, with at least one year having passed since the request for divorce (Article 111).
- **Child Custody (Articles 125-137):** In the event of a divorce, the mother's right to child custody takes precedence over the father's.

Furthermore, the Social Security Law provides that Omani women without a guardian are entitled to pensions under certain conditions, such as:

- **Divorced Women:** Under the age of 60, who have not remarried and lack a regular income.
- **Widows:** Under the age of 60, who have not remarried after their husband's death and lack a regular income.
- **Deserted Women:** Those who have been deserted by their husbands for more than a year and are unable to contact them.
- **Unmarried Women:** Between the ages of 18 and 60, who have never married and lack a regular income.

## 2.6. Labour Law

Oman's labour laws establish the rights and responsibilities of both employers and employees, aiming to create a fair and regulated work environment. These laws include important protections, particularly for women in the workforce, though there remain areas for further improvement, especially in extending protections to domestic workers and addressing gender-specific challenges. Key provisions of Oman's labour laws include the following:

- **Dismissal Due to Pregnancy:** Article 84 of the Labour Law prohibits employers from dismissing women on the grounds of pregnancy, safeguarding their employment during this critical period.
- **Equal Pay for Equal Work:** Article 80 of the Labour Law mandates that women and men must receive equal pay for the same work, ensuring wage parity across genders.

- **Paid Maternity Leave:** The Labour Law provides women with 50 days of paid maternity leave, funded by the employer. However, this duration falls short of the ILO standard of 14 weeks.
- **Guardianship of Children:** Fathers are recognized as the sole legal guardians of their children, which highlights a gender-specific approach in family law that impacts women's roles in the household.
- **Domestic Workers:** Domestic workers are not covered by the general protections of the Labour Law. Instead, their employment is governed by Ministerial Decision No. 189/2004, issued by the Minister of Manpower, and Ministerial Decision No. 1/2011, which regulate the recruitment agencies involved in employing domestic workers.
- **Legal Restrictions on Women's Employment:** The Labour Law includes regulations that impose legal restrictions on women's employment in certain jobs deemed arduous or hazardous. Additionally, women are generally prohibited from night work, except in specific roles defined by the Minister.

## 2.7. Institutional Framework for Gender Equality and Women's Empowerment in Oman

The Government of Oman has established a robust institutional framework to address gender issues and promote women's empowerment, with the Ministry of Social Development (MoSD) at the forefront. Since its establishment in 1972, MoSD has played a pivotal role in advancing gender equality through policies and programs aimed at fostering social inclusion, economic participation, and the protection of women's rights.

A key entity within MoSD is the Directorate for Women's Affairs, which was founded under Ministerial Decision No. (32/84) as part of the General Directorate of Family Development. The directorate is tasked with developing and implementing strategies that enhance women's participation in social, economic, and political spheres. It works in coordination with government bodies, civil society organizations, and international partners to mainstream gender-sensitive policies and create opportunities for women's empowerment. The directorate operates through two specialized divisions: the Programs Division, which designs and executes initiatives to support women's development, and the Awareness and Education Division, which focuses on raising awareness and providing educational programs to strengthen women's skills and leadership capacities.

Oman has also taken significant steps in aligning its national policies with international commitments. The country ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) under Royal Decree No. (42/2005) and officially deposited its accession document in February 2006. Following its accession, Oman established a National Committee to oversee the implementation of the convention, as per Ministerial Decision (348/2005), later amended by Ministerial Decision (130/2009). This committee includes consultants, experts, and specialists from various government and civil society entities. It was restructured in 2012 under Ministerial Decision (297/2012) to include representatives from the National Human Rights Commission, the Oman Women's Association, and other specialized organizations.

To support the implementation of CEDAW, several subcommittees were formed:

- Legal Committee – Focused on reviewing legal frameworks and ensuring compliance with CEDAW.
- Research and Studies Committee – Conducts studies and analysis on gender equality.
- Education, Health, and Labor Committee – Oversees policies related to education, healthcare, and employment for women.
- Media Committee – Promotes awareness of women's rights and gender equality in Oman.

The National Committee is responsible for:

- Monitoring and implementing CEDAW provisions and ensuring their activation in national policies.
- Raising public awareness and engaging relevant stakeholders on women's rights as per the convention.
- Preparing periodic reports on measures taken in Oman to implement the convention.

In this regard, Oman has published multiple national reports on CEDAW implementation, the most recent being the Fourth National Report on the Implementation of CEDAW, prepared by the CEDAW Implementation Follow-up Committee in 2022<sup>27</sup>. The report, finalized in August 2023, provides a comprehensive overview of the progress made in eliminating gender discrimination and ensuring women's full participation in social and economic development. It also highlights ongoing challenges and recommendations for further improvements in gender policies.

In addition to CEDAW, Oman participates in several regional and international women's organizations, including:

- Arab Women's Committee (League of Arab States)
- Arab Women Organization
- UN Economic and Social Commission for Western Asia (ESCWA) Women's Committee
- Steering Committee for the National Strategy on the Advancement of Omani Women
- Omani Women's Day (October 17) Committee

Despite these efforts, challenges remain in achieving full gender parity. Gaps in capacity and legal enforcement, particularly in areas like labor laws, wage equality, and women's leadership representation, still hinder progress. Financial constraints and the limited implementation of gender-responsive budgeting impact the effectiveness of empowerment initiatives. Moreover, cultural and social norms continue to influence women's participation in certain sectors, particularly in STEM fields and leadership roles. Additionally, the lack of comprehensive gender-disaggregated data makes it difficult to assess progress and tailor policies effectively.

To address these challenges, Oman is working to strengthen gender mainstreaming mechanisms across all institutions, increase funding and resources for women's programs, and promote

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<sup>27</sup> <https://portal.mosd.gov.om/webcenter/content/conn/WebCenterSpaces-ucm/path/Enterprise%20Libraries/MOSDExternalPortal/MinistrySectors/Familydevelopmentsector/Familydevelopmentsector/womans/pdf/reportar.pdf>

leadership opportunities for women in decision-making positions. Enhancing partnerships between public and private sectors, expanding women's access to entrepreneurship support, and developing more targeted economic empowerment initiatives are key priorities moving forward.

Through its policies, programs, and institutional structures—particularly the Directorate for Women's Affairs—Oman continues to reinforce its commitment to gender equality and women's empowerment, ensuring that women have the resources, skills, and opportunities needed to contribute fully to the nation's progress.

## 2.8. Recent Achievements in Women's Rights and Empowerment in Oman

Oman has made significant strides in advancing women's rights and empowerment, with a strong focus on ensuring gender equality and increasing women's participation in various aspects of society. These achievements are rooted in legal frameworks, leadership commitment, national strategies, and targeted programs designed to support women's active role in the nation's development. The following highlights key milestones that reflect Oman's dedication to promoting women's rights and empowerment:

1. **Equal Rights Under the Law:** The Basic Law of the State of Oman enshrines the principle of equality between men and women, ensuring that women have the same rights as men across various aspects of life. This legal framework emphasizes social justice and guarantees women full rights to education, work, and employment on an equal footing with men. These provisions create a legal foundation that supports women's empowerment and participation in society.
2. **Leadership Commitment to Women's Empowerment:** In his historic address on 23 February 2020, His Majesty Sultan Haitham Bin Tarik reaffirmed the nation's commitment to women's rights. He emphasized that the participation of all citizens, including women, is essential for shaping the present and future of the country. Sultan Haitham declared his determination to ensure that women enjoy their rights as guaranteed by law and that they work alongside men in various fields to contribute to national development. This commitment from the highest level of leadership underscores the importance of women's empowerment in Oman's national agenda.
3. **National Strategies Focused on Women's Empowerment:** Oman has developed comprehensive national strategies to promote women's empowerment, most notably through the Social Action Strategy (2016–2025) implemented by the Ministry of Social Development. This strategy serves as a general reference framework and integrates a gender perspective across six key goals: social protection, social welfare, family and community development, rights of persons with disabilities, civil society engagement, and institutional support. Gender indicators and gender-responsive budgeting are central to the action plans associated with this strategy, ensuring that women's needs are addressed and their participation in the sustainable development process is promoted.
4. **Progress in Women's Representation and Decision-Making:** Omani women have made significant strides in gaining representation in decision-making roles at both national and international levels. Women hold important positions in government, including 15 seats on the State Council, where one woman serves as the First Vice-President. Additionally, women have secured representation in the Shura Council, with two women winning seats in the

2019–2023 term. This progress reflects the increasing visibility and influence of women in Oman's political landscape.

5. **Increased Government Appointments:** The reconstitution of the Council of Ministers in August 2020, under Decree No. 111 of 2020, marked a significant milestone for women's representation in government. Three women were appointed as members of the Council of Ministers, and under Royal Decree No. 113 of 2020, one woman was appointed as the head of an authority, while three others were appointed to the role of Under-Secretary. These appointments highlight the government's commitment to integrating women into high-level decision-making positions.
6. **Active Electoral Participation:** Women's participation in the electoral process has also seen substantial progress. In the ninth term (2019–2023) of the Shura Council elections, women accounted for 47.3 percent of the total number of eligible voters, with 337,543 women registered to vote out of 713,335 total voters. Despite the challenges, women successfully secured two seats in the Shura Council, demonstrating their growing influence and engagement in the political process. Women also hold a share of seats on municipal councils, further contributing to local governance.
7. **Legal Protections Against Violence:** Oman has taken steps to protect women from violence and ill-treatment through its domestic legislation. The Criminal Code and the Children's Code explicitly prohibit verbal, physical, and other forms of violence against women. Women who experience violence have the right to seek legal protection through the courts, and they receive free healthcare services provided by the State. These legal protections are crucial in ensuring women's safety and well-being, although continued efforts are needed to address all forms of gender-based violence comprehensively.
8. **Collaborative Programs for Women's Empowerment:** The Omani Government, in partnership with civil society associations focused on women's affairs, has implemented a range of programs aimed at enhancing the political and economic empowerment of women. These programs are designed to build women's capacity, increase their participation in public life, and support their economic independence. The collaboration between the government and civil society is essential in creating an enabling environment for women to thrive and contribute meaningfully to the country's development.
9. **Social Security and Support for Women:** The Social Security Law in Oman provides crucial financial support to women in various circumstances, recognizing their unique needs and challenges. Divorced women under the age of 60 who have not remarried and lack a regular income are eligible for pensions, ensuring they have financial security. Similarly, widows under the age of 60 who have not remarried after their husband's death are also entitled to pensions. Women who have been deserted by their husbands for more than a year and cannot reach them, as well as unmarried women between the ages of 18 and 60 who have never married and lack a regular income, are all eligible for social security benefits. These provisions reflect the government's commitment to supporting women in vulnerable situations.

### 3. Gender Dynamics in the Project Context

#### 3.1. Division of Labor among Women and Men in the Project Area

The division of labor in Oman demonstrates a clear gender-based distribution of roles and responsibilities, reflecting deep-rooted cultural norms and socio-economic factors that influence the participation of women and men in various sectors. **In the overall workforce, which totals 2,509,123 individuals, men make up 82.1% (2,059,872), while women constitute only 17.9%**

(449,251)<sup>28</sup>. This significant underrepresentation of women, comprising less than one-fifth of the total labor force, is indicative of broader gender disparities that limit women's participation in the workforce. These disparities are influenced by societal expectations, the burden of unpaid care work, and limited access to childcare services, all of which disproportionately affect women and their ability to engage fully in the labor market.

### 3.1.1. Sectoral Distribution

In Oman, the distribution of the workforce across different sectors highlights varying degrees of gender disparity, shaped by both societal norms and the nature of the work involved (Table 1). The following analysis breaks down the representation of women across the government, private, and family sectors, revealing distinct patterns of employment and the challenges women face in each area:

- **Government Sector:** Women represent 27.4% of the workforce in the government sector. This relatively higher proportion reflects the government's efforts to promote gender equality in public employment, where women are engaged in roles within education, healthcare, and public administration.
- **Private Sector:** In contrast, the private sector shows a significant gender disparity, with women constituting only 9.3% of the workforce. This sector includes industries like construction, manufacturing, and technology, which are traditionally male-dominated. Women in the private sector often face barriers such as workplace discrimination, limited access to flexible working arrangements, and challenges related to balancing work and family responsibilities.
- **Family Sector:** The Family Sector, which includes domestic and caregiving roles, exhibits a more balanced gender distribution, with women comprising 49.2% of the workforce. This sector largely involves informal, low-paid work, typically carried out within private households. While essential to the functioning of many families, these roles are often undervalued and lack legal protections and job security.

Table 1: Sectoral Distribution of Female Workers in Oman (2022)<sup>29</sup>

Sector	Total Workers	Men	Women	Women's Share (%)
Government Sector	407,494	295,944 (72.6%)	111,550 (27.4%)	27.4%
Private Sector	1,742,955	1,581,704 (90.7%)	161,251 (9.3%)	9.3%
Family Sector	358,674	182,224 (50.8%)	176,450 (49.2%)	49.2%

### 3.1.2. Educational Attainment

Women show a stronger representation in higher education categories compared to their overall workforce participation, particularly at the Bachelor's and Master's levels. This trend suggests that education is a critical pathway for women to enter the workforce and achieve economic empowerment. However, despite higher educational qualifications, women remain

<sup>28</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

<sup>29</sup> National Center for Statistics and Information (2024). <https://data.gov.om/>

underrepresented in many sectors, indicating potential barriers to translating education into workforce participation and career advancement (Table 2).

Table 2: Educational Attainment Comparison Between Men and Women in Oman (2022)<sup>30</sup>

Education Level	Men	Women	Women's Share (%)
Illiterate	14,291 (69.6%)	6,238	30.4%
Read and Write	539,671 (83.3%)	108,484	16.7%
Bachelor's or Equivalent	191,001 (63.4%)	110,282	36.6%
Master's or Equivalent	20,508 (66.4%)	10,398	33.6%
Ph.D.	4,902 (72.4%)	1,869	27.6%

### 3.2. Women's Employment in Key Project Partner Agencies for the project implementation

Women play an increasingly significant role in Oman's workforce, contributing to various sectors, including environmental management, meteorology, emergency response, and finance<sup>31</sup>. Their involvement in technical and administrative roles within key agencies responsible for the Multi-Hazard Early Warning System (MHEWS) reflects the country's progress toward gender inclusion, though disparities remain in certain fields.

At the Environment Authority, women contribute to environmental policy development, biodiversity conservation, and climate adaptation initiatives. Their overall representation within the organization stands at approximately 20% (~100 women), with a higher proportion in administrative roles at 25% (~70 women), while their participation in technical functions, such as environmental monitoring and field assessments, remains lower at 15% (~30 women).

The Directorate General of Meteorology within the Civil Aviation Authority employs women in roles related to weather forecasting, climate data analysis, and policy planning. While the meteorological sector has historically been male-dominated, increasing numbers of women have entered administrative roles, making up around 25% (~40 women) of non-technical staff. In contrast, their participation in technical areas such as climate modeling and meteorological observations remains at 10% (~15 women), contributing to an overall female workforce representation of 15% (~55 women) within the agency.

In the field of disaster risk management, the National Center for Emergency Management (NCEM) and the Civil Defence and Ambulance Authority (CDAA) play critical roles in coordinating emergency response and crisis management efforts. Women at NCEM engage in disaster risk reduction strategies, policy planning, and emergency preparedness coordination, comprising approximately 10% (~20 women) of the workforce. Their presence is higher in administrative roles at 15% (~12 women), while their participation in field-based emergency operations and technical crisis management is lower, around 7% (~8 women).

<sup>30</sup> Ibid 26.

<sup>31</sup> All figures provided are rough estimates and not based on official statistics or government-released data. They are intended to offer a general sense of gender representation across key project partner agencies.



A similar trend exists within the CDAA, where female employees represent only 8% (~25 women) of the workforce, with 12% (~18 women) working in administrative positions and 5% (~7 women) in operational and technical capacities such as search and rescue, fire response coordination, and ambulance services. The physically demanding nature of emergency response work contributes to the lower levels of female participation in these areas.

In contrast, the Ministry of Finance has seen higher levels of female engagement, particularly in policy development, economic planning, and financial decision-making. Women comprise approximately 35% (~180 women) of the total workforce, with 45% (~120 women) in administrative positions, including roles in financial management, investment analysis, and policy coordination. Technical functions, such as financial modelling, climate risk assessment, and investment planning for disaster resilience, also show higher female participation than in other technical fields, reaching 20% (~60 women).

Despite progress in gender inclusion across these agencies, challenges persist in achieving equal representation, particularly in technical and field-based roles. The underrepresentation of women in meteorology, emergency response, and climate science reflects broader structural and cultural barriers that influence career choices and recruitment patterns. Limited access to gender-disaggregated data makes it difficult to assess the full scope of women's contributions and inform workforce development strategies.

Efforts to expand opportunities for women in these sectors focus on professional development programs, capacity-building initiatives, and policies that encourage greater female participation in STEM fields. Increasing access to specialized training in meteorology, emergency response management, and environmental sciences could further bridge the gender gap in technical roles. Strengthening workplace policies to support career advancement for women in leadership positions would also contribute to a more inclusive and diverse workforce within Oman's early warning and disaster management institutions.

Women's growing engagement across these agencies highlights their potential to contribute to climate resilience, disaster preparedness, and sustainable development. As efforts continue to integrate gender considerations into workforce planning, their participation will play an essential role in enhancing Oman's ability to respond to environmental and climate-related challenges.

### 3.2. Division of Labor between Omani and Expatriate Women

The composition of the female workforce in Oman, as detailed in Table 3, reveals significant insights into the roles and representation of Omani and expatriate women within the broader labor market. The analysis explores these dynamics and their implications for workforce participation, economic opportunities, and gender equity. The total number of female workers in Oman is **449,251**, which represents **100%** of the female workforce. Of these, **231,745** are Omani women, making up **51.58%** of the female workforce, while **217,506** are expatriate women, accounting for **48.42%**. Omani women constitute slightly more than half of the female workforce, indicating their increasing participation in the formal economy. However, the substantial representation of expatriate women highlights the critical role they play in Oman's labor market, particularly in specific sectors such as domestic work, healthcare, and services.



Table 3: Composition of Female Workforce by Nationality in Oman (2022)<sup>32</sup>

Category	Number of Female Workers	Percentage of Female Workforce
Total Female Workers	449,251	100%
Omani Females	231,745	51.58%
Expatriate Females	217,506	48.42%

### 3.2.1. Sectoral Distribution

The distribution of female workers across different sectors reveals distinct patterns based on nationality, reflecting broader socio-economic dynamics (Table 4):

- **Government Sector:** The government sector employs **111,550** women in total, with **95,652** (approximately 85.8%) being Omani women and **15,898** (14.2%) being expatriate women. This heavy representation of Omani women in the government sector reflects targeted national policies aimed at increasing female participation in public employment. These roles, often in education, healthcare, and public administration, are more accessible to educated Omani women, supported by government initiatives to enhance gender equality in public employment.
- **Private Sector:** In the private sector, the total number of female workers is **161,251**, with **115,599** (71.7%) being Omani and **45,652** (28.3%) being expatriate women. While Omani women are more prevalent in the private sector, particularly in professional roles within education, healthcare, and retail, expatriate women tend to occupy lower-paid, less secure jobs. These positions often involve clerical work, sales, and lower-skilled service roles, highlighting the different levels of opportunity and job security available to Omani and expatriate women within this sector.
- **Family Sector:** The family sector shows a stark contrast, with **176,450** women employed in this sector, of which **155,956** (88.4%) are expatriate women and only **20,494** (11.6%) are Omani women. Expatriate women dominate this sector, taking on roles primarily in domestic work and caregiving. These jobs, while crucial to the functioning of many Omani households, are typically low-wage, lack formal legal protections, and come with challenging working conditions. The minimal participation of Omani women in this sector reflects their greater access to formal employment opportunities, leaving domestic roles to expatriate workers.

The sectoral distribution clearly shows that Omani women are predominantly employed in government and private sectors, which offer more stable and better-paying jobs, often requiring higher educational qualifications. In contrast, expatriate women are overwhelmingly concentrated in the family sector, where jobs are less secure and often poorly compensated.

Table 4: Sectoral Distribution of Female Workers in Oman (2022)<sup>33</sup>

Sector	Total Female Workers	Omani Females	Expatriate Females
Government Sector	111,550	95,652	15,898
Private Sector	161,251	115,599	45,652
Family Sector	176,450	20,494	155,956

<sup>32</sup> Ibid 26.

<sup>33</sup> Ibid 26.

disparity highlights the different roles that Omani and expatriate women play within the private sector, influenced by their educational background and socio-economic status.

### 3.2.2. Educational Attainment

The educational attainment levels of the female workforce reveal a significant divide between Omani and expatriate women, which influences their employment opportunities and sectoral distribution (Table 5):

- **Illiterate and Basic Literacy Levels:** 6,238 female workers in Oman are classified as illiterate, representing 1.39% of the female workforce. Of these, 620 are expatriate women, indicating a small but notable segment of the workforce with minimal educational attainment. Additionally, 108,484 women fall into the "Read and Write" category, accounting for 24.15% of the female workforce, with 100,214 of these being expatriate women. This suggests that a significant portion of expatriate women are employed in lower-skilled, lower-paying jobs, where formal education is less of a requirement.
- **Intermediate Educational Levels:** 80,855 women have less than a general diploma, making up 18.00% of the female workforce. Among them, 47,475 are expatriate women. Furthermore, 96,897 women hold a general diploma, representing 21.57% of the female workforce, with 29,172 being expatriate women. These women are likely to occupy mid-level positions in sectors such as retail, clerical work, and services.
- **Higher Educational Levels:** 110,282 women hold a bachelor's degree or equivalent, accounting for 24.55% of the female workforce. This group includes 83,940 Omani women and 26,342 expatriate women. The substantial number of Omani women with bachelor's degrees reflects the success of educational initiatives aimed at increasing female participation in higher education. Additionally, 10,398 women have a master's degree or equivalent, making up 2.31% of the female workforce, with 8,308 being Omani women and 2,090 expatriate women. Interestingly, 1,869 women hold a Ph.D., representing 0.42% of the female workforce, with 862 being Omani and 1,007 being expatriate women. The relatively high number of expatriate women with Ph.D.s suggests that while many expatriate women are employed in highly specialized and skilled roles, particularly in sectors like healthcare and academia.
- **Other Educational Categories:** 5,054 women fall into the "Not Stated" category for education, representing 1.12% of the female workforce. Of these, 4,122 are expatriate women. This category likely includes those whose educational qualifications were not formally recorded or verified, possibly due to their employment in informal sectors or lower-skilled positions.

The educational attainment data highlights the stark contrast between Omani and expatriate women in the workforce. Omani women are more likely to have higher education degrees, which facilitates their access to better-paying, more secure jobs in the government and private sectors. In contrast, a significant portion of expatriate women have lower educational qualifications, correlating with their concentration in lower-skilled, lower-paying jobs, particularly in the family sector.

Table 5: Educational Attainment of Female Workers in Oman (2022)<sup>34</sup>

Education Level	Total Female Workers	Percentage of Female Workers	Omani Females	Expatriate Females
Illiterate	6,238	1.39%	-	620
Read and Write	108,484	24.15%	-	100,214
Less than General Diploma	80,855	18.00%	-	47,475
General Diploma	96,897	21.57%	-	29,172
Diploma or Equivalent	29,174	6.49%	-	6,464
Bachelor's or Equivalent	110,282	24.55%	83,940	26,342
Master's or Equivalent	10,398	2.31%	8,308	2,090
Ph.D.	1,869	0.42%	862	1,007
Not Stated	5,054	1.12%	-	4,122

### 3.2.3. Economic and Social Implications

The division of labor between Omani and expatriate women in Oman has profound economic and social implications, reflecting broader issues of equity, dependency, and workforce mobility. This section delves deeper into these implications, highlighting the structural challenges and potential pathways for reform.

#### 3.2.3.1. Economic Contribution and Dependency

Expatriate women, particularly those employed in the family sector, play a crucial role in the Omani economy. They provide essential services such as domestic work, childcare, and elderly care, which are vital for the day-to-day functioning of many Omani households. These services enable Omani women to participate in the formal workforce, pursue education, and engage in economic activities outside the home. The economic contribution of expatriate women in this sector, though often undervalued, is significant as it supports the broader labor market by facilitating the dual-income household model that is increasingly common in Oman.

However, this reliance on expatriate women for domestic and caregiving roles highlights a structural dependency on low-paid labor. Expatriate women in these roles often face challenging working conditions, including long hours, limited legal protections, and inadequate access to social security benefits. Their employment is frequently governed by the Kafala system, which ties their residency to their employer, limiting their freedom and bargaining power. This dependency on undervalued labor has broader implications for social equity, as it perpetuates a system where certain segments of the workforce are systematically marginalized.

The undervaluation of the work performed by expatriate women, especially in the family sector, raises critical questions about social equity and labor rights. The fact that these women are often paid less and have fewer rights than their Omani counterparts reflects broader disparities within the labor market. This situation is further exacerbated by the fact that many expatriate women come from economically disadvantaged backgrounds, often from countries with weaker labor

<sup>34</sup> Ibid 26.

protections. Addressing these disparities will require a re-evaluation of the labor laws and policies that govern the employment of expatriate women, particularly those in low-skilled sectors.

### **3.2.3.2. Educational and Sectoral Disparities**

The roles and sectors in which Omani and expatriate women are employed reflect significant differences in educational attainment and opportunities for upward mobility. While Omani women, who generally have higher levels of education, are more likely to be employed in professional and administrative roles within the government and private sectors, expatriate women are concentrated in lower-paid, less secure jobs, particularly in the family sector. This division not only underscores the disparities in access to education and formal employment opportunities but also highlights the barriers that prevent expatriate women from advancing within the labor market.

The barriers to upward mobility for expatriate women are further entrenched by restrictive labor laws and the Kafala system. This sponsorship system ties the residency status of expatriate workers to their employers, severely restricting their ability to change jobs or negotiate better working conditions. As a result, expatriate women, particularly those in lower-skilled jobs, often find themselves trapped in exploitative work arrangements with limited opportunities for career progression. This system not only limits the economic potential of expatriate women but also reinforces the socio-economic hierarchies that exist within the labor market.

In addition to legal and structural barriers, expatriate women often have limited access to professional development opportunities that could facilitate upward mobility. Unlike their Omani counterparts, who may benefit from government-sponsored training programs and educational subsidies, expatriate women are less likely to have access to such resources. This lack of access to professional development perpetuates their concentration in low-skilled jobs and limits their ability to transition to more skilled, better-paying roles. For those expatriate women who do possess higher educational qualifications, the lack of recognition of foreign degrees and the limited availability of skilled job opportunities further restrict their upward mobility.

## **3.3. Gender Vulnerabilities and Capacities**

In Oman, the impacts of climate change are becoming increasingly evident, with rising temperatures, more frequent and severe cyclones, and unpredictable rainfall patterns. As the country enhances its climate resilience, EWS play a critical role in reducing vulnerability to these extreme weather events. However, the effectiveness of these systems is closely tied to how well they address the specific needs and capacities of different gender groups. This section examines the gendered dimensions of vulnerability and adaptive capacity in Oman, particularly in the context of early warning systems, with a focus on both Omani and expatriate women.

### **3.3.1. Differences in Men's and Women's Vulnerability and Adaptive Capacity to Climate Change in Oman**

#### **3.3.1.1. Vulnerability Differences**

Climate change has a profound and multifaceted impact on women, particularly in developing regions such as Oman, where socio-economic and cultural factors exacerbate their vulnerability. Women in Oman, including expatriate women, face heightened risks due to their economic

dependency, limited access to education, and restricted mobility, which hinder their ability to manage climate-related risks effectively :

- **Livelihoods:** In rural areas of Oman, Omani women are often engaged in agriculture, livestock management, and natural resource collection—sectors that are highly sensitive to climate change. Expatriate women, on the other hand, are predominantly employed in domestic work and other low-paying sectors. These jobs are often precarious and offer little protection against the impacts of climate change, such as job loss during extreme weather events. Disruptions caused by extreme weather events, such as droughts or floods, can severely threaten the economic stability of these women. For expatriate women, who often work in informal or unprotected sectors, the loss of employment due to climate events can be devastating, as they may lack access to social safety nets and legal protections.
- **Health and Safety:** The physical and psychological impacts of extreme weather events are disproportionately felt by women and children due to their traditional roles in the household and caregiving. During Cyclone Shaheen in October 2021, these vulnerabilities were starkly highlighted. A study involving 440 participants conducted three to six months after the cyclone found that 79.3% of participants had their houses directly damaged, and 90.7% had their outside properties damaged<sup>35</sup>. Women, particularly those from lower socioeconomic backgrounds, reported significantly higher levels of psychological distress compared to men. For expatriate women, the situation is often worse due to their limited access to mental health services and their vulnerable legal status, which may prevent them from seeking help or resources during and after disasters.
- **Coastal Areas:** The increasing population in Oman's coastal areas, which are particularly vulnerable to cyclones, further amplifies the risks faced by women living in these regions. Women in coastal areas, including many expatriate women working in domestic roles, often face greater exposure to the physical dangers of cyclones, such as flooding and high winds, which can lead to the destruction of homes and displacement. The physical and mental health of these women is further strained by the disruption of essential services, such as healthcare and education, and the increased burden of caregiving during and after such disasters. These challenges are compounded by the fact that women in coastal areas, particularly expatriates, may have less access to early warning systems and disaster preparedness resources, increasing their vulnerability to the impacts of climate change.
- **Access to Resources:** In Oman, women generally have less access to critical resources such as land, financial capital, and technology, all of which are essential for effective climate adaptation. This disparity is particularly pronounced for expatriate women, who often work in lower-wage jobs with limited rights and protections. Their access to resources is further restricted by legal and cultural barriers, which can prevent them from fully participating in disaster preparedness and recovery efforts. The lack of access to financial resources and technology means that both Omani and expatriate women are less able to implement proactive adaptation strategies, such as improving their homes to withstand extreme weather or investing in alternative livelihoods that are less vulnerable to climate impacts.

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<sup>35</sup> Mickaël, Antoine, Joseph., Jansi, Natarajan., Taif, Khamis, Al, Farsi., Al, Zahraa, Mohammed, Al, Saifi., Wurood, Khalifah, Al, Saidi., Omair, Amur, Al, Jassassi., Hamed, Mohammed, Al, Mukhaini. (2023). The Impact of the 2021 Cyclone Shaheen on the Mental Health of Affected Omanis. *Oman Medical Journal*, 38(2):e483-e483. doi: 10.5001/omj.2023.62.

### 3.3.1.2. Adaptive Capacity

While women in Oman, including expatriate women, face significant vulnerabilities, they also possess unique adaptive capacities that are often underutilized. These capacities include:

- **Local Knowledge and Skills:** Omani women, particularly in rural areas, possess extensive knowledge of local ecosystems, traditional agricultural practices, and sustainable resource management techniques. For expatriate women, especially those working in domestic roles, their adaptive capacity often lies in their resilience and resourcefulness in managing households and caring for others under challenging conditions. However, these skills are often overlooked in formal adaptation strategies. Recognizing and incorporating this local knowledge and these skills into community adaptation plans can enhance resilience to climate change.
- **Community Networks:** Women's involvement in community organizations, such as women's associations, local councils, and informal support networks, plays a critical role in building community resilience. These networks enable women to share information, resources, and strategies for coping with climate-related challenges. For expatriate women, the situation is more complex. Many expatriate women rely on informal networks within their own communities or through connections with local NGOs. These networks are crucial for accessing information and resources, but they are often less integrated into formal early warning systems and disaster response frameworks. Strengthening these networks and ensuring that expatriate women are included in broader community resilience efforts is essential.
- **Social Cohesion and Support:** Cultural norms in Oman emphasize communal support and family cohesion, with women often at the center of these social structures. During times of crisis, women's roles in maintaining social cohesion can be instrumental in mobilizing community resources, coordinating relief efforts, and providing emotional support to those affected by disasters. Expatriate women, who may be isolated from their families and support networks, often rely on community and peer support in times of crisis. Enhancing social cohesion and ensuring that expatriate women have access to support networks can significantly improve their adaptive capacity and overall resilience.

### 3.3.2. Existing Gender Inequalities Exacerbated by Climate Impacts

Climate change exacerbates existing gender inequalities in Oman, particularly in the following areas:

- **Economic Inequality:** Women's economic opportunities in Oman are often more limited than those of men, with women concentrated in lower-paying jobs and informal sectors. Expatriate women, in particular, are often employed in the most precarious and low-paid sectors, such as domestic work, where they have limited rights and protections. Climate impacts, such as the loss of agricultural productivity and the destruction of livelihoods, disproportionately affect women, deepening economic disparities. For example, after Cyclone Shaheen, many expatriate women who lost their jobs or were displaced faced significant challenges in finding new employment or securing financial assistance, exacerbating their economic vulnerability.

- **Education and Skills Development:** Women in Oman have historically had less access to education and skills development opportunities, particularly in rural areas. This educational gap limits their ability to engage in higher-paying jobs and reduces their adaptive capacity to climate change. For expatriate women, the situation is often direr, as they may have even fewer opportunities for education and skills development due to legal and socio-economic barriers. As climate impacts increase the need for new skills and knowledge, such as those related to technology, disaster preparedness, and sustainable agriculture, both Omani and expatriate women may find themselves at a disadvantage if these opportunities are not made accessible to them.
- **Mobility and Decision-Making Power:** Gender norms in Oman often restrict women's mobility and limit their participation in decision-making processes at both the household and community levels. These restrictions can prevent women from accessing critical resources and information during climate-related disasters, such as evacuation routes, emergency shelters, and relief services. Expatriate women, particularly those in domestic work, may face additional mobility restrictions due to their employment conditions or legal status, further limiting their ability to respond to and recover from disasters. Moreover, women's exclusion from decision-making processes means that their specific needs and perspectives are often overlooked in disaster planning and response efforts, further exacerbating their vulnerability.

### 3.3.3. Inequalities Between Different Social Groups and Their Impact on Adaptive Capacity

Inequalities between different social groups in Oman, such as those based on income, education, nationality, and geographic location, significantly impact adaptive capacity<sup>36</sup>:

- **Rural vs. Urban Disparities:** Women in rural Oman are more vulnerable to climate change than their urban counterparts due to their greater reliance on climate-sensitive livelihoods and their limited access to services and infrastructure. Rural women often have less access to education, healthcare, and technology, all of which are critical for building adaptive capacity. Expatriate women, particularly those in urban areas, face a different set of challenges. While they may have better access to services, their legal status and socio-economic conditions often limit their ability to fully utilize these resources. Additionally, expatriate women are often excluded from formal community networks and decision-making processes, reducing their ability to contribute to and benefit from collective adaptation efforts.
- **Socio-Economic Status:** Women from lower socio-economic backgrounds in Oman are particularly vulnerable to climate impacts due to their limited financial resources and social capital. These women are less likely to have savings, insurance, or access to credit, making it difficult for them to recover from climate-related losses. Expatriate women, who often work in low-paid and insecure jobs, are similarly vulnerable. They may lack access to social safety nets and face legal and bureaucratic barriers when trying to access assistance or compensation after a disaster. Additionally, lower-income women, both Omani and expatriate, are more likely to live in poorly constructed housing that is vulnerable to extreme weather events, further increasing their risk of harm.
- **Cultural and Tribal Influences:** Cultural and tribal practices in some parts of Oman can limit women's participation in community decision-making processes, including those related

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<sup>36</sup> Zaineab, Abid., Muhammad, Abid., Qudisia, Zafar., Shahbaz, Mehmood. (2018). Detrimental effects of climate change on women.. Empirical Software Engineering, 2(3):537-551. doi: 10.1007/S41748-018-0063-9.

to climate adaptation and disaster preparedness. These practices often prioritize the voices and needs of men, leaving women's perspectives underrepresented. Expatriate women, who may be culturally and linguistically isolated from the local population, face even greater challenges in participating in these processes. This exclusion weakens the overall effectiveness of adaptation strategies, as they may not fully address the vulnerabilities and capacities of all community members, particularly those of expatriate women who are often among the most marginalized.

## 4. Gender and Social Inclusion in Early Warning Systems

The integration of gender and social inclusion into EWS is crucial for ensuring that these systems effectively serve all segments of the population, particularly the most vulnerable. This section explores how access to resources and information, participation in decision-making, and differential needs and priorities are influenced by gender dynamics in Oman, with a focus on both Omani and expatriate women.

### 4.1. Access to Resources and Information

#### 4.1.1. Access to Economic, Financial, and Physical Resources by Women and Men

In Oman, access to economic, financial, and physical resources is unevenly distributed between men and women. Men generally have greater control over financial assets, property, and income-generating opportunities, which are critical for responding to and recovering from climate-related disasters. Women, particularly those in rural areas and expatriate women in low-income jobs, often have limited access to these resources, which restricts their ability to take protective measures against climate risks, such as fortifying homes, securing safe transportation, or accessing emergency funds:

- **Economic Resources:** Men are more likely to be engaged in formal employment and higher-paying jobs, giving them greater financial security and the ability to invest in adaptive measures. Women, on the other hand, are often concentrated in lower-paid, informal, or part-time work, particularly in sectors like domestic service, agriculture, and small-scale trade. Expatriate women, who predominantly work in domestic roles, face even greater economic insecurity due to their precarious employment conditions and lack of legal protections.
- **Physical Resources:** Access to physical resources, such as land and property, is also gendered. In many cases, men are the primary landowners, while women may have limited or no ownership rights. This lack of control over physical assets reduces women's ability to make decisions about their use, particularly in times of crisis when quick action is required to protect family resources.
- **Financial Resources:** Women's access to financial services, including credit, savings, and insurance, is often limited by socio-cultural norms and institutional barriers. In rural areas, financial services may be less accessible, and women may face additional hurdles due to lower levels of financial literacy. Expatriate women, especially those in lower-income jobs, often lack access to formal banking services, further exacerbating their financial vulnerability during emergencies.

#### 4.1.2. Availability and Accessibility of Services and Technologies to Both Genders



The availability and accessibility of services and technologies, such as early warning systems, healthcare, and communication tools, are critical for effective disaster preparedness and response. However, there are significant gender disparities in access to these resources in Oman:

- **Healthcare Services:** Women's access to healthcare services, particularly reproductive and mental health services, is often limited by cultural norms, geographic barriers, and the prioritization of male health needs within households. During climate-related disasters, the disruption of healthcare services disproportionately affects women, who may also be responsible for the health of children, the elderly, and other dependents.
- **Communication Technologies:** Access to communication technologies, such as mobile phones and the internet, is essential for receiving early warnings and coordinating responses. However, women, particularly in rural areas and among lower-income expatriate groups, may have less access to these technologies due to financial constraints, lower literacy rates, or cultural restrictions on women's use of technology.
- **Language Barriers for Expatriate Women:** Expatriate women in Oman face additional challenges in accessing early warning information due to language barriers. Most early warning messages and disaster-related information are disseminated in Arabic, which many expatriate women may not understand if they are not fluent in the language. This lack of accessible information can prevent expatriate women from receiving timely alerts and taking necessary precautions during climate emergencies, increasing their vulnerability to disasters.

## 4.2 Participation in Decision-Making

### 4.2.1. Extent of Women's Participation in Household, Community, and Project-Level Decision-Making:

Women's participation in decision-making processes at the household, community, and project levels is critical for ensuring that their needs and perspectives are incorporated into disaster preparedness and response strategies. However, in Oman, women's participation is often limited by socio-cultural norms and institutional barriers:

- **Household Decision-Making:** Within households, men often hold primary decision-making authority, particularly regarding financial matters and responses to external threats such as natural disasters. Women's input may be undervalued or overlooked, especially in male-headed households. This dynamic can lead to decision-making processes that do not fully consider the specific needs and vulnerabilities of women and children.
- **Community and Project-Level Decision-Making:** At the community level, women's participation in decision-making bodies, such as local councils or disaster preparedness committees, is often limited. Traditional gender roles and societal expectations can prevent women from assuming leadership positions or voicing their opinions in public forums. Expatriate women, in particular, are often excluded from formal decision-making processes due to their legal status, language barriers, and social marginalization, despite being significantly affected by the outcomes of these decisions.

### 4.2.2. Barriers to Women's Leadership in Local Governance and Institutions

Several barriers hinder women's leadership in local governance and institutions, including:

- **Cultural Norms:** In many parts of Oman, cultural norms dictate that men should occupy leadership roles, both within the family and in the public sphere. These norms can discourage women from pursuing leadership positions or participating actively in decision-making processes.
- **Lack of Support Networks:** Women who aspire to leadership roles may lack the necessary support networks, including mentorship opportunities and professional networks, that can help them navigate the challenges of leadership. This is particularly true for women in rural areas and expatriate women, who may be isolated from community resources.
- **Institutional Barriers:** Formal institutions, including local governance bodies and NGOs, may not have policies or practices in place to actively encourage women's participation or to address the specific barriers they face. This can lead to the continued underrepresentation of women in leadership roles and decision-making processes.

## 4.3 Differential Needs and Priorities

### 4.3.1. Needs of Specific Vulnerable Sub-Groups (Children, Elderly, People with Disabilities)

Within the broader population, specific sub-groups, such as children, the elderly, and people with disabilities, have distinct needs that must be considered in early warning systems and disaster response strategies. Women, often being the primary caregivers for these groups, are disproportionately impacted by the failure to address these needs:

- **Children:** During disasters, children are particularly vulnerable to physical harm, malnutrition, and psychological trauma. Women, as primary caregivers, bear the responsibility of ensuring the safety and well-being of children, which can increase their own vulnerability and stress levels.
- **Elderly:** The elderly are often less mobile and more dependent on others for care, making them particularly vulnerable during evacuations and in the aftermath of disasters. Women, who typically provide care for elderly family members, face increased burdens during such times, often without adequate support.
- **People with Disabilities:** Individuals with disabilities require specific accommodations during emergencies, such as accessible transportation, communication aids, and medical care. Women, who are often the primary caregivers for family members with disabilities, need targeted support to ensure that these individuals receive the care and assistance they need during disasters.

### 4.3.2. Gender-Specific Response Strategies to Address These Needs

To effectively address the differential needs and priorities of these vulnerable sub-groups, gender-specific response strategies should be integrated into early warning systems and disaster preparedness plans.

- **Gender Separation Due to Islamic Cultural Practices:** In Oman, the application of Islamic cultural practices requires the separation of men and women in many public and private spaces. This cultural norm has significant implications for disaster preparedness and response strategies, particularly in emergency shelters, healthcare facilities, and public gathering points. It is essential that these cultural requirements are considered in the planning of disaster response measures to ensure that women can access safe spaces and services

without compromising cultural and religious norms. For example, separate shelters or designated areas for women and their families may need to be established to accommodate this cultural practice.

- **Tailored Communication:** Early warning messages should be tailored to reach women and address their specific concerns, such as the safety of children and elderly family members. This could include using channels that are more accessible to women, such as community networks and local radio stations, and ensuring that messages are delivered in a language and format that is easily understood. For expatriate women, this means providing information in multiple languages to ensure that they can understand and act on early warnings.
- **Support for Caregivers:** Disaster response plans should include specific provisions for supporting women in their roles as caregivers. This could involve providing additional resources, such as food, water, and medical supplies, to households with children, elderly, or disabled members, as well as offering psychological support to help women cope with the increased stress of caregiving during crises.
- **Inclusive Planning and Participation:** Women should be actively involved in the planning and implementation of disaster response strategies, particularly those that affect vulnerable sub-groups. By including women in these processes, planners can ensure that the needs of all community members are considered and that response strategies are more effective and equitable. It is also crucial to include expatriate women in these processes to ensure that their specific needs and challenges are addressed.

## **Part II: Gender and Social Inclusion Action Plan**

### **1. Promoting Gender Equality in NMHS Technical Capacity Development**

Strengthening the capacity of the National Meteorological and Hydrological Services (NMHS) is critical to delivering accurate climate services, improving weather forecasting, and enhancing disaster preparedness. This capacity-building effort not only focuses on improving technical skills but also on ensuring gender equality in NMHS operations. Women are often underrepresented in technical roles due to systemic challenges, including limited access to capacity-building initiatives, gender stereotypes, and societal barriers.

The activities under Output 1.2 (Capacity of NMHS Enhanced) focus on building the skills of NMHS personnel while ensuring equal participation of women in training and capacity-building efforts. Specifically:

- Activity 1.2.1: Conduct structured training programs and workshops to enhance the technical skills of NMHS human resources. These programs aim to include 40% women participants to address gender gaps and promote diversity.
- Deliverables for Activity 1.2.1:
  1. Deliverable 1.2.1.a: 4 Training Workshops conducted to ensure NMHS personnel, including women, gain necessary technical skills.
  2. Deliverable 1.2.1.b: Training Reports developed, which include gender-disaggregated data to measure the extent of women's participation.
  3. Deliverable 1.2.1.c: Analysis of women's roles and participation documented to identify challenges and propose solutions for improving gender inclusivity in NMHS.

### **2. Empowering Women in Emergency Risk Management**

Emergency risk management authorities play a central role in preparing for and mitigating disasters. Strengthening their capacity is essential to improve risk modeling, contingency planning, and response mechanisms. However, gender imbalances persist, with women often underrepresented in leadership roles, training initiatives, and decision-making processes. Including gender-sensitive approaches in capacity-building ensures that women contribute actively to these processes, leading to more inclusive, equitable, and effective disaster risk management strategies.

Output 1.3 (Strengthened Capacity of Emergency Authorities) focuses on building the technical and institutional capacity of emergency management authorities while ensuring gender inclusion. By emphasizing women's participation in specialized training and planning processes, the activities and deliverables promote gender-balanced leadership and decision-making.

- Activity 1.3.1: Conduct specialized capacity-building programs for emergency authorities, focusing on:
  - Risk modeling to identify, analyze, and predict risks.
  - Risk transfer mechanisms to distribute and reduce the financial burden of disasters.

- Contingency planning to improve preparedness and response to potential disasters.
- Ensuring that 40% women participate in these specialized workshops helps bridge the gender gap and strengthens diversity in emergency preparedness.
- Deliverables for Activity 1.3.1:
  1. Deliverable 1.3.1.a: 4 Specialized Workshops conducted with at least 40% women participation to ensure balanced representation and inclusivity.
  2. Deliverable 1.3.1.b: Training Reports developed, including gender-disaggregated data to track and analyze women's involvement.
  3. Deliverable 1.3.1.c: Guideline Document on risk modeling and contingency planning developed, integrating gender considerations to ensure women's unique roles, perspectives, and vulnerabilities are addressed.

This output contributes to improving the overall capacity of emergency authorities while ensuring that women have a meaningful role in disaster risk management. The inclusion of gender-specific perspectives in guidelines strengthens planning processes and creates more equitable disaster preparedness strategies.

### 3. Ensuring Gender-Inclusive Community Risk Assessments

During the consultation process with local vulnerable communities across Oman, it became evident that women in rural, coastal, and agricultural areas possess valuable traditional knowledge related to environmental patterns, natural resource management, and adaptive strategies. Women, particularly those engaged in farming, fishing, and pastoral activities, have historically relied on their understanding of seasonal changes, wind patterns, water resource fluctuations, and early environmental cues to anticipate climatic variations and adapt their practices accordingly.

However, the magnitude of climate change impacts—such as tropical cyclones, prolonged heatwaves, flooding, and drought—has surpassed the limitations of traditional knowledge alone. The increasing intensity, frequency, and unpredictability of extreme weather events in Oman necessitate the integration of scientific forecasting, advanced risk modeling, and structured disaster preparedness strategies to enhance resilience. Traditional adaptation strategies, which once enabled communities to mitigate risks, are no longer sufficient to cope with the rapid environmental changes driven by global climate shifts.

To address these challenges, community risk assessments play a crucial role in identifying vulnerabilities and risks at the local level. These assessments help shape disaster preparedness strategies by capturing critical data about hazards, vulnerabilities, and the capacities of communities. However, women's perspectives are often overlooked in these processes due to cultural norms, societal barriers, and lack of representation in community-level decision-making.

Integrating gender perspectives into risk assessments ensures that women's voices are heard and their unique roles, vulnerabilities, and knowledge are reflected in disaster planning. This approach not only enhances inclusivity but also improves the overall effectiveness and responsiveness of preparedness strategies. By combining local knowledge with modern scientific tools, Oman can

develop more comprehensive, gender-inclusive, and climate-resilient strategies that address the specific needs and challenges of its diverse communities.

The activities and deliverables under Output 2.1 (Improved Disaster Risk Knowledge) aim to improve disaster risk knowledge by engaging communities, ensuring gender inclusion, and addressing specific vulnerabilities of women and marginalized groups.

- Activity 2.1.4: Facilitate participatory risk assessments at the community level by:
  - Actively engaging women to identify their specific vulnerabilities, challenges, and roles in disaster preparedness.
  - Ensuring that women's perspectives are reflected in community risk assessment reports to develop more comprehensive and equitable disaster management plans.
  - Promoting at least 40% women participation in community workshops to ensure balanced representation and input.
- Deliverables for Activity 2.1.4:
  1. Deliverable 2.1.4.a: Community Risk Assessment Reports developed, incorporating gender-specific vulnerabilities and roles to ensure women's challenges and contributions are recognized.
  2. Deliverable 2.1.4.b: Workshops conducted with at least 40% women participation to encourage active engagement and representation.
  3. Deliverable 2.1.4.c: Gender-disaggregated data included in workshop outcomes to monitor participation and analyze gender-specific insights.

This output ensures that women and marginalized groups are not only engaged but also empowered to contribute meaningfully to disaster risk identification and preparedness. Gender-specific vulnerabilities, such as access to resources, evacuation constraints, and caregiving responsibilities, are identified and addressed as part of the planning process.

## 4. Promoting Gender Inclusion in Technical System Testing and Forecasting

Technical advancements in monitoring, detection, analysis, and forecasting systems are fundamental for improving disaster preparedness and response. These advancements ensure timely and accurate climate information and early warnings. However, women are often underrepresented in technical fields due to societal stereotypes, limited access to technical training, and systemic barriers to participation.

Including women in system testing, capacity-building workshops, and technical roles not only enhances diversity but also fosters more inclusive decision-making. Women bring unique perspectives to disaster preparedness, strengthening the overall effectiveness of monitoring and forecasting systems.

The activities and deliverables under Output 2.2 (Strengthened Detection, Monitoring, Analysis, and Forecasting Capabilities) focus on enhancing technical systems and building institutional capacities

while promoting gender inclusion. By ensuring 40% women participation in training and system testing, this output addresses the gender gap in technical fields and improves diversity in forecasting processes.

- Activity 2.2.3: Conduct regular system testing and capacity-building workshops, ensuring that women have equal opportunities to participate in and contribute to technical advancements. This includes:
  - Providing training to build technical expertise for both men and women.
  - Developing training manuals that integrate gender-sensitive practices and address women's unique needs in technical fields.
  - Preparing system testing reports to document progress and identify areas for improvement.
- Deliverables for Activity 2.2.3:
  1. Deliverable 2.2.3.a: System Testing Reports prepared to monitor the functionality and effectiveness of forecasting systems.
  2. Deliverable 2.2.3.b: 4 Training Workshops conducted with at least 40% women participation, ensuring balanced representation in technical capacity-building initiatives.
  3. Deliverable 2.2.3.c: Training Manuals developed to include gender considerations, encouraging women's inclusion and participation in technical roles.

This output not only improves the operational capacity of monitoring and forecasting systems but also creates an enabling environment for women to gain skills, contribute to technical processes, and assume leadership roles.

## **5. Empowering Women in Early Warning Networks and Outreach**

### **5.1 Ensuring Women's Safety and Well-being in Project Activities**

The project operates within Oman's legal and cultural framework, where violence against women, including gender-based violence (GBV), is strictly prohibited under Islamic principles and national laws. Oman has strong legal protections in place to ensure the safety, dignity, and well-being of women, and these principles are deeply embedded in both societal values and government policies.

In alignment with this framework, the project will be implemented in a way that respects cultural sensitivities and ensures women's safety across all activities. Measures will be taken to prevent and address any potential risks, reinforcing Oman's commitment to gender inclusion and protection. These measures include adhering to national laws that safeguard women's rights, ensuring that all capacity-building programs, community engagement efforts, and technical training initiatives foster a respectful and inclusive environment. The project will also ensure that women's participation remains safe and culturally appropriate, taking into account mobility constraints, work environments, and social dynamics.

Additionally, the project will coordinate closely with national institutions, including the Ministry of Social Development and local women's networks, to further strengthen existing protections and

address any gender-related concerns. Given that violence against women is not considered a societal challenge in Oman due to strong religious and legal safeguards, the project will continue to uphold these protections by maintaining a gender-sensitive and culturally respectful approach throughout its implementation.

## **5.2 Ensuring Access to Gender-Sensitive Grievance Mechanisms**

The project will establish a gender-responsive Grievance Redress Mechanism (GRM) to ensure that all stakeholders, including women and vulnerable groups, have safe, accessible, and culturally appropriate channels to report concerns. Recognizing the potential barriers women may face in raising grievances, such as privacy concerns, mobility restrictions, and societal norms, the GRM will integrate inclusive and confidential reporting mechanisms.

A Grievance Redress Committee (GRC) will be formed under the Technical Working Group (TWG) on GRM to address gender-related grievances with discretion and sensitivity. The project will also provide gender-sensitive training to GRC members, project staff, and grievance focal points to ensure that grievance resolution prioritizes confidentiality, safety, and inclusivity.

Additionally, women-only consultation spaces will be established to create a secure and supportive environment where concerns can be raised without fear of stigma or social repercussions.

Integrating gender-responsive measures into the GRM ensures that women and vulnerable groups have equal access to fair and effective grievance resolution, reinforcing trust, transparency, and accountability within the grievance-handling process.

## **5.3. Ensuring No Risks to Gender-Related Impacts**

The project does not present any risks that could hinder the achievement of gender-related impacts. It has been carefully designed to align with Oman's legal, cultural, and social framework, ensuring that gender considerations are integrated in a way that is both inclusive and culturally appropriate.

All project activities are structured to promote gender inclusivity while respecting existing societal norms and national policies. Women's participation in capacity-building programs, community engagement initiatives, and decision-making processes is encouraged in a manner that is voluntary, safe, and aligned with cultural expectations. The project further ensures that women's involvement does not create any unintended challenges by providing gender-sensitive safeguards, such as designated safe spaces for engagement, culturally appropriate consultation methods, and collaboration with national institutions like the Ministry of Social Development.

Given Oman's strong legal protections for women and the project's structured approach to gender inclusion, there are no foreseeable risks to achieving the intended gender-related impacts. Instead, the project actively supports gender equity and women's empowerment within a framework that respects and upholds Oman's social and cultural values.

## **5.4. Balancing Risk Aversion and Positive Gender Impacts**

The project ensures a balanced approach between risk aversion and proactive gender-related actions by integrating gender inclusivity in a way that aligns with Oman's legal, cultural, and social



framework. This ensures that women's participation is encouraged and supported without introducing risks or challenges to societal norms. The project is designed to both mitigate potential barriers to gender inclusion and actively promote positive gender outcomes in a structured and culturally respectful manner.

To achieve this balance, the project incorporates risk aversion measures by ensuring that all gender-related activities align with Oman's laws and traditions, respecting cultural sensitivities while fostering inclusivity. Women's participation in project activities is voluntary and culturally appropriate, with careful consideration of mobility constraints, work environments, and family responsibilities. Additionally, the project strengthens coordination with national institutions, particularly the Ministry of Social Development, to leverage existing mechanisms that support women's inclusion safely and effectively.

At the same time, the project takes proactive steps to achieve meaningful gender impacts by enhancing women's participation in decision-making processes, particularly in early warning networks, community-based disaster preparedness, and climate resilience initiatives. Training and capacity-building programs equip women with technical skills in scientific forecasting, emergency response, and risk management, ensuring they play an active role in disaster preparedness. Furthermore, gender-sensitive community risk assessments are integrated into project planning, ensuring that women's perspectives, vulnerabilities, and adaptive capacities are considered in disaster risk management strategies.

## **5.5. Evaluation of Sexual Exploitation, Abuse, and Harassment (SEAH) Risks and Safeguarding Measures**

### **5.5.1. Contextual and Project Risk Factors for SEAH**

The Enhancing Multi-Hazard Early Warning System in Oman project is primarily focused on the technical aspects of early warning systems, including infrastructure development, meteorological monitoring, and technological advancements in disaster preparedness. Additionally, project activities related to training and capacity building will be conducted in the capital of Oman, in a hotel setting, with participation from government representatives.

Given this controlled environment, there is absolutely no risk of SEAH due to the country's strong legal framework, cultural values, and strict enforcement of laws related to exploitation, abuse, and harassment. The project's activities are structured in a way that ensures full compliance with national laws and international best practices, minimizing any possibility of SEAH occurrences.

Since the work revolves around technical and operational components rather than direct community engagement in sensitive areas, no specific risk factors related to SEAH can be identified. Nonetheless, existing national policies and cultural safeguards will continue to be upheld to maintain a safe and respectful work environment for all stakeholders.

### **5.5.2. SEAH Contextual Risk and Mitigation Measures**

Given Oman's strong legal framework, cultural values, and institutional safeguards, the likelihood and potential impact of Sexual Exploitation, Abuse, and Harassment (SEAH) in the Enhancing Multi-Hazard Early Warning System project are very low. The project operates within a controlled environment, primarily focusing on technical capacity-building activities held in secure government settings and hotels.

However, in line with best practices and GCF requirements, the following mitigation measures have been outlined to ensure ongoing awareness, prevention, and reporting mechanisms remain accessible. These measures are designed to align with Oman's legal, cultural, and institutional safeguards, ensuring that SEAH-related risks are addressed effectively if they arise:

- **Contextual Risks and Mitigation Measures:** Contextual risks refer to broader national-level factors that could influence SEAH-related vulnerabilities, such as legal frameworks and enforcement mechanisms. In Oman, strong legislation and cultural norms already discourage SEAH, making the likelihood and impact very low. Table 6, presents key contextual risks and corresponding mitigation strategies that reinforce legal compliance, institutional safeguards, and policy awareness.

*Table 6: Contextual Risks and Mitigation Measures*

<b>Description of Potential Risks</b>	<b>Likelihood (L)</b>	<b>Potential Impact (L)</b>	<b>Mitigation Measures</b>
<b>Lack of laws prohibiting SEAH</b>	L	L	No additional action required as Oman has strong legal frameworks and cultural safeguards against SEAH. Continued legal awareness will be supported.
<b>Lack of strong legal system to enforce laws</b>	L	L	Existing legal and institutional enforcement mechanisms are robust. Monitoring compliance and reinforcing government-led initiatives will ensure continued effectiveness.
<b>Low levels of prosecution of SEAH incidents</b>	L	L	Oman's judicial processes effectively handle SEAH cases. Awareness efforts will ensure stakeholders are informed about reporting and legal procedures.
<b>Lack of national action plans or policies on preventing SEAH</b>	L	L	National policies already include protective measures. Stakeholders will be updated on existing laws to maintain compliance.

- **Societal Risks and Mitigation Measures:** Societal risks refer to cultural, social, and awareness-related factors that may impact SEAH risks. However, in Oman, existing societal structures actively discourage SEAH, with strong cultural and religious norms reinforcing gender respect and protection. Table 7, below outlines the main societal risks and the reinforcement measures that align with Oman’s community-based protections.

*Table 7: Societal Risks and Mitigation Measures*

Description of Potential Risks	Likelihood (L)	Potential Impact (L)	Mitigation Measures
<b>Sociocultural norms that promote or do not challenge SEAH</b>	L	L	Oman’s cultural and religious values inherently discourage SEAH. No further action required.
<b>Low levels of awareness on rights and SEAH prevention</b>	L	L	SEAH awareness is already high due to existing national initiatives. General education campaigns will continue.
<b>Limited services for SEAH survivors</b>	L	L	Oman has established health and legal services for SEAH survivors. These will remain accessible and monitored for effectiveness.
<b>Fear of stigma and retaliation for reporting SEAH</b>	L	L	Confidential reporting mechanisms exist within the legal system. These will continue to be available and reinforced as needed.

- **Project Risks and Mitigation Measures:** Project risks focus on specific factors related to the implementation of the Multi-Hazard Early Warning System project that could create SEAH risks. Since the project is technical in nature, with activities conducted in government-supervised environments, the risk of SEAH is extremely low. However, Table 8, ensures existing safeguards are upheld and communicated clearly to all stakeholders.

*Table 8: Project Risks and Mitigation Measures*

Description of Potential Risks	Likelihood (L)	Potential Impact (L)	Mitigation Measures
Higher risk of SEAH in project areas compared to national average	L	L	The project operates in a controlled setting (hotels, government offices), eliminating SEAH risks. No further mitigation required.

Limited SEAH protection services in project area	L	L	Existing national protections and services are sufficient. No additional mitigation required.
High rates of gender-based violence (GBV) in project areas	L	L	Oman has strict GBV laws that are enforced. Awareness will be maintained, but no additional action is necessary.
Women fear that participation in the project may increase SEAH risks	L	L	No risks identified due to the controlled environment. Women's participation will continue under Oman's gender policies.
Increased risk of SEAH in project-related transport and infrastructure	L	L	No transport-related SEAH risks have been identified as project activities are conducted in safe, monitored locations. No mitigation required.
Lack of reporting mechanisms for SEAH incidents	L	L	Oman has established grievance mechanisms. These will be communicated clearly to stakeholders.

### 5.5.3. Grievance Redress Mechanism for SEAH Cases

The project will establish a Grievance Redress Mechanism (GRM) as detailed in Annex 12: Environmental and Social Action Plan (ESAP) for handling of SEAH cases, even though the risk remains very low. The GRM follows international best practices, emphasizing a survivor-centered approach and maintaining confidentiality.

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#### b) Accredited Entity (AE) GRM Contact Details

- United Nations Industrial Development Organization (UNIDO)**  
Mr. Yunrui Zhou  
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#### c) GCF Independent Redress Mechanism

- Stakeholders may also report grievances directly to the GCF Independent Redress Mechanism:  
[File a Complaint](#) | [Independent Redress Mechanism](#) | [Green Climate Fund](#)

#### 5.5.4. Monitoring Progress and Continuous Learning on SEAH Issues

To ensure effective oversight and continuous improvement of SEAH risk mitigation and management, the project will implement a structured Monitoring and Evaluation (M&E) framework. This will include periodic reviews, stakeholder engagement, and transparent reporting to GCF and other relevant bodies. The approach focuses on measuring effectiveness, adapting to emerging risks, and ensuring accountability throughout the project lifecycle.

Table 9, below outlines the key components of the Monitoring, Learning, and Reporting Mechanism for SEAH-related concerns:

*Table 9: key components of the Monitoring, Learning, and Reporting Mechanism for SEAH-related concerns*

Monitoring and Learning Aspect	Description
<b>Monitoring and Evaluation Framework</b>	<ul style="list-style-type: none"> <li>- Regular Progress Reviews: SEAH-related risk mitigation measures will be reviewed every six months to assess effectiveness and identify gaps.</li> <li>- Key Performance Indicators (KPIs): <ul style="list-style-type: none"> <li>- Number of SEAH-related complaints received and addressed.</li> <li>- Number of awareness-raising and training sessions conducted.</li> <li>- Compliance with SEAH-related policies among project personnel and contractors.</li> </ul> </li> <li>- Stakeholder Engagement: Government representatives, community members, and gender experts will provide feedback on SEAH risk management.</li> </ul>
<b>Continuous Improvement of SEAH Safeguards</b>	<ul style="list-style-type: none"> <li>- Regular Training: Project staff, contractors, and stakeholders will receive ongoing SEAH awareness training, incorporating lessons learned from past reviews.</li> <li>- Adaptive Risk Management: Risk assessments will be updated annually to integrate new findings or evolving project dynamics.</li> <li>- Confidential Feedback Mechanism: Anonymous feedback systems will be encouraged to ensure candid reporting of SEAH-related concerns.</li> </ul>
<b>Reporting to GCF and Stakeholders</b>	<ul style="list-style-type: none"> <li>- Annual SEAH Reports: A formal SEAH progress report will be submitted to the GCF detailing risk management efforts and outcomes.</li> <li>- Public Transparency Measures: Key updates on SEAH risk management will be shared with project stakeholders through public reports or stakeholder engagement meetings.</li> <li>- Incident Reporting to GCF: Any significant SEAH-related incidents will be</li> </ul>

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reported promptly to the GCF Independent Redress Mechanism to ensure accountability and action.

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### 5.5.5. Timely Support and Redress for SEAH Survivors

The project will ensure that **SEAH survivors have timely access to essential services**, including medical, psychosocial, legal, and community-driven protection measures. The following modalities will be adopted (Table 10):

*Table 10: Timely Support and Redress for SEAH Survivors*

Support Service	Description
<b>Medical Care</b>	<ul style="list-style-type: none"><li>- Immediate access to healthcare facilities for medical examinations and treatment.</li><li>- Availability of sexual and reproductive health services, if necessary.</li><li>- Collaboration with national health authorities to provide confidential and stigma-free care.</li></ul>
<b>Psychosocial Support</b>	<ul style="list-style-type: none"><li>- Provision of mental health counseling and emotional support for survivors.</li><li>- Establishment of referral pathways to social workers and psychologists trained in trauma-informed care.</li><li>- Safe spaces for survivors to receive guidance without fear of stigma or discrimination.</li></ul>
<b>Legal Assistance</b>	<ul style="list-style-type: none"><li>- Free legal advisory services to help survivors understand their rights and legal options.</li><li>- Support in navigating the legal system, including filing complaints through law enforcement agencies.</li><li>- Advocacy for survivor protection under Oman's legal framework.</li></ul>
<b>Community-Driven Protection Measures</b>	<ul style="list-style-type: none"><li>- Engagement with community leaders and religious figures to reinforce protective norms.</li><li>- Awareness programs targeting both men and women to create a culture of zero tolerance toward SEAH.</li><li>- Establishment of community watch groups in collaboration with law enforcement to deter any SEAH risks.</li></ul>
<b>Reintegration Support</b>	<ul style="list-style-type: none"><li>- Economic and professional reintegration services, including job support programs for survivors.</li><li>- Social inclusion initiatives to prevent marginalization of survivors.</li><li>- Continuous follow-up by designated social services to monitor survivor well-being.</li></ul>

## 5.6. Enhancing Women's Participation in Early Warning Systems and Disaster Communication

Improving early warning systems and communication strategies is vital to ensuring timely and inclusive dissemination of climate-related and disaster warnings. These systems are essential for minimizing risks, enhancing preparedness, and ensuring the safety of vulnerable populations. However, women, especially in rural or marginalized communities, often face barriers to accessing critical information due to societal roles, literacy gaps, and exclusion from communication networks.

Adopting gender-sensitive approaches in building early warning systems and awareness campaigns helps ensure that women not only have access to early warning information but also play leadership roles in community-based networks. Their participation strengthens outreach, enhances the effectiveness of warnings, and ensures that preparedness measures address the specific needs of women and vulnerable groups.

Output 2.3 (Improved Early Warning Communication) focuses on enhancing the dissemination and communication of early warning messages through community-based systems and public awareness campaigns. Gender inclusion is prioritized to ensure that women's leadership, participation, and access to information are key components of these initiatives.

- Activity 2.3.2: Build community-based warning networks and conduct public awareness campaigns with a focus on:
  - Establishing women's leadership roles within community-based warning networks to ensure their active participation in decision-making.
  - Designing and implementing gender-sensitive public awareness campaigns tailored to address the specific needs of women and vulnerable groups.
  - Documenting outcomes using gender-disaggregated data to monitor the impact and ensure inclusivity.
- Deliverables for Activity 2.3.2:
  1. Deliverable 2.3.2.a: Community-Based Warning Networks established with women in leadership roles, ensuring women's representation in the operational and management aspects of early warning systems.
  2. Deliverable 2.3.2.b: Awareness Campaign Reports documenting outreach activities with gender-disaggregated data to measure women's participation and engagement.
  3. Deliverable 2.3.2.c: Specific outreach activities targeting women and vulnerable groups, ensuring their unique needs are addressed and they have equitable access to early warning information.

This output ensures that women are not only recipients of early warning information but also active contributors and leaders within community-based systems, improving overall disaster preparedness and response.

## **5.7. Oversight Role of the Accredited Entity in Gender Action Plan Implementation**

UNIDO (AE) plays a critical oversight role in ensuring that the implementation of the Gender Action Plan (GAP) aligns with GCF policy requirements throughout the project's duration. To achieve this, the AE will oversee the integration of gender considerations in all aspects of project implementation, ensuring that gender equity and women's empowerment remain central to the project's objectives.

As part of its responsibilities, the AE will establish monitoring and compliance mechanisms to track the progress of gender-related activities. This includes conducting regular reviews and evaluations to assess adherence to the GCF Gender Policy and ensuring that project teams implement gender-responsive actions effectively. The AE will also require periodic gender-disaggregated reporting from the Project Management Unit (PMU) to measure the impact of gender-sensitive interventions and identify any areas for improvement.

In addition to monitoring, the AE will provide technical guidance and supervision to ensure that project partners and implementing entities have the necessary capacity to mainstream gender considerations into their activities. This will involve working closely with the gender expert, who will be embedded within the PMU to oversee and support gender integration. The AE will also review key project documents, including training materials, risk assessments, and progress reports, to ensure that gender perspectives are adequately reflected in all outputs.

To uphold accountability, the AE will verify that all project reports and evaluations incorporate gender-specific indicators and outcomes. If gaps or challenges arise in achieving gender-related objectives, the AE will work with the project team to develop corrective measures that enhance gender responsiveness. Furthermore, the AE will ensure that lessons learned from gender integration efforts are documented, contributing to improved strategies for future climate adaptation and disaster preparedness initiatives.

Through its oversight function, the AE will uphold GCF gender policy principles, ensuring that the project actively promotes gender equality, strengthens women's participation, and fosters inclusive resilience-building efforts across all components.

## **5.8. Monitoring and Evaluation of Gender-Responsive Climate Information Access**

The indicator for gender-responsive climate information access will be created under Output 1.1: Policy and Legislative Frameworks for Climate Information Services Strengthened, specifically within Activity 1.1.1: Establishing and Operationalizing a National Framework for Climate Services (NFCS). This activity ensures that climate information services are inclusive, accessible, and effectively reach both women and men, enhancing gender equity in climate adaptation efforts.

The sex-disaggregated targets have been rationalized based on existing gender gaps in climate information access, disaster risk management, and decision-making. These targets aim to ensure equal participation and representation while addressing barriers that limit women's engagement.

A baseline study will be conducted prior to implementation to assess gender-specific vulnerabilities, participation levels, and capacity gaps in accessing and utilizing climate information services. This study will provide data-driven insights to refine and validate the targets set in the Gender Action



Plan (GAP), ensuring they are realistic, context-specific, and aligned with national gender policies and international frameworks such as the Sendai Framework for Disaster Risk Reduction and SDG 5 (Gender Equality). The baseline findings will also inform monitoring and evaluation mechanisms, ensuring that gender-responsive strategies are effectively implemented and climate services are equitably distributed.

## **6. Promoting Women's Role in Disaster Preparedness and Response**

Community-based training and simulation exercises are critical tools for enhancing disaster preparedness at the local level. These activities strengthen community resilience by equipping people with the knowledge and skills needed to respond effectively to disaster events. However, ensuring gender inclusivity is vital, as women often play essential but underrecognized roles in disaster preparedness, response, and recovery.

By actively involving women in training workshops and simulation exercises, their unique perspectives, needs, and contributions are recognized, creating more equitable and inclusive preparedness strategies. This approach empowers women as key actors in disaster resilience and ensures that their voices shape preparedness actions.

Output 2.4 (Enhanced Community Readiness for Disaster Response) focuses on enhancing community preparedness and institutional readiness through training and simulation exercises. Under this output, specific actions ensure that women are not only participants but also contributors and leaders in disaster response strategies.

- Activity 2.4.3: Organize community-based training workshops and simulation exercises to:
  - Promote gender-sensitive participation, ensuring at least 40% women participation in all sessions.
  - Highlight and address women's roles and unique needs in disaster preparedness, response, and recovery.
  - Document gender-disaggregated data to monitor women's engagement and analyze how preparedness activities address gender-specific challenges.
- Deliverables for Activity 2.4.3:
  1. Deliverable 2.4.3.a: 4 Training Workshops conducted with at least 40% women participation, ensuring balanced gender representation.
  2. Deliverable 2.4.3.b: Simulation Exercise Reports developed, documenting disaster scenarios, responses, and including gender-disaggregated data.
  3. Deliverable 2.4.3.c: Analysis of women's roles and needs in disaster preparedness incorporated into the reports, ensuring gender-specific vulnerabilities and contributions are addressed.

This output ensures that women actively participate in preparedness activities and that their unique needs, such as caregiving roles, access to resources, and safety considerations, are integrated into disaster response plans.

## 7. Strengthening Women's Participation in Forecast-Based Actions

Forecast-based actions (FBA) are proactive strategies designed to reduce disaster impacts through early warnings and predefined protocols. By linking forecasts to early actions, communities can improve preparedness and minimize risks. However, to maximize effectiveness, it is essential to ensure gender inclusivity in FBA protocols, training, and decision-making processes.

Women are disproportionately affected by disasters due to societal roles and vulnerabilities, yet they bring unique skills, perspectives, and local knowledge that strengthen preparedness and response. Ensuring their active participation in forecast-based actions not only promotes inclusivity but also enhances the quality, sustainability, and outcomes of early action plans.

Output 3.1 (Forecast-Based Actions Established) focuses on building the capacity of stakeholders to implement forecast-based actions while ensuring gender inclusion. Through training workshops and simulation exercises, this output highlights women's contributions to early action protocols and preparedness strategies.

- Activity 3.1.3: Train stakeholders, including relevant agencies, communities, and volunteers, to implement forecast-based actions by:
  - Conducting training workshops that ensure 40% women participation to bridge gender gaps and promote equal access to capacity-building opportunities.
  - Documenting women's roles, contributions, and challenges in forecast-based simulations to inform inclusive disaster preparedness.
  - Developing training reports and simulation reports that include gender-disaggregated data for measurable progress and accountability.
- Deliverables for Activity 3.1.3:
  1. Deliverable 3.1.3.a: 4 Training Workshops conducted with at least 40% women participation, ensuring gender balance in capacity-building initiatives.
  2. Deliverable 3.1.3.b: Training Reports developed, including gender-disaggregated data to monitor and analyze women's engagement.
  3. Deliverable 3.1.3.c: Simulation Reports documenting scenarios and highlighting women's roles, contributions, and leadership in implementing forecast-based actions.

This output ensures that women are equipped with the knowledge and skills to actively participate in forecast-based action plans and contribute to decision-making processes. By capturing gender-specific data, the project can assess inclusivity and address challenges faced by women in disaster preparedness.

**This Gender and Social Inclusion Action Plan** ensures that women play an active role in all stages of disaster preparedness and response. By incorporating gender-sensitive strategies, promoting women's leadership, and collecting gender-disaggregated data, this plan fosters inclusive, equitable, and effective disaster risk management systems. Women's participation strengthens

community resilience, ensuring that disaster preparedness strategies address the unique needs and contributions of all stakeholders.

Table 11, provides a comprehensive summary of key outputs, activities, and deliverables that ensure gender inclusion across all project components.

Table 11: Gender and Social Inclusion Action Plan – Outputs, Activities, and Deliverables

Output	Activities	Description	Deliverables	Implementation Schedule	Gender-Focused Performance Indicators	Targets	Qualitative Indicators	Budget Allocation	Implementation Responsibility
<p><b>Impact Statement</b>  The project will enhance national and community resilience to climate risks and disasters by strengthening institutional capacities, advancing early warning systems, and fostering inclusive disaster risk management. Integrating gender-responsive approaches, the project will ensure that women and marginalized groups actively participate in risk assessments, decision-making, and response strategies. Over time, this initiative will lead to greater institutional readiness, improved forecasting and emergency preparedness, and increased leadership roles for women in climate resilience efforts. The long-term impacts include enhanced social equity, economic empowerment, and sustainable climate adaptation through gender-inclusive policies and programs.</p> <p><b>Outcome Statement</b>  The project will result in improved institutional coordination, technical expertise, and gender-sensitive disaster risk management strategies across key national agencies, including the Environment Authority, NMHS, and Civil Defence. Through targeted training, policy support, and technology upgrades, at least 40% of trained participants will be women, ensuring their active involvement in early warning systems, risk modeling, contingency planning, and disaster response. These efforts will lead to better-informed policies, increased community preparedness, and more effective disaster response mechanisms, ultimately reducing climate-related vulnerabilities.</p> <p><b>Output Statements</b>  The project will strengthen institutional capacities by enhancing the technical and policy expertise of the NMHS, Environment Authority, and Civil Defence through targeted training, equipment upgrades, and policy support. It will improve disaster risk knowledge by engaging communities in participatory risk assessments, ensuring the inclusion of women and marginalized groups in identifying vulnerabilities and shaping response strategies.  To enhance early warning systems and forecasting capabilities, the project will invest in system testing, capacity-building workshops, and community-based warning networks, ensuring gender-inclusive participation in technical training and decision-making. Additionally, public awareness campaigns will integrate gender-sensitive messaging, improving access to warning information for vulnerable communities.  The project will boost community and institutional readiness for disaster response through regular training and simulation exercises, promoting women's leadership and engagement in disaster preparedness and emergency response planning. Finally, it will establish forecast-based action strategies, equipping stakeholders with the knowledge and tools to implement proactive disaster risk management measures.</p>									
Output 1.2: <b>Capacity of the NMHS enhanced through training and equipment upgrades.</b>	Activity 1.1.3: Building capacity for legislative and policy support for climate information services.	1.1.3: Strengthen institutional and human capacities through: a-Conducting 3 workshops with gender-balanced participation. b-Preparing reports with gender-disaggregated data. c-Developing gender-sensitive training guidelines.	Deliverable a-3 Workshops conducted with at least 40% women participants. b-Workshop Reports prepared, including gender-disaggregated data. c-Training Guideline developed with integrated gender considerations.	1.1.3: Year 1 (Q3).	- % of women participants in workshops. - Number of reports with gender-disaggregated data. - Number of gender-sensitive training guidelines developed.	- At least 40% of workshop participants are women. - 100% of reports include sex-disaggregated data. - 1 gender-sensitive training guideline developed.	Improved participation and influence of women in climate policy discussions and decision-making processes, as observed through post-training feedback, stakeholder interviews, and policy review analysis.	Financial resources are included in the project costs	Environment Authority

	Activity 1.2.1: Conducting capacity building for NMHS human resources.	1.2.1: Conduct training programs and workshops to build the technical capacity of NMHS personnel, ensuring gender inclusion and equal opportunities for women and men to participate.	Deliverable 1.2.1: - a- 4 Training Workshops conducted, ensuring at least 40% women participation.  b-Training Reports developed, including gender-disaggregated data and analysis of women's participation and roles.	Year 1 (Q4).	- % of women trained in NMHS capacity-building programs. - Number of reports with gender-disaggregated data. - Gender balance in technical vs. administrative roles.	- At least 40% women participation in all training sessions. - 100% of training reports include gender-disaggregated data.	Improvement in women's engagement and leadership in NMHS technical fields, measured through post-training surveys, testimonials, and tracking career progression in technical vs. administrative roles. Perceived effectiveness of training in addressing gender-specific challenges in climate science and disaster risk management, assessed through focus group discussions and structured interviews with trainees.	Financial resources are included in the project costs	UNIDO
Output 1.3: <b>Capacity of National Center for Emergency Management / Civil Defence and Ambulance Authority to support disaster risk management strengthened.</b>	Activity 1.3.1: Conducting capacity building for National Center for Emergency Management / Civil Defence and Ambulance Authority, including risk modeling, risk transfer, and contingency planning.	1.3.1: Build the capacity of emergency management authorities through specialized training on risk modeling, risk transfer mechanisms, and contingency planning.	Deliverable 1.3.1: a-4 Specialized Workshops conducted, ensuring at least 40% women participation.  b-Training Reports developed, including gender-disaggregated data.  c-Guideline Document on risk modeling and contingency planning with gender considerations prepared.	Year 1 (Q3-Q4).	- % of women trained in disaster risk management. - Number of reports including gender-disaggregated data. - Inclusion of gender-sensitive strategies in risk modeling guidelines.	- 40% of trained participants in risk modeling and contingency planning are women. - 100% of reports include sex-disaggregated data.	Increased women's leadership in disaster risk management, measured through post-training surveys and tracking leadership roles. Integration of gender-responsive strategies in risk modeling and contingency planning, assessed through policy updates. Improved confidence and skills of participants, evaluated via	Financial resources are included in the project costs	UNIDO

							feedback and testimonials.		
Output 2.1: Improved disaster risk knowledge.	2.1: Activity 2.1.4: Engaging communities in local risk assessments.	2.1.4: Facilitate participatory risk assessments at the community level, integrating gender perspectives to ensure equal representation and inclusion of women and marginalized groups in identifying risks and vulnerabilities.	. Deliverable 2.1.4: Risk Assessment Reports developed, incorporating gender-specific vulnerabilities and roles. b- Workshops conducted with at least 40% women participation to engage and build capacity within local communities. d-Gender-disaggregated data included in workshop outcomes and risk assessment findings.	Year 2 (Q1-Q2).	- % of women engaged in local risk assessments. - Number of community risk reports including gender analysis. - Gender-disaggregated participation in workshops. Code of Conduct on Zero Tolerance for SEAH developed, formally endorsed, and disseminated to all project stakeholders.  Number of project staff and implementing partners trained on SEAH prevention and response.	- 40% of risk assessment participants are women. - 100% of risk reports integrate gender analysis.	Women's active role in identifying risks and vulnerabilities, measured through their contributions in discussions, decision-making, and proposed solutions during participatory risk assessments. Increased confidence and awareness among women regarding disaster risks, evaluated through post-assessment feedback and interviews. Integration of women's specific vulnerabilities and needs in community risk reports, assessed by analyzing the extent to which risk assessments reflect gender-specific concerns. The Code of Conduct on Zero Tolerance for SEAH is developed, formally endorsed, and disseminated to 100% of project staff and implementing partners by the end of Year 1.  100% of project staff and	Financial resources are included in the project costs	UNIDO

									implementing partners trained on SEAH by the end of Year 1.		
Output 2.2: <b>Strengthened detection, monitoring, analysis, and forecasting capabilities.</b>	Activity 2.2.3: Conducting regular system testing and capacity building.	2.2.3: Conduct system testing and capacity-building workshops, ensuring gender inclusion to promote equal participation of men and women in technical training and operations.	Deliverable 2.2.3: a-System Testing Reports prepared.  b-4 Training Workshops conducted with at least 40% women participants.  c-Training Manuals developed, integrating gender considerations and promoting women's inclusion in technical roles.	Year 2 (Q3-Q4).	- % of women participating in system testing training. - Number of training manuals incorporating gender-sensitive approaches. - Number of reports including gender-disaggregated data.	- 40% of training participants in system testing are women. - 100% of training manuals include gender considerations	Increased participation of women in technical system operations, measured by their engagement in system testing and troubleshooting activities. Enhanced technical skills and confidence among women, assessed through post-training evaluations, testimonials, and feedback on their ability to operate and maintain early warning systems. Greater representation of women in technical roles, tracked by monitoring their transition into leadership or operational positions within disaster management and meteorological agencies	Financial resources are included in the project costs	Environment Authority		

Output 2.3: <b>Improved and diversified systems for disseminating and communicating warnings for broader coverage and reach.</b>	Activity 2.3.2: Building community-based warning networks and conducting public awareness campaigns.	2.3.2: Establish community-based warning networks and conduct public awareness campaigns, ensuring gender inclusion to address the specific needs, roles, and participation of women in early warning and preparedness.	Deliverable 2.3.2: a-Community-Based Warning Networks established with active participation of women in leadership and operational roles.  b-Awareness Campaign Reports documenting outreach activities, including gender-disaggregated data and specific outreach to women and vulnerable groups.	Year 3 (Q1-Q2).	- % of women in leadership roles in community warning networks. - Gender-responsive outreach strategies included in campaigns. - Number of reports with gender-disaggregated participation data.	- 50% of leadership roles in community-based warning networks held by women. - 100% of awareness campaigns integrate gender-sensitive messaging.	Active participation of women in public awareness campaigns and preparedness activities. • Inclusion of gender-specific needs in early warning messages and dissemination strategies. • Improved access to warning information for women, especially in vulnerable communities. • Community perception of women's role in early warning and preparedness, assessed through feedback and testimonials.	Financial resources are included in the project costs	UNIDO
Output 2.4: <b>Enhanced community and institutional readiness for effective disaster response.</b>	Activity 2.4.3: Conducting regular community-based training and simulation exercises.	2.4.3: Organize community-based training and simulation exercises to enhance disaster preparedness, ensuring gender inclusion and equal participation of women and men in preparedness and response activities.	Deliverable 2.4.3: a- 4 Training Workshops conducted in targeted communities, ensuring 40% of women participation.  b- Simulation Exercise Reports documenting scenarios, responses, and outcomes, including gender-disaggregated data and analysis of women's roles and needs in disaster preparedness.	Year 1 (Q4); Year 2 (Q4).	- % of women trained in community disaster preparedness. - Number of simulation exercises involving women-led responses. - Number of reports including gender analysis of disaster response roles.	- 40% of training participants in community-based disaster response are women. - 100% of simulation reports integrate gender analysis.	Women's active participation in training and simulation exercises, including leadership roles.  • Increased confidence and preparedness among women in disaster response, assessed through post-training feedback.  • Integration of gender-specific needs in disaster preparedness plans and	Financial resources are included in the project costs	UNIDO



								response strategies.		
								<ul style="list-style-type: none"><li>Community perception of women's role in disaster management, evaluated through testimonials and engagement tracking.</li></ul>		
Output 3.1: <b>Forecast-based actions established.</b>	Activity 3.1.3: Training stakeholders, including relevant agencies, communities, and volunteers, on implementing forecast-based actions.	3.1.3: Conduct training workshops and simulation exercises to equip stakeholders with the knowledge and skills to implement forecast-based actions, ensuring gender balance and equal opportunities for women's participation.	<p>Deliverable 3.1.3: a-4 Training Workshops conducted, ensuring at least 40% women participation.</p> <p>b- Training Reports documenting participant engagement, gender-disaggregated data, and outcomes.</p> <p>c-. Simulation Exercise Reports to validate forecast-based actions, highlighting women's roles and contributions in disaster preparedness and response.</p>	Year 5 (Q2).	- % of women trained in forecast-based action strategies. - Number of reports with gender-specific participation data. - Number of simulation exercises validating gender-sensitive early action planning.	- 40% of training participants in forecast-based actions are women. - 100% of simulation exercises integrate gender-disaggregated data.	<p>Depth of women's contributions in simulation exercises, evaluated through their participation in scenario planning and execution of forecast-based actions.</p> <p>Integration of women's perspectives in training reports, measured by the inclusion of gender-specific challenges, solutions, and recommendations in documented outcomes.</p> <p>Evidence of gender-responsive disaster preparedness in simulation reports, highlighting women's roles in risk assessment, response coordination, and</p>	Financial resources are included in the project costs	Environment Authority	

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early  
planning.

action

## 8. Stakeholder Engagement Plan

To ensure equitable and meaningful participation of women in project consultations, the Ministry of Social Development and the Oman Women's Association will serve as key facilitators in mobilizing, engaging, and amplifying women's voices across various project activities. Given cultural norms and potential mobility restrictions, the project will adopt inclusive and gender-sensitive consultation methods to encourage active participation while maintaining cultural appropriateness and accessibility.

- Key strategies include:
  - Leveraging Institutional Partnerships – The Ministry of Social Development and the Oman Women's Association will act as trusted channels for outreach, mobilizing women from diverse backgrounds and regions, including those from underrepresented communities. Their networks will ensure broad participation beyond major urban centers.
  - Women-Specific Consultation Sessions – Dedicated women-only consultation meetings, facilitated by female moderators, will provide a safe and comfortable environment for open discussions on climate risks, adaptation strategies, and early warning systems.
  - Virtual and Hybrid Participation Options – Recognizing potential mobility constraints, the project will offer online platforms, virtual discussions, and hybrid consultation models, enabling greater flexibility for women to contribute regardless of location.
  - Flexible Scheduling and Accessible Venues – Consultation sessions will be scheduled at convenient times to accommodate women's responsibilities, ensuring their ability to participate without additional burdens. Efforts will also be made to select accessible and culturally appropriate venues for in-person engagements.
  - Inclusive Feedback Mechanisms – Alternative engagement methods such as structured interviews, community-led focus groups, surveys, and anonymous feedback channels will be employed to capture diverse perspectives, particularly for women who may face barriers to attending consultations in person.

Through these approaches, the project ensures that women's voices are fully integrated into the consultation process, influencing decision-making, policy recommendations, and project implementation strategies. This commitment to gender-inclusive engagement aligns with national priorities and international frameworks such as the Sendai Framework for Disaster Risk Reduction and SDG 5 (Gender Equality).